

on Pensionable Remuneration and subsequent pensions
of staff in the General Service category

The ILO Staff Union at its Extraordinary General Meeting convened on 17 June 1993,

RECALLING that the pension scheme, as it is applied to General Service staff throughout the UN system, has been providing over decades fair and satisfactory results;

NOTING that the successive and arbitrary manipulations of the provisions applicable to staff in the Professional and higher categories have, on the contrary, led to continuous deteriorations in the relative levels of benefit entitlements for the latter;

NOTING FURTHER that these deteriorations are now taken as an argument by the International Civil Service Commission (ICSC) and some members of the UNJSPB to impose unjustified cuts in the pensionable remuneration of staff in the General Service category;

DENOUNCES the pretention of the ICSC to unilaterally impose its own views on the methodology which should be applied for determining pensionable remuneration and pensions of the staff, while completely disregarding the technical aspects of the question;

CALLS UPON the UNJSPB to defer the consideration of possible substantive modifications to the pension scheme, notably for the methodological principles applicable to General Service staff until 1997, when a joint review of the provisions applicable to both categories could be undertaken;

INSISTS meanwhile that the UNJSPB should address on an urgent basis the need for corrective measures against the fluctuation of pension levels in high inflation/soft currency duty stations;

INSISTS also that the UNJSPB confirms its position that all elements of remuneration should be made pensionable, according to generally accepted social security principles;

INSISTS further that the UNJSPB devotes immediate attention to the application without delay to concerned General Service pensioners of the revised Washington formula, which permits adjustment of the initial local currency pension to ensure parity of purchasing power;

INSTRUCTS the ILO participants' representatives on the UNJSPB to reject, pending the joint review to be undertaken in 1996, any amendment to the current rules and practices which would be detrimental to the current and future levels of pensions for any category of staff;

APPEALS to the representatives of the ILO Administration and of the ILO Governing Body on the UNJSPB to continue adopting a similar and firm attitude;

REQUESTS the ILO Staff Union Committee to prepare for further action if and when needed, and to take all necessary measures to ensure full ILO staff participation in possible initiatives taken at the common system level in defence of legitimate pension rights.