

## RESOLUTION

concerning the attacks undertaken by the bodies of the  
common system upon the international civil service

The ILO Staff Union, at its Annual General Meeting convened on 14 October 1992,

**RECALLING** the resolution adopted unanimously by the Extraordinary General Meeting on 22 July 1992,

**AWARE** of the particular importance of the forthcoming session of the Fifth Committee of the United Nations General Assembly which is on the point of making decisions which are not in staff interests and are a serious threat to the future of the international civil service,

**DEEPLY CONCERNED** at the aim of the bodies of the common system to revise the methodology used to determine General Service salaries, which would mean a significant drop in remuneration for this category of staff,

**ALARMED** by the attempts made by these bodies to ensure the adoption of a new methodology to be used for calculating pensionable remuneration for the General Service category which takes into account only a portion of the net salary when determining pensionable remuneration,

**OBSERVING** moreover that the pensionable remuneration of most grades in the General Service category has already been frozen since January 1992,

**NOTING** furthermore that the bodies of the common system still refuse to take the measures necessary to restore the purchasing power of Professional category salaries which is in constant decline,

**DENOUNCES** the illegal nature of the so-called decisions taken by the ICSC at its 36th Session,

**EMPHASISES** that these so-called decisions are in fact equivalent to an amendment to the Regulations of the UNJSPB, whereas only the United Nations General Assembly is competent to make such an amendment,

**RECALLS** furthermore that no amendment can be made to the Regulations of the UNJSPB without prior formal consultation with the Board of the Fund, and that this consultation has not taken place,

**REJECTS** furthermore the manner in which the recommendations of the 36th session of the ICSC were drawn up in complete disregard of the position of staff representatives thus making a mockery of the principle of consultation and calling into question the legitimacy of this body,

**STRONGLY REAFFIRMS** its opposition in particular to the changes the ICSC plans to make to the current method of determining General Service salaries, changes which call into question one of the basic principles of the international civil service - the Flemming Principle,

**REFUSES** to allow the current method of calculating the pensionable remuneration of General Service staff to change, as this method is satisfactory and is in line with the approach used in most social security systems,

**DEMANDS** that the bodies of the common system take immediate measures to restore the purchasing power of Professional salaries,

**INSISTS** that the ILO Administration takes all steps to ensure that negotiation machinery be set up at the level of the common system, respecting the principles and standards which are the very backbone of our Organisation,

**INSTRUCTS** the Staff Union Committee to take all appropriate action to defend to the maximum staff interests, including sending a delegation to New York to take part in joint action planned for the forthcoming session of the Fifth Committee of the United Nations General Assembly,

**FURTHER INSTRUCTS** Staff Union Committee to prepare this action so that the delegation works closely with other unions/associations which defend the trade union point of view of the ILO Staff Union and to defend this position in direct discussions with members of the Fifth Committee,

**REQUESTS** the Staff Union Committee to keep staff informed of results in the proceedings of the Fifth Committee.

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