

SYNDICAT DU PERSONNEL DE L'OIT

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SU/AGM/2025/2/D.3

9 October 2025

ANNUAL GENERAL MEETING

SECOND SESSION

9 October 2025

Financial Report of the Committee **for the period 1 January 2024 au 31 December 2024**

1. Staff Union members are invited to take note of the following documents attached to this report, covering the above-mentioned period. The Auditor's report is given in a separate document SU/AGM/2025/2/D.3/Add.

- a) Income and expenditure statement;
- b) Detailed statement of income and expenditure in relation to the approved budget;
- c) Statement of expenditure;
- d) Balance sheet as at 31 December 2024.

2. Points for discussion and adoption by the Annual General Meeting:

- Financial report for the period 1 January – 31 December 2024;
- Redistribution of Reserve Funds.

Comments on selected lines from the financial statements

3. Contributions: Contributions collected amounted to approximately CHF 739,000. This represents a significant increase of approximately CHF 54,000 over the budgeted amount, mainly due to the implementation of new, higher salary scales in many locations and regions around the world.

4. Turin Centre: This year, the Turin Centre recorded double the amount of staff contributions for 2023 and 2024, which were paid in advance.

5. Support staff: This represents the cost of a professional employed on a 50% basis from February to December 2024 in the field of communications.

6. Missions (headquarters and field): Includes all transport, accommodation and per diem expenses incurred by all committee members who travel during the year in the course of their duties.

7. Africa Regional Meeting: Corresponds to the cost of organising the regional meeting held in Dar es Salaam, which brought together around fifteen members and local representatives from several countries in the region.
8. America Regional Meeting: Corresponds to the cost of organising the regional meeting held in San José, which brought together a dozen members and local representatives from several countries in the region.
9. Field deductions: Share of local members' contributions deducted and paid to field offices to finance their union activities.
10. External collaboration: All assistance and partnership contracts concluded with external parties are included in this item. This includes, in particular, contracts for legal assistance and training.
11. Bank charges: Management fees, flat-rate commissions and interest charges levied annually on all the union's current accounts, deposits and investments. Although these bank charges have increased compared to our estimates, they represent 0.53%, i.e. less than 1% of the amount of bank assets and investments.
12. Meeting and reception expenses: This item covers the costs of organising meetings or retreats at the headquarters, meals and refreshments related to these events.
13. Amount due to the Union: Amount available from the ILO representing membership contributions not yet paid to the Staff Union.
14. Difference between income and expenditure (+/-) deficit: The year 2024 recorded a deficit of income compared to expenditure of CHF 1,512.82, corresponding to a loss for the financial year. This loss was charged to the accumulated reserves, specifically to the Staff Union Action Fund.

We saw strong revenue growth during the past year. However, total revenue remained below the amount initially budgeted. The budget proposal for a CHF 90,000 withdrawal from the reserve fund became null and void.

The additional expenses and disbursements for the financial year were absorbed by the available cash assets.

**Statutory requirements/Reserve Fund
(Article 33(a) of the Staff Union Rules)**

Fund	Maximum - Définition	Maximum CHF	Actual 31/12/2024
Emergency Fund	½ annual average expenditure over the three preceding financial periods	304,865.66	295,720.65
Fonds d'action syndicale	Twice annual average expenditure over the three preceding financial periods	1,219,462.65	1,917,257.98
Fonds d'action juridique	½ annual average expenditure over the three preceding financial periods	304,865.56	427,793.11
TOTAL		1,829,193.98	2,640,771.74

Summary of Results and Total of Reserve Fund for the previous years

Year	Benefit / Deficit	Total of Reserve Fund
2018	-101,260.76	1,941,902.42
2019	165,717.08	2,141,932.63
2020	104,441.49	2,280,634.07
2021	201,711.21	2,517,919.46
2022	127,566.96	2,614,634.53
2023	52,023.40	2,590,261.16

INCOME AND EXPENDITURE
for the period 1 January 2024 - 31 December 2024
(Swiss francs)

EXPENDITURE

Secretariat	131,476.21
Salary – Legal Adviser	190,119.60
Salary - Assistant staff	55,412.84
Short term contract/Interpreter/conference staff	7,014.52
Missions (HQ / Field)	60,781.54
Regional Meeting Africa	50,000.36
Regional Meeting – Americas	23,658.15
Mission/Training Titular Africa	7,696.87
Mission/Training Titular America	2,207.60
Mission/Training Titular Asia	2,474.21
Mission/Training Titular Europe & Arab States	3,617.31
Field retention	132,075.34
Training (HQ / Field)	14,207.94
Communication	11,663.27
Russian Solidarity Fund	1,578.60
External collaboration	38,726.05
Translation / Interpretation	3,012.55
Meeting and reception expenses	10,975.25
Office equipment and accessories	624.93
Bank charges	10,402.80
International Affiliations	15,274.75
Miscellaneous	655.30
Telephone / Video conference charges	375.00
Difference revenue/expenses Deficit (+/-)	-1,512.82

772,518.17

INCOME

Membership fees	739,643.79
ILO Turin Centre	25,298.78
Income and bank interest	7,575.60

772,518.17

ANNEXE 1

DETAILED STATEMENT OF INCOME AND EXPENDITURE
In relation to the approved budget
for the period 1 January 2024 - 31 December 2024
(Swiss francs)

	Approved budget	Actual	Balance +(-)
INCOME:			
Membership fees	680,000.00	739,643.79	59,643.79
ILO Turin Centre	10,000.00	25,298.78	15,298.78
Income and bank interest	6,000.00	7,575.60	1,575.60
Reserve fund	90,000.00	0.00	-90,000.00
	<u>786,000.00</u>	<u>772,518.17</u>	<u>-13,481.83</u>
EXPENDITURE:			
Secretariat	135,000.00	131,476.21	-3,523.79
Salary – Legal Adviser	185,000.00	190,119.60	5,119.60
Salary - Assistant staff	60,000.00	55,412.84	-4,587.16
Short term contract/Interpreter/conference staff	0.00	7,014.52	7,014.52
Missions (HQ / Field)	20,000.00	60,781.54	40,781.54
Regional Meeting Africa	80,000.00	50,000.36	-29,999.64
Regional Meeting – Americas	40,000.00	23,658.15	-16,341.85
Mission/Training Titular Africa	5,500.00	7,696.87	2,196.87
Mission/Training Titular America	5,500.00	2,207.60	-3,292.40
Mission/Training Titular Asia	5,500.00	2,474.21	-3,025.79
Mission/Training Titular Europe & Arab States	5,500.00	3,617.31	-1,882.69
Field retention	150,000.00	132,075.34	-17,924.66
Training (HQ / Field)	17,200.00	14,207.94	-2,992.06
Communication	10,000.00	11,663.27	1,663.27
Staff Union Assistance Fund	10,000.00	0.00	-10,000.00
Russian Solidarity Fund	2,500.00	1,578.60	-921.40
External collaboration	20,000.00	38,726.05	18,726.05
Translation / Interpretation	16,000.00	3,012.55	-12,987.45
Meeting and reception expenses	0.00	10,975.25	10,975.25
Office equipment and accessories	0.00	624.93	624.93
Hospitality	1,000.00	0.00	-1,000.00
Bank charges	1,300.00	10,402.80	9,102.80
International Affiliations	16,000.00	15,274.75	-725.25
Miscellaneous	0.00	655.30	655.30
Telephone / Video conference charges	0.00	375.00	375.00
Difference revenue/expenses Deficit (+/-)	0.00	-1,512.82	-1,512.82
	<u>786,000.00</u>	<u>772,518.17</u>	<u>-13,481.83</u>

ANNEXE 2

STATEMENT OF EXPENDITURE
for the period 1 January 2024 - 31 December 2024
(Swiss francs)

	Payments by the ILO	Payments by the BCGE	Payments by petty cash	Total
Secretariat	131,476.21			131,476.21
Salary – Legal Adviser	190,119.60			190,119.60
Salary - Assistant staff	55,412.84			55,412.84
Short term contract/Interpreter/conference staff	7,014.52			7,014.52
Missions (HQ / Field)	60,496.79	284.75		60,781.54
Mission/Training Titular Africa	7,696.87			7,696.87
Mission/Training Titular America	2,207.60			2,207.60
Mission/Training Titular Asia	2,474.21			2,474.21
Mission/Training Titular Europe & Arab States	3,617.31			3,617.31
Regional Meeting Africa	50,000.36			50,000.36
Regional Meeting – Americas	23,658.15			23,658.15
Field retention	132,075.34			132,075.34
Training (HQ / Field)	6,013.34	8,194.60		14,207.94
Communication	659.17	10,921.00	83.10	11,663.27
Russian Solidarity Fund	1,578.60			1,578.60
External collaboration		38,726.05		38,726.05
Translation / Interpretation		3,012.55		3,012.55
Meeting and reception expenses		10,862.00	113.25	10,975.25
Office equipment and accessories	173.78	451.15		624.93
Bank charges		10,402.80		10,402.80
International Affiliations		15,274.75		15,274.75
Miscellaneous	415.05	240.25		655.30
Telephone / Video conference charges	375.00			375.00
TOTAL	675,464.74	98,369.90	196.35	774,030.99

ANNEXE 3

BALANCE SHEET AS AT 31 DECEMBER 2024

(Swiss francs)

<u>ASSETS</u>			<u>LIABILITIES</u>		
Current Assets:			Emergency Fund	295,720.65	295,720.62
Cash in hand	230.31				
Cash at bank	178,870.00				
MEC Accounts	1,099,830.70	1,278,931.01	Staff Union Action Fund	1,918,770.80	1,917,257.98
			Difference revenue/expenses Deficit (+/-)	-1,512.82	
Investments as at 31.12.2024			Legal Defence Fund	427,793.11	427,793.11
Deposit portfolio securities	704,758.30	704,758.30			
Amount due to Staff Union		657,082.40			
		<u>2,640,771.71</u>			<u>2,640,771.71</u>

ANNEXE 4