

**FEDERATION OF ASSOCIATIONS OF FORMER  
INTERNATIONAL CIVIL SERVANTS**

*Twenty-fifth Session of the Council  
Turin, 3-5 July 1996*

**RECORD OF DECISIONS**

The Twenty-fifth Session of the Council of FAFICS was held from Wednesday to Friday, 3-5 July 1996, at the ILO International Training Centre in Turin.

**Participation**

The following Member Associations of FAFICS were represented:

<i>AFICS, Buenos Aires</i>	<i>Oscar Larghi</i>
<i>AFICS, Colombia</i>	<i>Alvaro Uribe</i>
<i>AAFI/AFICS, Geneva</i>	<i>Carl-Heinz Harder</i> <i>Robin Perry</i>
<i>AFICS, New York</i>	<i>George Saddler</i>
<i>AFICS, Uruguay</i>	<i>Oscar Larghi</i>
<i>AFICS, Santiago</i>	<i>Rosa Nielsen</i>
<i>AFUNO, New Zealand</i>	<i>Ed Dowding</i>
<i>AFUS, Paris</i>	<i>André Chakour</i> <i>Witold Zyss</i>
<i>BAFUNCS, United Kingdom</i>	<i>Dudley Miller</i> <i>Imogen Mollet</i>
<i>FFOA, Rome</i>	<i>André Molle</i> <i>Maurice Purnell</i>
<i>FOA, Turin</i>	<i>Xavier S. Gir</i> <i>Armando Siletto</i> <i>Mario Farinetti</i> <i>José-Luis Martínez-Holgado</i>

Mr. Aamir Ali (Chairman of FAFICS) presided; Ms. Angela Butler who had resigned as Executive Secretary from 31 December 1995 was present, as was Ms. Jean Broggin, who had acted as Secretary-Treasurer since 1 January 1996 and was formally appointed during this session.

## **Meeting with the Secretary of the UN Joint Staff Pension Fund**

Mr. Raymond Gieri, Secretary of the UNJSPF, and his colleagues were invited to meet the Council on Friday 5 July for an informal discussion.

### **Item 1: Adoption of the Agenda**

The revised draft agenda (D.1 (Rev) ) was adopted with some additions to item 4 and is attached as Appendix 1.

### **Item 2: Report of the Chairman**

The past year had perhaps been the most active year of the Federation, partly because of the 50th Anniversary of the UN. Several Member Associations had held ceremonies and functions, or issued special publications, to mark this.

There had been two sessions of the Standing Committee of the UNJSPB and reports on these had been distributed. FAFICS had participated in the *CCAQ Task Force on Long-term Care*; it had been represented at world conferences such as the *World Summit on Social Development*, the *United Nations Conference on Women*, and *Habitat II*; the Chairman had made a statement on the detention and imprisonment of international officials to the *Commission on Human Rights*.

The new arrangements with FICSA decided on last year were now in force; FAFICS had been represented at the FICSA Council early this year.

Three associations had submitted papers for the session of the Pension Board; the Chairman had formally submitted these to the Secretary of the Board on behalf of the Federation. In addition, the items on the *Entitlements of Divorced Spouses and Post-Retirement Marriages*, on the *Special Index* and on the *Transfer Agreement with the ex-URSS*, were on the agenda of the Board.

There was one application for membership for the Council to consider - Uruguay, an inquiry from Brazil, and several new associations were being set up in different parts of the world. They would doubtless be joining the Federation in course of time. It was interesting to note that two associations were being set up in Africa.

The Informal Meeting on the Role of FAFICS and its associations to take place on 5 July had aroused much interest and it really did seem time to explore the future of FAFICS and the direction it should take.

The Chairman ended by pointing out that the Secretariat of the Federation had been stretched to the limit during the year.

### **Item 3: Reports of FAFICS Representatives at Meetings**

The Council noted the information on meetings that had been attended by representatives of FAFICS; it also noted the reports on these meetings that had been circulated.

**Item 4: Pension Questions**

The Council considered the three documents submitted by FAFICS to the Board (D.9). It endorsed the action of the Chairman in submitting these without waiting for a formal decision of the Council.

The Council decided that in future, when a member association submits a document for the Board, it should be for the Chairman to judge whether it should be submitted right away (and withdrawn if the Council disagreed); or submitted to the FAFICS officers; or held over for the next meeting of the Council.

The Council supported all three papers and held a very full discussion on them. It agreed that it should be left to their representatives on the Board to handle the questions in the most appropriate manner.

These three papers were:

- (a) Variations in pensions according to date of separation; local currency track pensions of retirees who separated between 1979 and 1983 and reside in high-cost countries;
- (b) Determination of local currency track pension amounts in countries where significant changes had been introduced in the relationship between the local currency and the US dollar, following long periods of steep depreciation of the local currency and high inflation rates; and
- (c) Proposal to change the method for determining cost-of-living adjustments of pensions in award.

The Council noted that in the 23rd Actuarial Valuation of the Fund (JSPB/47/R.17):

- the economic assumptions were changed to reflect a 5% inflation rate, a 5.5% addition to the static pensionable remuneration scale and an 8.5% nominal investment return (5.5/8.5/5 basis), which reflected a 3.5% real rate of return;
- a loading rate of 1.9% of pensionable remuneration has been incorporated in the 5% inflation assumption to recognise the cost of the two-track pension adjustment system;
- the early retirement assumptions were increased to reflect the actual experience over recent years;
- participant growth assumptions have been lowered to reflect downsizing, buy-out packages, termination, etc., in UN organisations.

Since the Committee of Actuaries concluded that the 31 December 1995 valuation reflected a decrease in the actuarial imbalance of .03% and that the current contribution rate of 23.70% of pensionable remuneration did not need to be changed pending further review on the occasion of the next valuation, FAFICS concluded that the condition of the fund was stable and in good health. The conservative opinion of the Committee of Actuaries could permit the accommodation of modified and improved benefits for, inter-alia, improvements in benefits for spouses and former spouses.

The Council considered a paper (CRP.3) submitted by AFICS (New York) on the cost-of-living adjustment of 5.4% granted from April 1996 in accordance with the Regulations and Rules of the UNJSPF. The Council took note of the paper and requested AFICS (New York) to continue to monitor the movement in the cost-of-living index and to report differences to the FAFICS Council.

In considering the document on the suspension of benefits in cases of re-employment in a member organisation of the Fund (R.43), the Council held a far-ranging discussion on the re-employment of retirees. It felt that this might be the occasion to make a major statement on the question and asked

AFICS (New York) to co-ordinate the preparation of a draft questioning the appropriateness of present rules.

The Council noted with satisfaction the document submitted by the Secretary of the UNJSPB on Entitlement to survivor's benefit for spouses and former spouses (JSPB/47/R.33). It felt that the Secretary's conclusions provided a reasonable basis for agreement at this stage of this long-standing matter and agreed on the position to be taken by its representatives.

The Council also noted the document on the Review of the Special Index for Pensioners (JSPB/47/R.31) and agreed that it should take the same position as it had done at the Standing Committee in March, namely that though it was not happy with several aspects of the Special Index - its conception and application - at the present stage it had no alternative to accepting the conclusions proposed by the ICSC.

#### **Item 5: Relations with Member Associations and Other Groups**

**Sub-item 1:** The Council noted the information relating to AFICS (Colombia) and AFICS (Sri Lanka) and confirmed their membership.

**Sub-item 2:** The Council was informed by AFICS (New York) that Mr. Eduardo Albertal had visited New York and discussed the possibility of AAFIB becoming a chapter of AFICS (New York) as a transition measure. Mr. Albertal was going to discuss this possibility with his members in Brazil.

**Sub-item 3:** The Council considered the application from AFICS (Uruguay) and, noting that it fulfilled all the requirements of membership, accepted its application for membership. It welcomed its representative to the Council, Mr. Oscar Larghi.

**Sub-item 4:** The Council decided it could not usefully pursue the request from UNPA, New Delhi, for financial aid to the proposed Public Health Centre; this did not seem to be the sort of project that FAFICS could, or should, effectively raise money for.

**Sub-item 5:** The Council noted the information on the suggestion for a Latin American Regional Organization. AFICS (Santiago) had thought this unworkable and was against any financial outlay: Buenos Aires believed it would be better to have independent associations, but stress co-ordination.

**Sub-item 6:** Arising out of an individual case that FFOA undertook to look into, the Council held a discussion on eligibility for membership. FFOA, admitting only pensioners since membership entitled persons to certain privileges, had to be strict on eligibility. AFICS (Colombia) had also limited membership to pensioners. Others such as AFICS (New York), AAFI/AFICS (Geneva), AFUNO (New Zealand) and BAFUNCS were very open and accepted any former official of the UN system. All associations felt that help should be provided to any former official, member or not.

The Chairman believed the question of membership would be discussed at the Informal Meeting on 5 July. The Council also stressed the importance of the Chairman and officers visiting member associations whenever the possibility presented itself.

**Item 6: FAFICS Activities as an NGO in Consultative Status with Ecosoc**

FAFICS had been active in its role of NGO, as indicated in the discussion under item 3. The Board of Congo was trying to work out a new relationship with Ecosoc; this had led to many discussions, but Ecosoc's NGO Committee had not been able to reach any agreement.

**Item 7: Arrangements for the Informal Meeting on the Role of FAFICS**

The Council noted and endorsed the arrangements for the Informal Meeting outlined by the Chairman.

**Item 8: After-Service Health Insurance**

CCAQ would continue its examination of Long-Term care at its meeting on 22-26 July; the Secretary's paper had just been issued and was distributed. AFICS (New York) would represent FAFICS at the CCAQ discussion.

The Chairman referred to the new Swiss law which made it mandatory for all residents to have health insurance. Former international officials had to send in individual certificates; those who belonged to Funds other than those based in Geneva (e.g. UNESCO, FAO) should be warned immediately otherwise they would find themselves forcibly insured and billed.

**Item 9: Social Questions other than Health Insurance**

The Council held a useful exchange of views and information on the activities of the different associations.

FOA-Turin presented "FICSNET", Former International Civil Servants Network which is now "on line" and can be reached through the ILO ITC home page on "Internet", WEB address: <http://www.alpcom.it/itcilo> (push the button "what it is" and then the button "Network").

FICSNET home page is inter-active and former officials ready to accept short-term assignments on a voluntary basis can enter their data in the ad-hoc form incorporated in the home page.

Conversely, any organisation active in technical co-operation for development looking for volunteers for short-term assignments can enter the "profile" requested as well as main characteristics of the project. FOA will then immediately send a list of candidates with the convenient "profile" by E. mail.

**Item 10: Administrative and Financial Questions**

The accounts for 1995 were accepted.

The Auditors' Report was noted.

The Budget for 1997 was adopted.

The Council decided that FAFICS should pay the annual dues for consultative membership of FICSA.

It further decided to maintain the membership dues for 1997 at US\$ 0.75 per individual member.

**Item 11: Appointment of FAFICS Representatives**

The Council appointed the following representatives:

- ▶ UNJSPB, 47th Session, 8-19 July, Turin:
 

<b>Representatives:</b>	<i>Aamir Ali</i> <i>George Saddler</i>
<b>Alternates:</b>	<i>Oscar Larghi</i> <i>Witold Zyss</i>
  
- ▶ Standing Committee: to be nominated by the UNJSPB representatives (these were George Saddler and Witold Zyss)
  
- ▶ CCAQ, 22-26 July, New York: to be appointed by AFICS, New York
  
- ▶ ICSC, 29 July-9 August, New York: to be appointed by AFICS, New York

**Item 12: Date and Place of the 26th Session of the Council**

The 26th Session should be held in conjunction with the 1997 Session of the Standing Committee of the UNJSPB and the Chairman should fix the dates after the dates of the Standing Committee had been determined.

**Item 13: Election of Officers**

The Council elected its officers as follows:

<b>Chairman:</b>	Aamir Ali
<b>First Vice-Chairman:</b>	André Chakour
<b>Vice-Chairmen:</b>	George Saddler Carlo Buonaccorsi Rosa Nielsen
<b>Secretary and Treasurer:</b>	Jean Brogini

**CONCLUSION**

The Council recorded its appreciation of the efficient and devoted services that *Angela Butler* had rendered during her many years as Executive Secretary.

It also conveyed its best wishes to *Dudley Miller* who had served as representative of BAFUNCS for several years. His good humour, companionship and spirit of goodwill had been a valuable asset to the Council and it was hoped that his association with the Council would continue in some form.

The Council recorded its thanks to the Turin Centre for the admirable facilities and help that had been provided. It expressed very warm thanks to FOA-Turin, and particularly to its President *Armando Siletto* and the Vice-President *Xavier S. Gir*, for its unstinting help and hospitality.

Council 25/1996/D.1(Rev.)

FEDERATION OF ASSOCIATIONS OF FORMER INTERNATIONAL  
CIVIL SERVANTS

Twenty-fifth Session of the Council, Turin, 3-5 July 1996

DRAFT AGENDA

<u>Item No.</u>	<u>Doc. No. or comment</u>
1. Adoption of the agenda	D.1
2. Report of the Chairman	
3. Reports of FAFICS representatives at meetings	
(1) <u>UN Joint Staff Pension Board and other UN bodies</u>	Distributed
- Session of the Standing Committee, UNJSPB (New York, 10-14 July 1995)	24.7.95
- Special Session of the Standing Committee, UNJSPB (New York, 6-8 March 1996)	D.10
- International Civil Service Commission (New York, 24 July-14 August 1995)	12.12.95
- CCAQ Task Force on Long-Term Care (Geneva, 1-2 February 1996)	2.2.96
- Commission on Human Rights (Geneva, March-April 1996)	25.4.96
(2) <u>Other meetings</u>	
- Federation of International Civil Servants Associations (FICSA) (London, 29 January-3 February 1996)	D.6
- HABITAT II, Istanbul, June 1996	D.5 + D.5(Add.1)
4. Pension questions	
(1) Items on the agenda of the UNJSPB, including	D.9
- Variations in pensions according to date of separation	
- Determination of the initial local currency pension in countries which have had very wide fluctuations in exchange rates	
- Cost of living adjustment on pensions in payment	
- Effects of divorce and remarriage	
- Special index	
- Transfer agreement with the former USSR	
- Suspension of benefits in cases of re-employment	
- Monitoring and control procedures for payments including surviving spouses' benefits	

- (2) FFOA letter of 29 November 1995 and Chairman's reply of 18 December 1995 D.2
  - (3) Letter from AFICS (Buenos Aires) of 15 November 1995 and Chairman's reply of 27 November 1995 D.4
  - (4) Questions to be taken up with the Secretary of the Fund
  - 5. Relations with Member Associations and other Groups of international civil servants
    - (1) Follow up on decisions relating to AFICS (Colombia) and AFICS (Sri Lanka) D.3
    - (2) Application from the Associação de Antigos Funcionários Internacionais no Brasil (AAFIB) D.11
    - (3) Application from the Asociación de Ex-Funcionarios de las Naciones Unidas en Uruguay D.12
    - (4) Request from UNPA, New Delhi, 9 October 1995
    - (5) Suggestion for a Latin American Regional Association
    - (4) Informal inquiries: Greece, Uganda, Ukraine, Sierra Leone, Addis Ababa
    - (5) Membership questions
  - 6. FAFICS activities as an NGO in consultative status with ECOSOC
  - 7. Arrangements for Informal Meeting on the Role of FAFICS and Member Associations, 5 July 1996
  - 8. After-Service health insurance
  - 9. Social questions other than health insurance: exchange of views
  - 10. Administrative and financial questions
    - (1) Accounts for 1995 D.7
    - (2) Auditors' report D.8
    - (3) Budget for 1997 D.13
    - (4) Payment of Membership dues to FICSA
  - 11. Appointment of FAFICS representatives to the UNJSPB, Standing Committee of the UNJSPB, ICSC and other meetings
  - 12. Date and place of the 26th Session of the Council
  - 13. Election of Officers
  - 14. Any other business
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## FAFICS Council

### Documents

- D.1        Agenda
- D.2        FFOA letter and reply
- D.3        Follow up of decisions on AFICS (Colombia) and  
            AFICS (Sri Lanka)
- D.4        Letter from Buenos Aires and reply
- D.5        Habitat II
- D.6        Report on FICSA
- D.7        Accounts for 1995
- D.8        Auditors' Report
- D.9        Three Pension Papers
- D.10       Report on Standing Committee, March 1996, NY
- D.11       Application from AAFIB
- D.12       Application from AFICS (Uruguay)
- D.13       Budget 1997
  
- CRP.1      Summary of UNJSPB R.33: Divorced Spouses
- CRP.2      Report of the FICSA Working Group on Divorce  
            and Remarriage
- CRP.3      COL Adjustment of US Dollar Track Pensions