

Resolution on flexible retirement and progressive retirement

The Staff Union of the ILO, convened in its Annual General Meeting on 6 and 7 October 1981,

NOTING that flexible retirement and progressive retirement have been recommended by various international organisations, including the ILO (see paragraphs 23, 26 and 29 of the Recommendation concerning Older Workers, 1980 (No. 162)) as a means of improving the quality of life of ageing workers, and that they have already been implemented in several socially advanced countries,

CONSIDERING that it would be good policy to apply within the Office the measures that the ILO recommends to its members,

CONSIDERING that the obligatory cessation of service now required by Article 11.3 of the Staff Regulations does not take into account differences among individuals in their ageing process and contemporary aspirations for a greater freedom in the organisation of working time throughout one's active life,

NOTING that the Regulations of the Pension Fund do not fix a maximum age for contributions and retirement, but do fix limits on the acquisition of rights to benefits,

CONSIDERING that progressive retirement, involving a gradual reduction in working time, is based on the unhealthy and destabilising effect of a brutal shift from full-time work to inactivity,

CONSIDERING that the reduction in income resulting from the progressive reduction in working time should be offset by an appropriate system of special benefits,

CONSIDERING that it would be timely to envisage the inclusion of this system of special benefits in the framework of the proposed complementary pension scheme now being studied in the Office (see document GB.214/PFA/11/10),

REQUESTS the Staff Union Committee to negotiate the introduction in the Staff Regulations of flexibility and progression in the cessation of service based on the following criteria:

- (a) all officials should be able:
 - (i) not only to take an early retirement up to five years before the age of cessation of service of 60 years, as is now the case, but also to defer it for the same period of time after this age;
 - (ii) to acquire rights to benefits, without limitations;
- (b) (i) all officials who fulfil the conditions required for a retirement pension from the United Nations Joint Staff Pension Fund, apart from the condition to have ceased his service as now required by the Regulations of the Pension Fund, should be able to continue working on a part-time basis and receive a pension, if he so wishes;
- (ii) an appropriate system of special benefits aimed at compensating the reduction of income from employment resulting from the progressive reduction in activity should be provided for within the framework of the proposed complementary pension schemes now being studied in the Office;

FURTHER REQUESTS the Staff Union Committee, in close collaboration with the participants' representatives, to secure the introduction of the necessary changes in the Rules and Regulations of the United Nations Joint Staff Pension Fund.