



**Staff Union**  
of the International Labour Organization

**Syndicat du personnel**  
de l'Organisation internationale du Travail

**Sindicato del personal**  
de la Organización Internacional del Trabajo

9 December 2015

## **PETITION CONCERNING THE SHIF:** **QUESTIONS AND ANSWERS**

### **1 - Why does the Staff Union ask you again to sign a petition concerning the SHIF?**

**This petition seeks to obtain a referendum on the proposal to increase the SHIF contributions**

In accordance with article 4.17, paragraph 2, of the SHIF Regulations:

*“Any proposed amendment approved by the Management Committee shall be notified to the insured persons. Upon the written request of 200 insured persons received by the Management Committee within three weeks after such notifications, the Management Committee shall submit the proposed amendment in writing to the insured persons for vote. If more than two thirds of the votes cast are against the proposed amendment and at least 30 per cent of all insured persons have voted, the amendment shall not be proceeded with.”*

### **2 - Why does the Staff Union recommend you to vote against this proposal?**

- **Because the administration is not telling you the truth:**
  - The actuarial study mentioned never indicated the need to increase the SHIF contributions on a short-term basis to maintain the financial health of the fund. This study indicates that the financial health of the fund will be good until 2022 and that it may be necessary to envisage an increase in the contribution to preserve good health on a medium-term basis.
  - In March 2013, the GB approved the proposal submitted unilaterally by the administration to make a financial provision, in the 2014-2015 budget, in order to take into account a possible increase in contributions even before the Management Committee was seized of this matter.
  - The actuarial study had not been yet provided and the decision to increase the contributions was approved by the Management Committee in May 2015.
  - In addition, paragraph e) of Article 4.7 of the rules has not been applied since no information was submitted to the insured persons regarding a possible increase in contributions.

• **Because the quality of the service is already not satisfactory in comparison to the contributions paid by the insured persons:**

- Obvious lack of human resources: all positions were not replaced and recent findings show that other organizations operate with a double workforce for the same number of insured persons;
- Delay of more than three months in reimbursements;
- Obsolete computer system which does not allow obtaining the basic information;
- No recognition of the SHIF world-wide with proven dramatic consequences;
- The administration has taken no concrete measures and no financial commitment following the report sent by the working group on the SHIF created in July 2015.

**WE CANNOT ACCEPT AN INCREASE IN THE SHIF CONTRIBUTION IF THERE IS NO PROVED AND FAIR IMPROVEMENT OF THE ADMINISTRATIVE MANAGEMENT AND THE QUALITY OF THE SERVICES OFFERED.**

**3 - Is the Staff Union against the proposed amendments concerning the improvement of benefits?**

- No, to the contrary. No tangible improvements have been recorded for many years. We note that the amendments proposed in recent years, the founding principles of solidarity and social protection have been eroded. We recall that the fund exists because international officials are not eligible to contribute to their national fund. It is therefore absolutely essential to preserve this fund and to improve its administrative management to ensure its sustainability and guarantee the job security of its staff.
- The proposals made by the Management Committee, although not addressing all of the needs of the insured persons, are a first step and supported by the staff union.
- However, we should not believe, as is implied in the document submitted by the administration, that the improvement of the benefits can only be achieved with an increase in SHIF contributions.

**THUS THE STAFF UNION IS FOR THE IMPROVEMENT OF THE BENEFITS AND AGAINST THE CURRENT PROPOSAL TO INCREASE THE CONTRIBUTIONS.  
THIS IS ALL THE PURPOSE OF THE PETITION.  
WE ASK YOU TO SIGN AS SOON AS POSSIBLE.**