

FAFICS



FAFICS 101

ONBOARDING New Officers

OUTLINE

- MANDATE
- RULES OF PROCEDURE
- GOVERNANCE STRUCTURE
 - Council
 - Bureau
 - Standing Committees
 - Ad hoc Working Groups
- KEY DOCUMENTS AND RESOURCES
- INTERNAL GUIDELINES
- PRACTICAL TIPS



FAFICS HISTORY and MANDATE

The Federation of Associations of Former International Civil Servants (FAFICS), founded in 1975, is the global organization uniting local Associations of former staff of the United Nations System.

Its purpose is to represent, defend and protect the interests of UN retirees around the world, particularly on matters of pension, health insurance and issues related to their lives as retirees.



MEMBERSHIP AS OF JULY 2025:

65 ASSOCIATIONS
FROM ALL REGIONS OF THE WORLD,
REPRESENTING ABOUT 22,000 RETIREES



GOVERNANCE STRUCTURE

**THE
COUNCIL**

**THE
BUREAU**

**STANDING
COMMITTEES
AND
ADHOC-
WORKING
GROUPS**

THE COUNCIL

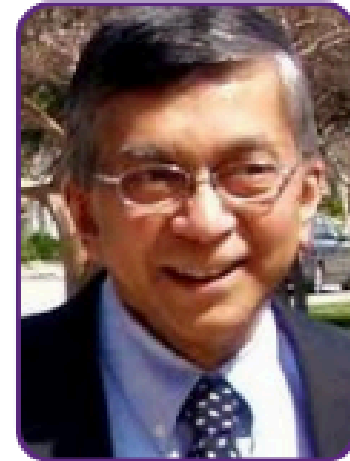
- THE 55TH COUNCIL SESSION WAS HELD IN VIENNA, AUSTRIA IN JULY 2025
- THE COUNCIL MEETS ANNUALLY AROUND JULY, THE WEEK BEFORE THE PENSION BOARD MEETING, USUALLY IN THE SAME LOCATION
- SINCE THE COVID-19 PANDEMIC, THE COUNCIL HAS DECIDED TO HOLD MEETINGS IN HYBRID MODE (COMBINATON OF IN-PERSON AND VIRTUAL PARTICIPATION)
- EACH MEMBER ASSOCIATION IS USUALLY ENCOURAGED TO SEND UP TO 4 PARTICIPANTS(EITHER IN-PERSON ONLY, VIRTUAL ONLY, OR HYBRID)

THE BUREAU

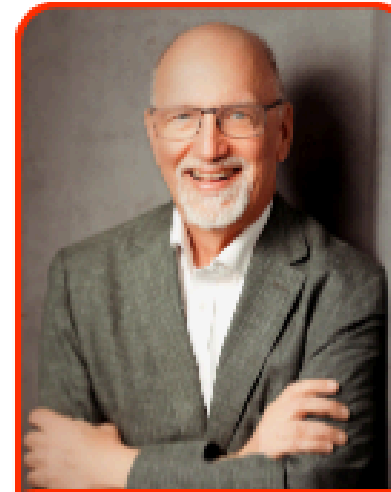
- **CONSISTS OF ELEVEN (11) MEMBERS ELECTED BY THE COUNCIL FOR A DEFINED TERM OF OFFICE, ACCORDING TO THE FAFICS RULES OF PROCEDURE**
- **THE PRESIDENT, SECRETARY, TREASURER, AND RAPPORTEUR, OFTEN REFERRED TO AS THE SECRETARIAT**
- **FIVE (5) VICE-PRESIDENTS**
- **CHAIRS OF THE FOUR (4) FAFICS STANDING COMMITTEES, SOME POSITIONS MAY BE CONCURRENT**
- **MEETS VIRTUALLY ONCE A MONTH, USUALLY ON THE 3RD THURSDAY OF THE MONTH; AND AT LEAST ONE IN-PERSON MEETING USUALLY PRIOR TO THE COUNCIL SESSION**



FAFICS BUREAU 2025-2026



TREASURER
ROMESH MUTTUKUMARU



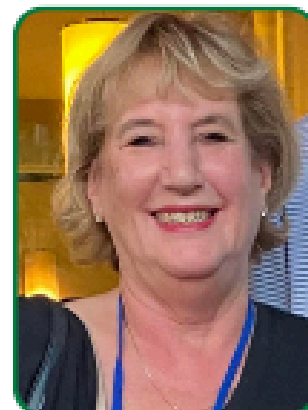
PRESIDENT
JERRY BARTON



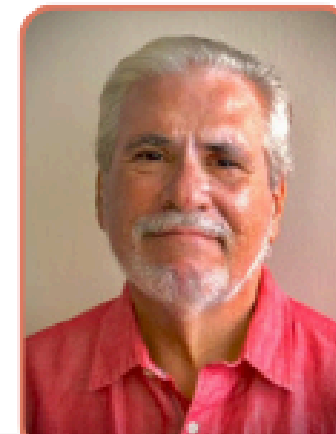
SECRETARY
DELIA BARCELONA



VICE -PRESIDENT
SEENAPPA MARASHETTY
CHAIR, STANDING COMMITTEE
MEMBERSHIP



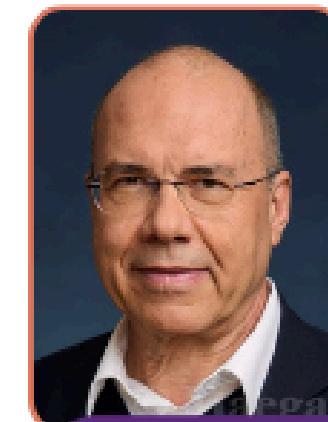
VICE-PRESIDENT
NANCY HURTZ-SOYKA



VICE-PRESIDENT
JUAN ANTONIO CASAS ZAMORA
CHAIR, STANDING COMMITTEE
COMMUNICATIONS



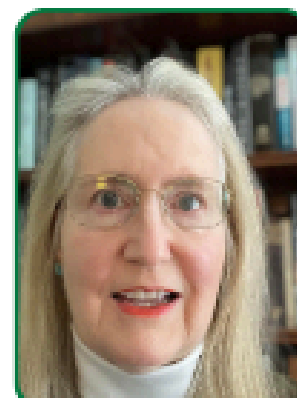
VICE-PRESIDENT
ADRIANA GOMEZ SAGUEZ



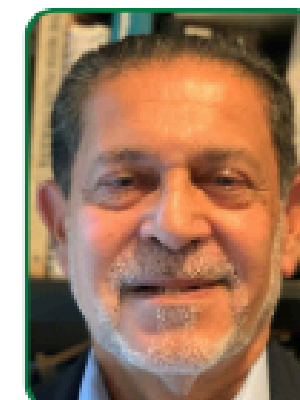
VICE-PRESIDENT
CLEMENS ADAMS



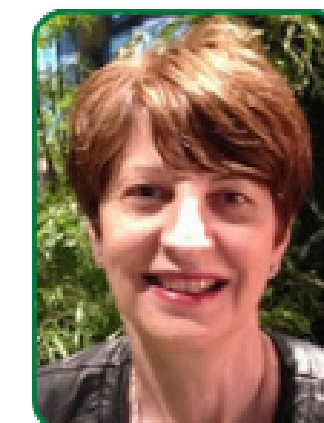
CO-CHAIR,
STANDNG COMMITTEE, MEMBERSHIP
ABDOU KHADER DIAKHATE



CHAIR
STANDING COMMITTEE, PENSION
SUZANNE BISHOPRIC



CHAIR
STANDING COMMITTEE, ASHIL
JAY KARIA



RAPPORTEUR
DEBORAH LANDEY



STANDING COMMITTEES AND AD HOC WORKING GROUPS

(LED BY A BUREAU OFFICER AND USUALLY INVOLVES ABOUT 5-7 MEMBERS FROM MEMBER ASSOCIATIONS). THESE COMMITTEES REPRESENT THE FAFICS PILLARS:

- **PENSION ISSUES**
- **AFTER SERVICE HEALTH INSURANCE AND LONG-TERM CARE (ASHIL)**
- **COMMUNICATIONS**
- **MEMBERSHIP**

BASED ON NEEDS AND EMERGING ISSUES, SPECIAL COMMITTEES AND/OR WORKING GROUPS ARE ESTABLISHED BY THE COUNCIL OR THE BUREAU ACCORDING TO SPECIFIC TERMS OF REFERENCE. MEMBERSHIP IN THESE COMMITTEES ARE BASED ON NOMINATIONS, AND USUALLY REVIEWED/CONFIRMED BY THE BUREAU.

FAFICS RULES OF PROCEDURE

APPROVED BY THE COUNCIL AT ITS 51ST (VIRTUAL) SESSION
HELD ON 4 FEBRUARY 2022

FAFICS REPRESENTATIVES TO UNJSPF PENSION BOARD AND COMMITTEES

(WITH TERMS OF OFFICE DEFINED BY THE PENSION BOARD OR THE SPECIFIC COMMITTEES)

-DELEGATION TO THE PENSION BOARD

-REPRESENTATIVES IN THE FOLLOWING COMMITTEES/WORKING GROUPS:

- GOVERNANCE
- FUNDS SOLVENCY, ASSETS AND LIABILITIES MONITORING (FSALM)
- BUDGET
- AUDIT
- SUCCESSION PLANNING AND EVALUATION
- ETHICS

MUST READ: IMPORTANT DOCUMENTS AND RESOURCES

(ALL AVAILABLE ON THE FAFICS WEBSITE, SOME IN THREE LANGUAGES)

- FAFICS STATUTES
- DECLARATION OF PRINCIPLES
- FAFICS RULES OF PROCEDURE
- FAFICS FINANCIAL RULES AND REGULATIONS
- FINAL REPORT OF THE FAFICS 55TH COUNCIL
- STANDING COMMITTEE TERMS OF REFERENCE AND MEMBERSHIP
- MOST RECENT MINUTES OF BUREAU MEETINGS (E)
- FAFICS BROCHURE (E, F, S)
- FAFICS@50 COMMEMORATIVE E-PUBLICATION (E) AND FULL REPORT (E, F, S)

INTERNAL (ADMINISTRATIVE) FORMS

(ALSO AVAILABLE ON THE FAFICS WEBSITE)

- **PROCESS FOR ADOPTING MINUTES OF MEETINGS**
- **EXPERTISE POOL FORM**
- **FORMAT FOR UPDATING MEMBER ASSOCIATION DIRECTORY ON THE WEBSITE**
- **TRAVEL REIMBURSEMENT FORM**

TENTATIVE CALENDAR OF MEETINGS

COUNCIL: ANNUAL/4-5 DAYS, USUALLY IN JULY,
HYBRID MODE

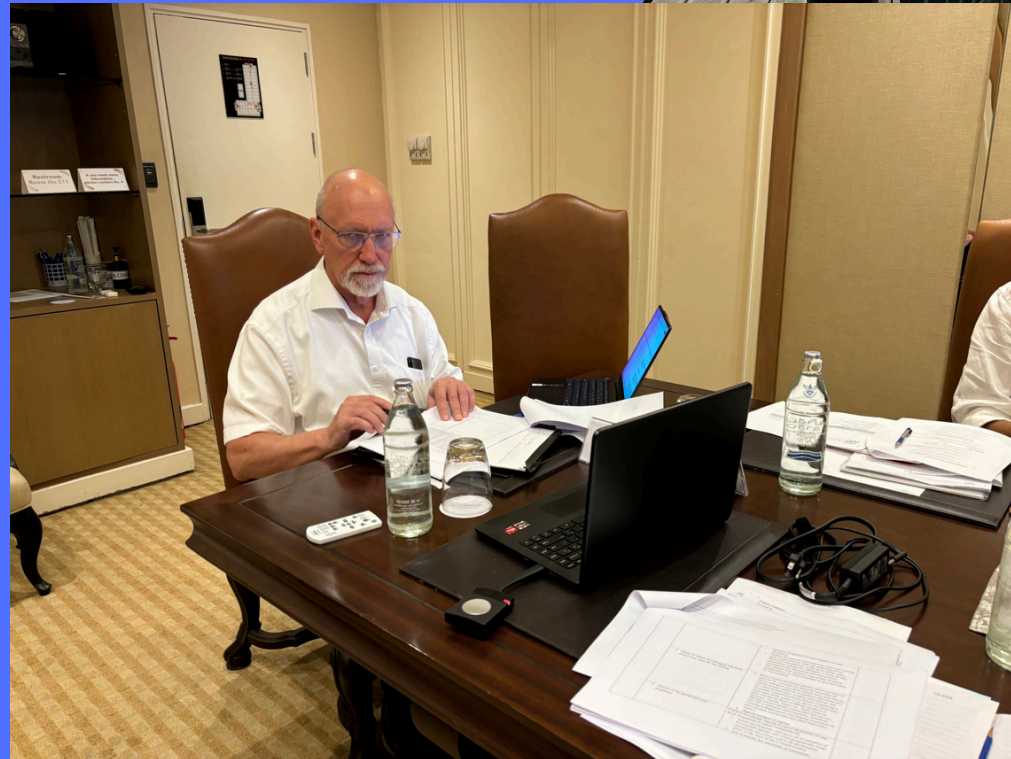
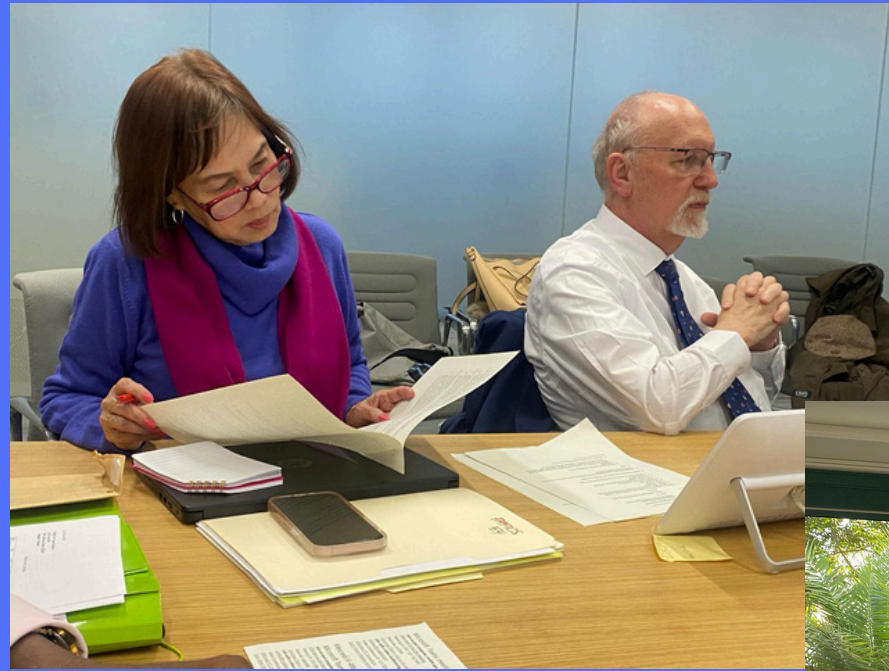
BUREAU: EVERY 3RD THURSDAY OF THE MONTH, VIRTUAL;
AT LEAST ONCE IN PERSON PRIOR TO THE COUNCIL SESSION

STANDING COMMITTEES: AS AGREED WITH COMMITTEE
MEMBERS

PENSION BOARD: FEBRUARY, APRIL, JULY; WITH COMMITTEE
MEETINGS IN BETWEEN

PRACTICAL TIPS

- **Schedule informal chats with the FAFICS Secretariat, Vice-Presidents, Committee Chairs, and Rapporteur**
- **Ask also for briefings from outgoing Officers who may be willing to share their experience, knowledge and lessons learned while in office**
- **Visit the FAFICS website regularly, especially the sections under latest news, Governance, Bureau meetings/reports, Standing Committees, and Member Associations**
- **Make time to read useful materials as suggested; stay interested, ask questions, be resourceful, interact with other Bureau Officers as well as members of your Association or others, share ideas, volunteer or offer support if you think your skills/expertise could be helpful to meeting FAFICS objectives/tasks, keep that team spirit. These efforts can never go wrong.**



FOR QUESTIONS:

email

president@fafics.org

secretary@fafics.org

FAFICS website: www.fafics.org

.Access through Associations (for all members)
[fafics_country](#) (or location), e.g. [fafics_vienna](#),
[fafics_newyork](#); [fafics_philippines](#);
[fafics_senegal](#)

PW: aFics2024 (case sensitive)

“Let us recommit to the values of international public service that brought us to the UN system in the first place. Let us recommit to supporting each other—not only in retirement, but in sharing expertise and growing. And let us recommit to ensuring that FAFICS continues to stand as a source of inspiration for those who dedicated their lives to building a better world—quietly, faithfully, and without applause or pay.

Retirement is not the end of service—it is the continuation of contribution, in a different form. FAFICS embodies that idea. We are not former international civil servants—we are enduring ones. And this Federation is not a relic of the past—it is a promise to the future”.

JERRY BARTON, FAFICS PRESIDENT

Excerpt from keynote address during the FAFICS@50 Commemoration event

18 July 2025, Vienna

WELCOME ON BOARD!



Celebrating 50 years
of Representing
Retirees and their
Families in 2025