

DRAFT

Record of Decisions of the Thirteenth Session of the Council
of the Federation of Associations of Former International
Civil Servants (FAFICS)
(Montreal, 25-29 July 1985)

1. The Thirteenth Session of the Council of FAFICS was held on Thursday, Friday and Monday, 25-29 July 1985, at the Headquarters of the International Civil Aviation Organization, in Montreal, Canada.

Participation

2. The following Member Associations of FAFICS were represented at the Session:

AAFI/AFICS, Geneva
AFICS, New York

Mr. S. Grabe

Mrs. M. Bruce

Mrs. P. Tsien

FFOA, Rome

Mr. P. Montanaro

NAFICS, Copenhagen

Miss I. Poulsen

Committee of Former Officials

UNESCO, Paris

Mr. A. Chakour.

3. Mr. A. Elliott (Chairman of the Council of FAFICS) and Miss A. Butler (Secretary of FAFICS) were also present in their official capacities.
4. Mr. M. Pereyra, Director, Bureau of Administration and Services at ICAO, welcomed the participants on behalf of the Secretary General of ICAO, Mr. Y. Lambert, currently absent from Montreal. He was accompanied by Mr. S.E. Jayasekera, Chief, Personnel Branch, and Mr. D.E. Gerdes, Secretary of the ICAO Staff Pension Committee.

Election of the Chairman of the Session

(Agenda item 1)

5. Mr. Elliott, Chairman of the Council of FAFICS, was unanimously elected chairman of the session.

Adoption of the Agenda

(Agenda item 2)

6. The proposed draft agenda (doc. D.1/Rev.1) was adopted, as amended (cf. Appendix I).

Record of decisions of the 12th Session of the Council

(Agenda item 3)

7. The Council noted that the Record of decisions of the 12th Session of the Council had been adopted, subject to the amendments communicated by circular letter of 1 May 1985.

Report of the Chairman of the Council

(Agenda item 4)

8. In a short introductory statement, the Chairman referred, in particular, to the loss the Council had suffered since its last session (Twelfth Session, Geneva, January 1985) in the sudden death of David Miron. He then reported briefly on the main developments in the Federation over the past year which, despite setbacks occasioned by the decisions taken by the General Assembly in 1984, had on the whole been constructive.

Reports of the appointed representatives of FAFICS to various bodies and meetings

(Agenda item 5)

9. The Council took note of the reports on such meetings as had already been circulated to Member Associations (20th Session of ICSC; 33rd Session of the UNJSPB; Special Session (October 1984) of CCAQ; 161st Session of the Standing Committee of UNJSPB). It noted that the report on the Tenth meeting of the ACPAQ, attended by Mr. Buonaccorsi (FFOA, Rome) had not been received in time for distribution before the Council Session.
10. The representatives attending the 162nd Session of the Standing Committee of the UNJSPB (Mr. S. Grabe; Mr. P. Montanaro) and the 21st Session of the ICSC (Mrs. M. Bruce; Mr. P. Montanaro) reported on the highlights of the sessions. The Council noted that full reports on the two sessions would be circulated to Member Associations as soon as available.

Pension Questions

(Agenda item 6)

11. Two papers were before the Council with respect to this item: D.13, relating to item 6.2, and D.7, relating to item 6.3. In a wide-ranging discussion, a number of conclusions were reached, touching on, among other things, the investment of Pension Fund capital; the need to guard against further reductions of pension; implementation of article 26; raising the contributions and raising to 62 the age of mandatory retirements; the need to be "present" in the discussions of the Board and the Standing Committee, to have the right to participate; the imperative to speak with a single voice and to avoid any situation that could be taken as a commitment to accept reductions in benefits; the effect on pensions (including survivor benefits) of marriage after retirement; the impact on survivor benefits of divorce and/or remarriage. It was unanimously agreed that beneficiaries had already made substantial contributions towards covering the actuarial deficit and that no proposal for further sacrifices on their part would be acceptable.
12. On the sub-item 6.3 (appeals against action taken by the UNJSPF), each of the participants explained what action had been taken by his or her Member Association following the Twelfth Session of the Council (January 1985). It was agreed that FAFICS as such was not in a position to act on behalf of appellants, and that the main thrust would have to remain with Member Associations working, as appropriate, with FICSA or taking their own initiative and using their own legal counsel. It was further agreed that the position adopted by the Council at its Twelfth Session remained valid: namely, that it should be left to each individual Member Association to decide whether it should encourage and assist pensioners to appeal. Member Associations would inform each other - through the FAFICS Secretariat - of the position or action taken in the matter.

Social Security questions other than pensions

(Agenda item 7)

13. The Council took note of document D.10, prepared by AAFI/AFICS, Geneva. It also took note of and welcomed the paper (reference ICSC/22/R.11: After-service health insurance/mandatory health insurance) before the current session of the ICSC. It endorsed the views expressed in D.10 to the effect that efforts should be made to investigate possible improvements in the protection offered to pensioners, with special reference to long-term hospitalization and to advance payments in cases of hospitalization, and that benefits and conditions applying to serving staff should also be extended to pensioners.

14. The Council also endorsed the recommendations in the ICSC paper that there should be uniform eligibility criteria for after-service health insurance and that such health coverage should be available to all categories of retiring staff. It was agreed that treating these questions within the framework of the common system should not in any way be allowed to result in diminishing advantages already available under individual schemes.

Representation of pensioners on bodies taking decisions affecting pensioners, particularly on health questions

(Agenda item 8)

15. The Council noted yet again that practices differed widely among Organizations and endorsed the conclusion (in D.10) that efforts should be made to secure statutory representation for the pensioners' group on the management bodies of each and every health coverage scheme concerned.

FAFICS activities as an NGO

(Agenda item 9)

16. Two papers were before the Council: one on the principles and policy implications of NGO status (doc. D.3), the other on developments and practical applications during the year, in particular with respect to membership in CONGO. It was agreed that:

- having been granted NGO status, FAFICS should reinforce its position within the means available to it;
- FAFICS could not and should not disperse its resources and energies on ECOSOC activities of only marginal concern to the Federation; it should be selective in approach, concentrating in the first instance, on specific questions, such as those relating to health, aging, the environment and housing; it should avoid subjects influenced strongly by political issues;
- the whole question required further study, and Member Associations should be asked for their views, with particular reference to paragraphs 7(a) and 7(b) of doc. D.3;
- in the immediate future, FAFICS should attend the Sixteenth General Assembly of CONGO: the NGOs and the UN together for a better world (Geneva, 10-13 September 1985); the FAFICS representative should be Angela Butler, who was authorized to nominate someone else if she were unable to attend.

Representation of FAFICS at the UNJSPB

(Agenda item 10)

17. On this item the Council took into consideration the final paragraph of doc. D.13, the paper on the composition of the Board, prepared by the Secretary of the Fund (ref. R.31), and a paper submitted to the Council by AFICS/New York: "Representation of pensioners on the United Nations Joint Staff Pension Board and its subsidiary bodies" (doc. D.9). It was agreed to take the latter as a basis of discussion.

18. All members agreed that FAFICS should press for "full participation" on the Board with the right to vote, regardless of the likelihood of success in such demands. The structure and interests of FAFICS were different from those of other bodies, such as FICSA and IBRD, with which it was being placed in a proposed category of participants having observer status. The forthcoming discussion in the Board was regarded as an opportunity which should not be lost for getting appropriate recognition and representation on the Board.
19. After considerable discussion on the tactics to be adopted with a view to securing appropriate representation, it was agreed that doc. D.9 should be revised and strengthened as a FAFICS paper for submission to the Board. A copy of the final text is appended (cf. Appendix II).
20. The Council appointed the following persons to represent FAFICS at the forthcoming session of the Board:
 - Mrs. M. Bruce (AFICS, New York)
 - Mr. A. Chakour (Committee of former officials, UNESCO, Paris)
 - Mr. S. Grabe (AAFI/AFICS, Geneva)
 - Mr. P. Montanaro (FFOA, Rome)
 - Miss I. Poulsen (NAFICS, Copenhagen)
 - Mrs. P. Tsien (AFICS, New York).

Information activities within the Federation

(Agenda item 11)

21. The Council noted that information activities within and among the Member Associations had improved over the years and that every member appreciated the need to strengthen such activities, which were the chief means of making the Federation effective.

Activities of the Federation: Information Pamphlet

(Agenda item 12)

22. It was agreed that an information pamphlet would be a useful project as neither FAFICS nor the individual Member Associations were sufficiently well-known. Member Associations that had not already done so were urged to send their contributions as soon as possible to the FAFICS secretariat at Geneva. On the basis of the material received, the latter might draft two versions of a pamphlet: one along the lines already agreed at the Eleventh Session of the Council; the other an abridged version which might be less costly to produce. A decision would then be taken as to which version would be finalised for publication. When available, the pamphlet should be distributed to all agencies and Organizations in the UN system for possible use, inter alia, in their pre-retirement courses.

Arrangements for FAFICS Secretariat Services

(Agenda item 13)

23. The Council decided that the Agreement concluded between FAFICS and AAFI/AFICS, Geneva, concerning secretarial and other services rendered by the latter Association to the Federation, should be extended for a further period of one year (cf. doc. D.4).

Financial questions

(Agenda item 14, doc. D.2)

24. The Council approved the accounts for 1984 and took note of the Auditors' report (item 14.1).
25. The Council approved the draft budget for 1985 (item 14.2) having duly noted that the estimates of income from contributions from Member Associations should be amended upwards to take account of increases in membership.
26. The Council decided to maintain unchanged the scale of contributions for 1986 (item 14.3) (i.e. US\$0.50 per member, as of 31 December 1985).
27. The Council noted and regretted the absence at its present session, due to budgetary considerations, of Miss Emmy Vanbraecken, Treasurer of FAFICS, and unanimously expressed its thanks to her for the valuable work she had continued to perform for the Federation throughout the year.

Co-ordination with representatives of active staff

(Agenda item 15, doc. D.5)

28. The Council noted that this item concerned, in particular, FAFICS' relations with the Federation of International Civil Servants Association (FICSA) of International Staff Unions and Associations (CCISUA) and with the Co-ordinating Committee. Furthermore, it concerned relationships at two distinct levels: the participation of these (and possibly other) bodies as observers at the Council Sessions, and day-to-day contacts. It was agreed that there should be no blanket invitation to any of these organizations to attend Council Sessions, but that they should be informed of the date, place and agenda of each session.
29. It was agreed that, at the practical, day-to-day level, efforts should be made to strengthen relations with the various bodies representing active staff.

Date and place of the Fourteenth Session of the Council

(Agenda item 16)

30. It was noted that it was not possible to determine, at the present time, the date and place of the next session of the Council, but that presumably there would have to be a session shortly prior to the 1986 session of the UNJSPB. This did not preclude the holding of another session, or a meeting of the Bureau of FAFICS, at some time during the intervening months.

Election of officers

(Agenda item 17)

31. The Council unanimously elected the following officers:

Chairman:	Mrs. M. Bruce (AFICS, New York)
Vice-Chairmen:	Mr. A. Chakour (Committee of Former Officials, UNESCO, Paris)
	Mr. S. Grabe (AAFI/AFICS, Geneva)
	Mr. P. Montanaro (FFOA, Rome)
Secretary:	Miss A. Butler (AAFI/AFICS, Geneva)
Treasurer:	Miss E. Vanbraecken (AAFI/AFICS, Geneva).

32. The Council unanimously elected Mr. A. Elliott (BAFUNCS, London) Honorary Chairman, and thanked him warmly for all the work done during his two years in office.

Any other business

(Agenda item 18)

33. United Nations Investment Club (doc. D.12). The Council took note of the proposal put forward by Mr. A. Dawson. While some members recognized that such a club could provide useful services to some pensioners domiciled in certain countries, others felt that FAFICS should not engage in investment activities. The consensus was that FAFICS had neither the facilities nor the staff to assume any such functions or responsibilities and that Mr. Dawson should be informed to that effect.

Montreal,
29 July 1985.

FEDERATION OF ASSOCIATIONS OF FORMER INTERNATIONAL
CIVIL SERVANTS

Thirteenth Session of the Council, Montreal, 25-29 July 1985

Proposed Draft Agenda

<u>Item No.</u>	<u>Relevant paper and/or observations</u>
1. Election of Chairman of session	
2. Adoption of agenda	D.1/Rev. 1
3. Record of Decisions of 12th Session of the Council of FAFICS: amendments	D.8
4. Report of the Chairman of the Council	
5. Reports of the appointed representatives of FAFICS to various bodies and meetings	
-- Twentieth Session of ICSC (New York, 5-27 July 1984)	Despatched with Circular of 17/12/84
-- 33rd Session of the Joint Staff Pension Board (Vienna, 8-17 August 1984)	Circular of 20/11/84
-- Consultative Committee on Administrative Questions (CCAQ) (Special Session, Geneva, 1-3 October 1984)	Circular of 22/11/84
-- 161st Session of the Standing Committee of the UNJSPB (New York, 30 January to 1 February 1985)	Circular of 28/02/85
-- Tenth Meeting of the Advisory Committee on Post Adjustment Questions (Vienna, 7-17 May 1985)	
-- 162nd Session of the Standing Committee of the UNJSPB (New York, 25-28 June 1985)	
-- Twenty-first Session of ICSC (New York, 8-26 July 1985)	
6. Pensions Questions	
6.1 Review of discussions at 162nd Session of the Standing Committee of UNJSPB	
6.2 Review of papers to be discussed at the 34th Session of UNJSPB (Montreal, 29 July to 8 August 1985)	D.13
6.3 Appeals against action taken by the Secretary of the UNJSPF in application of the decisions of the General Assembly, including the financial consequences of such appeals for Member Associations	D.7

7. Social security questions other than pensions: Note prepared by M. Anstis (AAFI/AFICS, Geneva) D.10
8. Representation of pensioners on bodies taking decisions affecting pensioners (only on bodies other than the UNJSPB, particularly on health questions)
9. FAFICS activities as a Non-Governmental Organisation (NGO)
- 9.1 Role of FAFICS as an NGO in consultative relationship with ECOSOC (paper submitted by AFICS/New York) D.3
- 9.2 Note prepared by the Secretary: FAFICS activities as an NGO, 1984-1985 D.11
10. Representation of FAFICS at the UNJSPB
11. Information activities within the Federation
12. Activities of the Federation: Programme 1985/86 D.6
13. Arrangements for FAFICS secretariat services: Note by the Secretary D.4
14. Financial questions:
- 14.1 Approval of the accounts for 1984 and auditors' report) D.2
- 14.2 Proposed budget for 1985)
- 14.3 Scale of contributions of Member Associations for 1986/87
15. Co-ordination with representatives of active staff: Note by the Secretary D.5
16. Date and place of the 14th Session of the Council
17. Election of officers
18. Any other business:
- 18.1 Proposal to set up a United Nations Investment Club D.12

REPRESENTATION OF PENSIONERS
ON THE UNITED NATIONS JOINT STAFF PENSION BOARD
AND ITS SUBSIDIARY BODIES

(Paper submitted by the Federation of Associations of Former International Civil Servants (FAFICS))

1. The United Nations Joint Staff Pension Board consists of representatives of three interest groups: governing bodies, executive heads and active participants. Beneficiaries, although directly affected by decisions taken by the Board, and contrary to national practice in many member States, have no formally recognized status on the Board.
2. As described in the Note by the Secretary (cf. JSPB/34/R31, paragraphs 24 to 26 and Annex II), the question of the representation of pensioners on the Board and its subsidiary bodies has been discussed on several occasions in the past. As a result of these discussions, representatives of pensioners, designated by FAFICS (the Federation of Associations of Former International Civil Servants), have regularly attended sessions of the Board and of the Standing Committee since 1975. They have participated in the discussions on matters of direct concern to beneficiaries of the Fund, drawing attention to problems encountered by different groups of pensioners and suggesting how these might be overcome.
3. On 31 December 1984 there were 18,179 adult beneficiaries of the Fund, representing close to 25 per cent of the persons having a direct interest in the pension system.
4. FAFICS consists of nine Member Associations, with headquarters in Bangalore, Copenhagen, Geneva, London, Mexico City, New York, Paris, Rome and Santiago-de-Chile. Together they have more than 7,000 members, residing all over the world; and their numbers are increasing rapidly. The Member Associations maintain close and frequent personal contacts with their members, provide them with information on matters of interest to them and give them advice and assistance on a wide range of issues, especially on pensions. FAFICS thus is fully representative of the beneficiaries of the Fund.
5. The present arrangements for the representation of pensioners' interests are not reflected either in the Rules and Regulations of the Fund or in the Rules of Procedure of the Board. FAFICS considers that the time has now come for the status of its representatives on the Board and its subsidiary bodies to be formalized, and for appropriate provisions to be included in the relevant texts.
6. In this connection, the Federation wishes to emphasize that its position is unique in comparison with that of any other body with observer status on the Board. It is unique because FAFICS represents a group of people who, after years of active service have become beneficiaries of the Fund, and whose conditions and problems differ from those they had before. It is for this reason that FAFICS considers that their representatives should be given a status providing for full participation in the work of the Board and its subsidiary bodies.
7. In line with the above, FAFICS requests that the Board's review of the composition of the Board and of its subsidiary bodies include consideration of the form to be given to the full participation of FAFICS representatives in the work of these bodies.

8. A text for such recognition, to be inserted in the relevant rules of the Fund, might read as follows:

"Duly accredited representatives of FAFICS shall be entitled to participate in the work of the Board and of its subsidiary bodies."

- END -