

RESOLUTION

concerning the work of the 36th Session of the ICSC
and the threats facing the international civil service

The ILO Staff Union, at its Extraordinary General Meeting on 22 July 1992,

NOTING that the International Civil Service Commission (ICSC) is once more preparing to undermine the legitimate interests of staff in member Organisations of the common system,

POINTING OUT that serious threats confront the pensions of General Service officials in the framework of the review undertaken by the ICSC of the methodology applied to the calculation of the pensionable remuneration of this category of staff, pensionable remuneration already blocked for most categories of the General Service staff since January 1992,

POINTING OUT IN PARTICULAR the desire of bodies of the common system to adopt the method known as "income replacement", which would take into account only part of net salary for purposes of determining the pensionable remuneration of General Service staff, thus substantially reducing their pensions,

ALARMED FURTHERMORE that the ICSC intends to proceed hastily with a revision of the General Service salary methodology leading towards a serious degradation of the remuneration of this category,

NOTING ALSO that the ICSC is going to examine for Professional level remuneration the adoption of a formula known as "differential salary payment" according to the degree of specialisation of tasks assumed by this category of staff, instead of an across the board adjustment in purchasing power of Professional remuneration needed to catch up with the loss of approximately 30 per cent in recent years,

CONSIDERING that this formula is contrary to the principles of job classification procedure established by the ICSC itself and opens the door to arbitrariness in personnel practices,

INSTRUCTS the Staff Union Committee:

1. to communicate to our colleagues at the Inter-Organisation General Meeting in London today, the full support of ILO staff for their action against the plans of the ICSC and for the defense of conditions of service which are compatible with the mission of the international civil service for peace and social justice in the world;
2. to send this resolution to the Chairperson of the ICSC, by which ILO staff insist especially:
 - on the need to maintain the current method of calculating the pensionable remuneration of General Service staff, which has yielded satisfactory results for nearly thirty years;

- on the necessity to preserve the present methodology for the determination of General Service salaries based on the Flemming principle approved by the United Nations General Assembly;
 - on the rejection of any formula such as "differential salary payment" and on the necessity to proceed immediately to the necessary readjustment of the salaries of the whole Professional and higher category staff.
3. to keep staff informed of the results and follow-up of the 36th session of the ICSC.
 4. to take all steps and measures necessary to protect the legitimate interests of staff.
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