

FEDERATION OF ASSOCIATIONS OF FORMER INTERNATIONAL CIVIL SERVANTS

(FAFICS)

Twenty-first Session of the Council, Montreal, 22-24 June 1992

RECORD OF DECISIONS

1. The Twenty-first Session of the Council of FAFICS was held on Monday through Wednesday, 22-24 June 1992, at the Headquarters of ICAO, Montreal.

PARTICIPATION

2. The following Member Associations of FAFICS were represented:

AAFI/AFICS, Geneva	Mr. S. Grabe
AAFU/AFUS, Paris	Mr. A. Chakour
AFICS, Buenos Aires)	
)	Mr. E. Centeno
AFICS, Santiago)	
AFICS, New York	Mr. A. J. Friedgut
-AEFNU, Mexico D.F.	Mr. G. Gomez de Silva
BAFUNCS, London	Mr. D. Miller
CAFICS/ACAFI, Montreal	Ms. R. Douesnard Ms. C. Desrosiers Mr. A. de Smit
FFOA, Rome	Mr. C. Buonaccorsi
NAFICS, Copenhagen	Miss I. Poulsen

3. Mr. Aamir Ali (Chairman of FAFICS) and Miss A. Butler (Executive Secretary of FAFICS) were present in their official capacity.

MEETING WITH THE SECRETARY OF THE
UN JOINT STAFF PENSION FUND

4. Mr. Ray Gieri, Secretary of the UNJSPF, and his colleagues were invited to meet with the Council on Wednesday, 24 June, to have a full discussion on issues of concern to pensioners.

ADOPTION OF THE AGENDA
(Agenda Item 1)

5. The draft agenda was adopted subject to the addition of new sub-items under items 4 and 7 respectively (cf. Appendix I).

REPORT OF THE CHAIRMAN
(Agenda Item 2)

6. The Chairman referred to the meetings of the Pension Board and the ICSC at which FAFICS had been represented since the last meeting of the Council. It had also attended the Assembly of CONGO in Geneva in October.

7. The statement on the Independence and Security of International Officials, signed by eight former executive heads, had been considered by CCAQ which had submitted it to ACC. ACC had annexed it to its report to the General Assembly which had noted it. The statement, which had been published in the bulletins of most-Member Associations, had also served to make FAFICS better known.

8. FAFICS, as an NGO in consultative status with ECOSOC, had also submitted its quadrennial report to ECOSOC and copies had been sent to all Member Associations; one of them at least had published it in full in its bulletin.

9. There had been suggestions during the past couple of years that FAFICS might select a project in a developing country which all Member Associations could support. It now seemed that this would be unnecessarily cumbersome and it might be best to leave such efforts to individual associations; some of them were already doing just this.

10. During the past year, the Chairman had had occasion to visit (at no cost to FAFICS) New York, Rome, Vienna, Bombay, Bangalore, Paris and London and had had personal contacts with associations in these places. He believed that such visits helped to strengthen a feeling of community among former officials.

11. It should be noted that there were new associations of former international civil servants in New Zealand (which intended to apply for membership), Turin, Moscow, Kiev and Warsaw, while beginnings were being made in Sri Lanka and Pakistan. Some or all of these would no doubt wish to join FAFICS.

12. The Chairman thanked members of the Council for their help and support during the past year.

REPORTS OF FAFICS REPRESENTATIVES AT MEETINGS

(Agenda Item 3)

13. The Committee took note of the information on the meetings that had been attended and the reports circulated.

PENSION QUESTIONS

(Agenda Item 4)

4(1) Items on the JSPB Agenda (Doc. D.21)

14. The Chairman of AAFI/AFICS introduced document D.21, taking it item by item. The Council noted the decision taken by the General Assembly that in future, sessions of the UNJSPB should be held in alternate years, starting with 1994. It would have to be seen what impact this might have on sessions of the Council.

15. Investments. The Council noted the improved investment position, but noted also, in the report of the auditors, that financial management practices needed to be improved on a number of points. FAFICS would seek suitable opportunities for reacting on these points and to make its concern over them known to the officials concerned with financial management of the Fund.

16. Transfer agreements. This situation concerned ex-Soviet nationals, for whom the situation was catastrophic. It was difficult to see what could be done to help existing pensioners. The Secretary's proposals to the Board would appear the only possible ones. The Council noted with satisfaction that the Secretary had suspended application of the agreement for ex-Soviet staff now employed in the Organisations.

17. Ungraded Officials. The Council noted with regret the possibility that the Board may be forced by the General Assembly to change the regulations of the Fund on this issue, instituting further exceptions to underlying Pension Fund principles.

18. 120% "cap". The Council noted that the Secretary's recommendation was to postpone the question till 1994, and decided it should support his recommendations.

19. Special index. The Council noted that if the Secretary's recommendations were adopted the matter would be shelved till 1994. FAFICS' main thrust should now be to ensure proper calculation of the index.

20. Deputy Secretary. The Council noted that no CV's had been communicated respecting the five short-listed candidates. It was therefore impossible to comment.

21. Emergency Fund. The Council noted that, as in the past, only about 50% of the money available had been disbursed. More information was needed (e.g. a breakdown of grants by country or region, and purpose). Little was known of the existence of the Fund and there was a need to give it some publicity - a matter to be taken up with the Secretary.

22. Pensionable remuneration for GS Staff. The Council noted that full information on proposals to the Board on this item on the agenda had not yet been circulated. Those who represented FAFICS on the Board should give special attention to how the proposals made by the Board would affect general service category staff in different duty stations and, in particular, in countries with high rates of inflation and weak currencies.

4(2) Divorced spouses (Doc. D.11)

23. AAFI/AFICS introduced the paper which was an up-date of earlier papers on the subject. The question had now more properly been turned over to CCAQ which would be taking it up in 1993. As there was some considerable opposition to the proposed measures, it was agreed that Council members should take every opportunity to inform and try to influence any persons or groups likely themselves to exert an influence (e.g. FICSA, CISSUA, Administrations).

4(3) Items to be taken up with the Secretary of the Fund (Doc.D.19 and D.25)

24. The Council prepared a list of questions to be taken up informally with the Secretary of the Fund.

4(4) Pension Adjustment System (Doc. D.23; D.24 and D.26)

(a) Timing of implementation of adjustments

25. AFICS/New York introduced D.25 which suggested that pension adjustments should not be pegged to the present 3% trigger or awarded always in a specific month (April). The analogous reason for the proposal was that, currently, changes for active staff in post adjustment or in General Service salaries were made without pegging them to a fixed date for changes or to a minimum of 3% increase in the cost-of-living adjustments. After some discussion

in which it was pointed out that there would be administrative problems and that exceptions were already made, when the half-year rate of inflation was 10 per cent or higher, the Council noted for later action that it would be desirable to seek a change in the rules. As a minimum, special adjustments should be made each time the 10 per cent level had been reached, even when this happened within the six-month period.

26. The Council rejected this proposal as it felt that it would be exaggerated to ask for such increases.

RELATIONS WITH MEMBER ASSOCIATIONS AND OTHER GROUPS
(Agenda Item 5)

5(1) Guidelines for rules of procedure and membership
(Doc. D.9)

27. AAFI/AFICS introduced document D.9. After some discussion which included consideration of the purpose and objectives of FAFICS, the Council adopted the guidelines to be found in Appendix II. The Council also endorsed in general the considerations embodied in document D.9.

5(2) Group of Retired IAEA, UNIDO and UN Staff in Austria
(Doc. D.12)

28. The Council accepted and welcomed the Vienna Group as a member of FAFICS.

5(3) Developments in AFUS, Paris (Doc. D.22)

29. The Council was informed of recent developments in CAF/UNESCO and the emergence of the Association of Former UNESCO Staff (AAFU/AFUS). It also had before it a letter of 9 June 1992 from Mr. Michel Fournier of the UNESCO Staff Association and the Chairman's acknowledgement.

30. The Council felt that, in examining the situation, it should consider the long-term interests of all former international officials in France and indeed elsewhere, and of the Federation itself; the question should be examined in the light of the Federation's aims and purposes and general criteria for membership.

31. In view of these considerations, the Council unanimously decided to recognise AAFU/AFUS as a continuing member of the Federation.

32. The Council stressed its desire to associate all pensioners with its work, particularly as FAFICS represented all pensioners in the UN Joint Staff Pension Board. It therefore expressed the hope

that AAFU/AFUS would be able to establish a mutually satisfactory working relationship with any group of former officials who remained outside AAFU/AFUS.

33. The Council further noted that while AAFU/AFUS accepts all former international officials or their survivors, the statutes made a distinction between former UNESCO officials (full members) and former officials of other organisations of the UN system (affiliate members). It hoped that such distinctions could be eliminated.

34. The representative of AFUS informed the Council that unfortunately, due to an error, a questionnaire purporting to be from FAFICS had been sent out by the Chief of the Staff Pension and Insurance Division of UNESCO.

5(4) Developments in FFOA, Rome (Doc. D.22)

35. FFOA informed the Council that it was preparing a summary of the replies to the questionnaire sent by FFOA to Member Associations to ascertain facilities afforded by headquarters' organisations to associations of retired officials. The summary would be circulated to FAFICS Member Associations.

5(5) Relations with AFUNPI, India (Doc. D.13)

36. The Council took note of this paper and of additional information given orally by the Chairman.

5(6) F.I.C.S.NET Roster (Doc. D.7)

37. The Council took note of the roster of experts (F.I.C.S.NET) being set up by the ILO Training Centre at Turin (Italy). AFICS Buenos Aires informed that much the same sort of roster has been established in Argentina and agreed to communicate an updated version of it to Turin. It was agreed that this was a matter for individual action by Member Associations, not by the Federation.

FAFICS PAMPHLET
(Agenda Item 6)

38. The Chairman reported that this item, on which so much time had been spent in the past, was in effect concluded with the publication of the list of FAFICS Member Associations and other, non-affiliated associations of former international civil servants, as an appendix to the annual letter sent out by the Secretary of the Fund to all UN pensioners. The Council asked the Chairman to express warm appreciation to the Secretary and his colleagues for the action taken. It was pointed out that the list would need updating regularly.

FAFICS ACTIVITIES AS AN NGO

(Agenda item 7)

7(1) Human Rights: Independence and Security of International Officials (Doc. D.4)

39. The Chairman introduced document D.4, and stated that, as instructed by the Council at its Twentieth Session, he had written to each of the signatory former Executive Heads to thank him for his support.

40. Commission on Human Rights (Doc. D.6). The Council took note of the document and agreed that FAFICS should prepare a statement for the next session of the Commission.

7(2) UN Principles for Older Persons (Doc. D.5)

41. The Council took note of document D.5.

42. Some members (AAFI/AFICS, AFICS New York, FFOA...) took this opportunity of informing the Council about action being taken, particularly with respect to helping pensioners' survivors to cope with the formalities consequent on a pensioner's decease.

7(3) International Population Conference at Espoo (Finland)

43. The Chairman informed the Council of the convening of the Conference. It was the kind of meeting that FAFICS, as an NGO, could usefully attend. There was, however, a registration fee of \$250. to be met, even if a suitable representative could be found on the spot. It was agreed that opportunities to participate in such meetings should be taken whenever possible, partly to make FAFICS better known.

7(4) FAFICS Quadrennial report to ECOSOC

44. The Council took note of the information provided by the Chairman.

7(5) Representation of FAFICS at ECLAC (Doc. D.14)

45. The Council took note of document D.14. It agreed that when circumstances permitted FAFICS should accept invitations to take part in such meetings, and expressed its appreciation to the Chairman of AFICS Santiago for her report.

7(6) FAFICS activities as an NGO (Doc. D.16)

46. AFICS New York introduced document D.16, which led to an informative discussion on activities of benefit to local and international communities being carried on by various of the Member Associations, for instance: assistance to the sick and elderly; conservation activities, including tree planting; day care of children of international civil service staff; provision of equipment or other help to technical assistance projects. The Council expressed its appreciation to AFICS New York for having prepared the paper, which had been distinctly thought provoking.

AFTER-SERVICE HEALTH INSURANCE (Documents D.10; D.17 and D.18)
(Agenda Item 8)

47. AAFI/AFICS introduced document D.17. The Council endorsed the principles and objectives for improving health insurance systems within the UN family, subject to the amendment of the third objective so that it reads: "updating and, as appropriate, raising maximum levels of reimbursement of costs of appliances and dental care, and also raising hospital care charges to semi-private level".

48. The Council took note of the information provided by FFOA in document D.10.

49. The Council took note of the information provided by AFICS Buenos Aires in document D.18. It noted that the problems were to a large extent covered by the principles endorsed in D.17.

SOCIAL QUESTIONS OTHER THAN HEALTH INSURANCE
(Agenda Item 9)

50. An open exchange of views revealed a wide range of activities being carried on or promoted by different Member Associations: activities of a purely social nature (lunches, outings); social welfare services to members (care services for the elderly; day care for children); services to the community (in schools, hospitals or other institutions); information services to members (bulletins; response to individual enquiries); information to the public to further the aims and activities of the UN and the agencies; assistance to technical co-operation projects.

ADMINISTRATIVE AND FINANCIAL QUESTIONS

(Agenda Item 10)

51. The Council approved the Statement of Income and Expenditure (doc. D.2) and took note of the Auditors' report (doc. D.3).

52. The Council approved the proposed budget for 1992 (doc. D.15), subject to a minor change in wording under the Expenditure column, replacing the word "Other" by the words "Special expenses".

53. The Council decided that there was no reason to change the rate of contribution for 1992 which had been set, at the Twentieth Session, at \$0.75 per member.

APPOINTMENT OF FAFICS REPRESENTATIVES TO THE UNJSPB, THE STANDING COMMITTEE, ICSC, AND OTHER MEETINGS

Agenda Item 11)

54. The Council appointed the following persons to represent the Federation:

(a) 44th Session of UNJSPB

Representatives: A.J. Friedgut (AFICS, New York)
Sven Grabe (AAFI/AFICS, Geneva)

Alternates: Aamir Ali (Chairman, FAFICS)
Carlo Buonaccorsi (FFOA, Rome)

55. The Council expressed the hope that the representatives of AFICS Buenos Aires, AFUS and CAFICS would stay in Montreal as long as possible in order to take part in the briefing sessions of the FAFICS representatives.

(b) Standing Committee

56. It was agreed that the FAFICS representatives at the Board would appoint two of their members to represent FAFICS at the Standing Committee.

(c) ICSC

57. It was agreed that FAFICS should be represented at the ICSC and that, since the next meeting of the Commission was to be held in London, from 13 July to 7 August 1992, BAFUNCS should ensure representation. It should watch developments and co-ordinate FAFICS representation, keeping the Chairman and Vice-Chairmen informed as to when questions of interest to FAFICS were likely to come up.

DATE AND PLACE OF THE 22nd SESSION OF THE COUNCIL
(Agenda item 12)

58. The Council noted that no session of the UNJSPB was scheduled to be held in 1993 but that there would be a meeting of the Standing Committee, probably in June 1993 in New York. It was agreed that there should be a session of the Council in 1993 but that its venue need not be tied to the place and dates of the Standing Committee. It was left to the Chairman and officers of the Federation to take a decision on the matter early in the year.

ELECTION OF OFFICERS
(Agenda item 13)

59. The Council elected the following persons:

Chairman: Aamir ALI (AAFI/AFICS, Geneva)

Vice-Chairmen: Carlo BUONACCORSI, (FFOA, Rome)
André CHAKOUR (AAFU/AFUS, Paris)
Freddie FRIEDGUT (AFICS, New York)
Sven GRABE (AAFI/AFICS, Geneva)

Executive Secretary: Angela BUTLER (AAFI/AFICS, Geneva)

60. In view of the changes currently under way in the secretariat of AAFI/AFICS, Geneva, it was agreed to postpone appointment of a treasurer for the time being; this should be done by the Chairman and the Chairman of AAFI/AFICS at the appropriate time.

ANY OTHER BUSINESS
(Agenda item 14)

61. FFOA informed the Council that representative of active staff of FAO were going to present a paper to the Pension Board proposing biannual cost-of-living adjustments to become effective according to a trigger point yet to be established.

62. In closing the session the Chairman expressed his thanks to the participants for their very positive contributions to the discussions. Special greetings and thanks were due to the representatives of AEFNU in Mexico D.F., AFICS Buenos Aires, AFICS Santiago and CAFICS Montreal, who were not always in a position to

take part in Council sessions. He was sure the Council would wish a special word of appreciation to go to the President and Vice-President of CAFICS for the arrangements made for the dinner on the Sunday preceding the session and the lunch with the Secretariat of the Fund. Finally, he proposed to write on behalf of the Council to thank the Secretary General of ICAO for permitting the Session to be held at ICAO, and to the Secretary of the ICAO Staff Pension Committee for all the practical help he had extended to the Council, which had largely contributed to its success.

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Twenty-first Session of the Council, Montreal, 22-24 June 1992

AGENDA

<u>Item No.</u>		<u>Relevant paper or comment</u>
1.	Adoption of the agenda	D.1(Rev.)
2.	Report of the Chairman	
3.	Reports of FAFICS representatives at meetings:	
	(1) <u>Meetings of the UN joint Staff Pension Board and other UN bodies</u>	
	-- 43rd Session of the UNJSPB (Paris, June 1991)	distributed on 08.10.91
	-- 35th meeting of the International Civil Service Commission (New York, 9-27 March 1992)	11.05.92
	-- 24th session of the Economic Commission for Latin America and the Caribbean (ECLAC)	see below, item 7(5)
	(2) <u>Other meetings</u>	
	-- Conference of Non-Governmental Organisations (CONGO) (Geneva, October 1991)	D.8
4.	Pension questions	
	(1) Items on the agenda of the 44th (June 1992) Session of the UNJSPB	D.21
	(2) Divorced spouses	D.11
	(3) Items to be taken up with the Secretary of the Fund	D.19; D.25
	(4) Pension Adjustment System	D.23; D.24; D.26

5. Relations with Member Associations and other Groups
- (1) Guidelines and rules of procedure for membership and attendance D.9
 - (2) Group of retired IAEA, UNIDO and UN Staff in Austria D.12
 - (3) Developments in AAFU, Paris D.22
 - (4) Developments in FFOA, Rome
-- FFOA survey of Member Associations
 - (5) Member Associations in India D.13
 - (6) Former International Civil Servants NETWORK (FICSNET) Group in Turin, Italy D.17
6. FAFICS pamphlet
7. FAFICS activities as an NGO in consultative status with ECOSOC
- (1) Human rights: Independence and security of international officials D.4; D.6
 - (2) UN Principles for Older Persons D.5
 - (3) International Population Conference, Espoo, Finland 24 September 1992
 - (4) FAFICS quadrennial report to ECOSOC Distributed 23.02.92
 - (5) Representation at ECLAC D.14
 - (6) Role of FAFICS as an NGO D.16
8. After-service health insurance (ASHI) D.10; D.17; D.18
9. Social questions other than health insurance: exchange of views
10. Administrative and financial questions
- (1) Approval of accounts for 1991 D.2
 - (2) Auditors' report D.3
 - (3) Approval of budget for 1992 D.15
 - (4) Scale of contributions from Member Associations

11. Appointment of FAFICS representatives to the UNJSPB, the Standing Committee, ICSC, and other meetings
12. Date and place of the 22nd Session of the Council
13. Election of Officers
14. Any other business

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Guidelines and Rules of Procedure for FAFICS

Membership

In general, for an association of former international civil servants to be accepted for membership in FAFICS, it should meet the following criteria:

- (a) Its aims must be compatible with those of FAFICS as define in Chapter II of the Statutes.
- (b) Its membership must be open to all former officials of the UN system and their survivors.
- (c) It must be independent.
- (d) It must be able to meet its financial obligations.
- (e) It should be of viable size, preferably with no less than fifty members.

Council meetings

Between sessions of the Council the Chairman and the Vice-Chairmen should deal with any matters that need urgent attention. A meeting of Officers of the Federation may be called at the request of any two officers. Member Associations should be informed of such meetings and would be welcome to send representatives if they so desired.