

Resolution on pensions

The Staff Union of the ILO, convened in its Annual General Meeting on 24 and 25 September 1980,

CONSIDERING that the present United Nations pensions system has created and continues to create serious inequalities because it is ill-adapted to present economic conditions,

REAFFIRMING that the measures taken in recent years have been no more than palliatives which have only partially corrected the most serious anomalies,

CONSIDERING that the proposals made by the Joint Pensions Board in Washington and which will be submitted to the 35th Session of the United Nations General Assembly, as they apply to the Professional and higher categories, while bringing about a certain improvement, are only another palliative,

REAFFIRMING that only a fundamental reform creating a direct link between the pension level and the actual salary of a serving official will make possible a long-term solution based on the establishment of a fair and durable system,

DEPLORING that the International Civil Service Commission (ICSC) has not pursued the efforts made last year to bring about a genuine reform of the pensions system,

NOTING that the ICSC has not even recommended that the pensionable remuneration on which contributions are based should be adjusted in line with the proposed changes in benefits,

DEPLORING that the ICSC's only initiative this year has been to recommend a new staff assessment scale for the General Service category, whose effect would be to reduce the pensionable remuneration and hence in the long run in real terms, the level of pensions,

REGRETTING that at a time when the Joint Pension Board is recommending improvements for participants in the Professional category, the ICSC is recommending measures prejudicial to the General Service category,

DEPLORING this situation, which tends to divide the staff and frustrate its legitimate aspirations in regard to social security,

INSTRUCTS the Staff Union Committee:

1. to accept the adjustment system drawn up in Washington for Professional staff as a mere palliative;
2. to recognise nevertheless that this system is inadequate to meet the criteria set out by the representatives of the ILO Pensions Committee for a lasting and equitable solution to the problem of Professional category pensions and to press for the rapid creation of a complementary scheme, even if the "Washington proposals" are adopted by the UN General Assembly;
3. to demand that all necessary measures be taken for securing withdrawal from the Joint Fund as soon as possible in 1981 if the UN General Assembly does not adopt the "Washington proposals" or weakens them in any way;
4. to oppose by all means necessary, including strike action, the revision of General Service staff assessment rates recommended by the ICSC.