



FEDERATION OF ASSOCIATIONS OF FORMER INTERNATIONAL CIVIL SERVANTS
FÉDÉRATION DES ASSOCIATIONS DES ANCIENS FONCTIONNAIRES INTERNATIONAUX
FEDERACION DE ASOCIACIONES DE EX-FUNCIONARIOS INTERNACIONALES

6 August 2014

Forty-third session of the Council

Rome, 7-9 July 2014

Report of the session

1. The forty-third session of the Council of the Federation of Associations of Former International Civil Servants was held from 7 to 9 July 2014 at FAO headquarters in Rome. At the outset of the session Council observed a minute's silence in honour of those international civil servants who had lost their lives in the service of the United Nations over the past year. Special tribute was paid to three stalwart members of the Federation who had passed away: Anders Tholle, Honorary Secretary of FAFICS, Anton Doeve, President of FFOA, and Arthur de Smit, President of CAFICS.
2. It was announced that the FAFICS President, Roger Eggleston, had been taken ill at the very last minute and was unable to attend the session. It was thus agreed by acclamation and in compliance with article 5.6 of the Federation's Rules of Procedure that as one of the Vice-Presidents, Linda Saputelli would assume the role of Acting President.
3. The FAFICS Bureau had met on the eve of the Council session, which was formally opened on the morning of 7 July. Immediately thereafter the Standing Committee on Pension Issues convened under the chairmanship of Gerhard Schramek. The Standing Committee on After-Service Health Insurance and Long-term Care (ASHIL) Issues chaired by Linda Saputelli met in the afternoon of the same day.

Opening session

4. The Acting President declared the meeting open on 7 July at 10 p.m. and underscored her deep regret that circumstances required the appointment of an acting president. On behalf of the Council, she wished Roger Eggleston a full and speedy recovery.

5. Alan Prien, President of FFOA, the host association, welcomed the delegates to Rome and introduced the members of the FFOA delegation. He also provided key information on the layout of the building and announced the events that had been organised in the course of the Council session, including a dinner jointly hosted by FFOA-Rome, FFOA-Turin and UNFCU.
6. Speaking on behalf of Jose Graziano da Silva, Director-General of FAO, Denis Aitken, Assistant Director-General a.i., bade the participants welcome; he assured the participants that it was a pleasure to see them all. He deliberately adopted a personal, less formal tack in his address. He attached particular importance to the retiree associations at the national level, whose role it was to act as advocates for the United Nations in their respective countries, support the retirees resident there and address country-specific problems. He attached equal importance to the Federation, whose role it was to act as advocates at the common system level and support the member associations in their endeavours, as well as address issues being taken up by the Pension Board and monitor developments relating to pensions and after-service health insurance.
7. He stressed that ensuring the stability and 'goodness' of the pension system was key to bolstering staff morale. The solidity and coherence of the pension system had to be maintained since securing good pensions was instrumental to retaining good staff. Mr. Aitken also underscored the importance of providing effective health insurance, but pointed to the unfunded liabilities related to after-service health insurance that loomed large. With the introduction of international public-sector accounting standards (IPSAS) across the common system, each organisation had to account properly for its liabilities. FAO had been among the last organisations to introduce IPSAS. On realising the enormity of the liabilities, he had noted three distinct reactions. Some recognised the need to address the situation and cope with the threat, while others preferred to stick their heads in the sand arguing that the liabilities were purely theoretical amounts of money. Still others preferred to adopt a 'wait and see' policy, although some of them had already started to put funds aside for 'a rainy day'. Initial proposals to reduce liabilities by shifting them to staff costs had been rejected.
8. It was interesting to note that the Pension Fund had no such liabilities. In its case, they were said to be 'shared liabilities'. Indeed, pressure was building up in favour of that difference in perception and sharing liabilities across the system. At the same time pressure was also building up in favour of cutting health-insurance costs as a *quid pro quo* for the Member States increasing contributions. The Federation should be alert to the changes being mooted, even though their introduction was far from imminent.
9. In concluding, the Assistant Director-General a.i. wished the Federation continued success in its endeavours. He trusted that the number of retiree associations would swell in keeping with the principle of 'the more, the merrier'.

Agenda item 1: Adoption of the agenda

10. Council adopted the provisional agenda (document Council 43/2014/D.1) as submitted together with the provisional schedule of work, it being understood that items might be slightly reordered in the course of the deliberations (see Appendix 2). It was also reported that the Pension Board document on the review of the Fund's human resources framework comprising 66 pages (document JSPB/61/R.5) had been issued two days previous. Despite the lateness of the submission, discussion of that document would be taken up under agenda item 5.
11. The list of documents submitted to Council is reproduced as Appendix 3.
12. Jayaraman Sundaresan, FAFICS Secretary, presented a list of the 33 member associations that were represented at the session, directly (28) or by proxy (5) (document Council 43/2014/ CRP.1 Corr. 2). The list of participants is contained in Appendix 1.

Agenda item 2: Election of a Presiding Officer and Rapporteur

13. Council elected Mary Johnson (AAFICS) to preside over the session. Peter Lillie (ARICSA) was elected rapporteur.

Agenda item 3: Report by the President

14. The Acting President presented the report that had been prepared by Roger Eggleston (document Council 43/201/D.3 (see Appendix 4). As the author had stated at the outset, it was a very personal report and focused mainly on issues that were not dealt with elsewhere on the agenda.
15. Although no new associations had been admitted to the Federation in the course of the year, member associations continued their efforts to increase the number of individual members. To that end, promotional events and pre-retirement seminars had proven effective vehicles. The FAFICS Bureau could certainly contribute to those endeavours.
16. The Bureau had matured or 'come of age' in terms of the Federation's structure and thought could be given to introducing its functions into the rules of procedure. The report paid tribute to the time and effort that members of the Bureau had invested and spoke of the highest degree of professionalism within an 'amateur' structure where people practised something 'for the love of it rather than as a profession.'

17. The Federation's relationship with the UNJSPF continued to flourish, thanks to the inputs that the two Standing Committees on Pension and ASHIL Issues contributed to the deliberations of the Pension Board. The Federation would remain vigilant in respect of the current concerns over the human resource framework in the Fund Secretariat that had given rise to unnecessary distress among pensioners worried about the payment of their pensions and the security of the Fund's investments.
18. As for the international role of FAFICS, the newsletter *FAFICS Matters* had raised the Federation's profile. Close ties were maintained with FICSA and the issue surrounding the payment of fees to FICSA had been settled. As for CoNGO, the FAFICS President suggested in his report that the incoming Bureau keep the Federation's membership in CoNGO under review. Given the surplus that had accrued in 2013, FAFICS could 'think creatively' about launching activities that it had been unable to undertake in the past.
19. In the ensuing discussion, Council noted with 'massive' appreciation the lengths to which Roger Eggleston had undergone in promoting the work of the Federation. He had left his mark on the increasingly effective manner in which FAFICS went about its business.
20. Among the proposals for increasing the impact of the Federation, it was suggested that the FAFICS might update the communications segment of the website so as to reflect the individual associations' contributions, viz. newsletters and the like, although it was understood that some large associations restricted their newsletters to members only. It was also suggested that distinct roles continue to be accorded to the individual Vice-Presidents, thus helping to build up a structure that could assure full and comprehensive support for 57 member associations.
21. It was also reported that the questionnaire related to the strategy for setting up new associations had since been completed. It was hoped that it would help to increase the numerical and substantive strength of the Federation.
22. **In concluding the agenda item, Council took note of the President's report with appreciation.**

Agenda item 4: Admission of new members

23. Although no applications had been received in the course of the past year, consultations with the association in Guinea were well advanced. Certain essential documents, however, were still lacking. It was also reported that in addition to Guinea, discussions had been held with retiree associations in Afghanistan, Czech Republic, Ivory Coast, South Africa and Spain. A document describing the contacts with a number of those countries was subsequently circulated (document Council 43/2014/CRP 2).

24. It was remarked that certain large countries, such as Poland and Germany, were still not represented. In the case of the associations in the latter country, it was explained that in addition to being restricted to German nationals, membership was open to both active and retired staff members, hence most regrettably that highly active association was ineligible on two counts.

Agenda item 5: Pension issues

(a) Report of the Standing Committee on Pension Issues

25. Gerhard Schramek, Chair of the Standing Committee, briefly introduced the Committee's report (document Council43/2014/D.5a) (see Appendix 5). All delegates had attended the deliberations of the Committee on the morning of the first day, thus making it unnecessary for him to summarise the outcome under the individual agenda items. He thanked the rapporteur for having compiled the report and the Council participants for having contributed so positively to the discussions.
26. The Chair was commended for the efficiency with which he had conducted the meetings and the rapporteur for the excellence of the report.
27. **Council took note of the Standing Committee's report, together with the issues raised in the course of its deliberations, and adopted the recommendations and conclusions contained therein.**

(b) Priorities (as revised by the Bureau)

28. Council took up its deliberations on the basis of two documents: Pension Priorities prepared by the President (document Council 43/2014/D.5b(i)) and Priorities for FAFICS Representatives at the Pension Board prepared by Gerhard Schramek (document Council 43/2014/5b(ii)).
29. Gerhard Schramek summarised his update of the status of the priorities that Council had adopted at its 40th session. Of those priorities it was only logical that the issue of increasing the normal retirement age up to 65 was no longer a priority as the matter had since been settled. Moreover, it was recalled that the Pension Board would not consider improving benefits until a consecutive series of actuarial surpluses had occurred. It was thus logical that given its high actuarial cost, the priority adopted at the previous Council session relating to restoring the 2% accumulation rate for all participants and retirees could only be considered once the actuarial situation of the Fund had registered sustained improvement. For the time being, it would thus be better to drop that particular priority from the list.

30. The Acting President introduced the revised pension priorities proposed by the Bureau. She stressed that the priorities suggested were not in any particular order of ranking.
31. In the ensuing discussion Gerhard Schramek recalled that many associations had pressed for allowing a return to the dollar track, subject to certain conditions. That explained the inclusion of that particular priority in the earlier list of priorities. For its part, the Pension Fund had rejected the idea as it worked against the Fund. That notwithstanding and given the unrelenting pressure on the part of the member associations, it was agreed that allowing a return to the dollar track should be retained in the list of priorities.
32. Gerhard Schramek also explained why the elimination of negative CPI adjustments should be retained as a priority. He noted that negative salary adjustments did not exist, nor did negative post adjustments. Furthermore, rules invariably cited upward adjustments. The Board's insistence on retaining negative adjustment stemmed from the actuary's cautionary note that had spoken of possible long-term risks, which, however, were improbable.
33. The need to improve data collection (more correctly termed 'data acquisition') was recognised as a priority, particularly at a time when access to the data generated digitally by national statistical offices was rapid.
34. It was posited that the dual track system was not as complicated as the Pension Fund claimed. The problem lay more in the phraseology used. Simplifying and streamlining a process could be perceived as the deterioration of, or the intention to worsen, the condition of the process being observed. The Federation should remain vigilant.
35. In the light of the preceding discussion in the Standing Committee on Pension Issues, it was agreed to include among the priorities the reform of the UNJSPF appeals procedure.
36. **In concluding the consideration of the agenda item, Council set the following set of priorities (not in ranking order) for FAFICS representatives at the Pension Board:**
 - **Defending the two-track system**
 - **Eliminating the 0.5 per cent reduction in the first pension adjustment due after retirement**
 - **Improving the Pension Adjustment System:**
 - Allowing a return to the dollar track subject to certain conditions**
 - Eliminating negative CPI adjustments**

Improving data acquisition for CPI adjustments
Improving the application of paragraph 26

- **Reform of the UNJSPF appeals procedures**
- **Absorbing bank charges**
- **Small pensions**
- **Reviewing entitlements of family members**
- **Defending the claim to voting rights**

(c) Review of the UNJSPF Appeal Procedures

37. At the very outset of the discussion, Council commended AFICS-Argentina, in particular Oscar Larghi and Dr. Antonio Pio, on the persistence with which the association had pursued the issue over such an extended period. Council was of the opinion that as FAFICS had recommended in its note to the Pension Board (document JSPB/61/R.34), the Pension Board should instruct the Secretary/CEO of the Fund to review the appeal procedures in line with the revised procedures for the administration of justice in the United Nations.
38. The discussion was based on three documents: a note by the President on the review of the UNJSPF appeal procedures (document Council 43/2014/D.5c(i)), a note by FAFICS on the UNJSPF Standing Committee (document Council 43/2014/D.5c(i).A), and a review of the UNJSPF appeal procedures (document Council 43/2014/D.5c(i).B) that contained both the note by FAFICS to the Pension Board and the reply by the Secretary/CEO of the Fund. The delegation from Argentina withdrew two documents from the discussion emanating from AFICS-Argentina on the fairness of the procedures (document Council 43/2014/D.5c(ii)) and from AFICS-Uruguay on the same issue (document Council 43/2014/D.5c(iii)). The latter document had concluded with the statement that ‘the UNJSPF was an integral part of the United Nations and should not enjoy different rules on appeals cases than the whole United Nations system’.
39. Delegations commended the authors on the quality of the FAFICS note that stood in marked contrast to the response by the Secretary/CEO of the Fund. One delegation spoke of working methods of another darker age and another of obsolete practices. It was not a question of simply simplifying and streamlining the language to make the recourse process clearer and easier to understand; it was very much a matter of responding to the criticisms voiced by the Administrative Tribunal.
40. The Secretary/CEO would be encouraged to withdraw the paper and undertake a thorough review of the Standing Committee’s brief. Council entrusted Gerhard Schramek and Alan Prien with the task of transmitting the Federation’s suggestion to the Secretary/CEO. They reported back at a later juncture that the Secretary/CEO was positively inclined to the idea of withdrawing the document in order to avoid a confrontation. It was agreed that if the CEO were to announce that he had had discussions with FAFICS and the Federation’s concerns could be met, FAFICS for its part could announce that the FAFICS note was thus superseded

41. In conclusion, Council adopted a modified version of the Federation's recommendation contained in its note to the Pension Board. It read as follows:

'The Board may wish to request the CEO to undertake a study of the appeal procedures and other procedures of the Standing Committee with a view to bringing them in line with the revised procedures for the Administration of Justice in the United Nations as soon as possible.'

(d) *Review of the Fund's Human Resource Framework*

42. The Acting President summarised the background to the recent uproar that had surrounded the review of the Fund's administrative services. Revision of the Memorandum of Understanding (MoU) between the Fund and the United Nations Secretariat and review of its human resource policies had long been requested. An attempt was currently underway to increase flexibility and improve the Fund's services as outlined in the note by the Secretary/CEO on the review of the Fund's human resource framework (document JSPB/61/R.35). Whereas there was sympathy towards the need for flexibility, Council considered that the proposals could have been more transparent for management and staff alike.
43. In the ensuing debate, it was recalled that for the Fund to work harmoniously, trust had to prevail between management and staff. As one delegation pointed out, distrust engendered 'paranoid determination of grand designs' that could only be minimised by genuine transparency. In the previous year, the UNJSPF report to the General Assembly had contained a request that the Board complete its review of the policies governing the recruitment, promotion and retention of staff of the Fund and report to the General Assembly, no later than at the main part of its seventieth session, on the outcome of the review and any measures proposed.
44. It appeared, however, that inaccurate definitions and some 'muddying' of roles persisted. The Fund, for example, was not an independent inter-agency body. Furthermore, in the actions recommended in paragraph 72 of the note, which gave no indication of the changes and amendments to the MoU, the actual scope of the delegation of authority and the extent to which the relationship between the Fund and the United Nations together with the Office of Human Resources Management (OHRM) would be reconfigured were not made sufficiently clear. The lack of transparency and clarity nurtured the lack of trust, distortion and doubt that had subsequently arisen.

45. Other delegations spoke of a storm in a teacup, although matters could undoubtedly be improved as borne out by the complaints heard. The lack of transparency added to the confusion and rumours were rife about outsourcing investment, while fears of the Fund suffering the cuts that other pension funds had experienced gave rise to fears among retirees.
46. Concern was expressed over the possibility of the Board being faced with a *fait accompli* at its session in 2015, should the changes on the delegation of authority move ahead as rumoured. The state of affairs was all the more precarious, as the post of Representative of the Secretary-General (RSG) for the investment of the assets of the UNJSPF was still unoccupied. It was thus of cardinal importance that the Board consider all the proposed changes.
47. As one delegation pointed out, the letter recently circulated by the Secretary/CEO in an attempt to assuage fears had not fully achieved its aim. The crisis should not be allowed to drag on. The Federation would, however, continue to maintain a balanced position and contribute to an open discussion of the issue in the Pension Board.
48. **Council concluded that at the upcoming session of the Pension Board, the Federation should insist on the full observance by the Board of paragraph 13 of General Assembly resolution 68/247A requesting ‘the Board in consultation with the Office of Human Resources Management, to complete its review of the policies governing the recruitment, promotion and retention of the staff of the Fund and to report to the General Assembly, no later than at the main part of its seventieth session, on the outcome of the review and any measures proposed’.**
49. **Similarly, the Federation should urge ‘the CEO and the RSG to conclude the MoU with OHRM in the near future (emphasis added) as recommended in paragraph 72b of the report on the review of the Fund’s Human Resources Framework’. Council stressed that it was essential to ensure full compliance with the timing envisaged in Paragraph 13 of General Assembly resolution 68/247A for the Board to report to the General Assembly before effecting the related proposals.**
- (e) *Situation of the former UNJSPF participants from the former USSR, Ukrainian SSR and Byelorussian SSR*
50. Mikhail Gunar (AFICS-Moscow) introduced the paper on the situation facing former UNJSPF participants from the former USSR, Ukrainian SSR and Byelorussian SSR (document Council 43/2014/D.5d) that his association had prepared. He summarised the fate of the three transfer agreements between the Pension Fund and the governments of the former USSR, Ukrainian SSR and Byelorussian SSR that had entered into effect on 1 January 1981 only to be suspended in early 1992 following the dissolution of the former USSR. The Russian Federation as successor state to the Soviet Union had failed in its responsibility towards those retirees who

were citizens of Belarus and the Ukraine. No payments had been made to the retirees in those two countries, even though all their contributions to the Pension Fund had been transferred to the USSR state budget at the time of the transfer agreement.

51. As for nationals of the Russian Federation, in 2001 the government first provided minimal coverage to those former staff members who had entered the Fund on or after 1 January 1981. Although ten years later in 2011, a solution had been reached in respect of those former staff members with contributory service of less than five years, a solution had still not been found for those former participants who had separated from service before 1 January 1981. In fact, the situation had since worsened. The Russian government demanded that the item be withdrawn from the agenda of the General Assembly as far back as 2002 and appeals to the authorities in the Russian Federation had proven to be of no avail.
52. The above notwithstanding and even though the President's administrative office and the national social security fund had failed to intervene, Mikhail Gunar was of the opinion that a letter to the President Putin himself would help as he could settle the issue with 'a stroke of the pen'. He also suggested that it might be appropriate to send both a letter to the United Nations Secretary-General requesting him to raise the issue with President Putin and a letter to the Pension Fund seeking the reintroduction of the issue on the Pension Board agenda.
53. In the ensuing discussion, it was recalled that an earlier letter to the current Secretary-General had gone unanswered. Furthermore, it had to be accepted as a given that the General Assembly would not re-introduce the issue, while the current internal political situation meant that it was hardly an apt time to approach President Putin.
54. It was recognised that the Federation was duty-bound to go on record once more and maintain its support for their former colleagues. Pension Fund Secretaries/CEOs past and present had expressed sympathy for the plight of the retirees, but the matter was beyond their remit. An injustice to one was an injustice to all. By now it was not so much a matter of money as a political issue. People would have to 'think outside the box'. The new Bureau should be granted the opportunity to consider the matter.
55. **Council decided to keep the issue alive by submitting a note on the issue for inclusion under the item Other business at the upcoming session of the Pension Board. FAFICS could supplement its note by delivering an appropriate statement to that session. Council also agreed that after careful consideration of all factors, the Bureau might draft a letter to the Secretary-General requesting him to raise the issue on a fitting occasion with the President of the Russian Federation.**

(f) *Emergency Fund of the UNJSPF*

56. Council considered a status report on the Emergency Fund (document Council 43/2012/D.5e(i)) and a note from AFICS-Argentina on the UNJSPF Emergency Fund (document Council 43/2012/D.5e(ii)).
57. Gerhard Schramek summarised the status report and drew attention to the proposal to increase the amount allocated to the Pension Fund, which had stood unchanged at US\$ 200,000 since 1974. Although the allocation had never been disbursed in full, the Secretary/CEO was seeking an increase in the allocation to US\$ 225,000. The Secretary/CEO had further suggested that as of 1 January 2016 regular subsequent increases in the amount be authorised, whenever the US CPI moved by a total cumulative amount of 10 per cent or more. Gerhard Schramek recommended that the Federation support the proposed increase and the regular indexed increases thereafter as natural disasters and other catastrophes could never be forecast.
58. In the ensuing discussion, Council recognised the need for greater operational flexibility and more publicity for the activities of the Emergency Fund. Budget provisions should be utilised to the benefit of those for whom they were intended. The requirement that outlays and reimbursement of funds had to be substantiated through receipts (akin to the practice in health insurance plans), even though such documentary evidence was not always available in an emergency situation, created the impression that control procedures took precedence over meeting in a timely manner the needs of those in distress. At the same time, however, the Emergency Fund could be seen to have provided swift relief in the case of the natural disaster in Thailand, where the local retiree association had also been involved to good effect.
59. **In the light of the above discussion, Council decided to support the proposed increase and the regular indexed increases thereafter.**
60. Isabel Kantor introduced the note on the Emergency Fund that had been drafted by AFICS-Argentina. She supplemented the document with a PowerPoint presentation that focused on the rules of the Emergency Fund operations and their appropriateness, as well as on the Fund's performance in the biennium 2012-2013. She also addressed the issue of the Fund's visibility, its assistance to victims in significant emergencies, as well as the role of member associations and the Federation. In conclusion, she presented a draft resolution for consideration by the Council.
61. In the ensuing discussion, it was observed that the presentation and the background paper reiterated much of what was contained in the document prepared by Gerhard Schramek and presented under the agenda item, as well as in a questionnaire and study on the same subject that the Federation had undertaken the year previous. It

was agreed that in general a resolution was not a vehicle apposite to the work of the Council. Neither the FAFICS Secretariat nor the Chair of the Standing Committee had been alerted to, nor had they known, that an individual member association had approached the Pension Fund secretariat for information on an issue of common concern. Not only was that a duplication of effort, but it may have also given the Pension Fund the impression of a total lack of communication and coordination between the FAFICS Secretariat/Bureau and member associations: an issue that had been taken up as far back as 2002 when the Working Group on the Review of FAFICS had recommended, *inter alia*, 'that member associations should endeavour to strengthen the role of prestige of FAFICS in their individual activities and avoid at all cost by-passing, circumventing, weakening or undercutting the central coordinating role of the Federation'.

62. The activities of the Emergency Fund was not a new topic, yet the presentation had implied that the elected officials of the Federation were unaware of the Emergency Fund's operations, despite it being a recurring topic on the Council agenda. Furthermore, it was remarked that if every member association attending Council sessions were to give similarly extensive presentations, far lengthier meetings would be the result. In her response, Isabel Kantor said that Argentina saw the presentation simply as a contribution to the discussion, providing practical information on factors to be heeded when applying to the Emergency Fund. She accepted the decision to withdraw the draft resolution.
63. **Council accepted that the Federation should keep the issue on its agenda as 'a matter of dignity'.**

Agenda item 6: Meeting with the Secretary/CEO of the UNJSPF

64. Council met on 8 July with Sergio Arvizu, the CEO/Secretary of the Fund, Paul Dooley, Deputy Secretary/CEO, Alan Blythe, Head, Geneva Office Frank De Turris, Chief Operations, Jaana Sareva, Chief, Legal Office, Katrin Toomel, Policy Officer, Maria Clarissa O'Donnell, Chief, Pension Settlements, and Eddie Stanczak, IT specialist.
65. A list of questions had been prepared by Council and submitted in advance to the CEO/Secretary of the Fund, further to which questions were raised in the course of the discussion. At the end of the meeting, the Acting President thanked Mr. Arvizu and his colleagues on behalf of Council for their replies and looked forward to continued close cooperation with the staff of the Pension Fund secretariat.

Agenda item 7: After-Service Health Insurance and Long-Term Care (ASHIL)

(a) *Report of the Standing Committee*

66. Katia Chestopalov introduced the Standing Committee's report (document Council 43/2014/D.7a) (see Appendix 6).

67. The Committee had addressed the concerns that had arisen over the General Assembly resolutions pertaining to: (a) increasing the efficiency and containing the costs of health-care plans for active and retired staff; and (b) the long-term sustainability of the after-service health insurance schemes within the United Nations system. An update had been given of the issues surrounding the application of the United States government plan Medicare B. An oral report had been given of developments surrounding the working group of associations linked to self-insurance schemes. Procedures for the regular updating of the ASHIL database were discussed, as were the problems associated with the lack of adequate medical facilities in certain countries, non-recognition of health insurance coverage and health insurance coverage for divorced spouses. The Committee had also considered recent developments relating to the provision of long-term care and the new human resources policy pertaining to same-sex marriages.
68. **Council took note of the Standing Committee's report, together with the issues raised in the course of its deliberations, and adopted the recommendations and conclusions contained therein.**

Agenda item 8: Timetable and procedures for the consideration of amendments to the Statutes and Rules of Procedure of FAFICS

69. Council reviewed the report (document Council 43/2014/D.8) prepared by Roger Eggleston, which included the proposals submitted by AFUNPI-Bangladesh, AFICS-Mauritius and AFICS-Uruguay, as well as related issues raised by the Working Group on Improving the Functioning of the FAFICS Council that had reported to the Council session in 2011.
70. In introducing the document, the Acting President stressed that the timetable and procedures were not a foregone conclusion, but had been proposed rather more in an attempt to define a consultation process and ensure that all views were heard, including those of the 24 member associations that had joined the Federation since the adoption of the first set of statutes and rules of procedure. The document suggested that a working group be set up to identify possible amendments to the statutes (and later the rules of procedure) and propose appropriate wording.
71. A full discussion took place on the approach outlined in paragraph 25 of the document with some participants supporting the establishment of a working group, while others questioned the need for such a group at the present juncture. It was recalled that in the initial drafting exercise, Council had introduced a cooling-off period of five years that would permit a practical testing of the new instruments before entertaining any further revision. Furthermore, the drafting exercise itself had been a two-stage process: in the first stage the statutes had been finalised and in the second stage the rules of procedure were drawn up.
72. It was recalled that when the issue was last taken up, issues of representation and communication had been raised. It was recognised that the current composition of

the Federation was much more diverse than in the past, while in the interim, communications had improved in tandem with greater mutual respect for all views and proposals put forward.

73. **As the Federation's statutes and rules of procedure appeared to have stood the test of time and functioned well, Council decided to continue with the current statutes and rules of procedure until a perceived need for change arose.**

Agenda item 9: Communications with and between member associations.

74. Council considered a note prepared by the President (document Council 43/2014/D.9a) and two responses that had been prepared by AFICS-Argentina (document Council 43/2014/D.9a) and a statement on the 'non-legal status of FAFICS' submitted by AFICS-Uruguay (document 43/2014/D.9c). In introducing the item, the Acting President stressed that communications was, and always had been, a matter of major concern to the President, Bureau and membership at large. The initial guideline introduced by the Bureau in November 2013 in respect of surveys and questionnaires was not an attempt to introduce censorship, but to ensure that the secretariat was duly informed about all initiatives that engaged the entire membership, as well as to uphold the principles of common courtesy. An improvement in communications, for example, had already been achieved with the introduction of *FAFICS Matters* and the swift issuance of reports related to the Pension Board, FAFICS Councils and Bureau meetings.
75. Isabel Kantor supplemented the document submitted by AFICS-Argentina with a PowerPoint presentation defining her association's views on the role of a federation, which was characterized as a non-centralised body that exercised its functions based on persuasion and respect, and not authority. In the course of her presentation, she also drew a distinction between a confederation with low visibility and a federation with a greater measure of visibility.
76. In the ensuing discussion, some member associations questioned the definitions used in the presentation. For example, the concept of FAFICS was certainly not that of a 'loose organisation'. It was a representative body that took decisions on behalf of all retirees and was recognised as such. Moreover, it was not to be concluded that the Council agreed with the other definitions provided in the document since they had not been discussed. It was also pointed out that the term 'national associations' used in the presentation was erroneous as by virtue of their statutes all AFICS associations were open to all nationalities.
77. It was suggested that a single isolated incident had become a major issue only to be categorised as a common occurrence. It appeared that the Bureau decision referring to all communications had been misunderstood. All member associations supported the principle of the freedom of expression and the need for common

courtesy, but in the document under discussion an element of 'overkill' was to be discerned.

78. In concluding the discussion, Council recognised that the Federation might have to adapt its working methods over time to meet the needs of its ever-increasing membership. The assistance of the FAFICS secretariat in facilitating the work of the Federation, not only with the distribution of questionnaires but also with the general flow of information, was both a positive feature and a helpful tool which associations were encouraged to use. In the ultimate analysis, it appeared that the paper submitted under the agenda item reflected an overreaction to an isolated incident that had been regrettably misunderstood.

Agenda item 10: Advocacy

79. Michael Atchia introduced the paper prepared by AFICS-Mauritius (document Council 43/2014/D.10) advocating the creation of a United Nations Ageing Agency along gradualist lines. He pointed out that over time the needs of older people and the significant role that older people could play in society given their experience had become well known.
80. In the ensuing discussion, it was suggested that FAFICS might be charging through an open door as motivated older people with the ability to do something constructive were already catered for. During a round table discussion between younger and older people at a social forum on the rights of older people in the context of human rights, the concerns that the young had over the place of older people in society had been reiterated. It was recalled that ageing featured in one way or another on the agendas of almost all United Nations organizations. It was, for example, central to the agenda of WHO. Bodies such as FAFICS could not remain silent. One suggestion was that FAFICS might devise an advocacy plan with general guidelines that member associations could take up. Other suggestions included the establishment of a special unit in the Pension Fund secretariat that had recently issued a booklet on legal guardianship and estate.
81. Activism was called for, but tempered by caution. An analogy was drawn with the Panel on Climate Change that had also evolved over time. Others thought that it was not the time to set up a new agency calling for resources. Furthermore, more information was needed before conclusions could be drawn. One delegation thought that the cart was being put before the horse. The prime prerequisite was a convention. In that connection, attention was drawn to the Madrid Plan of Action on Ageing that also provided for a reporting/monitoring process. Member associations were reminded of the International Day of Older Persons that was celebrated each year on 1 October; they were encouraged to organise corresponding events.
82. In her summary of the discussion, the Presiding Officer noted that everybody had a view on the topic. The idea of an agency should be held in abeyance, but further

work should proceed on the role that member associations and the Federation could play.

83. **Council took note of the document presented under the agenda item. Michael Atchia was tasked with coordinating and presenting the background information essential to the further development of the idea.**

Agenda item 11: Administrative and financial questions

(a) *Report of the Auditors*

84. The Treasurer introduced the Auditors' report for the year ended 31 December 2013 (document Council 43/2014/D.11a) and pointed to the Auditors' recommendation that the Council approve the balance sheet and the income and expenditure statement. He drew attention to the fact that the Federation had registered an excess of income over expenditure. It was suggested that the comparative table attached to the report showing actuals against budgetary allocations over a two-year period might be emulated in future budget proposals.
85. Council took note of the report for the year ended 31 December 2013 and thanked the auditors for the scrupulous and conscientious manner in which they had gone about their task.
86. **In keeping with the Auditors' recommendation, Council approved the balance sheet and the income and expenditure statement of the Federation for the year ended 31 December 2013.**

(b) *Proposed budget for 2015*

87. The Treasurer introduced the proposed budget for the year 2015 (document Council 43/2014/D.11b) and recalled that it had been decided in 2008 that budget proposals should be balanced and the rate of contributions should be adjusted to cover expenditures in order to avoid future deficits. Currently no member association had been suspended on account of its arrears, although not every association had met the deadline for payment at the end of March each year.
88. It was suggested that future budget proposals should: (i) include a comparative table showing actuals against budgetary allocations for the previous year similar to the table attached to the Auditors' report; and (ii) provide for contingency expenditures. In that latter context, the budget seemed to have made no provision for publications costs in 2015 that presumably would have to be absorbed under another budget line or offset against savings.
89. **Council took note of the proposed disbursements and approved the budget for 2015. The approved budget is contained in Appendix 7.**

(c) *Interim report on the management of the budget for 2014*

90. The Treasurer presented the interim report on the management of the budget for 2014 (document Council 43/2014/D.11c). He reported that of the eighteen member associations whose contributions were still outstanding as at 23 June 2014, four had since paid.
91. Questions were raised about the funds needed to purchase a new printer/photocopier for the FAFICS secretariat. In other duty stations, ways and means had been found of obtaining equipment from the organisations. Unless already completely exhausted, those channels should be further explored. It was agreed, however, that the FAFICS secretariat did not need to make provision for the costs of a fax machine as facsimile messages had been long superseded as a means of communication.
92. **Council took note of the interim report on the management of the budget for 2014 and commended the Treasurer on his financial prudence.**

(d) *Appointment of the Auditors*

93. Council was informed that the Auditors, Messrs. Ventura Garcia Garnateo and Mohammed Rharha, had declared their willingness to accept re-appointment. Council took note thereof and expressed its thanks to the Auditors.

Agenda item 12: Election of FAFICS Officers

94. The Secretary had circulated the names of all candidates standing for office in FAFICS in accordance with article 6.7 of the Federation's Rules of Procedure (document Council 43/2014/D.12 corr.1). He introduced the slate of candidates and oversaw the election process.
95. Linda Saputelli was elected President by acclamation.
96. Seven Vice-Presidents were elected by acclamation:
- Michael Atchia
 - Adriana Gomez
 - Ahmed Hussain
 - Samuel Mbele-Mbong
 - Warren Sach
 - Marashetty Seenappa
 - Pierre Adama Traore

97. Jayaraman Sundaresan and Wolfgang Milzow were elected by acclamation to the post of Secretary and Treasurer, respectively.
98. Contrary to previous practice in the recent past, the newly elected members would assume office immediately.

Agenda item 13: FAFICS representation at the UNJSPB

- (a) *Adoption of revised procedures for the appointment of FAFICS representatives to the Pension Board*

99. Gerhard Schramek introduced the note by Roger Eggleston on the revised procedures for the appointment of FAFICS representatives to the Pension Board (document Council 43/2014/D.13a). He pointed out that the revisions to the procedures were minimal. The concept of *ex officio* members had been introduced with the President of the Federation being the *ex officio* head of the FAFICS delegation and the Chair of the FAFICS Standing Committee on Pension Issues being an *ex officio* member of the delegation. The term 'candidate' had been replaced by 'representative' throughout.

100. A lively discussion ensued. One delegation pointed to an intrinsic contradiction in the criteria governing the composition of the delegation and questioned the progression from 'well versed' through 'familiar' to 'less conversant'. In order to ensure the strength of the delegation and the continuity of sound representation it was suggested that the third criterion should read:

The two alternative representatives may be chosen with a view to ensuring the continuity of sound FAFICS representation at the Pension Board.

101. **Council accepted the new wording as proposed and approved the duly revised procedures for the appointment of FAFICS representatives to the Pension Board.**

- (b) *Appointment of FAFICS representatives to the Pension Board in 2015 and to other UNJSPF bodies*

102. Council appointed the following persons to represent the Federation in their capacity as representatives at the Pension Board in 2015:

- Linda Saputelli
- Katia Chestopalov
- Gerhard Schramek
- Warren Sach

It was agreed that two alternates would be appointed at a later date and after consultation with the bureau .

103. Katia Chestopalov and Warren Sach would also represent FAFICS on the UNJSPF Budget Committee.

Agenda item 16: Date and place of the 44th session of the FAFICS Council

104. Linda Saputelli drew attention to the fact that with the refurbishment of the headquarters buildings in New York being completed, the Pension Board was reverting to its original pattern of holding its sessions every other year in New York. Consequently, the Board would meet in New York in 2015 and in Vienna in 2016 before reverting to New York in 2017. The new arrangement placed an inordinate burden on AFICS/NY as the host organisation given the Federation's practice of meeting back-to-back with the Pension Board in the same location. Thought might be given to meeting elsewhere in those years when the Pension Board was concerned exclusively with budget issues.

Agenda item 17: Other business

(a) FAFICS representation at meetings

105. Council took note of the report on the representation of the Federation at the FICSA Council held in Vienna in February 2014. The FICSA Council in February 2015 would be held in Rome.

(b) Assistance and services to retiree associations in the field

106. Ahmed Hussain introduced the paper on the concerns and needs of retirees and retiree associations in the field (document Council 43/2014/CRP.3) that was based on the experience of AFUNSOB in Bangladesh. Drawing an analogy to a mother not feeding a baby that did not cry, he stressed the importance of making the association's voice heard particularly in those instances where the provision of support by the UN Resident Coordinators or United Nations organisations in the field was concerned. Modes of support could range from use of the UN pouch and assistance to local staff in the calculation and payment of health insurance premia, through access to UN medical services, to the use of the same banking facilities at the UN official bank and invitations to UN events in the field. In the case of Bangladesh, the local association had successfully negotiated the issuance of identity cards for retirees that but for one line were identical in design to the grounds passes issued in New York and Geneva.
107. The paper concluded with advice on how local associations could best approach the various entities in the United Nations with a view to obtaining benefits for their members.

108. **In the ensuing discussion, it was suggested that the paper be sent to all member associations. It was also agreed that a letter should go out to all Resident Coordinators or, in the absence of a UNDP office in the country concerned, to the heads of other local UN offices. In that context, the FAFICS President was urged to talk to the UNDP administrator on the issue.**
109. Council expressed its thanks to Ahmed Hussain for the practical advice that had borne fruit for his association.

Closure of the session

110. Linda Saputelli thanked Council for the support it had lent and the trust it had placed in her. She looked very much forward to working with all member associations. She wished to place on record her gratitude to the host association and its generous hospitality. She also paid tribute to the work of the FAFICS Secretary and Treasurer, as well as to the Presiding Officer and Rapporteur, all of whom had contributed to the efficiency of the meeting.
111. The Presiding Officer paid tribute to the elegance and charm of FFOA that had made the Federation's stay in Rome such a pleasant experience. She thanked everybody for having contributed so effectively to the debate and declared the session closed at 1.45 p.m. on 9 July 2014.

Appendices

Appendix 1	List of participants
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Appendix 6	Report of the Standing Committee on ASHIL Issues
Appendix 7	Approved budget for 2015

List of participants

President a.i.

Linda Saputelli

Secretary

Jay Sundaresan

Treasurer

Wolfgang Milzow

Rapporteur

Peter Lillie

Administrative support

Janice Burberry

AAFI-AAFICS-Geneva

Odette Foudral

Katia Chestopalov

Jean-Paul Menu

Samuel Mbele-Mbong

AAFIB-Brazil

Marianne Schwandl

AAFICS-Australia

Mary Johnson

AAFNU-BF-Burkina Faso

Pierre Adama Traore

Louis-Dominique Ouedraogo

AAFNU-N-Niger

Ari Toubou Ibrahim

AAFU/AFUS-Paris

Josiane Taillefer

Jeanne Damlamian

AEFNUC-Cuba

Ana Maria Gudz Robak

AEFNUP-Peru

Rosa Irene Otero

AFICS-Addis Ababa

Tedla Teshome

AFICS-Argentina

Isabel N. Kantor

AFICS-Cyprus

Gert Schmidt

AFICS-Japan

Momoyo Ise

AFICS-Kiev

Alexey Kostomarov

*AFICS-M-Mauritius	Michael Atchia
AFICS-Moscow	Mikhail Gunar
AFICS-Netherlands	Anton Kruiderink
AFICS-NY	Warren Sach
AFICS-Santiago	Mario La Fuente Adriana Gomez
AFUNPI-Bangalore	Marashetty Seenappa
AFUNSOB-Bangladesh	Ahmed Hussain
ARICSA-Vienna	Jerry Barton Gerhard Schramek
ASOPENUC- Columbia	Helene Hasselbalch
BAFUNCS-U.K.	Andrew J. Flatt
CAFICS/ACAFI-Canada	Jean Bacon
FFOA-Rome	Alan Prien Pino Pace Giorgio Eberle Gianni Monciotti Marco Breschi Edward S. Seidler Sabatino Salvi Marius de Gaay Fortman Joan Smidt Javier Perez de Vega
FOA-Turin	Rimedia Mossa
IAFICS-Israel	Michael Suess
FAFICS President Emeritus	Andres Castellanos del Corral

PROXY VOTE

AFICS-Santiago

AAFICS-Australia

AFICS-Argentina

AAFNU-BF-Burkina Faso

AFICS-New York

FOR

APEFONU/AFICS-Paraguay

AFUNO-New Zealand

AFICS-Uruguay

AMAFINU-Mali

AFICS- Philippines

* The Council was verbally informed that AFICS-M-Mauritius represented also AFICS-Kenya

Appendix 2

Agenda

1. Adoption of the Agenda
2. Election of the Presiding Officer and Rapporteur
3. Report of the President
4. Admission of new members
5. Pension issues
 - (a) Report of the Standing Committee
 - (b) Priorities (as revised by the Bureau)
 - (c) Review of the UNJSPF Appeal Procedures - Note to the Pension Board
 - (d) Review of the Pension Fund's human resources framework
 - (d) Situation of the former UNJSPF participants in the former USSR, Ukrainian SSR and Byelorussian SSR
 - (e) UNJSPF Emergency Fund - Note by AFICS Argentina
6. Meeting with the Secretary/CEO of the UNJSPF
7. After-service health insurance and long-term care (ASHIL)
 - (a) Report of the Standing Committee
8. Timetable and procedures for the consideration of amendments to the Statutes and Rules of Procedure of FAFICS - Note by the President
9. Communications with and between member associations including a note prepared by AFICS Argentina: "Can the FAFICS Bureau restrict the freedom of expression and direct communications among Member Association?"
10. Advocacy including a Note by AFICS Mauritius: "Towards the creation of a United Nations Ageing Agency"

11. Administrative and Financial Questions
 - (a) Report of the Auditors
 - (b) Proposed budget for 2015
 - (c) Interim report on the management of the Budget for 2014
 - (d) Appointment of the Auditors
12. Election of FAFICS Officers
13. FAFICS Representation at the UNJSPF
 - (a) Adoption of Revised Procedures for the appointment of FAFICS representatives to the Pension Board (Note from the Bureau)
 - (b) Appointment of FAFICS Representatives to the Pension Board in 2015 and to other UNJSPF bodies
14. Date and place of the 44th session of the Council
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Appendix 3

List of documents

Council pre-session documents (D-series)

Council 43/2014/D.1	Provisional Agenda
Council 43/2014/D.1a	Work Programme and Annotations
Council 43/2014/D.3	Report of the President
Council 43/2014/D.5b(i)	Pension Issues - Priorities
Council 43/2014/D.5b(ii)	Pension Issues - Priorities
Council 43/2014/D.5c(i)	Review of UNJSPF Appeal procedures – Note by President
Council 43/2014/D.5c(i).A	Review of UNJSPF Appeal procedures- Note by FAFICS to UNJSPB
Council 43/2014/D.5c(i).B	Review of UNJSPF Appeal procedures- Note by CEO of UNJSPF
Council 43/2014/D.5c(ii)	UNJSPF Appeal procedures – Note by AFICS-Argentina
Council 43/2014/D.5c(iii)	UNJSPF Appeal procedures – Note by AFICS- Uruguay
Council 43/2014/D.5d	Situation of the former UNJSPF participants in the former USSR, Ukrainian SSR, and Byelorussian SSR
Council 43/2014/D.5e(i)	UNJSPF emergency Fund – Note by Gerhard Schramek
Council 43/2014/D.5e(ii)	UNJSPF Emergency Fund – Note by AFICS-Argentina
Council 43/2014/D.8(i)	Timetable and procedures for the consideration of amendments to the Statutes and Rules of Procedure of FAFICS - Note by the President
Council 43/2014/D.8(ii)	Timetable and procedures for the consideration of amendments to the Statutes and Rules of Procedure of FAFICS - Note by AFICS-Uruguay
Council 43/2014/D.9a	Communications with and between member associations – Note by President
Council 43/2014/D.9b	Communications with and between member associations – Note by AFICS- Argentina
Council 43/2014/D.10	Advocacy - Note by AFICS-Mauritius
Council 43/2014/D.11a	Report of the Auditors
Council 43/2014/D.11b	Proposed Budget for 2015

Council 43/2014/D.11c	Interim report on the management of the budget for 2014
Council 43/2014/D.12	Candidates nominated for the offices of the Federation
Council 43/2014/D.13a	Adoption of Revised Procedures for the appointment of FAFICS representatives to the UNJSPB – Note from President
Council 43/2014/D.15(i)	FAFICS representatives at FICSA council, 2-7 Feb 2014

In-session documents (Conference Room Papers (CRPs))

Council 43/2014/CRP.1 Corr2	List of Participants
Council 43/2014/CRP.2	Situation regarding the creation of new associations and Admission of new members – Note by Secretary
Council 43/2014/CRP.3	Concerns and Needs - Report by Vice President Ahmed Hussain
Council 43/2014/CRP.4	Report of the Standing Committee on Pension Issues
Council 43/2014/CRP.5	Report of the Standing Committee on ASHIL

REPORT OF THE PRESIDENT

Introduction

As this Report is being distributed in advance of the Council Session, the information contained herein will need to be updated at the Council Session itself. I shall also make more personal comments at the Council both in respect of the appreciation which I owe to all those who have supported FAFICS in the two years of my Presidency and of other sad events which have affected us all recently.

As last year, I shall not review in any detail to issues dealt with elsewhere on the Council agenda or the agendas of the Standing Committees.

1. Membership of the Federation

1.1 At the 2013 Council, 5 new members were admitted to the Federation bringing the total number of Associations to 57. In the period since July 2013, discussions have been held with those engaged with retiree associations in a number of locations including: Afghanistan, Czech Republic, Ivory Coast, Guinea and South Africa,

1.2 At the Bureau session in November 2013, Vice-President Pierre Traore provided a Note: "Stratégie pour la création de nouvelles associations" setting forth a series of actions which he proposed to undertake in a bid to increase the number of associations in FAFICS. He has prepared a questionnaire which is being refined for distribution to member associations.

1.3 There are of course two distinct aspects to the issue of membership

- the increase in member associations in FAFICS;
- the increase in the number of individual members participating in a member association;

1.4 In respect of increasing individual membership, the Bureau considered that the determination of any action to be undertaken by FAFICS or by an individual association should respect the particular circumstances of the location and of the population of former international civil servants who were living in that location.

1.5 It also agreed that member associations should endeavour to:

- Set targets for increasing membership
- Plan promotional events with the help of experts
- Organise pre-retirement seminars
- Report on their experience to the FAFICS Bureau

Equally, the FAFICS Bureau should endeavour to:

- Disseminate information on member associations' promotional activities
- Issue general guidelines on promotional activities
- Support pre-retirement seminars by providing audio-visual material
- Monitor statistics on associations' membership figures
- Promote joint UNJSPF-FAFICS missions
- Request the UNDP Administrator to issue guidelines on the support to be given to local UN retiree associations

1.6 This is very much work in progress which the members of the Bureau will pursue in the year ahead.

2. The Bureau

2.1 A year ago, I wrote that the Bureau “was coming of age as a part of the structure of the Federation.” The meeting of the Bureau in November 2013 confirmed the increasing maturity of this entity as a crucially important element in the overall structure of our Federation. (The Report of the meeting was circulated in November last year.) Thought must now be given to how best the Bureau can function and how its functioning should be introduced into the Rules of Procedure. (I have referred to this matter in a note for consideration under agenda item 8 - Timetable and Procedures for the consideration of amendments to the Statutes and Rules of Procedure.)

2.2 This discussion should also take account of the need to ensure that FAFICS functions as effectively as it can do within the framework of an organisation of volunteers who give their time and talents freely to the Federation. The challenge is to attain the highest degree of

professionalism within an amateur structure i.e. a structure made up of those who practise something for the love of it rather than as a profession. Member associations face the same challenge.

2.3 In the year that is past, bureau members have continued to provide important input to the work of the Federation; some bureau members, by virtue of their functions or their presence in New York and Geneva, have been extremely preoccupied with managing emerging – often dramatic – issues related to after service health care and the Pension Fund about which more details follow.

3. Relationship with the UNJSPF

3.1 The working relationships between FAFICS and the UNJSPF continue to be very strong. The exchanges with the CEO and the members of the Pension Fund staff at the New York 2013 Council session were most positive and were deemed by many to reflect a new spirit of collaboration between the “partners” in the relationship. The agreement of the 2013 Pension Board and the subsequent confirmation by the United Nations General Assembly to meet the participation costs of 4 (as opposed to 2) FAFICS members in the Pension Board is practical testimony of this increasingly strong relationship.

3.2 FAFICS is recognized by the Pension Board as the body representing retirees and plays a very active role in the Board and the Working groups of the Fund. The Chairperson of the FAFICS Standing Committee on Pension Issues has continued to prepare important contributions for the Board’s consideration and ensured that issues (e.g. small pensions) are not lost sight of.

3.3 Towards the end of the year under review, one issue took on a somewhat disproportionate level of concern; this surrounded proposals to revise the arrangements which determine the administrative relationship between the Fund and the United Nations. This has been referred to as the delegation of authority to the Secretary/CEO of the Fund.

3.4 Currently these arrangements are governed by a Memorandum of Understanding (MoU) between the United Nations and the Fund. Discussions have been taking place in the Board for a couple of years about revising this MoU especially in a number of HR management areas.

On behalf of FAFICS, I have supported amendments intended to improve the opportunities for the staff of the Fund to be promoted within the Fund itself.

3.5 Arising out of the Board's discussion in 2013, the United Nations General Assembly concluded in paragraph 13 of Section VII of resolution 68/247:

“13. Recalls paragraph 12 of the report of the Advisory Committee, and in this regard requests the Board, in consultation with the Office of Human Resources Management of the Secretariat, to complete its review of the policies governing the recruitment, promotion and retention of the staff of the Fund and to report to the General Assembly, no later than at the main part of its seventieth session, on the outcome of the review and any measures proposed; “

3.6 To this end, the Pension Fund Secretariat established a Task Force which worked on these and a number of other issues including proposals for a greater Delegation of Authority to the CEO; it was also considered that these might be covered by the issuance of a Secretary-General's Bulletin (SGB) on the matter.

3.7 At this point the waters become muddied; in April 2014, documents - preliminary drafts - emanating from the Task Force were made public. These appeared to go far beyond the scope of the initial discussions in the Board. The staff of the Pension Fund secretariat became aware of the proposals which they considered could significantly affect their current terms of appointment. The issue circulated very quickly through the Internet and considerable confusion resulted in the course of which the retirees and other beneficiaries were approached to support the position of the staff of the Fund secretariat.

3.8 FAFICS was aware of the exchanges that were taking place and took action in April and May to clarify matters with the Secretary/CEO of the Fund and to inform member associations accordingly. These have been fully described in a message from the President to Member Associations of 20 May 2014.

3.9 FAFICS has been assured that the matter will be raised in the Board and that, initially, any revisions to the delegation of authority to the CEO, will be limited to a revision of the MoU – as originally envisaged.

3.10 This issue has taken a great deal of the time of a number of members of the Bureau and has caused unnecessary distress to large numbers of retirees concerned about the payment of their pensions and the security of the investments of the Fund. I do not think that these are matters about which retirees should worry; nevertheless that they have arisen at all is indeed a concern for us all and hence has prompted me to include them here.

4. FAFICS international role

4.1 The Bureau has begun to redefine FAFICS' international role by focusing attention on FAFICS and Ageing. The matter has been the subject of the special issue of FAFICS Matters and will be taken up in the Council. This is a positive development as it enables the Federation to concentrate its efforts on an issue in which its resources (especially the vast experience of many of its individual members) can be put to good use.

4.2 We have also strengthened our relationship with FICSA and sorted out the story of the level of the contribution which we make to our sister Federation. A Report from our Representative at the 2014 FICSA Council will be circulated to the Council.

4.3 This leaves one issue which is not concluded – FAFICS role in CoNGO, the Conference of NGO's in consultative status with the United Nations. FAFICS, for many years, played a fairly active role in CoNGO, but those who had occasion to attend CoNGO events became increasingly disenchanted with the functioning of the Conference.

4.4 The Bureau, in November last year, concluded that FAFICS should withdraw from CoNGO. I have been in contact with the President of CoNGO (who happens to be a colleague of some 50 years standing). He has provided me with a mass of information about CoNGO's current activities and I have shared these with the Bureau. I would suggest that the matter be kept under review by the incoming Bureau who, in the light of the new information available should be tasked with taking a final decision as to FAFICS participation in the Conference.

5. Financial situation

5.1 The Treasurer will report to Council on the financial situation of FAFICS. I would just reflect here on the major strides which have been made by all parties to balance FAFICS' books. We ended the financial year 2013 with an excess of income over expenditure of some US\$ 5,000. What this means is that we can begin to think creatively about taking action to support initiatives which we have been unable to afford in the past. I am thinking of work to encourage the creation of new retiree associations, the organisation of post-retirement seminars (or whatever the correct expression for such events is), and other activities which will further strengthen the Federation.

I wish FAFICS all success in these and all its mighty endeavours

Roger Eggleston, June 2014

Report of Standing Committee on Pension Issues

1. The Chair, Gerhard Schramek, opened the meeting at 10.00 a.m. and drew attention to the number of issues that the Committee would have to take up in the course of its debate. Of the 45 items on the agenda of the Pension Board, the Standing Committee had selected items of a technical nature as distinct from policy issues as befitted a technical committee. He also reported that in the absence of the Vice-Chair Pauline Barrett-Reid, Katia Chestopalov had volunteered to step in for the duration of the meeting.

Adoption of the Agenda

2. The agenda (document SCPI/2014/DOC/1) was adopted as submitted.

Review of the issues on the agenda of the 61st session of the Pension Board

- a) *Thirty-second actuarial valuation of the Fund as of 31 December 2013*
3. The Chair of the Committee summarised his note on the key points and findings of the thirty-second actuarial valuation (document SCPI/2014/DOC/2). He explained that the reduction in the actuarial deficit to 0.72 per cent of pensionable remuneration as against a deficit of 1.87 per cent in the prior valuation was mainly attributable to the increase in the normal retirement age to 65.
4. The Chair also drew attention to the fact that the consecutive series of actuarial deficits left no room for improvement in the benefit system that bore costs. Although the most recent deficits were within the buffer or safety margin of around 2 per cent of pensionable remuneration, a consecutive series of surpluses would be required before any improvements could be considered.
5. Attention was also drawn to the risks associated with simplifying and streamlining the two-track feature. Not only was the two-track system complex, but a large segment of the 30 per cent of the beneficiaries who had opted for the two-track

system were located in Europe and were thus subject to the major fluctuations in the EUR:USD exchange rate. Over the years, the failure to update the actuarial cost of the two-track system (currently 8 per cent of the actual contribution rate) had borne implications. It would be necessary to correct that deficiency and account for demographic factors such as changes in the mortality tables.

6. In the ensuing discussion it was stressed that the simplification and streamlining of the two-track system should not add to the actuarial costs. It was recalled that defence of the two-track system was one of the Federation's priorities; it was a matter of defending and increasing benefits, not merely focusing on costs. That having been said, there was no need to panic.
7. **In conclusion, the Standing Committee took note of the findings of the thirty-second actuarial valuation and stressed the need to maintain a close watch on developments.**

b) Application of paragraph 26 of the Pension Adjustment System

8. In introducing the document (document SCPI/2014/DOC/3), the Chair pointed to anomalies in the application of paragraph 26. He stressed that once suspended, the local currency was hardly ever reinstated. Although paragraph 26 provided the Fund with broad language to allow the CEO the flexibility to ensure that the principles of the pension adjustment system were followed and beneficiaries protected, the language in paragraph was too ambiguous to administer consistently. After years of experience, it had become clear that more precise and detailed administrative and economic parameters were warranted. In the document on the issue going to the current session of the Pension Board (document JSPB/61/R.36), it was suggested that the Board might wish to request the CEO to develop possible financial and administrative parameters and updated language to assist in the administration of paragraph 26. Those parameters were to be presented for consideration of the Board at its 63rd session.
9. In the ensuing discussion, a question was raised about the feasibility of having the CEO submit the financial and administrative parameters to the Board session in 2015. It was pointed out that the Federation was dismayed about the further delay, but until the integrated pension administration system scheduled for implementation by 2016 was in place, the CEO was apparently disinclined to consider the submission of possibly controversial amendments to current practice.

10. In the interests of obtaining a clear response, the participants suggested that at the exchange with the CEO and his colleagues scheduled for the following day, the CEO should be asked to define the term 'financial and administrative practices'. Moreover, given that the document being presented to the Board failed to mention the internal two-track advisory committee and the Secretariat had failed to comment on the FAFICS proposal that the option of freezing the local currency track benefits be explored as an alternative to the full suspension of the local currency track, explanations should be sought.
 11. **In conclusion, the Standing Committee supported the submission of the above questions to the CEO and stressed that the FAFICS delegation to the Board should make a statement to the Board seeking clarification on the development of financial and administrative parameters for the administration of paragraph 26.**
- c) *Update on the application of paragraph 26 in Argentina, Kenya and Myanmar*
- (i) *Argentina*
12. In introducing the item, the Chair congratulated AFICS Argentina on the successful outcome of its appeal and commended Oscar Larghi and Dr. Antonio Pio for their persistence that had ultimately reaped due reward. The outcome of the appeal was described in the paper before the Committee (document SCPI/2013/DOC/4). Attached to that document was a letter from the CEO to the President of FAFICS and Dr. Pio informing the addressees that suspension of the application of the local currency track benefit in Argentina would enter into effect on 1 July 2014. Furthermore, that suspension would be applied retroactively to 1 August 2011.
 13. Throughout the case care had been taken to discount false evidence. IMF data, particularly its report on the quality of the CPI data emanating from Argentina dated 13 July 2011, had been consistently ignored, despite the IMF offering to assist in the development of reliable CPI data. It was reported that the country had since adjusted its data to reflect reality.

(ii) *Kenya*

14. The Chair reported that the economic situation in Kenya was still unstable. Return to the local track was still on hold. The Pension Fund secretariat was monitoring the situation under the new semi-annual review system. According to the secretariat, inflation in Kenya had decreased and the exchange had been relatively stable over the past two years. That notwithstanding, the Fund was not in a position to reintroduce the local track for want of firm indication that the economy had indeed stabilised on a lasting basis.

(ii) *Myanmar*

15. The Secretariat had confirmed that the financial system in Myanmar was stabilising and the UN was publishing the country's CPI in its Monthly Statistical Bulletin. However, just as the CEO did not consider suspension of the local currency track benefit until after significant observation and analysis had been completed on all financial considerations of that country for a long period of time, reinstatement of a local currency track benefit could not be considered until a similar comprehensive analysis had been completed over a significant period of time. In the considered opinion of the Pension Fund Secretariat, the economic situation in Myanmar was still unstable. The exchange rate with the USD:MMK exchange rate had not yet stabilised, economic growth had slowed down. More time was needed to monitor the steps taken to secure stability. In practice, that could mean that Myanmar might not return to the two-track system over the next ten years.
16. **The Committee took note of the current situation prevailing in Kenya and Myanmar and congratulated AFICS-Argentina once again on the successful conclusion of its appeal.**

d) *Small pensions*

17. Discussion of the item was based on the background note (document SCPI/2014/DOC/5). The Chair recalled the past history of the Federation's endeavours to alleviate the plight of retirees in receipt of small pensions. At the current session of the Pension Board, the CEO would be presenting two alternatives: a one-time interim adjustment of the small pension adjustment table or an indexed increase in the table that had not been adjusted since 1 July 1995. According to the CEO, the cost of the one-time interim adjustment was negligible.

18. One delegation drew attention to the fact that whichever solution was found, retirees who had taken lump-sum settlements on retirement would not benefit from the increases. Many local staff members in developing countries had opted for lump sums and were thus at an added disadvantage. It was pointed out that at the present juncture changes to the regulations governing eligibility could not be considered.
19. Whereas the CEO had proposed that the interim measure should be introduced as of 1 April 2016, participants were adamant that given the lack of any adjustment over the past nineteen years, the interim measure should be introduced as of 1 April 2015.
20. **In concluding the item, the Committee recommended that the Federation support a one-time interim increase of 10 per cent in the small pension adjustment table and the introduction of the same with effect from 1 April 2015.**

(e) *Report of the Assets and Liabilities Monitoring Committee*

21. The Chair introduced the report that had been prepared by the Vice-Chair, Pauline Barrett-Reid. The aim of the Assets and Liabilities Monitoring Committee (ALM Committee), on which the Federation had two representatives appointed for four years, was to monitor better the balance of assets and liabilities.
22. In addition to its focus on the Fund's risk management framework and the Investments Policy, the ALM Committee had supported the consulting actuary's proposal that it was neither practical nor cost-effective to combine the management of ASHI assets and liabilities. It offered no benefits to the Fund and yielded no cost efficiencies, in addition to creating legal and administrative problems.

23. In the ensuing discussion, it was pointed out that the Fund already handled the ASHI contributions of former international staff, whereas former national staff had to pay their contributions on a personal basis. It was suggested that thought should be given to providing a service to 'former international civil servants'. That gave rise to the problem of defining who was a retiree and who was a pensioner. The impression was that the number of retirees with minimal periods of service was on the increase. In fact, thanks to interagency mobility and the accumulation of many years of service in different organisations, only 5 per cent of the common system staff complement served for minimal periods of time. Given the increasing demands made of staff in the Pension Fund secretariat, other possible options for ASHI should be explored. To that end, it was suggested that like the CEO of the Fund, FAFICS should participate in the work of the HLCM Working Group on ASHI so that its concerns could be addressed in that context as well.

Other pension matters

(a) *Personal status for same-sex couples*

24. One delegation raised the issue of the Fund's position on the personal status of same-sex couples upon retirement. Attention was drawn to the recently announced new policy of determining personal status applicable to same-sex couples across the UN secretariat. Previously, a staff member's personal status was determined by the laws applicable in their country of nationality. Under the new policy that entered into effect on 26 June 2014, personal status would be determined by the law of the competent authority under which the personal status was established. Thus, if a same-sex couple were to marry in a country where same-sex marriages were legal, the personal status of the staff member(s) involved would be determined on that basis.

25. The new policy secured greater equality for all staff. However, whereas a number of organisations had decided to adopt the recognition approach by recognising marriage to staff members who were not able to do so under their own national laws, the Pension Fund had not followed suit. Failure to do so would increase the number of staff members who were considered to be married during active service, yet were not recognised as such upon retirement.

Report of the Standing Committee on ASHIL Issues

9 July 2014

**FAFICS Standing Committee on After-Service Health Insurance
and Long-term Care (ASHIL)**

Report

1. The Chair, Linda Saputelli, opened the meeting and informed the Committee that regrettably Georges Kutukdjian, Vice-Chair of the Standing Committee, was unable to attend. She further indicated that in the context of the new composition of the Bureau, she would not be in a position to continue as Chair of the Standing Committee. She thus proposed that Georges Kutukdjian be elected Chair of the Committee. She further proposed that Katia Chestopalov be elected Vice-Chair of the Standing Committee. The Committee approved both nominations.¹

Adoption of the Agenda

2. The provisional agenda (SC/ASHIL/2014/Doc/1) was adopted as submitted.

Update on the response to UNGA Res. 64/241 and further developments

3. The following information was provided to the members of the Committee:

3.1 The Chair of the Committee summarized her note on developments in response to United Nations General Assembly (UNGA) resolution 64/241. The United Nations Secretary-General had submitted to the UNGA a report entitled '*Managing after-service health*

¹ Council subsequently confirmed the nominations.

insurance liabilities' (A/68/353), which had been released in August including the option of continuing with the current "pay-as-you-go" arrangements, and a suggestion that the General Assembly might '*wish to invite the International Civil Service Commission (ICSC) to revisit the issue of the apportionment of health insurance premiums between the United Nations organizations and the plan participants*'. The ICSC Secretariat's current proposal to the Commission was that the contribution ratios remain unchanged.

3.2 Subsequently, the Advisory Committee on Administrative and Budgetary Questions (ACABQ) had submitted its report on '*Managing health insurance liabilities*' (A/68/550), in which it recommended that the Secretary-General '*examine possible options, with the objective of broadening the mandate of the Fund to include the administration of after-service health insurance benefits on a system-wide basis and accordingly to prepare a detailed proposal for consideration by the Assembly*'. Furthermore, it had recommended continuation of the pay-as-you-go approach at the present time.

3.3 On 27 December 2013, the General Assembly had adopted resolution A/RES/68/244 recalling the ACABQ report, and requesting the Secretary-General to: (i) undertake a survey of current healthcare plans for active and retired staff within the United Nations system; (ii) explore all options to increase efficiency and contain costs and (iii) report thereon at its 70th session.

3.4 On 27 December 2013, the General Assembly had also adopted resolution A/RES/68/253 expressing '*deep concern about the long-term sustainability of the after-service health insurance schemes within the United Nations system, and in that regard invites the [International Civil Service] Commission to review ... the apportionment of health insurance premiums between the United Nations Organizations and participants in both U.S. and non-U.S. plans*'. The Commission would consider a document responding to that request at its upcoming session in July 2014.

3.5 The Consulting Actuary to the UNJSPF had submitted a note on the ACABQ proposal pertaining to the option of broadening the mandate of the UNJSPF to include administration of the after-service health insurance (ASHI) benefits. The report pointed to the difficulties and challenges involved in implementing the ACABQ proposal, including the need for first establishing a new fully harmonized system-wide ASHI plan. At its 12-13 June 2014 meeting, the UNJSPF's Assets and Liabilities Monitoring (ALM) Committee strongly opposed the ACABQ proposal (see report SCPI/2014/DOC 6, paras. 9-11, for details).

3.6 The High-Level Committee on Management (HLCM) had established a working group, the aim of which was to deliver '*a comprehensive and descriptive analysis of the commonalities and differences in the United Nations System in the approaches in the definition, funding and management of the ASHI and of the ASHI liability, including an assessment of potential alternative arrangements*'. That working group had recently issued draft terms of reference for a study on cost drivers in respect of ASHI and alternative arrangements (CEB/2013/HLCM/FB/6).

3.7 The Committee took note of the update on the latest developments as presented and requested the Chair to continue following up on the matter.

Update on the application of the US Government Plan Medicare B

4. The Chair summarized the information relating to the increase in the numbers of UN retirees registered under the US Medicare B plan between 2011 and 2012 (40% increase), average monthly reimbursements paid under Medicare B per person, and substantial savings thus realized by the United Nations in New York. For the current year approximate savings of \$14,500,000 had been reported by AETNA and \$6,000,000 for Blue Cross/Blue Shield. The Committee took note of that information.

Report of the working group of associations linked to self-insurance schemes

5. The Chair recalled that at its 42nd session, Council had agreed to the Standing Committee's proposal to set up a working group of associations linked to self-insurance schemes (UNESCO, ILO-ITU, and UNSMIS-Geneva). It had also been decided that AAFU/AFUS (UNESCO) would serve as chair of the working group. AAFU/AFUS was requested to proceed with convening the group. The group was tasked with reviewing what actions, if any, those Organizations were taking to meet the impact of the fact that to an ever-increasing degree retirees were outnumbering active participants in the different insurance schemes.

6. A representative of AAFU/AFUS gave an oral report on what had transpired. The Working Group had yet to meet. Draft terms of reference (see document SC/ASHI/Doc/4) had been circulated, but not yet discussed.

7. The Council encouraged the Working Group to begin its work and to report accordingly to its next session.

Report on the updating of the ASHIL database/spreadsheet

8. The following information was provided to the members of the Committee:

8.1 The Chair reported that it had been possible to obtain updated information on practically all organizations' health insurance plans (except for ILO and WTO).

8.2 The Committee recognized the importance of the data in question and the need to strive to keep the data up to date. That would require systematic updating on a regular on-going or periodic basis. To that end, FAFICS would need to keep a current list of names and coordinates of those officers in charge of ASHI in each organization and arrange to be promptly notified by those officers of any changes in the provisions of the various health insurance plans. It was agreed that the Standing Committee should reflect and act upon the issue so as to ensure that the Federation always had a reliable and current set of information at its disposal.

8.3 In the course of further discussion, the question of insufficient medical facilities available in certain parts of the world was taken up. The matter of the non-recognition by medical establishments of the health insurance coverage of former staff members of United Nations Organizations was also mentioned. Both issues, as well as the question of health insurance coverage for divorced spouses, were referred to the Standing Committee for further consideration.

Report on the provision of long-term care by the Organizations (excerpts from the FAFICS database detailing the ASHIL provisions of the Organizations' coverage for long-term care insurance.

9. The Committee took note of the updated information contained in the excerpts from the FAFICS database.

Other matters

10. The Chair informed the Committee of the United Nations' new human resources policy pertaining to same-sex marriages. She undertook to convey that information to the members of the Committee so that they could transmit the details to their associations.

Appendix 7

Approved budget for 2015

Budget for the year 2015

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Introduction

1. In accordance with article 5.9 of the Rules of Procedure stipulating that budget proposals shall be sent to member associations at least three months prior to the annual Council session, the proposed budget for 2015 is submitted in the present document.

2. The Council, at its 37th session in 2008, decided that budget proposals should be balanced and that the rate of contributions should be adjusted to cover expenditures in order to avoid future deficits. At its 42nd session in 2013, the Council approved an increase in the contribution rate from USD 1.35 to USD 1.50, to be applicable as of 2014.

Budget overview

4. The Secretary and the Treasurer have prepared this budget proposal for 2015 in line with the above.

Income estimate for 2015

Income item	USD
Member contributions (18,100 X USD 1.50)	27,150
Interest income	300
Total estimated income	27,450

Observations

5. Membership contributions

The estimate of contributions by member Associations is based on preliminary membership data as at 1 January 2014, and as declared by the Associations. Some of the membership data relate to previous years. The income is calculated using an estimate of total membership of 18,100.

6. Bank interest

The estimate for interest earnings in 2013 is maintained at USD 300. This reflects historically low interest rates that are not expected to rise soon, given the statements made by the U.S. Federal Reserve.

Expenditure estimates for 2015

Expenditure item	USD
Travel	8,000
Participation in meetings	10,400
Representation	4,300
Hospitality	1,000
Secretarial assistance	2,000
Equipment	-
Office supplies	600
Bank charges	400
Communications	150
Contributions	600

Total estimated expenditure	27,450
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Observations

7. First introduced for the budget year 2014, the former budget line “Travel expenses” has again been split into three lines, “Travel”, “Participation in meetings”, and “Representation” in order to increase transparency and clarity of the proposal for this major expenditure item.

8. Travel

This budget line now covers the travel and partial daily subsistence allowance of the President, the Secretary and, if necessary, the Treasurer attending the 44th session of the FAFICS Council as well as the 2015 mid-term meeting of the Bureau. It is assumed that in 2015 the Council will again be held at the same location as the session of the Pension Board.

9. Participation in meetings

USD 6,400 are budgeted to support Vice-presidents attending the mid-term Bureau meeting, and another USD 4,000 for those FAFICS representatives attending the Pension Board whose travel is not paid by the Pension Fund.

10. Representation

This new budget line meets the cost of participation in advocacy activities of importance to FAFICS, such as with the UN 5th Committee, ICSC, FICSA, and meetings of regional associations. Such cost could be incurred by the President or anyone else on his/her behalf.

11. Hospitality

This item will cover the traditional annual lunch offered by FAFICS to the CEO of the UNJSPF and his senior staff as well as some hospitality extended to the FAFICS auditors. The budget provides for a dinner offered to Bureau members at the mid-term session. It may also cover some hospitality offered by the President.

12. Secretarial assistance

This item is intended to cover temporary assistance during the 2015 Council session.

13. Equipment

Purchase of equipment is not planned for 2015.

14. Office supplies

This item covers the cost of stationary.

15. Bank Charges and Communications

The amounts are budgeted in line with current expenditure figures.

16. Contributions

The budget item covers FAFICS contributions to CoNGO and FICSA.

17. A comparative table showing budgets and actuals of prior years will be issued as an addendum to the present document.

Annex 1: FAFICS MEMBERSHIP AS AT 1 JANUARY 2014

(Based on data at hand on 1 April 2014. An asterisk indicates that the figure is from 2013 or earlier)

AFICS-Argentina	120
AAFICS-Australia	248
ARICSA-Austria	981 *
AFUNSOB-Bangladesh	157
AAFNUB-Benin	26 *
AFICS-Bolivia	50 *
AAFIB-Brazil	213
AAFNU-Burkina Faso	80 *
CAFICS/ACAFI-Canada	495 *
AFICS-Chile	530
ASOPENUC-Colombia	149
ACAFNU-Brazzaville-Congo	200 *
ARNUC-Kinshasa-Congo	65 *
ACEFUN-Costa Rica	45 *
AEFNUC-Cuba	46 *
AFICS-Cyprus	76
AEFSNU-Ecuador	49 *
AFICS-Egypt	56 *
AFICS-Addis Ababa	460 *
AAFU/AFUS-France	1493 *
APUNG-Greece	61 *

AFUNPI-Bangalore-India	407
UNPA-New Delhi	348 *
AFUNPR-Indonesia	95 *
IAFICS-Israel	24
FFOA-Rome-Italy	2182
FOA-Turin-Italy	111
AFICS-Japan	68
AFICS-Kenya	41 *
AFICS-Lebanon	50 *
AFICS-MSB Malaysia, Singapore and Brunei	57 *
AMAFINU-Mali	70
AFICS, Mauritius	30
AFPNU-Mexico	75
IGFICS-Myanmar	45 *
RUNSAN-Nepal	59
AFICS-Netherlands	206 *
Nicaragua	20 *
Niger	31 *
AFUNCS-Nigeria	64 *
AFUNO-New Zealand	67 *
PAFICS-Pakistan	72
APEFONU-Paraguay	30 *
AEFNUP-Peru	66
AFICS- Philippines	114
AFICS-Russia	12 (230 members receive no UN pension)

AFICS-Sri Lanka	55 *
AAFI-AFICS-Geneva	3546
UNAPATA-Tanzania	52 *
AFICS-Thailand	320
ATAFONU-Togo	47 *
AFICS-Kiev Ukraine	7 (39 members received no UN pension)
BAFUNCS-United Kingdom	876 *
AFICS-New York	3098
AFICS-Uruguay	105
Associated Members	
ARICSCAM, Cameroon	19
UNPAS, Somalia	67 *
Provisional total	18136