

The ILO Staff Union, at its Annual General Meeting on 14 October 1988,

**INFORMED** of the survey being carried out jointly by the International Civil Service Commission (ICSC) and the United Nations Joint Staff Pension Board (UNJSPB) on the pensionable remuneration of

professional and higher category staff, the outcome of which is to be submitted to the United Nations General Assembly at its 45th Session in 1990;

**HAVING NOTED** that the United Nations General Assembly itself decided to take urgent interim measures to avoid further deterioration in the local currency pensions of professional and higher category staff following the drop in the dollar;

**CONCERNED** at the deterioration of pensionable remuneration and pensions following the reductions imposed arbitrarily and without justification by the United Nations General Assembly;

**AWARE** of the importance of establishing as soon as possible an adequate pension system that will be safeguarded against both monetary fluctuations and inflation;

**DEPLORING** the attitude of the United Nations General Assembly which is seeking to impose further reductions in benefits to absorb the actuarial deficit of the Fund;

**PREOCCUPIED** about the recommendations made by the Standing Committee of the Pension Board at its meeting in June 1988, especially the recommendation to request the International Civil Service Commission, the Joint Committee of the United Nations Joint Staff Pension Board and the Consultative Committee on Administrative Questions (CCAQ) to undertake a joint survey of the pensionable remuneration and pensions of the General Service with the obvious aim of reducing the pensionable remuneration and pensions of this category of staff also;

**REAFFIRMS:**

1. that it is determined to use every means, including strike action, of opposing all attempts at reducing pensions, whatever the category of staff concerned;
2. that the only lasting solution to the problem of pensions involves the guarantee, for the entire staff, of adequate pension levels protected from monetary fluctuations and inflation;

**INSTRUCTS** consequently the Staff Union Committee:

1. in collaboration with the representatives of the participants of the UN Joint Staff Pension Fund, to pursue its efforts vis-à-vis the bodies concerned in both the Common System and the ILO to bring about the setting up of a satisfactory pension scheme;
2. to make known to the Director-General and the Governing Body the staff's determination to obtain satisfaction on this fundamental point in its conditions of service;
3. to resume negotiations with the Administration with a view to obtaining the introduction of a complementary pension scheme in the ILO;
4. to keep the staff informed of the action undertaken in these respects and of the results obtained.