

FEDERATION OF ASSOCIATIONS  
OF FORMER INTERNATIONAL CIVIL SERVANTS  
(FAAFI/FAFICS)

SUMMARY RECORD OF THE MEETING OF THE COUNCIL

(Geneva, 25-26 October 1979)

1. The fifth meeting of the Council of the Federation of Associations of Former International Civil Servants was held on Thursday 25 and Friday 26 October 1979 at the United Nations Office at Geneva.
2. The following member Associations of the Federation were represented :
  - Association of Former International Civil Servants, Geneva (AAFI/AFICS)
    - Mr. René Petit, Chairman (
    - Mr. Jean-René Rivet, First Vice-Chairman ( of the Committee of AAFI/AFICS
    - Mr. Charles Lederrey, Second Vice-Chairman (
  - Association of Former International Civil Servants, New York (AFICS, New York)
    - Mr. John Mc Diarmid, First Vice-Chairman of the Committee of AFICS, New York.
  - Association of Former FAO and World Food Programme Civil Servants (FFOA) Rome
    - Mr. Emmanuel Abensour, Honorary Chairman of FFOA.
  - Committee of Former UNESCO Civil Servants established within the UNESCO Civil Servants (Paris)
    - Mr. Jean Guiton, Chairman of the Committee of Former UNESCO Civil Servants.
3. Mr. Jean Guiton, Chairman of the Council of the Federation, was Chairman of the meeting.
4. Mr. Charles Lederrey, Secretary of the Federation, was Secretary of the meeting and was responsible for drafting this summary record.
5. The Council adopted the following agenda :
  1. Approval of the minutes of the Council's meeting in 1978
  2. Defence of common interests
    - 2.1 Pensions : implementation of the system adopted by the United Nations General Assembly at its 1978 session : present position; reports of the observers who represented FAAFI/FAFICS at the most recent meetings relating to the present pensions system
    - 2.2 Pensions : questions pending :
      - 2.21 Pensionable remuneration; information on the most recent developments (reports of the observers representing FAAFI/FAFICS at the most recent meetings on the subject) : consideration of measures which FAAFI/FAFICS may wish to take
      - 2.22 Initial adjustment of pensions, general discussion
      - 2.23 Survivors' pensions
      - 2.24 Representation of retired persons on the United Nations Joint Staff Pension Board
    - 2.3 Investments of the United Nations Joint Staff Pension Fund

3. FAAFI/FAFICS : internal matters
  - 3.1 Statutes : adoption of the new statutes
  - 3.2 Legal position
  - 3.3 FAAFI/FAFICS secretariat : are there problems ?
  - 3.4 FAAFI/FAFICS finance : present position and prospects
  - 3.5 Budget for 1979/1980
4. Development of solidarity and close contacts between Member Associations
  - 4.1 Extension of FAAFI/FAFICS : if appropriate, candidates for membership; admission of new members
  - 4.2 Relations with associations which are not members of FAAFI/FAFICS
5. General discussion of the FAAFI/FAFICS programme for 1980 ( suggestions, priorities, etc...)
6. Other business
7. Elections.

6. Agenda item 1 : Approval of the minutes of the 1978 meeting

Taking into account the comments and proposals sent in writing to the Secretary by Mr. H. Reymond (Representative of AFICS, New York, at the fourth meeting of the Council) and Mr. J. A. Stordy (Chairman of the Steering Committee of FFOA, Rome) and communicated to the member associations, the Council amended the minutes as follows :

- Para. 13 : Replaced by "The Council felt that the creation of such associations would be justified by the need to protect their interests and to promote social activities".
- Para. 17 : Replaced the last sentence by : "It also recognized that if Member Associations can gain advantage from the membership of serving officials or from contacts with Staff Associations, they should make sure that their activities remain governed by the interests of their members as former international civil servants" .
- Para.14 : Deleted "vis-à-vis the outside world".
- Para.20 : Replaced by "In the course of the review of the statutes of the Federation, the Council gratefully noted the Geneva, New York and Rome Associations' willingness to consider favourably the possibility of contributing to the Federation's expenses at the rate of, say, half a dollar per member" .
- Para.22 : Replaced "also refer" by " consider referring".

7. The Council decided that the present summary record should be as short as possible, provided that where an association wished to have its position formally recorded on a particular item, it should give notice to that effect and supply a written text for insertion in the summary record.

8. The Council noted the minutes of its extraordinary meeting held at the Palais des Nations, Geneva, on 28 and 29 June 1979, which minutes were adopted at the end of that meeting. The Council decided, however, to substitute in the French text the word "directives" for "indications" in the annex to the report ("guidelines" in English).

9. Agenda item 2 : Defence of common interests

- 2.1 Pensions : The Chairman and the Council thanked the observers Messrs Pringle, Reymond, Rivet, Smith and Weisl. After an exchange of information on the general situation, the Council noted with appreciation the written reports supplied by the Federation's observers at various meetings which had been transmitted by the Secretariat to the FAAFI/FAFICS members, namely :

A note by Mr. Rivet on the meetings of the Working Party of the UN Joint Staff Pensions Board (Vienne, 5 - 9 June 1979) and of the Standing Committee (Geneva, 10-13 June 1979) on pensionable remuneration;

A report by Messrs Pringle and Rivet on the twenty-fifth session of the Pension Board (Manila, 9-20 July 1979);

A report by Mr. Reymond on the tenth session of the International Civil Service Commission ( New York, 13-31 August 1979) and Mr. Reymond's statements to that session's meetings on 14 and 31 August.

- The Council noted the agreement reached by correspondence between the Federation members on the initiative of AAFI/AFICS, Geneva, asking for the interim measures proposed by the Joint Staff Pension Board for 1980 to be extended to all pensioners;
- The Council expressed the wish that civil service pension system in various countries should form the subject of a comparative study and requested AFICS, New York, to make representations to that end to the Secretary of the Joint Staff Pension Fund ;
- The Council finding that the position of the Federation, which had been explained by its observers at the above-mentioned meetings, was not officially known by ACC and CCAQ, decided to make the Federation's position on various questions affecting pensioners known to the executive heads of the various agencies of the United Nations system and to the bodies which had to deal with the question of pensions.

2.2 Pensions : questions pending :

2.2.1 Pensionable remuneration

The Council amended and added to the guidelines adopted at the extraordinary Council meeting on 28 and 29 June 1979 as follows :

Replaced the title in the French text by "Directives à l'usage des observateurs représentant la FAAFI" (English - Guidelines for observers representing FAFICS),

Added the following item :

"5. The Federation notes that the interim measures which the United Nations Joint Staff Pension Board presented to the General Assembly at its XXXIV session would apply only to international civil servants retiring in 1980 - a limited number of pensioners."

It, however, notes with satisfaction the statement made by the United Nations Joint Staff Pension Board in paragraph 16 of the addendum to its report, namely that "At the same time, conscious of a moral obligation to follow the practice established on prior occasions and of the need to apply to the extent possible to existing pensioners the improvements introduced for future ones, the Board wished to place on record its conviction that the long-term measures to be designed in 1980 would have to contain as an integral part transitional provisions for their application to all then existing pensioners." (see full text of the guidelines in annex 1).

The Council entrusted the representative of AFICS, New York, with making this text known on his return to New York.

2.22 Initial adjustment of pensions : general discussion

See Council decision on item 2.21.

2.23 Survivors' pensions

The Council again considered the question, put again by Mr. Abensour, of the right to a pension for the widow of a pensioner who marries or remarries after his retirement.

In this context, the Council took note with interest of the information, supplied by Mr. Rivet, on the situation in the European Communities and various organizations (OECD, NATO, etc.), but regretted that the ILO had never replied to the request for information by the former Chairman and the Secretary of the Federation on this subject.

The Council concluded that it must naturally support any effort or proposal by Member Associations to improve the United Nations Joint Staff Pension Fund regulations on questions of social interest, such as the pension of the widow of a pensioner who married after his retirement, the pension of a divorced widow, etc. As to the first question the Council requested FFOA to communicate to the other Member Associations the proposal which it had put to the local FAO pension Committee and requested those member associations to communicate their agreement or their comments to the Secretary of the Federation as soon as possible.

2.24 Representation of retired persons on the United Nations Joint Staff Pension Board

The Council reaffirmed its aim of obtaining equal rights between participants and pensioners with regard to participation in discussions concerning them.

The Council supported the formal proposal that pensioners could be entitled to become full members of the pension committees of the different organizations.

The Council therefore decided that these positions should be defended everywhere by the Federation's observers.

The Council finally reiterated its desire for the status of observer at the Joint Staff Pension Board to be formally stated in the Board's rules of procedure.

### 2.3 Investments of the United Nations Joint Staff Pension Fund

The Council decided, on the proposal of Mr. Mc Diarmid, to send forthwith a letter to the Secretary General of the United Nations to bring to his notice the concern of pensioners as to the Fund's investments and to express its approval and support for the time of conduct followed hitherto by him with regard to investments, defending especially the main aims in that field (safety, profitability, liquidity and convertibility). (see text of letter in annex 2).

## 10. Agenda item 3 : FAAFI/FAFICS : internal matters

### 3.1 Statutes : adoption of the new statutes

Taking into account the comments and proposals sent in writing to the Secretary ( and transmitted by him to the Member Associations) by Messrs H. Reymond et J. A. Stordy, the Council, after a review article by article, unanimously adopted the new statutes (attached as annex 3).

### 3.2 Legal position

After having considered the legal position of the Federation, the Council came to the conclusion that for practical administrative reasons, it would be desirable to have the following sentence added to article 1 :

"It is governed by articles 60 and seq. of the Swiss Code of Civil law"

The Council instructed the Secretary to call attention, in the covering letter accompanying the present report when sent to the Member Associations, to his point in the report which, in fact, constitutes a draft amendment to the Federation's statutes, and to invite the Member Associations to communicate their approval to him as soon as possible

For the time being, pending the inclusion of this addition, the Council requested AAFI/AFICS, Geneva, which had generously agreed to do so, to keep the Federation funds separate in its own bank or postal cheque account. Contributions from Member Associations will therefore be paid into the bank or postal cheque account of AAFI/AFICS, Geneva.

### 3.3 FAAFI/FAFICS Secretariat : are there problems ?

The Chairman and Messrs Abensour and Mc Diarmid expressed their deep appreciation of the work of the Secretariat and of the collaboration of AAFI/AFICS, Geneva. They especially wished to thank the Secretary of

the Federation and the Chairman of AAFI/AFICS, Geneva, and his fellow workers.

The Chairman added, however, that while the position was satisfactory, thanks, in particular, to AAFI/AFICS, Geneva, the fact that the Secretariat was in that town and the Chairman elsewhere inevitably gave rise to some problems, especially when it was necessary to agree on a date for a Council meeting and sometimes have to change the date at the last minute. He also pointed out that the Committee of former UNESCO civil servants within the UNESCO civil servants Association and the Secretariat of that Association had given him efficient help.

Mr. Petit said he wished to make it clear that AAFI/AFICS, Geneva, held the Federation in high esteem, particularly because it now had a voice and he stated that his Association was quite ready to continue helping the Federation, as it had done hitherto.

### 3.4 FAAFI/FAFICS finance : present position and prospects

The Chairman gave the following information on the position at UNESCO :

The subscriptions paid by the former staff members of the Organization are destined for the UNESCO Staff Association, which provides in its budget for expenditure in respect of former staff members, for example, the cost of a social evening. In 1978, the Association included an item in its budget for the expenses in respect of the chairmanship of the Federation. This budgetary provision covered in fact three journeys to Geneva. The contribution amounted to some \$800, or distinctly more than what the Association would have paid (about \$150) if it had made a contribution to the Federation calculated at the rate of \$0.50 per member. The Association would, however, obviously decide to apply the common system, in which case its contribution would be between about \$175 and \$200.

The Council concluded by expressing the wish that each Member Association contributed at the rate of half a dollar per member, which would yield, for example, \$800 in respect of AAFI/AFICS, Geneva, the same amount for AFICS, New York, and \$300 in respect of FFOA; additional contributions would, of course, be welcome. The Council instructed the Secretary to draw the attention of AFUNPI to this point.

### 3.5 Budget for 1979/1980

The Council proposed that the Member Associations should contribute to the Federation's budget at the rate of 1/2 \$ per member for 1979 and at the same rate for 1980.

It instructed the Secretary to draw attention to this in the covering letter accompanying the present report when sent to the Member Associations and to invite them to take the necessary action.

It accepted with gratitude the proposal of AAFI/AFICS, Geneva, that Miss E. Vanbraecken, Treasurer of that Association, should also be Treasurer of the Federation.

It decided that, as it was hardly possible to make precise budgeting estimates either for the year 1979 or 1980, the probable receipts, about \$2000 per annum, should be divided equally between the chairman's expenses

and those of the Secretariat, it being understood that :

- transfers could be made by the Chairman depending upon needs,
- the carrying forward of amounts was also authorized,
- the Treasurer would submit reports to the Council, with a copy to the Secretary.

It also decided that provision for auditors should be made in the Council's rules of procedure, and that the Secretary should have power to incur expenditure up to \$100, the authorization of the Chairman being required for larger sums.

11. Agenda item 4 : Development of solidarity and close contacts between Member Associations

- 4.1 The Council examined, but without adopting it, the suggestion made by Mr. Abensour, that regional or national associations of former international civil servants might join the Federation, paying either no contribution or only a reduced one.

The Council expressed the hope that all associations of former officials of organizations of the United Nations system would join the Federation under arrangements in conformity with its statutes.

4.2 Relations with associations which are not members of FAAFI/FAFICS

After the remarks by Mr. Rivet suggesting that the Federation should entertain relations with associations other than those of pensioners of the United Nations system ( e.g. those of the OECD staff) and by Mr. Petit drawing attention to the fact that the AAFI/AFICS, Geneva, General Assembly had, when revising the association's statutes recently, inserted a provision making it permissible to enter into relations with such associations,

The Council felt that it was desirable to inform the associations of former international civil servants which were not members of the Federation of its activities in a suitable manner and at an appropriate time.

The Council further instructed the Secretary to send a copy of the present report for information to BAFUNCS ( in reply to a letter from that association of 19 June 1979) and to the Danish Association of Former International Civil Servants, together with the Federation's new statutes.

The Council also felt it desirable to establish relations with the associations of former officials of the major international organizations.

12. Agenda item 5 : General discussion of the FAAFI/FAFICS programme pour 1980 (suggestions, priorities, etc...)

The Council, having noted with regret that the pensions question was not solved this year, felt that it was important for the Federation to take an active part in meetings concerned with the pension system and envisaged the possibility of convening, if necessary, an extraordinary meeting.

On the other hand, it was of the opinion that, as regards the programme, there were other questions deserving of consideration. For example, the Federation could ask Member Associations to consider questions of a social character (sickness insurance, etc.), relations between former officials and their organizations, the problem of the legal protection of pensioners vis-à-vis the United Nations Joint Staff Pension Fund and organizations of the United Nations system.

With regard to recruitment, the Council, having noted that only 4500 former international civil servants out of a total of about 12.000 at present belonged to associations which were members of the Federation, felt that that situation was far from satisfactory in present circumstances. It therefore urged member associations to intensify their recruitment and, in particular, to draw attention to the existence of the Federation.

In that context, the Council noted the arrangement whereby AFICS, New York, after having used, for the purpose of recruitment in the Americas, Australia, New Zealand and Papua-New Guinea, the lists of new pensioners drawn up from time to time by the Secretariat of the United Nations Joint Staff Pension Fund, passes those lists on to AAFI/AFICS, Geneva, for recruitment purposes in Europe, Africa, Asia and the rest of Oceania.

### 13. Agenda item 6 : Other business

The Council decided to hold its next session in the second half of June 1980 in the first ten days of July of that year.

The Council decided to send a letter of thanks over the Chairman's signature to the Director General of the United Nations Office at Geneva for the facilities provided by the Office for the Council's use, while making special mention of the hospitality offered by the host association, AAFI/AFICS, Geneva.

In closing the discussion, the Chairman said that he felt that the year had been marked by various interesting events relating to pensions and that the Federation had, particularly through the interventions of its observers who should be thanked once again, not been unconnected with the developments: strengthening the mutuality concept and the trend towards the establishment of a relation which should be as equal as possible from one country to another between the "equivalent income" (pension) and the remuneration of international civil servants of the same category and class serving in the pensioner's country of residence.

The Council also thanked once more the Federation's observers, Messrs Pringle, Raymond, Rivet, Smith and Weisl, and thanked the Chairman and Secretary for their activities.

### 14. Agenda item 7 : Elections

The Council unanimously re-elected Mr. J. Guiton, Chairman, Mr. E. Abensour, Vice-Chairman and Mr. C. Lederrey, Secretary, and appointed Miss E. Vanbraecken, Treasurer.

The meeting rose at 17.08 p.m. on the 26 October 1979.

GUIDELINES FOR OBSERVERS REPRESENTING FAFICS

ANNEX 1

1. Pensionable remuneration, and with it the rate of contributions, should reflect the principle of mutuality which already characterizes, to a certain degree, some of the present provisions of the Fund. It should, in other words, for the purpose of contributions, take into account the real remuneration at the duty station, and for the purpose of the establishment of the pension, the real remuneration at the corresponding level, in the country of retirement.
2. The final objective of the system should be to establish pensions initially at levels which provide approximately an equal percentage of the pension compared to the real remuneration in the various countries of retirement. The degree of variation in the percentage in question should, ideally, not exceed that which would justify an adjustment of the pension under arrangements to be agreed upon for the future. The questions of income tax in the country of retirement should be studied in connection with the determination of the initial pension.
3. It is essential to analyse and consider the integration of future General Service pensions into any system developed primarily for the Professional category.
4. The Federation is naturally concerned with the sound management of the Fund's assets. It believes that any new system should not be introduced without careful consideration of appropriate transitional measures for existing pensioners and of the costing of the system as a whole. It considers also that such system should be applied without restriction to existing pensioners, with the proviso that no pension in payment should be reduced or any restriction placed upon its future adjustment.
5. The Federation notes that the interim measures which the United Nations Joint Staff Pension Board presented to the General Assembly at its XXXIVth Session would apply only to international civil servants retiring in 1980 - a limited number of pensioners.

It, however, notes with satisfaction the statement made by the United Nations Joint Staff Pension Board in para.16 of the addendum to its report, namely that "At the same time, conscious of a moral obligation to follow the practice established on prior occasions and of the need to apply to the extent possible to existing pensioners the improvements introduced for future ones, the Board wished to place on record its conviction that the long-term measures to be designed in 1980 would have to contain as an integral part transitional provisions for their application to all then existing pensioners."

FEDERATION  
of ASSOCIATIONS of FORMER INTERNATIONAL CIVIL SERVANTS  
(F.A.F.I.C.S)

Compte de chèques postaux 12-7881  
Compte 128.594, Union de Banques Suisses  
Genève

GENEVE, le 26 October 1979

Dear Mr. Secretary General,

The Council of the Federation of Associations of Former International Civil Servants, now meeting in Geneva, presents its compliments and has the honour to express to you its views on one important point relating to the U.N. Joint Staff Pension Fund. Our organization comprises five associations with Headquarters in Geneva, New York, Rome, Paris and India, having a total membership of some 4,500 individuals, virtually all of whom are retired participants receiving benefits under the Pension Fund.

We are greatly concerned about the necessity of preserving the integrity of the Pension Fund and the sound investment of its assets under your responsibility, free from any political or other extraneous considerations.

We much appreciate your explanations of this matter to the General Assembly, and your emphasis on the principal investment objectives of safety, profitability, liquidity and convertibility.

We hope that the constructive approach you have taken, with the advice of the Investments Committee, will continue and we understood and supported by all concerned.

Respectfully yours,

Jean Guiton  
Chairman

The Secretary General  
United Nations  
New York 10017 (USA)

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FEDERATION OF ASSOCIATIONS OF FORMER  
INTERNATIONAL CIVIL SERVANTS  
(FAFICS)

S T A T U T E S

adopted by the Council of the Federation  
on 26 October 1979

(replace the statutes adopted by the Council  
on 26 July 1975 and 27 August 1976)

The Associations of Former International Civil Servants who have served in Organizations of the United Nations system,

Aware of the interests of the former staff of these Organizations,

Have agreed to co-ordinate their efforts and to this end to establish a Federation, the Statutes of which are set forth below.

CHAPTER I - Headquarters - Article 1

The Federation of Associations of Former International Civil Servants (hereinafter called "the Federation") shall have its Headquarters in Geneva, Switzerland. It is a non-profit making Organization.

CHAPTER II - Purposes and functions - Article 2

The purpose of the Federation shall be to promote among its Member Associations the exchange of information and news on all questions of common interest and to co-ordinate their activities in order :

- (a) to maintain and develop their solidarity,
- (b) to maintain close contact between Member Associations,
- (c) to protect and represent common interests in the United Nations and its organs, notably in matters of pensions and of health insurance.

CHAPTER III - Membership - Article 3

The Federation is composed of :

- (a) the Associations which are at present Members;
- (b) upon a decision of the Council (see Article 4), any Association of Former International Civil Servants belonging to the United Nations system which has accepted these Statutes.

CHAPTER IV - Organs of the Federation - Article 4

The activities of the Federation are managed by a Council.

The Council - Article 5

The Council shall be the highest organ of the Federation. It shall consist of representatives of each Member Association and shall elect its officers. It shall establish its own rules of procedure.

Voting rights - Article 6

In the case of a vote in the Council, each Member Association represented shall have one vote for each 300 (three hundred) members of that Association, or fraction thereof, calculated as at the first of January of the current year. Only members of Associations who are international civil servants, former international civil servants, or other persons entitled to periodic benefits in a pension scheme in the United Nations system shall be counted for this purpose. Decisions may be taken by correspondence.

## CHAPTER V - Finances - Article 7

In principle the expenses of the Federation shall be met from funds put at its disposal for each financial year by the Associations Members in accordance with the proposals of the Council.

## CHAPTER VI - Amendments - Article 8

Proposals for amending these Statutes shall originate from the Council or from a Member Association and shall be communicated to the Member Associations at least three months before they can be considered by the Council.

Amendments shall come into force upon adoption by a two-thirds majority of the Council.

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Associations members of the Federation on 26 October 1979

Association des anciens fonctionnaires internationaux (A.A.F.I.)  
 ) Genève  
 Association of Former International Civil Servants (A.F.I.C.S.)  
 Association of Former International Civil Servants (AFICS), New York  
 Association of Former FAO and WFP Staff Members (FFOA), Rome  
 Committee of Former UNESCO Staff members, established within the UNESCO Staff  
 Association, Paris  
 Association of Former United Nations Personnel in India (AFUNPI), Bangalore.

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