

ILO STAFF UNION

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9 October 2025

ANNUAL GENERAL MEETING **SECOND SESSION**

9 October 2025

Report of the Board of the Staff Union Assistance Fund **of the Staff Union for the period 1 July 2024 to 30 June 2025**

The purpose of the Staff Mutual Assistance Fund is 'to provide financial assistance in time of need to ILO staff members and their families'. A staff member is defined as any person who is or has been in the service of the ILO in any capacity or at any duty station. The financing of the Fund is largely due to the generosity of serving staff members who make regular donations. The Staff Union also contributes regularly to the Fund. Thanks to the generosity of our colleagues and a prudent investment policy, the Fund's financial situation remains healthy.

Our assistance to serving civil servants normally takes the form of interest-free loans, which we grant to those facing real financial difficulties due to particular, sometimes dramatic, circumstances. In the case of retired civil servants, assistance usually takes the form of general donations; in exceptional cases, donations have also been made to serving civil servants and loans to retired civil servants. In a limited number of cases, loans or allowances are paid, as a 'bridge', to officials at the end of their contract who are waiting to receive an invalidity pension.

For the period under review, the Board approved a total of 1 loan and 8 donations.

Statutory requirements and the Board's policy

All requests to the Fund for assistance are carefully considered by the Board as a whole, which meets periodically to discuss more complicated cases and matters of principle arising from them. In every case, Board members scrupulously apply the central statutory criterion for assistance – that of need (see Appendix I, paragraph 2, of the Staff Union Rules). Apart from certain exceptional and quite rare cases where need has been clearly demonstrated, therefore, assistance is not given to colleagues wishing to buy a house or car, or pay for private education for their children, or visit family members living abroad (with the exception of certain rare cases). Normally evidence of need is required. Where assistance is given, this typically takes the form of a loan, and care will be taken to ensure that repayment is within the colleague's means and that it will have been completed before expiry of the current contract. The reimbursement period is normally 24 months to ensure that funds are available to meet rising demands for assistance.

These formalities are the result of the Board's cumulative experience, stemming also from a conviction that the Fund owes it to those who finance it to err on the side of caution. The Board is convinced that the criterion of need, as at present defined, the maximum amount of loan in relation to net income, and the repayment period are essential to the effective and fair running of the Fund.

The Board is fully aware of, for example, the practical difficulties caused by unavailability of hard currency in some duty stations, the obstacles to obtaining credit in others and generally the unpredictability of some requests caused by accident, sudden illness, death or other dramatic events. However, the Fund is not – and its statutes do not permit it to be seen as – a bank.

Acknowledgements

We would like to thank all the colleagues who, by making regular contributions or one-off donations, allow the Fund to exist. Thanks are due to our colleagues in the Finance Department and to their counterparts in external offices who process loans to the field.

Fundraising for staff affected by EU budget cuts

All members of the Board of the SUAF and the Staff Union would like to express their sincere gratitude to the generous donors.

- The total amount of donations received through the bank account was CHF 6,784
- To date, the Committee has received six requests for financial assistance. All have been approved
- The total amount of assistance provided is CHF 7,667.31

We would like to express our deep gratitude to all those who contributed to our fundraising campaign through the fund. Thanks to your generosity – sometimes very generous – we have been able to take an essential step forward.

Your support is a valuable commitment that touches us deeply. Thank you from the bottom of our hearts for responding with such kindness and solidarity.

Membership of the Board

During the reporting period, membership of the Board was as follows:

Daniel Rojas (Treasurer)
Nathalie Devaud-Dalibard
Janette Murawski
Esther Gomez
Yvan Poulin (replacing Ms Gomez)
Céline Moiret

The Staff Union Assistance Fund is run for staff by staff and every contribution, however small, helps the Fund to build up sizeable enough sums to be of real help to those in need. Contributions are calculated on the basis of parts per thousand of net monthly salary: it is for you to decide how much you wish to pledge each month. As a guide, one part per thousand represents about 6 Swiss francs for a G.3 at headquarters and 9 Swiss francs for a P.3. *Please join the effort – it doesn't cost much.*

**Statement of accounts for the period
1st july 2024 - 30 june 2025
(Swiss Francs)**

Balance Sheet as at 30 june 2025

ASSETS

| | |
|---------------------|------------|
| UBS Current account | 53,784.16 |
| Account “H” | 290,753.00 |
| MEC | 144,758.90 |

489,296.06

LIABILITIES

| | |
|--------------------|------------|
| Grant reserve | 25,000.00 |
| Equity (-9,043.13) | 464,296.06 |

489,296.06

**Statement of activities
2023-2024**

RECEIPTS

| | |
|---------------------|------------|
| Contributions | 2,234.92 |
| Gifts | 6,784 |
| Loan reimbursements | 25,908.72 |
| Interests (MEC) | 2,209.50 |
| Income p/l | -29,608.37 |

7,529.24

EXPENDITURES

| | |
|---------------|-----------|
| Donation | 7,414.37 |
| Loans granted | 9,000.00 |
| Bank charges | 158 |
| Profit | -9,043.13 |

7,529.24

Membership form

Please return this form to: Mr. Daniel Rojas, ILO, Bureau 4-92.

ILO STAFF UNION ASSISTANCE FUND



1. Treasurer of the Fund

2. PAIE

AUTHORISATION FOR DEDUCTION FROM SALARY

I, the undersigned:

Surname: _____ Name: _____ Pers. No. _____

Branch: _____ Duty Station: _____

authorize the ILO to deduct ___ parts per thousand from my net salary (base salary plus post adjustment), as a voluntary contribution to the ILO Staff Union Assistance Fund.

Date: _____ Signature: _____