

Resolution on the Age of Mandatory Cessation of Service

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 age of mandatory cessation of service and the extension of contracts beyond the age of 60 (paras.79 to 84);

NOTING also that the United Nations Joint Staff Pension Board has reiterated its proposal to raise the age of mandatory cessation of service from 60 to 62;

AWARE that current practice at the ILO results in an increasing number of officials being granted an extension of their contract beyond the age of 60 while others are denied the same opportunity, without there being any clear definition of the criteria and procedures followed in the matter;

CONSIDERING that, by reason of its discretionary nature, this practice is liable to cause injustice and that, in order to remedy the situation, all officials should be placed on an equal footing;

RECALLING the resolution on flexible retirement and progressive retirement adopted by the Annual General Meeting of October 1981;

CONSIDERING that a new policy enabling officials who so request to remain in service up to the age of 62 would make it possible to improve the pension of officials reaching retirement age with an insufficient number of years of service, while meeting the needs of those who, for personal or professional reasons, would like to continue in active service beyond the age of 60;

TAKING INTO ACCOUNT the fact that the normal retirement age with full pension rights would remain 60 and that only those wishing to do so would remain in service;

1. MANDATES the Staff Union Committee to pursue its efforts to obtain the possibility for all officials, regardless of grade, duties, years of contribution to the Pension Fund or personal reasons, to continue in service, if they so wish, up to the age of 62.
2. REQUESTS the Committee to keep the staff informed of the outcome of its efforts.