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**Executive Board**

**Two hundred and seventeenth session**

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Item 28 of the provisional agenda

**FUNDING OF THE AFTER-SERVICE HEALTH INSURANCE (ASHI)**

**ADDENDUM**

**COMMENTS BY THE UNESCO STAFF UNION (STU)**

**SUMMARY**

Pursuant to Item 9.2.E.7 of the UNESCO Human Resources Manual, the UNESCO Staff Union (STU) submits its comments on the report by the Director-General.

1. Recalling document 216 EX/21 stating that “The *ASHI liability needs immediate attention and the identification of additional financing mechanism(s)*”, STU appreciates the proposal made in the Draft Resolution – Item 4 of 217 EX/28, (paragraph 3) that “*Recommends that the General Conference approve the alignment of the After-Service Health Insurance (ASHI) charge on the regular budget with that for voluntary contributions, namely 4% of the cost of salaries of staff funded from all sources in line with paragraphs 2 and 3 of document 217 EX/28.*”

2. However, STU is concerned about the fact that, pending the decision by the Executive Board, the revised draft 42 C/5 (217 EX/15) does not integrate yet such an increase from 1% to 4% of the ASHI charge on the cost of salaries of staff. STU is even more concerned and strongly regrets that the revised draft 42 C/5 postpones the decision for a further two years, as per paragraph 19 of document 217 EX/15: “*If Member States confirm in the course of the Executive Board discussion that they would be willing to target building up this ASHI reserve as proposed, the source of funding (to be recommended to the General Conference for its consideration and approval in 2025) could be confirmed at the spring 2024 session of the Executive Board.*”



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3. In view of the above, and the fact that it would take almost three decades (subject to the liability remaining at the current level) under the proposed funding mechanism to finance 75% of the liability, a decision on this coverage can no longer be postponed, and STU requests that stable and appropriate financial resources be identified without further delay during the 217th session of the Executive Board.

4. The STU recalls that “*The continued chronic under-funding of ASHI at UNESCO is a cause of concern to staff, and may also deter potential applicants to UNESCO, given the uncertainty it creates for their after-service insurance*”, document 216 EX/21, paragraph 14.