

Resolution on the Establishment of a Severance Grant

The Staff Union of the ILO, convened in its Annual General Meeting on 8 October 1984;

HAVING NOTED the information and proposals contained in the Staff Union Committee's annual report concerning the "golden handshake" (paragraph 55);

NOTING the lack of clarity in the existing practice of granting indemnities for agreed termination of contract under Article 11.16 of the Staff Regulations;

BEING OF THE OPINION that this indemnity should, on terms to be defined, be turned into a proper severance grant for all officials seeking early retirement;

CONSIDERING that a severance grant of this nature could contribute to the introduction of a policy of early and "à la carte" retirement as defined in the resolution on flexible retirement and progressive retirement adopted by the Annual General Meeting of October 1981;

INSTRUCTS the Staff Union Committee:

1. to negotiate with the Administration the introduction of a severance grant to be paid on the basis of clearly defined criteria applicable equally to all;
2. to take the necessary measures to ensure that officials who are granted an indemnity under present Article 11.16 of the Staff Regulations may not be re-engaged. This principle should also be part of the criteria to be applied to any severance grant to be negotiated;
3. to keep the staff informed of developments in these negotiations.