



**UNITED NATIONS JOINT STAFF
PENSION FUND**

ANNUAL LETTER _____

2014

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2014

February 2014

Dear UNJSPF Participants, Retirees and Beneficiaries,

It is my pleasure to introduce the 2014 UNJSPF annual letter. In 2014, we are committed to continuing to service you in an efficient and proactive manner.

One of the Fund's highest priorities this year is the implementation of its new Integrated Pension Administration System (IPAS). This new system will enable the Fund to continue to provide the highest levels of service to its active participants and the growing number of retirees and beneficiaries in an efficient and effective manner.

Each year, the Fund's annual letter provides you with information regarding developments within the Pension Fund. Of particular note this year I would like to highlight the decision of the General Assembly to amend the Fund's Regulations to increase the normal retirement age to 65 and change the early retirement provisions for new staff as of 1 January 2014. More information on these changes can be found in Section 2 (Governance) and Annex I.

The annual letter also highlights ways in which you can interact more efficiently with the Fund. Please take advantage of the Fund's website, which is our most efficient and effective way to provide you with important information, such as the periodic cost-of-living increases and quarterly changes in the exchange rate with the US dollar.

On behalf of the Fund, I wish you and your family a healthy and happy 2014.

Yours sincerely
Sergio B. Arvizú
Chief Executive Officer

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Please note that information in this letter is made available for the convenience of UNJSPF participants, retirees and beneficiaries. If there is an ambiguity, inconsistency or conflict between the information provided in this letter and the UNJSPF Regulations, Administrative Rules and the Pension Adjustment System, decisions will be based on the Regulations and Rules, and not on the information in this letter.

1. FINANCIAL SITUATION OF THE FUND

(A) ACTUARIAL POSITION OF THE FUND

In July 2012, the Board established a working group that, in consultation with the Fund's Consulting Actuary, the Committee of Actuaries, the Investments Committee, the Representative of the Secretary-General for investment of the assets of the Fund, and the Secretary/CEO, considered possible measures to ensure the Fund's long-term sustainability. At its 2013 session, the Board considered and supported the recommendations of this Working Group. One of the key decisions was the establishment of an Assets and Liabilities Monitoring (ALM) Committee, in order to enhance communications between the Fund's management and the Board on investment policy and strategy and to enable the Fund to better monitor the long-term sustainability of the Fund. Furthermore, the Governance Section of this letter discusses the Pension Board's and General Assembly's actions to increase the normal retirement age to 65 and to change the early retirement provisions for new staff. It is noted that these changes combined with investment performance in 2012 and 2013 well above the expected 3.5% real rate of return are expected to contribute positively towards improving the actuarial position of the Fund.

Actuarial valuations are undertaken every two years to determine whether the present and estimated future assets of the Fund will be sufficient to meet its present and estimated future liabilities, using various sets of assumptions as to future economic and demographic developments. The most recent valuation of the Fund was carried out as of 31 December 2011. The next valuation will be completed using data as of 31 December 2013 with the results being presented to the Pension Board at its July 2014 session.

The results of the 31 December 2011 valuation revealed a second consecutive deficit amounting to -1.87 per cent of pensionable remuneration. The -1.87 per cent, expressed another way, means that the required contribution rate needed to achieve balance as of 31 December 2011 was 25.57 per cent of pensionable remuneration, compared to the actual contribution rate of 23.70 per cent. This is an increase of the deficit reported with the last valuation which was -0.38 per cent of pensionable remuneration and is primarily attributable to investment performance, which was less than the anticipated 3.5% real rate of investment return expected each year. The deficit remains within a 2% "safety margin" recommended by the Committee of Actuaries that allows for financial market volatility as well as to anticipate other gains or losses due to demographic changes.

Another analysis that is carried out with the actuarial valuation is the determination of funding ratios. This analysis assists the Board in its assessment of the financial position of the Fund on a current, rather than, projected basis. The funding ratios are comparisons of the current assets of the Fund with the value of the accrued benefits (liabilities) on the given valuation date and are calculated on a "plan termination basis." With respect to its liabilities on 31 December 2011, the Fund was found to be in a strong funded position, at 130.0 per cent (without considering the pension adjustments). An historical summary of funded ratios is provided below:

Funded ratios for valuations as of 31 December: 1995 - 2011

	1995	1997	1999	2001	2003	2005	2007	2009	2011
Without pension adjustments	132	141	180	161	145	140	147	140	130
With pension adjustments	81	88	113	106	95	92	95	91	86

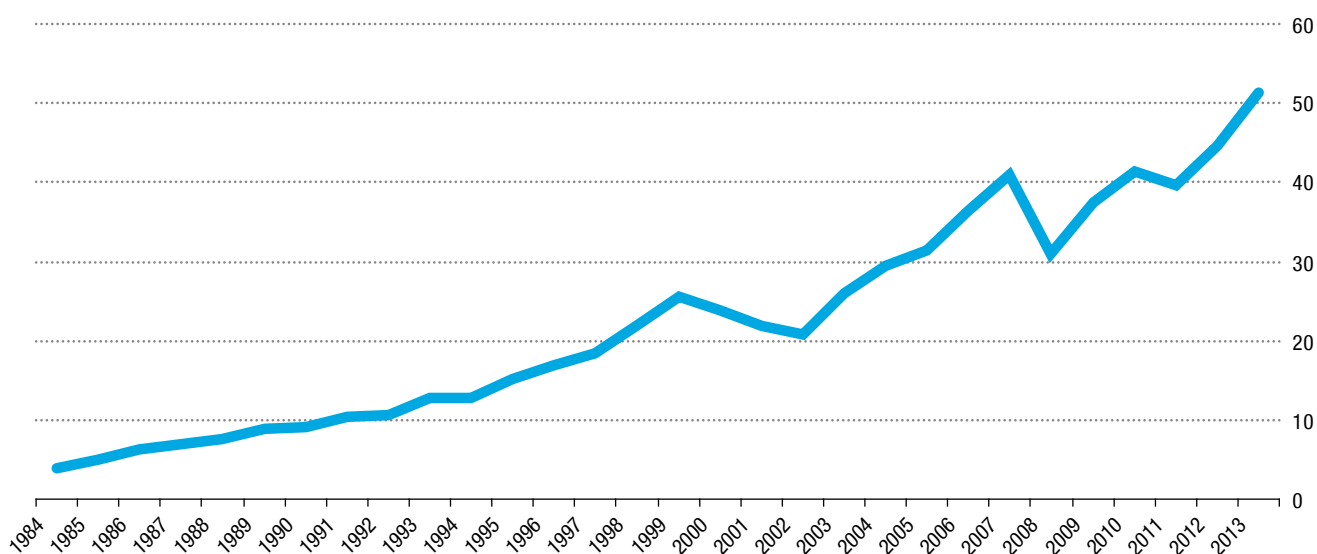
Factors that affect the funded status of the Fund, as well as the funding deficit or surplus, are investment returns, trends in the number of participants compared to the assumptions made, changes in benefit provisions, and changes in contributions to the Fund. Each of these factors is monitored closely by the Pension Board through the actuarial valuation and the advice of the Committee of Actuaries and the Consulting Actuary.

(B) INVESTMENTS OF THE FUND: RESULTS FOR THE CALENDAR YEAR 2013

In 2013, developed equity markets posted strong positive returns despite the continued speculation on the timing of the US Federal Reserve's "tapering" or reducing in its quantitative easing (QE) program, a temporary agreement on the US 'Fiscal Cliff' and the fragile economic recovery in the Eurozone. Geopolitical uncertainties weighed on the global economy but positive sentiments prevailed and the Fund posted steady gains and recorded a balance of \$51.3 billion on 31 December 2013 compared to \$44.6 billion a year earlier. As of 31 December 2013, the preliminary investment annual return which takes into account timing of cash flows for the same period was 15.4 per cent, which after adjustment for the United States consumer price index (CPI) represents a real (i.e., above inflation) rate of return of 13.6 per cent.

Market value of the UNJSPF from 31 December 1984 to 31 December 2013

(Billions of US\$)



In emerging economies, equity market volatility remained high and in developed economies interest rates remained low as MSCI World index outperformed the MSCI Emerging Markets in relative terms. The 'Risk Control' strategies of 'Minimum Volatility' and 'Risk Parity', implemented by IMD (Investment Management Division), optimized the overall risk return profile of the Fund. IMD continued to monitor the risk of the Fund's portfolios within their established tolerance levels. As of 31 December 2013, the VaR (Value at Risk) of the Fund's equity and fixed income portfolios were below the VaR of their respective benchmarks.

The conscious asset allocation decisions to overweight equity and minimize exposure to vulnerable currencies drove the Fund to outperform the policy benchmark in long-term periods. The 7 year Fund return was 5.1 per cent outperforming the 60/31 policy benchmark return of 4.7 per cent and the 10 year Fund return was 7.2 per cent outperforming the 60/31 policy benchmark return of 6.8 per cent. The Fund closed the year with a high equity exposure of 65.4 per cent and a cash level of 3.6 per cent as of the final trading session. Exposures to financial institutions were maintained at below benchmark weights, with no direct exposures to debt issued by Greece, Portugal, Ireland, Italy or Spain.

The variations in the market value of the assets of the Fund are an inevitable result of fluctuations in the financial markets and in the value of the US dollar in relation to other currencies in which the Fund is invested. Since the retirement and other related benefits of the UN pension system are secured through the assets of the Fund, the long-term investment objective of the Fund is to obtain an optimal investment return over the long-term while applying the criteria of safety, profitability, liquidity and convertibility. In this connection, we are pleased to note that the annualized rate of return for the 50-year period ending 31 December 2013 was 8.4 per cent. This represents an annual real rate of return of 4.0 per cent for the same period after adjustment by the United States CPI.

The following table provides longer-term perspectives of the UNJSPF investment returns:

	1 Year	2 Years	3 Years	4 Years	5 Years	10 Years	15 Years	20 Years	25 Years	50 Years
Nominal Return	15,4	14,0	7,7	8,3	10,6	7,2	6,3	7,7	8,3	8,4
US CPI	1,5	1,6	2,1	1,9	2,1	2,4	2,4	2,4	2,7	4,2
Real Return (Inf. Adj.)	13,6	12,2	5,5	6,3	8,4	4,7	3,8	5,2	5,5	4,0
Excess Return (3.5%)	10,1	8,7	2,0	2,8	4,9	1,2	0,3	1,7	2,0	0,5

Please note that the 31 December 2013 value is still preliminary. Inflation adjusted returns are calculated using geometric returns and numbers are rounded off to the single decimal point.

2. GOVERNANCE

(A) THE PENSION BOARD AND GENERAL ASSEMBLY DECISIONS 2013

The Pension Board held its sixtieth session in New York from 15-19 July 2013. As usual in the odd-numbered years, most of the Board's focus in 2013 was on the budget proposal for the 2014-2015 biennium. Additional key items addressed by the Board included recommendations of the Working Group on Sustainability, the selection of assumptions to use in the 31 December 2013 actuarial valuation, and presentation of the Fund's first financial statements completed under International Public Sector Accounting Standards (IPSAS). The General Assembly supported the majority of the Pension Board's recommendations.

Of specific note:

With respect to **normal retirement age**, the General Assembly approved an amendment to the Fund's Regulations to increase the normal retirement age to 65 for new staff whose participation in the Fund commences, or recommences, on or after 1 January 2014.

With respect to **early retirement**, the General Assembly approved the Board's recommendation to increase the eligibility for early retirement to age 58 for new participants who enter, or re-enter, the Fund on or after 1 January 2014. The General Assembly also approved new early retirement reduction factors for new participants who begin their benefit before age 65.

The amended text of Articles 1(n), 29 and 30 of the Regulations is attached in Annex I to this letter.

The General Assembly also took note of the amendments to the Administrative Rules. The new Administrative Rule (g) in the Introduction section clarifies that a staff member's appointment date by the employing organization and participation date in the Fund are not necessarily the same. Administrative Rule B.3 (a) has been modified to reflect the current practice of the Fund to report changes in participation data before separation from service and the new rule B.3 (b) implements the Board's decision to establish clear accountability of the member organizations with regard to reporting the personal status of participants to the Fund after separation.

These amendments are in force as of 1 January 2014. The updated version of the UNJSPF Regulations, Administrative Rules and Pension Adjustment System is available on the Fund's website: www.unjspf.org.

The Board's report on its 2013 session is also available on the Fund's website.

The General Assembly also adopted a resolution on after-service health insurance (ASHI) whereby it requests the Secretary-General to examine the option of broadening the mandate of UNJSPF, based on input from the Pension Board, to include the cost-effective, efficient and sustainable administration of ASHI benefits, taking into account the advantages and disadvantages of this option, including its financial and legal implications, and to report thereon at its 70th session. At the same time the Assembly underlined that this request does not prevent the Secretary-General from considering other options.

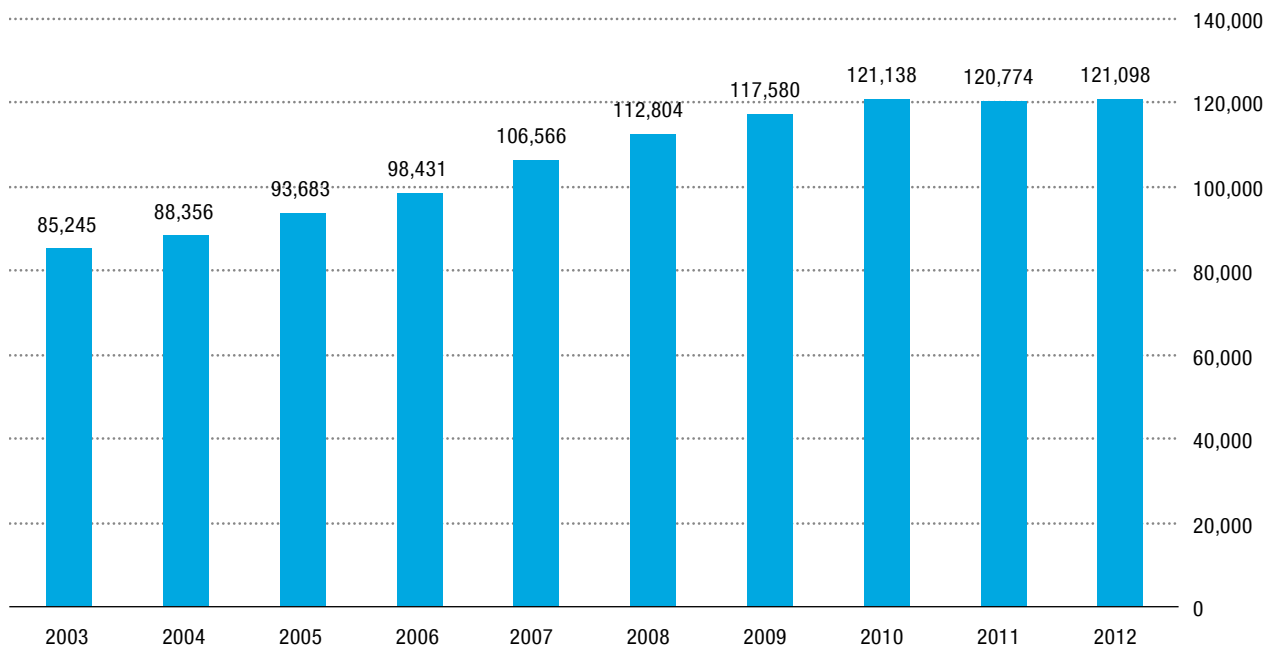
(B) MAJOR ISSUES TO BE CONSIDERED BY THE PENSION BOARD IN 2014

The Board has a very full agenda for 2014, covering over 40 items, including the next actuarial valuation of the Fund, the Fund's investments, governance matters, and administrative and benefit issues. You will be advised in the next annual letter on the development of these issues, as well as on the corresponding decisions taken by the Pension Board and General Assembly.

3. OPERATIONS OF THE FUND

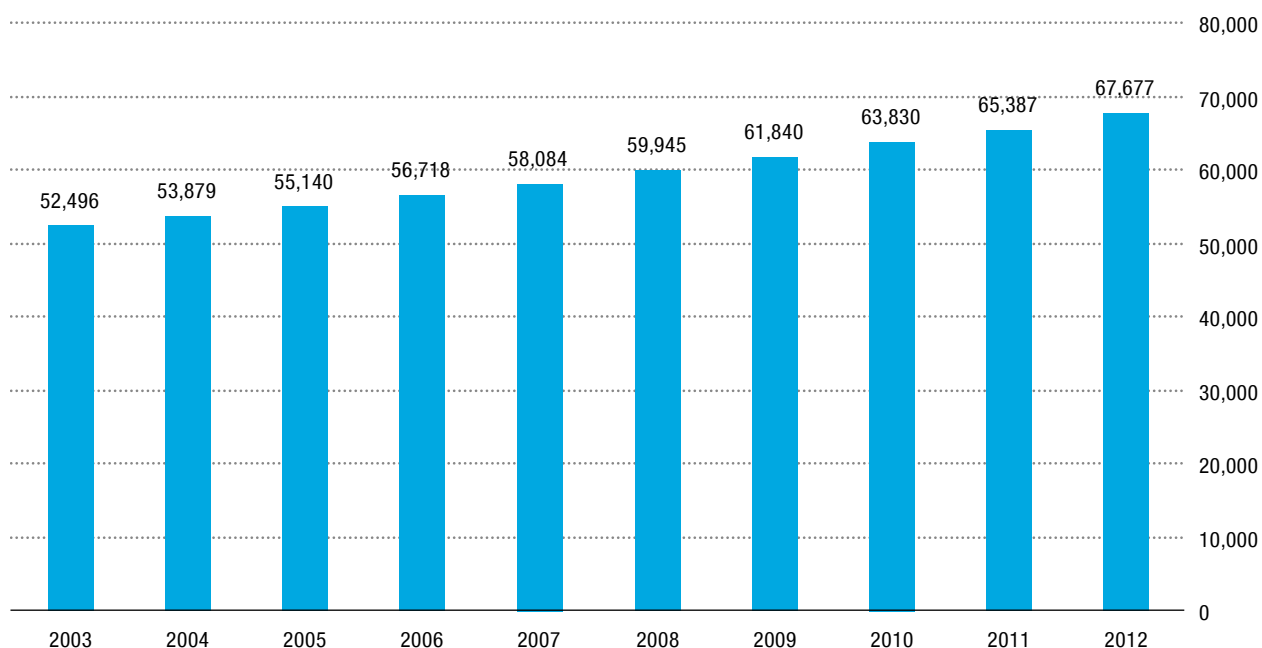
As of 31 December 2012, there were 121,098 active participants contributing to the Fund¹ and 67,677 periodic benefits in payment. This represents a 3.9% annual growth rate over the past decade for active participants and a 2.9% annual growth rate for retirees and beneficiaries. You will note that during the past few years, the active participant growth rate has stabilized. However, the total of retirees and beneficiaries has continued to grow. Total participants in the Fund (actives, retirees and beneficiaries) have grown 3.5% per year since 2002. For the end of 2013 figures concerning total active participant population and periodic benefits in award, please see the Fund's 2014 annual report, which will be issued and posted on the website later in the year after the Fund's member organizations data have been received and reconciled.

In 2013, the annual periodic benefit payments by the Fund amounted to more than \$1.7 billion, with payments made in 15 currencies in some 190 countries. The total payments made, including lump sum and final cash withdrawal settlements, exceeded \$2.2 billion.

Growth in Active Participants, 2003-2012

¹ The number of member organizations of the Fund currently is 23. Annex II contains a list of e-mail addresses for each staff pension committee of the 23 member organizations.

Growth in Benefits in Payment, 2003-2012



4. RETIREES AND BENEFICIARIES

(A) ADJUSTMENTS TO PENSION ENTITLEMENTS ON 1 APRIL 2014

As usual at this time of year, the Fund announces the US cost-of-living adjustment for entitlements in US dollars. On 1 April 2014 there will be 3.2% adjustment of the US dollar entitlements, based on the movement of the United States Consumer Price Index (US-CPI) over the two-year period December 2011 to December 2013 (there was no increase in April 2013 because the required minimum 2 per cent movement to trigger an adjustment had not been reached).

For retirees and beneficiaries on the two-track pension adjustment system, the adjustment of the local-currency track amount on 1 April 2014 will vary according to the CPI movements in their respective country of residence, provided that the 2 per cent threshold has been met. If the threshold is not met, CPI movements will be carried over to the next year. Also, please note that you can view your individual statements on the UNJSPF website, once you register. Once you enter the site and have selected to go to the beneficiary page, just follow the instructions (look on the left side of the page and click on the register button). For step-by-step instructions see section (j) of this chapter.

For those who separated in 2013 or early 2014, the respective cost-of-living adjustments, if any, will be prorated. For those receiving the first adjustment since the award of their pensions, the increase will be reduced by a 0.5 percentage point.

As usual, the quarterly two-track statements and annual cost-of-living notifications will also be mailed out if there are changes in the payment due. We urge you, however, to use the website, if possible, due to the significant timing difference between electronic and mailed communications.

Retirees and beneficiaries will be advised of the changes in the amounts of their pensions, if any, with their April 2014 benefit payment, due either on 1 April for those who retired before 31 December 1984 or 1 May for those who retired on or after 31 December 1984.

Detailed information on CPI adjustments for individual countries is available on the Fund's website (<http://www.unjspf.org>) under the tab: UN Rates of Exchange/CPI

(B) CERTIFICATES OF ENTITLEMENT (CE) FOR BENEFITS

Each person receiving a periodic benefit(s) from the Fund must complete, sign and return an original CE form every year. The Fund uses the CE to verify the continuing eligibility of retirees and beneficiaries for the benefit they are receiving. Prompt completion of the form ensures there is no disruption of your benefit(s) payment. The forms may be returned to either our New York or Geneva offices.

The Fund sent out the first 2013 CE mailing in late October 2013. About 54,500 CEs were sent out, via the US Postal Service or the UN Diplomatic Pouch Service. A large majority of retirees and beneficiaries returned their completed CE forms by mid-January 2014. In February 2014, the Fund dispatched a second mailing of bar-coded 2013 CE forms to all those retirees and beneficiaries from whom the Fund had not yet received their signed CE. If you have not already done so, we encourage you to urgently complete and return to the Fund the 2013 CE.

If the Fund does not receive your completed and duly signed CE by the end of May 2014, your benefit may be suspended. However, upon receipt by the Fund of the necessary and correctly completed documentation, your benefit will be reinstated retroactively.

You can check to see if your CE has been received by the Fund by going to our website at: <http://www.unjspf.org> and using the CE tracking feature. You must be registered on the website to use the feature. This is easy to do: just go to the website and follow the instructions, so that a Personal Identification Number (PIN) can be mailed to your home address for access to the CE tracking system. Please allow up to 4 weeks for confirmation of receipt to be shown by the Fund on the website. Please see section (j) of this chapter for detailed instructions.

We wish to take this opportunity to thank everyone who has already returned their CE form. This saves the Fund employee time and money, as it avoids both sending out the second reminder and additional follow-ups.

What should you do in case you did not receive the 2013 CE? If you did not receive either of the CE mailings (October 2013 mailing or February 2014 follow-up mailing) by the end of March 2014, it would be advisable to send a dated letter to the Fund, including your official address, your name(s), your retirement number(s) and your **ORIGINAL** signature (e.g. we cannot accept a facsimile). Such a letter would be scanned to your file to alert the Fund to the situation and to allow the Fund to take action to prevent a possible future suspension in case of non-receipt of your 2013 CE by the end of May 2014. However, to fulfill the Fund's audit requirements, the Fund still requires that you return the signed and completed bar-coded 2013 CE before the end of May 2014.

Please note that if you are a new beneficiary in receipt of a benefit for less than six months at the time of the October 2013 CE mailing, you will not receive a 2013 CE. You will start receiving CEs only as of the 2014 CE exercise.

One of the main reasons some retirees and beneficiaries do not receive their CEs is that they forget to inform the Fund of changes in their permanent address.

If you permanently change your official mailing address, you must complete and return to the Fund form PF.23/M, with your **ORIGINAL** signature. If you elected to be paid in accordance with the two track feature, it is especially important to advise the Fund of any change in your permanent address within six months of such a change, as this may affect your benefit entitlement amount. You can download the form from the "Forms" page on the Fund's official website <http://www.unjspf.org>

(C) UNJSPF ANNUAL STATEMENT OF BENEFITS

Annually, the Fund issues a "Statement of Benefits" for tax purposes for benefits paid during a calendar year. Statements issued by the Fund for tax purposes reflect the full actual pension benefits, i.e. before any ASHI deductions. These statements are provided initially upon request. It should be noted that once you have made an initial request for an annual statement of benefits, you will receive a statement in each subsequent year on an automatic basis. The statements are normally transmitted within the first six weeks of each new year.

Fiscal periods and national tax laws, especially those relating to pensions, are exceedingly diverse and complex, and subject to frequent changes. Consequently, the UNJSPF is not able to maintain up-to-date familiarity in this field or to give advice to individual retirees or their survivors. All recipients of UNJSPF benefits must therefore ascertain for themselves what their tax obligations may be.

If you are receiving periodic pension payments, it is very important that you monitor regularly the receipt by your bank of our monthly payments and inform us immediately of any missing payment.

(D) MARRIED, REMARRIED OR DIVORCED AFTER YOUR PENSION HAS STARTED?

Is your designation of beneficiary form (PENS.A/2) up to date?

Contact the Fund to confirm your current beneficiary election and/or send us a newly completed, signed and dated original form PENS.A/2

If you married or remarried after your pension started, you may elect to provide a lifetime periodic pension benefit after your death to the spouse you married after you separated from service. If you are considering the purchase of this annuity, please contact the Fund and provide us with the marriage certificate (including the date of marriage as well as your spouse's date of birth) so that we can provide you with an estimated cost for the benefit. **You must make this election within one year of your marriage date.** Your election will then become effective 18 months after your date of marriage and it cannot be revoked unless you are subsequently divorced and provide the Fund with a valid divorce decree.

Your benefit will be actuarially reduced to provide this benefit to your spouse, taking into account factors such as your age and the age of your spouse. The benefit payable to your spouse can not exceed the amount payable to you after the actuarial reduction.

Also, should you get divorced from a spouse to whom you were married at the time of your separation from service, it is important that you provide the Fund with a copy of the divorce decree so that we can update your file accordingly.

(E) TWO-TRACK FEATURE

If you declare a country other than the United States as your country of residence, you can elect to utilize the Two-Track feature of the Pension Adjustment System. Provided you submit acceptable proof of your residency, "a local track" benefit will be calculated in the currency of your residence. This benefit is then adjusted periodically by the official cost-of-living index published by the country where you reside (subject to the 2% threshold). Your monthly benefit, subject to certain maximum and minimum limits, is the greater of your US dollar benefit or the local track benefit, as compared quarterly. The local track benefit provides stability as it avoids fluctuation of your monthly pension in local currency terms. Please remember that the decision to go on the two-track system is an option, not an obligation. You can elect to utilize the two track feature at any time after you retire. Once an election has been made to receive the benefit under the two-track, reversion solely to the US dollar track is permitted only for compelling reasons on a case-by-case basis. You can find out more about the Two-Track feature on our website at http://www.unjspf.org/UNJSPF_Web/pdf/brochure-two_track2010.pdf or by contacting the Fund office for an estimate at the time of your retirement.

Remember, if you have elected to receive your benefit under the two-track feature, all changes in country of residence must be reported promptly, i.e., no later than six months from the date of arrival in the new country of residence.

(F) QUARTERLY STATEMENTS AVAILABLE ON THE WEBSITE FOR RETIREES AND BENEFICIARIES

You can go online to review your benefits. Statements are provided on a quarterly basis and can be accessed through the Fund's website. To do so, you must register, which is easy, just follow the instructions on the website or as outlined in section (j) below.

A paper copy of the quarterly statement is also sent to each retiree or beneficiary whose benefit is going to change for the quarter. However, the fastest way to access this information is to go to our website.

If you wish to reduce your bank charges, you may wish to discuss the matter with your bank directly, to determine whether there is an alternative method of routing that might be more advantageous to you.

(G) EMERGENCY FUND ASSISTANCE

Your attention is drawn to the fact that the Emergency Fund was established to help retirees and other beneficiaries alleviate financial hardships due to illness, infirmities of old age, or similar causes including funeral arrangements which may arise for recipients of periodic benefits from the Fund in individual cases of proven emergency.

Please note that the Emergency Fund is not a source for supplementing pensions which the recipient considers inadequate, and it does not provide loans nor does it serve as a substitute for medical insurance.

The procedure for requesting assistance under the Emergency Fund commences with a submission in writing to the secretary of the staff pension committee of your former employing organization. It should include information on the circumstances surrounding the financial hardship experienced by the pensioner or beneficiary. The processing of a request is facilitated if supporting documentation is provided substantiating both the need for assistance and the costs involved. Emergency Fund payments can be made only after the Fund has received proof of payment for the expenses relating to the request for financial aid. Requests relating to medical expenses must be accompanied by a statement from a medical doctor and paid receipts.

With further reference to emergency assistance, a number of member associations of FAFICS (as listed in Annex III) also provide special assistance. **Should you believe you would be eligible for assistance, you are encouraged to follow up with the AFICS member association in your region, which also may be able to facilitate your submission of a claim.**

For example the Former FAO and Other UN Staff Association (FFOA) has established an "Emergency Fund" to assist its members; the Association of Former Staff Members of UNESCO (AAFU/AFUS) also assists those of its members who find themselves in a difficult financial situation, by means of interest-free loans or grants; and AFICS (NY) has a Charities Foundation that can assist retired international civil servants, their survivors and dependents.

AAFI-AFICS/Geneva has a Solidarity Fund, the aim of which is to provide financial help to former international civil servants who find themselves in difficult circumstances, irrespective of whether they are members of the Association and whether they reside in the Geneva region or elsewhere in the world. The Section of Former Officials of the ILO is also administering a Solidarity Fund, to which all former staff members of the ILO Office may apply for assistance, irrespective of whether they are members of the above-mentioned Section.

More detailed information regarding assistance available from the Emergency Fund is provided in "Note A" of the Regulations of the Fund, as well as in the informative booklet ("Livret thématique") on the "Emergency Fund" which can be accessed through the Fund's website (<http://www.unjspf.org>).

If you do not have access to the internet, the relevant information can be obtained from the pension secretariat of your former employing organization.

(H) DEDUCTION FOR AFTER-SERVICE HEALTH INSURANCE (ASHI)

All questions related to insurance, including the authorization forms and ASHI premium amounts should be addressed to the insurance service/section of your former employing organization and not to the Fund secretariat.

As a service to retirees, the Fund deducts from monthly pensions the premiums for after-service health insurance (ASHI). The Fund makes these deductions only after receiving written instructions from retirees or beneficiaries using standard forms prepared by the insurance services section of their former member organizations that have elected to utilize the Fund's deduction service. ASHI premium deductions are not available for all member organizations.

The scope of insurance coverage, amount of premiums and questions on claims cannot be addressed by the Pension Fund, as it is not the sponsoring organization for this insurance.

(I) RETIREE AND BENEFICIARY ASSOCIATIONS

Retirees and beneficiaries should be aware of the valuable information and assistance that can be obtained from the Federation of Associations of Former International Civil Servants (FAFICS) and its member associations. FAFICS was established in 1975; by the end of 2013 member associations had been established in 57 locations in all continents.

FAFICS' main objective is to represent and protect the interests of its member associations, particularly on matters of pensions, health insurance and related questions. At the same time, FAFICS remains ready to intervene on any other issue affecting individual and/or groups of former international civil servants, and also to assist non-member associations, particularly on matters of pensions, health insurance and related questions.

Through the experiences of their respective members, FAFICS member associations serve as knowledgeable sources of information and advice, not only on pension-related matters but also on the laws and other aspects of life in countries around the world.

FAFICS members continue to act as important partners to the Pension Fund secretariat and to the member organizations, through their support and assistance. More specifically, FAFICS and its member associations provide invaluable assistance to retirees and beneficiaries in resolving problems; FAFICS also furnishes general and individual information and advice to current and future retirees on the practical application of the Regulations and Rules of the Fund. Furthermore, particular assistance is provided by FAFICS in respect of the Fund's important Certificate of Entitlement process. FAFICS representatives participate actively and effectively in the sessions of the Pension Board and its Standing Committee, the Audit Committee and in all Working Groups established by the Pension Board.

With this in mind, you may wish to consider joining one of the 57 FAFICS member associations in your country of residence. All retirees and other beneficiaries of UN System Organizations are encouraged to join any member association of their choice, as they are open to all for their benefit. If there is no FAFICS member association in your country of residence, you may wish to consider fostering a new AFICS organization following guidelines already developed by FAFICS. After working with FAFICS to begin this process, the Fund may be able to assist (depending on the availability of resources) by forwarding correspondence from the organizers of a new AFICS to retirees and beneficiaries in that specific country, informing them of its existence and inviting them to affiliate.

Contact information on retiree associations and focal points for future associations can be found in Annex III. In the Geneva area, I should note that, in addition to the cross-organizational, FAFICS-affiliated Association of Former International Civil Servants (AAFI-AFICS/Geneva), assistance continues to be provided by associations and sections formed by retirees from individual Geneva-based organizations, at the ILO, ITC, ITU, GATT/WTO, WHO and WMO. Details of these associations/sections, along with their respective contact points, are also contained in the Annex.

Further information about FAFICS and its member associations can be found on its website at: <http://www.fafics.org>.

This site contains a note on “What is FAFICS?”, together with contact information for the Federation, its officers and member associations, as well as other useful information for pensioners and beneficiaries, including guidance on the creation of new associations of former international civil servants.

(J) HOW TO REGISTER ON THE WEBSITE

1. Go to website at <http://www.unjspf.org>.
2. Click on Welcome, then Beneficiary
3. On the left side of the screen, click on the blue Register button and the following screen will appear:

Request for Beneficiary Password (PIN)

*** Required Data**

Retirement Number*: R/

First Name*:

Last Name*:

It is important that you enter a valid email address so that we may contact you if there is a problem with your request and to notify you of important information regarding the UNJSPF online systems.

eMail address*:

4. Complete the information and submit your request. Please note that your five digit retirement number is distinct from your six digit participant number. The retirement number can include a letter. Also, please ensure your name is typed exactly as the Fund’s records indicate, even if it is not correct. You can correct name misspellings by contacting the Fund, in writing.
5. You will receive your PIN shortly by regular mail at your official home address
6. Once you receive the PIN, go to website at <http://www.unjspf.org>
7. Click on Welcome, then Beneficiary
8. On the left side of the screen, click on the blue Login button and the following screen will appear:

<i>UNJSPF Secure Login</i>	
New User?	Enter Retirement Number and Password
<p>Beneficiaries Click here to Register</p> <p>Registration for those receiving a benefit from the Fund.</p>	<p>Retirement Number: R/ <input type="text"/></p> <p>Password (or PIN) <input type="text"/></p> <p style="text-align: center;"><input type="button" value="Login"/></p> <p style="text-align: center;">Forgot My Password</p>

9. Enter your retirement number and PIN and you will be able to access your specific information on your Certificate of Entitlement status, to complete two track estimates and to review the latest cost-of-living and exchange rates applicable to your benefit. Please note that two track estimates can only be completed once you have retired and begun receiving payments from the Fund.

5. ACTIVE PARTICIPANTS

(A) ATTENTION NEW PARTICIPANTS

Validation and Restoration of Service: You may be entitled to add to your total contributory service and, thus, to your future pension entitlement, by electing to use your rights under the Regulations of the Fund to validate prior non-contributory service under article 23 and/or to restore your most recent previous period of contributory service under article 24.

It is important to note that should you be eligible in either case, there is a strict requirement that you must make your election within one year of commencement or recommencement of participation, as the case may be.

Transfer Agreements: If you worked for an intergovernmental organization or a Member State of a member organization that has implemented a transfer agreement between its retirement fund(s) and the UNJSPF, you may be entitled to add to your total contributory service and, thus, to your future pension entitlement by a transfer of monies from your prior plan(s) to the UNJSPF. If so, the provisions of the applicable transfer agreement will apply regarding the actual transfer process, the amount of the transfer and the amount of prior contributory service that may be granted under the UNJSPF.

It is important to note that, should you be interested, you must apply within a strict and specified period of time after joining the UNJSPF. For a list of current transfer agreements and the specific requirements for eligibility, please see the "Publications" section of our website.

(B) REPORTING OF PERSONAL STATUS

As Fund participant, the Fund maintains a record of your personal status, including your name, marital status and date of birth and as the case may be, the names and dates of birth of your spouse(s) and children under the age of 21 as reported to us by your employing organization (if you are a staff member of a UN Family Organisation) or the Secretary of the Staff Pension Committee (SPC) of the Agency that handles your participation in the Fund (if you are a staff member of a specialized agency). Therefore, whilst an active participant, you must ensure that you provide correct information regarding your personal status to your employing organization or local SPC and also notify them of any changes which occur therein in order that they, in turn could advise the Fund.

It is important that the Pension Fund has accurate and up-to-date records of your personal status to ensure no ambiguity at the time of your separation or death. Please remember that NO CHANGE in the participant's records shall be accepted after the date of the participant's separation from service or death.

(C) SEPARATION FROM SERVICE

When you separate from service, in order for the Pension Fund to begin the processing of your pension entitlement for payment, the Fund must receive:

From your employing organization, the corresponding Separation Documentation as follows:

- From the UN and UN family organisations: (1) the Separation Personnel Action; and (2) the PF.4 (Separation Notification).
- From the Specialised Agencies: the form PENS.E/4 signed by the Secretary of the Staff Pension Committee.

From you:

- i. Your completed original payment instructions (Form PENS.E/6 or PENS.E/7), indicating the benefit election you have made (where options exist); the bank account into which you wish payment to be made, including the appropriate bank identifier as required by your bank for direct deposit; the currency of payment, and your mailing address. If possible, please also provide a personal telephone number and email address where the Fund can reach you in case clarification is needed at the time of processing your benefit or at a later stage.
- ii. If you are electing a retirement benefit, you must also submit copies of birth certificate or equivalent document for self, spouse(s) and each child under age 21, your marriage certificate(s) and divorce decree(s), if applicable. The above listed documentation must still be furnished even though you may have already submitted the same at some point to your employing organization since the Fund has no access to those records.

As you approach your date of retirement/separation you are urged to run an estimate from the UNJSPF web-site, using the benefit estimate feature which will run an estimate for you based on the Fund's records (see point (e) below). It is an easy-to-use application. Running an estimate will help you to better understand and assess your options. It should be noted that you can use the feature, at any time during your participation in the Fund, to calculate the overall level of benefit according to different parameters regarding potential "lump-sum" amounts and pensionable remuneration.

An estimate of your benefit options within 6 months of your anticipated separation also may be requested from your staff pension committee secretariat.

When long delays occur in the payment of the initial benefit, the main contributing factors usually are (a) late submission of the separation notification by the employing organization; (b) late submission of payment instructions; or (c) incomplete or inaccurate information on the participant, including marital status and the number and age(s) of any children. You could help expedite the submission of the required separation documentation by your employing organization by ensuring that your personal records are in good order and that all outstanding amounts due to the organisation are promptly settled as well as completing and submitting your payment instructions form promptly.

(D) ANNUAL STATEMENTS

Your annual statements are available on the website. The annual statements for the year 2013 will be available after the Fund's year-end exercise, which should be completed by mid-May 2014. The 2012 statement is currently shown. We urge you to review this information and contact the Pension Fund if there are any discrepancies in your employment history which could have an impact on your future benefit entitlements from the Fund.

(E) ON-LINE ESTIMATES

You can also complete your own estimate of your projected pension on the website. Before you complete any estimates, please verify that all personal data recorded by the Fund is correct.

6. OTHER INFORMATION YOU SHOULD KNOW

(A) SURVIVOR BENEFIT CHECKLIST

The survivor benefit payable from the Fund is designed to assist your beneficiary(ies) financially after your death. Whether you are an active participant or a retiree, in order to help your beneficiary(ies) simplify the application process in the event of your death, you should make sure you have all of the necessary paper work as outlined below.

The Pension Fund provides survivor benefits in many situations. First, you should read the “Survivor’s Benefits” booklet on the website and determine whether your survivors would be eligible for benefits from the UNJSPF upon your death. If so, the next step would be to ensure that the Pension Fund has, on file, copies of the following documents:

- Marriage certificate(s)
- Divorce decree(s) (if applicable)
- Birth certificates for you and your survivors/beneficiaries
- Official identification documents for you and your survivors/beneficiaries such as national passport or driver’s license, wherein the name and date of birth are indicated and which bears the holder’s signature.

Normally, the above documents have already been furnished at the time of separation. If not, then you must submit full copies of these documents for the completion of your pension file. In addition, make sure that the PENS.A/2 (Designation of Recipient of a Residual Settlement under Article 38) form that we have on file for you is current and that your personal status has been kept up to date.

Finally, it is important that a family member, friend or other representative informs the Fund of the death as soon as possible since late notification could lead to overpayments that will need to be recovered from the retiree’s estate or from the benefits payable to the survivors.

Upon death, the remaining documents that need to be submitted in order for the Fund to process a survivor’s benefit would be:

- An Original or Certified copy of the Official death certificate issued by a governmental authority
- A duly completed and signed payment instruction form PENS.E/2 from each beneficiary, as applicable

(B) RECOGNITION OF PERSONAL STATUS FOR WIDOW/WIDOWER PENSION BENEFIT PURPOSES

Entitlements to pension benefits, in particular with regard to the widow/widower survivor benefits under articles 34 and 35 of the UNJSPF Regulations, are determined based on the personal status of a participant using the information reported to the Fund by the participant’s employing organization on the understanding that the final verification will be done by the UNJSPF at the time of death of the UNJSPF participant.

Articles 34 and 35 of the UNJSPF Regulations refer exclusively to “marriage” as one of the requirements to be eligible for a UNJSPF spousal benefit from the Fund. The Pension Fund’s practice – similar to several other international organizations – is to determine the eligibility for spousal benefits by reference to the law of the country of nationality of the UNJSPF participant. Given recent changes in national legislations and legal environment, as well as human resources policies of the UNJSPF member organizations, the Pension Board has extended the interpretation of marriage to unions/partnerships lawfully entered into and legally recognized by the authorities of the country of nationality of a participant as establishing a legal relationship of mutual dependence under the relevant national law and therefore having *similar legal effects as a marriage*.

The Fund’s practice to determine eligibility for spousal benefits by reference to the law of the country of nationality of the UNJSPF participant ensures equal and consistent treatment of all UNJSPF participants. However, in view of different practices of determining personal status by some member organizations, there have been a few instances in which the status of spouse for purposes of paying dependency allowances (or other employment benefits under the Staff Rules and Regulations of the employing organization)

differed from that determined by the Fund for the purposes of paying spousal benefits under the UNJSPF Regulations.

As the issue of eligibility for spousal benefits in the context of non-traditional unions has been an ongoing item on the agenda of the Pension Board, the Board established a Contact Group to discuss the issues of determination of personal status under articles 34 and 35 of the UNJSPF Regulations, as well as the requirements of documentation and verification of such status by the employing organizations. The Contact Group developed a framework that followed the Board guidance and addressed those issues.

The Pension Board, at its 60th session approved the recommendation of the Contact Group to instruct the Fund's CEO to issue implementation guidelines with regard to the application of articles 34 and 35. The Fund will be issuing those Guidelines shortly and they will be posted on the Fund's website. The Fund continues to provide assistance and guidance to employing organizations on individual cases, as well as keep and update a list of commonly accepted unions, which have already been recognized by the Fund for the purposes of eligibility for spousal benefits under the UNJSPF Regulations.

(C) NEW UNIQUE IDENTIFICATION NUMBER (UNJSPF ID)

The Fund secretariat is currently in the midst of implementing a new Integrated Pension Administration System (IPAS) with expected completion by the end of 2014. This new system enhances our current operations by linking data throughout our member's lifetime and will provide increased capacity to accommodate future growth in the number of participants, retirees and beneficiaries, as well as strengthening the Fund's internal control and reporting environment, leading to overall improvements in efficiency, effectiveness and quality of service. We are doing everything possible to maintain our usual service standards during the transition period but ask for your patience should processing times be temporarily affected.

With the commissioning of the IPAS solution, the Pension Fund will be introducing a new unique Identification Number (the UNJSPF ID) that will be assigned to all individuals in the Fund's database, namely active participants, retirees and other beneficiaries, including dependents. This number will be used throughout the pension lifecycle. In the long run, the UNJSPF ID will replace the two IDs (i.e., Pension Number and Retirement Number) currently in use. As IPAS is implemented, the new ID numbers will be communicated to all, and the old ID numbers can still be referenced during the transition.

To ensure a gradual and a smooth transition to the new system, the Fund will continue to assign Pension and Retirement Numbers to new participants and retirees, respectively, in addition to the UNJSPF ID, until IPAS is fully implemented. This transition period is expected to last a few years after which the assignment and use of Pension Numbers and Retirement Numbers will be discontinued. More details on this issue or any other changes that may affect you will be communicated to you, when and as appropriate.

7. GUIDELINES FOR EFFICIENT COMMUNICATION WITH THE FUND

When you cannot find what you need on the website or need to contact the Fund, we have systems in place designed to deal with the heavy volume of correspondence received from almost 189,000 active participants, retirees and beneficiaries, working and/or residing in some 190 countries worldwide. These systems include a quality review mechanism to ensure a reasonable turnaround in response time, as well as expeditious handling of cases for which follow-up inquiries have to be made.

In this connection, please note that due to the United Nations security policy, incoming paper mail may be required to go through an external screening process, which could result in delays in turnaround time. **All incoming correspondence should include full, precise name and pension number (active or retiree). It is also advisable that this information be provided in the subject line of any e-mail that is transmitted to the Fund.** This will make sure that inquiries and the related documentation are not misrouted within the Fund secretariat.

Useful Tip!

In all your communications to the Fund, you are kindly requested to include your full name and your pension or retirement number.

For participants of the United Nations, its Funds and programmes, queries should be made directly to the UNJSPF, who acts as the Secretariat to the UN Staff Pension Committee. Active participants from other organizations should address their queries directly to the secretary of their organization's staff pension committee. A list of the member organizations is provided in Annex II to this letter.

To ensure appropriate recording, routing and expeditious handling of your requests, it would be both advisable and appreciated if you could use the above guidelines.

In some cases, depending on where you reside, it might be more convenient to contact the New York or the Geneva office, recalling that the complete transparency of the Fund's systems and operations ensures that action will be taken by the appropriate personnel, irrespective of the office you contact.

New York	Geneva
By telephone: +1 212 963 6931	By telephone: +41 22 928 88 00
By fax: +1 212 963 3146	By fax: +41 22 928 90 99
By e-mail: UNJSPF@UN.ORG	By e-mail: UNJSPF.GVA@UNJSPF.ORG
In person*: 37th floor 1 Dag Hammarskjöld Plaza (DHP) Corner of 48th Street and 2nd Avenue	In person*: Du Pont de Nemours Building Chemin du Pavillon 2 1218 Grand Saconnex Switzerland
By letter: UNJSPF s/c United Nations P.O. Box 5036 New York, NY 10017 USA	By letter: UNJSPF c/o Palais des Nations CH-1211 Geneva 10 Switzerland
* For in person visits, please note the Fund's New York office hours for walk-in clients: 9 a.m. to 5 p.m., Monday through Friday. No appointment is needed.	* In person visits daily (except Thursdays) from 08.30 hrs until 17.00 hrs. You may wish to call +41 22 928 88 00 or send an e-mail to schedule an appointment.

Given the high and growing incoming call volume and the potential for related delays and/or difficulties in reaching a Fund employee by telephone and considering the increasing volume of in-person visits to the Fund offices, the Fund strongly urges you to submit your inquiry via one of the email addresses shown above. Each email is not only recorded into our system but also responded to in a timely and efficient manner.

8. WHAT'S ON THE WEBSITE?

(A) HTTP://WWW.UNJSPF.ORG

The UNJSPF website provides you with all of the information you need to effectively manage your pension matters, whether you are a retiree, beneficiary or active participant. You can find the latest version of administrative forms, the Fund's Regulations and Rules, informative booklets and summaries of provisions, the list of Board Members, the Fund's annual letters and annual reports, updates on the yearly CE exercise, etc. You can view your annual statement and complete benefit estimates on your own. You can see up-to-date cost-of-living and exchange rates. We encourage you to use the website as your first resource for your pension related questions.

Forms	Updated Regulations and Rules on the Website
<p>On the website, under the tab "Forms", is a list of forms used by the Fund..</p> <p>http://www.unjspf.org/UNJSPF_Web/page.jsp?page=Forms</p>	<p>The Regulations and Rules have been updated. To access the current version go to:</p> <p>http://www.unjspf.org/UNJSPF_Web/page.jsp?page=Documents</p>
<p>Some of the more frequently used forms are indicated below:</p> <p>PF.23M: Change of Mailing Address</p> <p>PENS.A/2: Designation of Recipient of Residual Settlement</p> <p>PENS.E/2, E/6 E/7, E/8: Instructions for Payment of benefits</p> <p>PENS.E/10: Declaration of Country of Residence (to request for Two-Track)</p> <p>PENS.E/11: Change of Country of Residence</p>	<p>Retirees and beneficiaries accessing the website can:</p> <ul style="list-style-type: none"> - generate local track estimates under the two-track system of adjustment, and - may also check to ensure that the Fund has received their Certificates of Entitlement (CE). <p>http://www.unjspf.org/UNJSPF_Web/page.jsp?page=Beneficiary</p>

Frequently Asked Questions

http://www.unjspf.org/UNJSPF_Web/page.jsp?role=part&page=FAQ

CPI/Exchange Rates

http://www.unjspf.org/UNJSPF_Web/page.jsp?role=part&page=ExchangeRates

(B) 2013 UNJSPF WEBSITE STATISTICS

Total recorded user sessions:	576,000 (+14.7%) (change from 2012)
Benefit estimates	290,000 (+8.2%)
Two-track estimates:	12,000 (0%)
Annual statements viewed:	73,000 (-2.7%)

(C) BEWARE OF SCAMS IMPLYING ASSOCIATION WITH THE UNJSPF

The security of your personal information is always a priority at UNJSPF. We work hard to help ensure the confidentiality of your personal information.

Please be aware of e-mails asking for personal information or e-mails containing instructions on how to receive unclaimed benefits. Although these e-mails might seem to be legitimate and originate from the United Nations, they are not and should not be replied to.

If you think you have received a fraudulent e-mail: Please forward it to unjspfinfosec@un.org so we can investigate it for you. You will receive an automated response to let you know we received the e-mail.

Reminder:

UNJSPF will never send or ask for personal information such as account numbers, PIN or passwords via e-mail or text message.

9. MEETINGS**2014 IMPORTANT DATES****PENSION BOARD:**

10 – 18 July (Rome)

AUDIT COMMITTEE:

18 – 19 March

9 – 10 June

17 – 18 November

COMMITTEE OF ACTUARIES:

9 - 11 June (New York)

INVESTMENTS COMMITTEE:

10 February

12-13 May

10 July

10-11 November

ASSETS AND LIABILITIES MONITORING COMMITTEE:

11-12 February

12-13 June

9 July

SENIOR MANAGEMENT MEETINGS:

14 January

22 April

24 June

14 October

Please note that information in this letter is made available for the convenience of UNJSPF participants, retirees and beneficiaries. If there is an ambiguity, inconsistency or conflict between the information provided in this letter and the UNJSPF Regulations, Administrative Rules and the Pension Adjustment System, decisions will be based on the Regulations and Rules, and not on the information in this letter.

ANNEX I

ARTICLES 1(n), 29 AND 30 OF THE UNJSPF REGULATIONS IN EFFECT AS FROM 1 JANUARY 2014

ARTICLE 1 DEFINITIONS

...

(n) "Normal retirement age" shall mean age 60, except that it shall mean age 62 for a participant whose participation commences or recommences on or after 1 January 1990 but before 1 January 2014, and age 65 for a participant whose participation commences or recommences on or after 1 January 2014.

...

ARTICLE 29 EARLY RETIREMENT BENEFIT

Participation in the Fund has commenced or recommenced prior to 1 January 2014:

- (a) An early retirement benefit shall be payable to a participant whose age on separation is at least 55 but less than the normal retirement age and whose contributory service was five years or longer.
- (b) The benefit shall be payable at the standard annual rate for a retirement benefit, reduced for each year or part thereof by which the age of the participant on separation was less than the normal retirement age (60 or 62), at the rate of 6 per cent a year, except that:
 - (i) If the contributory service of the participant was 25 years or longer but less than 30 years, the standard annual rate would be reduced by 2 per cent a year in respect of the period of contributory service performed before 1 January 1985, and 3 per cent a year in respect of the period of such service performed as from 1 January 1985; or
 - (ii) If the contributory service of the participant was 30 years or longer, the standard annual rate would be reduced by 1 per cent a year;

provided however that the rate in (i) or (ii) above shall apply to no more than five years.

Participation in the Fund has commenced or recommenced on or after 1 January 2014:

- (c) An early retirement benefit shall be payable to a participant whose age on separation is at least 58 but less than the normal retirement age and whose contributory service was five years or longer.
- (d) The benefit shall be payable at the standard annual rate for a retirement benefit, reduced for each year or part thereof by which the age of the participant on separation was less than the normal retirement age (65), at the rate of 6 per cent a year, except that:
 - (i) If the contributory service of the participant was 25 years or longer, the standard annual rate would be reduced by 4 per cent a year; and
 - (ii) The rate in (i) above shall apply to no more than five years.
- (e) The benefit may be commuted by the participant into a lump sum to the extent specified in article 28(g) for a retirement benefit.

ARTICLE 30 DEFERRED RETIREMENT BENEFIT

- (a) A deferred retirement benefit shall be payable to a participant whose age on separation is less than the normal retirement age and whose contributory service was five years or longer.
- (b) The benefit shall be payable at the standard annual rate for a retirement benefit and shall commence at the normal retirement age, or, if the participant so elects, at any time once the participant becomes eligible to receive an early retirement benefit from the Fund, provided that in such event it shall be reduced in the same manner and under the same conditions as specified in article 29.
- (c) The benefit may only be commuted by the participant into a lump sum if the rate of the benefit at the normal retirement age is less than 1000 dollars. Such commutation shall be equivalent to the full actuarial value of the benefit.

ANNEXE II

E-MAIL ADDRESSES OF STAFF PENSION COMMITTEE SECRETARIAT FOR EACH OF THE 23 MEMBER ORGANIZATIONS

United Nations	Ms. D. Mapondera (focal point)	unjspf@un.org
European and Mediterranean Plant Protection Organization (EPPO)	Mr. R. Aritis	hq@epo.int & madene@epo.int
Food and Agriculture Organization of the United Nations and World Food Programme (International and HQ Participant Staff)	Ms. K. Guseynova	kamila.guseynova@fao.org
International Atomic Energy Agency (IAEA)	Ms. R. Sabat	r.sabat@iaea.org
International Centre for Genetic Engineering and Biotechnology (ICGEB)	Ms. F. Misiti	misiti@icgeb.org
International Centre for the Study of the Preservation and the Restoration of Cultural Property (ICCROM)	Mr. B. Pisani	bp@iccrom.org
International Civil Aviation Organization (ICAO)	Mr. D. Myint	dmyint@icao.int
International Criminal Court (ICC)	Mr. E. Gouws	PensionSecretariat@icc-cpi.int
International Fund for Agricultural Development (IFAD)	Ms. L. Orebi	l.orebi@ifad.org
International Labour Organisation (ILO)	Ms. C. McGarry	pension@ilo.org
International Maritime Organization (IMO)	Mr. A. Nathoo	anathoo@imo.org
International Organization for Migration (IOM)	Ms. Y. Mortlock	YMortlock@iom.int
International Seabed Authority (ISA)	Ms. N. Onyedim	nonyedim@isa.org.jm
International Telecommunication Union (ITU)	Ms. M. Wilson	marianne.wilson@itu.int
International Tribunal for the Law of the Sea (ITLOS)	Mr. K.K. Gaba	gaba@itlos.org
Inter-Parliamentary Union (IPU)	Ms. A. Lorber-Willis	alw@ipu.org
Special Tribunal for Lebanon (STL)	Ms. M. Kashou	stl-pension-secretariat@un.org
United Nations Educational, Scientific and Cultural Organization (UNESCO)	Mr. M. Ghelaw	m.ghelaw@unesco.org
United Nations Industrial Development Organization (UNIDO)	Mr. R. Dotzauer	r.dotzauer@unido.org
World Health Organization (WHO)	Ms. B. Sperandio de Llull	sperandiob@who.int
World Intellectual Property Organization (WIPO)	Ms. T. Dayer	therese.dayer@wipo.int
World Meteorological Organization (WMO)	Mr. S. Liu	sliu@wmo.int
World Tourism Organization (UNWTO)	Ms. C. Molina	cmolina@unwto.org

ANNEX III

(A) FEDERATION OF ASSOCIATIONS OF FORMER INTERNATIONAL CIVIL SERVANTS (FAFICS)

FAFICS represents and protects the interests of retirees and their beneficiaries at the United Nations Joint Staff Pension Board and at its Standing Committee.

Retirees and beneficiaries, who have questions about various pension matters and need to seek advice, are welcome to consult the Federation, its Officers or any of its Member Associations, as listed below. Those residing in a country or region, where there is no association of former international civil servants, are also welcome to consult the FAFICS Secretariat for information on alternative membership possibilities, including guidance on procedures to create a retiree association in their country of residence.

Detailed information on how to contact the Federation and its Member Associations can be found on the FAFICS website at <http://www.FAFICS.ORG>.

FEDERATION OFFICERS

PRESIDENT	
Roger Eggleston Warwick, UK	Office Tel.: +41 22 917 22 25 Home Tel.: +44 1926 40 88 73 roger.eggleston@gmail.com
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FAFICS STANDING COMMITTEE ON HEALTH INSURANCE AND LONG-TERM CARE**CHAIR**

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VICE-CHAIR/RAPPORTEUR

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LIST OF FAFICS MEMBER AND ASSOCIATE MEMBER ASSOCIATIONS SHOWN BY LOCATION

(In the attached list of member and alternate member associations, please note that where times are given these are local and account should be taken of international time zone differences)

ARGENTINA		AUSTRALIA	
Asociación de Ex-Funcionarios de las Naciones Unidas de Argentina (AFICS-Argentina) c/o OPS/OMS M.T. de Alvear 684, 3e Piso AR – C1058AAH Buenos Aires	Tel.: +54 11 4319 4200 Fax: +54 11 4319 4201 afics.argentina@gmail.com www.onu.org.ar/viewpage.aspx?25 Permanence Tuesdays 2-4 p.m.	Australian Association of Former International Civil Servants (AAFI CS-Australia) c/o Mary C. Johnson 5/4 New McLean Street AU - EDGECLIFF, NSW 2027	Tel.: +61 02 9362 5212 mary1945@ozemail.com.au
AUSTRIA		BANGLADESH	
Association of Retired International Civil Servants in Austria (ARICSA-Vienna) Vienna International Centre Room A-0401 P.O. Box 100 AT- 1400 VIENNA	Tel.: +43 1 2600 26116 office@aricsa.org www.aricsa.org Office hours: Mo – Fri 2-5 pm	Association of Former United Nations Staff of Bangladesh (AFUNSOB-Bangladesh) c/o. UNDP IDB Bhaban, 7th Floor, E/8-A, Rokeya Sharani, Sher-e-Bangla Nagar, Agargaon, Dhaka-1207, Bangladesh	Tel.: +880 2 882 8598 Mobile: +880 1711 566 689 ahmedhussainbd@gmail.com afunsob@gmail.com
BENIN		BOLIVIA	
Assicuatuib des Anciens Fonctionnaires des Nations Unies au Benin (AAFNUB) 01-BP 4773 Cotonou - Benin	Tel.: +229 21 33 95 30 aafnubf@yahoo.fr	Asociación Boliviana de Ex Funcionarios de las Naciones Unidas (AFICS-Bolivia) Casilla 9072 La Paz	Tel.: +591 2 279 7852 mampuero@enteinet.bo
BRAZIL		BURKINA FASO	
Associação de Antigos Funcionários Internacionais no Brasil (AAFIB-Brazil) Centro de Informações das ONU Palácio Itamarati Av. Marechal Floriano 196 Centro 20080-002 RIO DE JANEIRO RJ	Tel.: +55 21 2511 1964 Fax: +55 21 2428 6704 jcalexim@terra.com.br	Association des Anciens Fonctionnaires des Nations Unies au Burkina Faso (AAFNU-BF) c/o UNIC Ouagadougou 01 BP 135 OUAGADOUGOU 01	Tel.: +226 50 30 66 90 aafnubf@yahoo.fr
CAMEROON		CANADA	
(Associate Member of FAFICS) Association of Retired International Civil Servants in Cameroon (ARICSCAM) GRS-Bota, Indian Quarters P.O. Box 140 LIMBE, S. W. Province	Tel./fax: +237 3333 3161/2269 Mobile: +237 7750 2895/2896 aricsam2005@yahoo.com	Canadian Association of Former International Civil Servants (CAFICS/ACAFI-Montreal) c/o ICAO 999 University Street CA - MONTREAL, QC H3C 5H7	Tel.: +1 514 954 8219, ext.: 7064 (answering machine) Fax: +1 514 954 6404 acafi.cafics@icao.int www.icao.int/cafics office hours: Tue 1- 4:30 pm

CHILE		COLOMBIA	
Asociación de Ex-Funcionarios de Naciones Unidas en Chile (AFICS-Santiago) Edificio Naciones Unidas, Office 1S-1 Avenida Dag Hammarskjöld 3477 Casilla 179 D SANTIAGO DE CHILE	Tel.: +56 2 210 22 82 +56 2 471 22 82 Fax: +56 2 208 02 52 afics2@cepal.org afics@eclac.cl asociacion.jubilados@cepal.org	Asociación de Pensionados de Naciones Unidas en Colombia (ASOPENUC-Colombia) Apartado Aéreo 90423 Avenida 82 No. 10-62, Tercer Piso, c/o Oficina Coordinador Residente de las NN.UU.-UNDP BOGOTA, D.C.	Tel.: +57 1 695 4189 Fax: +57 1 624 1543 asopenuc@hotmail.com
CONGO		CONGO, DEMOCRATIC REPUBLIC	
Association Congolaise des Anciens Fonctionnaires des Nations Unies (ACAFNU-Congo) s/c du PNUD B.P. 465 CG-BRAZZAVILLE	Tel.: +242 81 03 88 or +242 81 16 79 Fax: +242 761 466 471 acafnu_president@yahoo.fr	Association des Retraités des Nations Unies au Congo c/o PNUD (ARNUC-Congo-Kinshasa) B.P. 7248 KINSHASA/GOMBE	Tel.: +243 99 99 49 134 arnuc@yahoo.fr
COSTA RICA		CUBA	
Asociación de Pensionados y Pensionadas de Naciones Unidas en Costa Rica (APNU-CR) c/o oficina PNUD Apartado postal 4540-1000 San José	Tel.: +506 22 82 82 24 Mobile: +506 88 23 26 15 Jorge.riverap@amnet.cr	Asociación de Ex Funcionarios de las Naciones Unidas en Cuba (AEFNUC-Cuba) c/o UNDP Grand Central Station P.O.Box 1608 New York , NY 10163-1608	Tel.: (via UNDP) +1 537 204 1512 or +1 537 204 1513 Fax: (via UNDP) +1 537 204 1516 registry.cu@undp.org aefnuc.cub@undp.org
CYPRUS		ECUADOR	
AFICS – CYP c/o UNFICYP Register P.O. Box 21642 CY – 1590 Nicosia, Cyprus	Tel.: +357 22 61 47 26 Afics-cyp@un.org www.afics-cyp.org	Asociación Ecuatoriana de Ex Funcionarios del Sistema de Naciones Unidas (AEFSNU-AFICS-Ecuador) Reina Victoria 1539 y Av. Colón Edificio Banco Guyaquil 10° piso, oficina 1004-B Quito	Tel.: +593 2 223 7118, or +593 2 256 0391, or +593 246 0081 ccea@impsat.net.ec
EGYPT		ETHIOPIA	
Association of Former International Civil Servants (AFICS Egypt) c/o ILO Office 9 Taha Hussein Street Zamalek CAIRO	Tel.: + 202 2399 9339 Fax: + 202 2736 0889 aficsegypt@yahoo.com aficsegypt.com Direct tel. daily between 10.00 am and 2.00 pm: + 202 2399 9329	Association of Former International Civil Servants (AFICS-Addis Ababa) c/o Economic Commission for Africa PO Box 3001 ADDIS ABABA	Tel.: + 251 11 544 3270 Fax: + 251 11 552 1640 tteshome@uneca.org afics-addis-ababa.fafics.org

FRANCE		GREECE	
Association des anciens fonctionnaires de l'UNESCO (AAFU/AFUS-Paris) UNESCO, Bureau 7B3.07 1 rue Miollis FR-75732 PARIS Cedex 15	Tel.: +33 145 68 46 55 or +33 145 68 46 53 or +33 145 68 46 50 Fax: +33 145 68 57 79 afus@unesco.org www.afus-unesco.org Daily permanence 10 am - 12:30 3 pm – 5 pm	Association of Personnel of the United Nations (APUNG-Greece) Solomou 25 ATHENS 10682 Preferred address: President: Ms. Helen Argalias 5, Kastrissianaki St. Athens GR-11524	Tel.: +30 210 692 7658 Fax: +30 211 220 4121 helenargalias@netone.gr
INDIA - (BANGALORE)		INDIA - (NEW DELHI)	
Association of Former United Nations Personnel in and of India (AFUNPI-Bangalore) P.O.Box 5569, Malleswaram West 77/6 (ground floor) Nandi Durg Road Benson Town BANGALORE 560 046	Tel.: +91 80 2354 7755 Fax: +91 80 2331 7748 afunpi@hotmail.com dvnarasimhan@yahoo.co.in	United Nations Pensioners' Association (UNPA-New Delhi) c/o Mr. Jagdish Aggarwal D-96, Naraina Vihar NEW DELHI 110 028	Tel.: +91 11 2579 8357 or +91 11 4141 5446 Mobile: +91 99 9986 6107 jpndh@yahoo.com
INDONESIA		ISRAEL	
Association of Former United Nations Personnel and Retirees (AFUNPR-Indonesia) c/o UNDP Office Menara Thamrin, 7th Floor Jalan MH Thamrin Kav.3 P.O. Box 2338 JAKARTA PUSAT 10250	Tel.: +62 21 314 1308 ext.: 720 Fax: +62 (21) 314-5251 un.pension.id@undp.org Office hours : Mo-Thu	Israeli Association of Former International Civil Servants (IAFICS-Israel) c/o Mr. Michael Suess PO Box 7572 I-52175 RAMAT GAN	Tel./Fax: +972 3 674 7632 iafics@gmail.com
ITALY - (ROME)		ITALY - (TORINO)	
Former FAO and other UN Staff Association (FFOA-Rome) c/o FAO Viale delle Terme de Caracalla IT - 00100 ROMA	Tel.: +39 06 5705 4862 or +39 06 5705 5916 ffoa@fao.org Office hours: Mo-Fr 9:30 am -1 pm Wed 2:30 – 4:30 pm	Former Officials Association (FOA-Turin) International Training Centre of the ILO Viale Maestri del Lavoro 10 IT - 10127 TORINO	Tel.: +39 11 693 6298 foa@itcilo.org
JAPAN – (TOKYO)		KENYA	
Association of Former International Civil Servants (AFICS-Japan)	Tel.: +81 3 5443 0199 momoyo@ar.wakwak.com	Association of Former International Civil Servants (AFICS-Kenya) PO Box 47074 Nairobi 00200 Kenya	Tel.: +254 20 762 12 34 e-mails to AFICS-Kenya should be addressed to the Secretary at anastasia.gianopulos@unon.org, teddy@gianopulos.home.co.ke with a copy to the Chairman at Petersimkin@gmail.com

LEBANON		MALAYSIA, SINGAPORE AND BRUNEI	
Association of Former International Civil Servants (AFICS-Lebanon) c/o UNDP, UN House Riad El Solh Square P.O. Box 11-8575 LB – BEIRUT	Tel.: +961 1 978 057 Fax: +961 1 981 510 aficsa@un.org	Association of Former International Civil Servants (AFICS-MSB) c/o Wisma U.N. Block C Damansara Office Complex Jalan Dungun 50490 KUALA LUMPUR	kongmei2@gmail.com Tel.: +60 12 212 5402
MALI		MAURITIUS	
Association malienne des Anciens Fonctionnaires internationaux des Nations Unies (AMAFINU-Mali) c/o PNUD B.P. 120 – Quartier du fleuve BAMAKO	Tel.: +223 20 21 04 82 amafinu@gmail.com	Association of Former International Civil Servants in Mauritius (AFICS-M) Botanical Garden, Royal Road MELROSE	Tel.: +230 423 4500 mklatchia@intnet.mu
MEXICO		MYANMAR	
Asociación de Ex Funcionarios de las Naciones Unidas en México (AFPNU-México) Miguel de Cervantes Saavedra 193, 14th floor MEXICO D.F. 11570	Tel.: +52 55 5263 9641 office hours: Tuesday 11.30 am -1:30 pm Fax: +52 55 5531 1151 afpnu.mexico@cepal.org	Informal Group of Former International Civil Servants in Myanmar (IGFICS-Myanmar) c/o UNDP, No. 6, Natmauk Road, Tamwe Township YANGON 11211, Union of Myanmar	Tel. UNDP: +95 1 542 911 Fax UNDP: +95 1 545 634 registry.mm@undp.org Correspondence should be sent to the Registry of UNDP. Text of e-mail should start “Kindly pass this to U Hla Min, Focal Point for IGFICS-Myanmar”
NETHERLANDS		NEW ZEALAND	
Association of Former International Civil Servants (AFICS-Netherlands) Secretary: Mr. Eddy van Dijk Putenburgerlaan 81H NL-3812CC AMERSFORT	*Correspondence with AFICS-NL may either e-mail to the Secretariat or one of the listed addresses: information@afics.nl Tel.: +31 0 33 888 57 97 anton.kruiderink@hotmail.com afics.secretaris@gmail.com	N.Z. Association of Former U.N. Officials (AFUNO-New Zealand) c/o Dr. Rex Billington 162 Cliff View Drive Green Bay AUCKLAND	Tel.: +64 9 826 3489 rex.billington@clear.net.nz
NICARAGUA		NIGER	
Asociacion de Ex-Funcionarios de Naciones Unidas en Nicaragua (AFUNIC) (Associate member of FAFICS) c/o UNDP Apartado Postal 3260 Managua, Nicaragua	ttdila@hotmail.com	(AAFNU-Niger) 517, Avenue des Sultans (IB) BP: 10.167 Niamey - NIGER	Tel.: +227 20 34 05 00 or +227 96 61 20 82 aritoub01er@hotmail.com

NIGERIA		PAKISTAN	
Association of Former United Nations Civil Servants NIGERIA (AFUNCS) c/o Ms. Adesola A. Oluwatomini UNICEF B-Field Office 14B Lugard Avenue, Ikoyi, Lagos Nigeria	Tel.: +234 1 2690727 or +234 1 774064 or +234 1 4615644-5 Fax: +234 1 4614298 aoluwatomini@unicef.org	Pakistan Association of Former International Civil Servants (PAFICS-Pakistan) c/o UNDP, H. No.124, St. No.11 Sector E-7 PK-ISLAMABAD	Tel. Office: +92 51 2652840-50 Mobile President: +92 3455104716 Gen. Secyry: +92 3335602350 Fax: +92 51 2652536 m.mateenuddin@gmail.com or shams1947@yahoo.com
PARAGUAY		PERU	
Asociación Paraguaya de Ex Funcionarios de Organismos de Naciones Unidas (APEFONU/AFICS-Paraguay) UN Building Basement Naciones Unidas Saravi esq. Av. Mariscal López Edificio ASUNCIÓN	Tel.: +595 21 611 980 Ext.: 141 Fax: +595 21 611 981 afics.py@undp.org	Asociación de Ex Funcionarios de las Naciones Unidas en el Peru (AEFNUP) c/o Fernando Quevedo Complejo Pérez de Cuéllar Av. Del Ejército 750 Magdalena	Tel.: +51 1 2426532 fgquevedog@gmail.com zuniganora@hotmail.com
PHILIPPINES		RUSSIAN FEDERATION	
Association of Former International Civil Servants (AFICS-Philippines) c/o UNDP, 30th Floor, RCBC Plaza, Sen. Gil Puyat Cor. Ayala Avenue MAKATA CITY	Mobile: +63 91781/97106 Fax: +63 2 576 1190 AFICS_Philippines@yahoo.com Focal Point: Medy_kapunan@yahoo.com	Association of Former International Civil Servants (AFICS-Moscow) c/o UNDP- Moscow (for AFICS-Moscow) 9, Leontyevsky Lane RU-125009 MOSCOW	Tel.: +7 495 787 2186 Fax: +7 495 787 2101- “for AFICS” aficsmoscow@undp.org
SOMALIA		SRI LANKA	
UN Pensioners Association in Somalia (UNPAS-Somalia) c/o UNDP-Somalia P.O. Box 28832 Nairobi, Kenya	Tel.: +254 716 635 209 is4rogte@gmail.com	Association of Former International Civil Servants (AFICS – Sri Lanka) c/o Mr. R.S. Seneviratne 8/1, Charles Drive COLOMBO 3	President Tel.: +94 11 258 2748 pandu_wij@yahoo.com Tel.: +94 11 257 3181 rssenev@gmail.com
SWITZERLAND		TANZANIA	
Association des anciens fonctionnaires internationaux Association of Former International Civil Servants (AAFI-AFICS-Geneva) Room A.265 Palais des Nations 1211 GENEVE 10	Tel.: +41 22 917 33 30 Chairman: +41 22 917 26 26 Fax: +41 22 917 00 75 aafi-afics@unog.ch http://afics.unog.ch/afics/afics.htm	United Nations Pensioners' Association of Tanzania (UNAPATA-Tanzania) P.O. Box 9182 DAR ES SALAAM	Tel.: +255 22 266 8000 Mobile: +255 65 814 4149 UNDP Fax: +255 22 266 87 49 Chairperson: athman.kakiva@hotmail.com

THAILAND		UKRAINE	
Association of Former International Civil Servants (AFICS-Thailand) Ground Floor UNCC United Nations Building BANGKOK 10200	Tel.: +66 2 2881890 Mobile: +66 81 3710241 Fax: +66 2 2881088 escap_un_retirees. unescap@un.org Chairman: tbkvt_bkk@hotmail.com	Association of Former International Civil Servants (AFICS-Kiev) 36B, Schersa Street, Apartment 127 KIEV 01133	Tel.: +38 0 44 569 1726 slava_1931@km.ru
UNITED KINGDOM		UNITED STATES OF AMERICA	
British Association of Former United Nations Civil Servants (BAFUNCS) c/o International Maritime Organization 4 Albert Embarkment LONDON SE1 7SR	fafics@bafuncs.org mikedvd@hotmail.com www.bafuncs.org Chairman : Tel.: +44 0 1608 65 91 42	Association of Former International Civil Servants (New York) (AFICS (NY)) Room DC1-0580 United Nations NEW YORK, NY 10017	Tel.: +1 212 963 2943 Fax: +1 212 963 5702 afics@un.org www.un.org/other/afics
URUGUAY			
Asociación de Ex-Funcionarios de las Naciones Unidas en Uruguay (AFICS Uruguay) c/o UNDP Javier Barrios Amorín 870 P.3 Casilla de Correo 1207 - Correo Central 11200 MONTEVIDEO	Tel.: +598 2 412 3357 or +598 (2) 412 3359 Fax: +598 (2) 412 3360 aficsuruguay.crocibrea2@gmail.com encb1204@gmail.com		

The BAFUNCS Benevolent Fund is accessible to all UN and UN Agency ex-employees (or their spouses, widows/widowers, or other dependants) who are now resident in the UK. They do not have to be in receipt of a UN pension nor do they need to be members of BAFUNCS. The Trustees of the Fund will consider any case of temporary financial embarrassment, unexpected expense of specific hardship and may offer a non-refundable cash grant or a short-term interest free loan. This Fund cannot be used to pay BAFUNCS membership fees. The Trustees must be able to verify the validity of an application and the claimant may be put in touch with a nearby member of BAFUNCS especially charged with this responsibility. All information is treated with complete confidentiality. Applications for assistance or requests for further information should be addressed to:

**The Clerk/Treasurer,
 BAFUNCS Benevolent Fund
 4 Roebuck Rise
 Reading
 Berks, RG31 6TP
 United Kingdom**

(B) OTHER ASSOCIATIONS NOT AFFILIATED WITH FAFICS

All other associations and groups not yet affiliated with FAFICS may count on the full support of FAFICS to raise any individual or collective problems that their members may encounter irrespective of the fact that they are not yet part of the Federation. In that respect, FAFICS would welcome a detailed submission of the issues involved, in order to assist in finding a solution.

All non-member associations are encouraged to apply for membership in the Federation.

BELARUS	
United Nations Assistance Association of Belarus (UNAAB-Minsk) President Vladimir E. Sobolev 69152 Kolasa Street MINSK CITY 110113	Tel.: +375 172 03 26 90 sobolev@cci.by
FIJI ISLANDS AND OTHER PACIFIC ISLANDS	
Focal point for a future AFICS in the Fiji Islands and other Pacific Islands Robert Kruger PO Box 440, Denarau NADI, FIJI ISLANDS	Tel.: +679 675 07 75 afics.pac@gmail.com
GHANA	
Ghana Association of Former International Civil Servants (GAFICS) President: Mr Emmanuel Bentil-Owusu c/o UNDP P.O.Box 1423 ACCRA	Tel.: +233 244 28 00 12 Mobile: +233 21 77 68 92 mggbowusu@hotmail.com info@gafics.org cc: abakah@unfpa.org
NEPAL	
Retired United Nations Staff association – Nepal (RUNSAN) President: Mr. Iswar Man Shreshta c/o UN House Pulchowk P.O.Box 107 Kathmandu Nepal	iswarmans@yahoo.com
PORTUGAL	
Association portugaise d'anciens fonctionnaires internationaux (APAFI) Focal points: Ms Joana Gomes/ Mr Castro de Almeida c/o Escritório de OIT em Portugal Rua Viriato, no 7, 7ème LISBOA	Tel. via ILO Lisbon: +351 21 317 34 40 gomes@ilo.org ccaastroalmeida@netcabo.pt

SENEGAL	
Association Sénégalaise des Anciens Fonctionnaires Internationaux (ASAFI) Président : M. Alioune Mbodji Dione c/o PNUD, Immeuble Fayçal 19, rue Parchappe à Dakar DAKAR	Tél.: +221 33 88 824 74 83 cheikh166@hotmail.com msock@sentoo.cn
SPAIN	
Focal point: Mr Armando Duque González	Tél.: +34 639 104 977 aduqueg@hotmail.com
TOGO	
Association des Anciens Fonctionnaires du Systeme des Nations Unies au TOGO (ATAFONU) President : Yao P Agbodzie c/o PNUD 40, Avenue des Nations Unies B.P. 911 LOME	Tél.: +228 99 48 46 70 pascagbo@yahoo.fr
ZAMBIA	
Zambian Association of UN Former International Civil Servants (ZAUNFICS) Focal point: Mr Pharaoh H. Kalapa c/oUNDP P.O. Box 31966 LUSAKA 10101	Tél.: +260 9 77 79 43 18 pharaohhkalapa@yahoo.com

(C) OTHER SOURCES OF ASSISTANCE FOR RETIREES

There are other sources of assistance that are not affiliated with FAFICS but which may be more conveniently located and which may also provide special assistance to retirees of certain organizations (or their spouses, widows/widowers, or other dependents). In this connection, you may wish to contact FAFICS and/or your former employing organization, which may be able to refer you to such sources. In light of the growing number of beneficiaries residing in the Geneva area, it should be noted that in addition to the cross-organizational, FAFICS affiliated Association of Former International Civil Servants (AAFI-AFICS), assistance is provided by separate associations formed by retirees from other Geneva-based organizations at the ILO, ITC, ITU, GATT/WTO, WMO and WHO, as listed below:

ASSOCIATION OF FORMER STAFF MEMBERS (AFSM-WHO)	
Room 4141 WHO Headquarters Avenue Appia 20 CH-1211 Geneva 27	Tel.: +41 22 791 31 03/31 92 Fax: +41 22 791 31 11 (attention AFSM) aoms@who.int
FORMER OFFICIALS' SECTION OF THE STAFF UNION OF THE ILO	
Room 6-8 Route des Morillons 4 CH-1211 Geneva 22	Tel.: +41 22 799 64 23 Fax: +41 22 798 86 85 anciens@ilo.org
ASSOCIATION OF FORMER ITU STAFF MEMBERS	
Room V-23 International Telecommunications Union (ITU) Place des Nations – case postale CH-1211 Geneva 20	Tel.: +41 22 730 55 84 retraites@itu.int
ASSOCIATION OF RETIRED GATT/WTO STAFF MEMBERS	
c/o Ian Bates, Room CDM-132 World Trade Organization Centre William Rappard Rue de Lausanne 154 CH-1211 Geneva 21	Tel.: +41 22 739 51 11
ASSOCIATION OF FORMER ITC STAFF (AFIS-AAFC)	
30 34 and c/o International Trade Centre (ITC) Palais des Nations CH-1211 Geneva 10	Tel. & Fax Chairman: +41 21 824 30 34 and mobile: +41 78 752 90 02 olof.karsegard@bluewin.ch
ASSOCIATION OF FORMER WMO STAFF (AMICALE)	
Bureau 1J95 World Meteorological Organization Case postale 2300 CH-1211 Geneva 2	Tel.: +41 22 730 80 56 (via Staff Association) amicale@wmo.int

In addition, the Association of Former WHO Staff Members in South-East Asia was established to further the interests of its members and to keep them abreast of related developments occurring globally. Its membership extends to all former WHO staff members and surviving spouses of former WHO staff settled in the WHO South-East Asia Region. It currently covers eleven countries: Bangladesh, Bhutan, DPR Korea, India, Indonesia, Maldives, Myanmar, Nepal, Sri Lanka, Thailand and Timor Leste. Their contact points are as follows:

ASSOCIATION OF FORMER WHO STAFF IN SOUTH-EAST ASIA REGION	
WHO South-East Asia Regional Office Indraprastha Estate New Delhi-110002 India	Tel.: +91 11 23370804 Fax: +91 11 23379395 exstaffwho@yahoo.com afsm@searo.who.int

Additional assistance may also be provided by the Special Payments Fund, which was created by the ILO Governing Body. Such assistance does not entail any contractual obligation on the part of the ILO Office. Former ILO officials, or their surviving spouses, may contact the following office for additional information:

ILO PENSION SECTION	
(Human Resources Division)	Tel.: +41 22 799 74 93 Fax: +41 22 799 85 71 pension@ilo.org

