

Resolution on pensions

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

HAVING NOTED the recommendations made by the United Nations Joint Staff Pension Board in August 1984 in order to make good the actuarial deficit of the Pension Fund;

NOTING that two-thirds of the actuarial deficit will have been made up by the participants and pensioners whereas Article 26 of the Regulations of the United Nations Joint Staff Pension Fund stipulates that in the event of an actuarial deficit each member organisation shall pay the sum necessary to make good the deficiency, and whereas at the World Bank and the International Monetary Fund the actuarial deficit was paid by the organisations;

RECALLING the resolutions on the subject adopted by the Annual General Meetings of 1981 and 1982 and the resolution adopted by the Extraordinary Meeting of 28 June 1984 of the staff of the ILO, GATT, WMO, WIPO, WHO, ITU and United Nations Geneva Office and of the pensioners;

DEPLORING the unlawful decision of the United Nations General Assembly to defer any adjustment in Professional pensionable remuneration that might become due in 1984 in pursuance of Article 54 (b) of the Regulations of the United Nations Joint Staff Pension Fund;

NOTING WITH SATISFACTION the Director-General's decision to adjust Professional pensionable remuneration on 1 October 1984, in accordance with Article 3.1.1 of the ILO Staff Regulations;

NOTING that, at the request of the United Nations General Assembly, the International Civil Service Commission has recommended a new scale of pensionable remuneration for Professional staff and a new method of calculating Professional pensionable remuneration on which the Board of the United Nations Joint Staff Pension Fund, and especially the representatives of the participants, have expressed reservations;

NOTING that the new method will entail not only a reduction in pensionable remuneration, and therefore in pensions, for most grades but also an increased dependency on a national pension scheme which, moreover, is currently being reviewed;

AWARE that, sooner or later, the new methodology will entail a change in the method of calculating the pensionable remuneration of General Service staff and assimilated local staff;

RECALLING the position of the ILO Staff Union and of FICSA in favour of a pension scheme that is independent of any national scheme and corresponds to the characteristics of the United Nations system;

1. ENDORSES the position of the Staff Union Committee on the actuarial deficit as set out in paragraph 65 of its annual report;

2. INSTRUCTS the Committee:

- (a) to pursue its efforts and, if necessary, to take appropriate legal action in order to ensure the application of Article 26 of the United Nations Joint Staff Pension Fund Regulations;
- (b) to take appropriate legal action in the event of the adjustment of the Professional pensionable remuneration due on 1 October 1984 not being fully implemented by the bodies concerned;
- (c) to oppose the new scale of pensionable remuneration for Professional staff and the new method of calculating pensionable remuneration for Professional staff and insist on a return to a system of calculation that is identical for all categories of staff and corresponds to the characteristics of the international public service;
- (d) to take appropriate steps, by reverting in due course to the matter of the establishment of a complementary pension scheme, to stop the deterioration of pensions and to restore pensions to equitable levels as soon as possible.