United Nations Joint Staff Pension Fund

Financial report and audited financial statements

for the year ended 31 December 2021

and

Audit Opinion of the UN Board of Auditors

Contents

Letter of transmittal

New York, 13 June 2022

In accordance with Financial Rule G.5 of the of the United Nations Joint Staff Pension Fund, we have the honour to transmit the financial statements of the Fund for the year ended 31 December 2021, which we hereby approve. The Chief Executive of Pension Administration and the Representative of the Secretary General for the Investment of the Assets of the Fund approve the financial statements for their respective areas of responsibilities. The financial statements have been completed and certified by the Chief Financial Officer of the Fund as correct in all material respects.

(Signed)
Rosemarie **McClean**
Chief Executive of Pension Administration
United Nations Joint Staff Pension Fund

(Signed)
Pedro **Guazo**
Representative of the Secretary–General
for the investment of the assets of the
United Nations Joint Staff Pension Fund

Mr. Jorge Bermúdez
Chairman
United Nations Board of Auditors

cc. Ms. Anjana Das, Executive Secretary, Board of Auditors
Ms. Valentina Monasterio, Director of External Audit, Board of Auditors
Mr. Pablo Dequero, Deputy Director, Board of Auditors
Mr. Karl-Ludwig Soll, Chief Financial Officer, United Nations Joint Staff Pension Fund

Certification of Financial Statements for the year ended 31 December 2021

New York, 13 June 2022

The financial statements of the United Nations Joint Staff Pension Fund ("the Fund") for the year ended 31 December 2021 have been prepared in accordance with the Regulations, Rules and Pension Adjustment System of the Fund[1], International Public Sector Accounting Standards (IPSAS) as issued by the International Public Sector Accounting Standards Board and International Accounting Standard (IAS) 26, Accounting and Reporting by Retirement Benefit Plans as issued by the International Accounting Standards Board (IASB). The summary of significant accounting policies applied in the preparation of the financial statements is included in the notes to the financial statements. The notes provide additional information on and clarification of the financial activities undertaken by the Fund during the period covered by these statements.

I certify that the appended financial statements of the United Nations Joint Staff Pension Fund are correct in all material respects.

(Signed)
Karl-Ludwig W. **Soll**
Chief Financial Officer
United Nations Joint Staff Pension Fund

[1] These financial rules are promulgated by the United Nations Joint Staff Pension Board in accordance with article 4 (b) of the Regulations of the Fund with effect from 1 January 2017. Subject to the provisions of the Regulations of the Fund and to resolutions and decisions of the General Assembly pertaining to the financial operations of the Fund, these financial rules shall govern the financial management and administration of the Fund and should be read in conjunction with the Administrative Rules. With regard to any matter not specifically covered by those rules, the appropriate provisions of the Financial Regulations and Rules of the United Nations shall apply, mutatis mutandis.

Report of the Board of Auditors on the financial statements: audit opinion

Opinion

We have audited the financial statements of the United Nations Joint Staff Pension Fund (the Fund), which comprise the statement of net assets available for benefits (statement I) as at 31 December 2021,the statement of changes in net assets available for benefits (statement II), the cash flow statement (statement III), and the statement of comparison of budget and actual amounts on a comparable basis in relation to administrative expenses for the year ended 31 December 2021 (statement IV), as well as the notes to the financial statements, including a summary of significant accounting policies.

In our opinion, the accompanying financial statements present fairly, in all material respects, the net assets available for benefits of the United Nations Joint Staff Pension Fund as at 31 December 2021 and the changes in net assets available for benefits and its cash flows for the year then ended, in accordance with the International Public Sector Accounting Standards (IPSAS) and International Accounting Standard 26.

Basis for opinion

We conducted our audit in accordance with the International Standards on Auditing. Our responsibilities under those standards are described in the section below entitled "Auditor's responsibilities for the audit of the financial statements". We are independent of the Fund in accordance with the ethical requirements relevant to our audit of the financial statements, and we have fulfilled our other ethical responsibilities in accordance with those requirements. We believe that the audit evidence that we have obtained is sufficient and appropriate to provide a basis for our opinion.

Information other than the financial statements and the auditor's report thereon

The Chief Executive of Pension Administration and the Representative of the Secretary-General for the investment of the assets of the Fund, within their respective authority under the Regulations of the Fund, are responsible for the other information, which comprises the financial report for the year ended 31 December 2021, contained in chapter IV below, but does not include the financial statements and our auditor's report thereon.

Our opinion on the financial statements does not cover the other information, and we do not express any form of assurance thereon.

In connection with our audit of the financial statements, our responsibility is to read the other information and, in doing so, consider whether the other information is materially inconsistent with the financial statements or our knowledge obtained in the audit, or otherwise appears to be materially misstated. If, on the basis of the work that we have performed, we conclude that there is a material misstatement in the other information, we are required to report that fact. We have nothing to report in this regard.

Responsibilities of management and those charged with governance for the financial statements

The Chief Executive of Pension Administration and the Representative of the Secretary-General, within their respective authority under the Regulations of the Fund, are responsible for the preparation and fair presentation of the financial statements in accordance with International Accounting Standard 26 and IPSAS and for such internal control as the management determines to be necessary to enable the preparation of financial statements that are free from material misstatement, whether due to fraud or error.

In preparing the financial statements, the management is responsible for assessing the ability of the Fund to continue as a going concern, disclosing, as applicable, matters related to the going concern and using the going-concern basis of accounting unless the management intends either to liquidate the Fund or to cease operations, or has no realistic alternative but to do so.

Those charged with governance are responsible for overseeing the financial reporting process of the Fund.

Auditor's responsibilities for the audit of the financial statements

Our objectives are to obtain reasonable assurance as to whether the financial statements as a whole are free from material misstatements, whether due to fraud or error, and to issue an auditor's report that includes our opinion.

Reasonable assurance is a high level of assurance but is not a guarantee that an audit conducted in accordance with the International Standards on Auditing will always detect a material misstatement when it exists. Misstatements can arise from fraud or error and are considered material if, individually or in the aggregate, they could reasonably be expected to influence the economic decisions of users taken on the basis of these financial statements.

As part of an audit in accordance with the International Standards on Auditing, we exercise professional judgment and maintain professional scepticism throughout the audit. We also:

(a) Identify and assess the risks of material misstatement in the financial statements, whether due to fraud or error, design and perform audit procedures responsive to those risks, and obtain audit evidence that is sufficient and appropriate to provide a basis for our opinion. The risk of not detecting a material misstatement resulting from fraud is higher than the risk of not detecting one resulting from error, as fraud may involve collusion, forgery, intentional omission, misrepresentation or the overriding of internal control;

(b) Obtain an understanding of internal control relevant to the audit in order to design audit procedures that are appropriate in the circumstances, but not for the purpose of expressing an opinion on the effectiveness of the internal control of the Fund;

(c) Evaluate the appropriateness of accounting policies used and the reasonableness of accounting estimates and related disclosures made by management;

(d) Draw conclusions as to the appropriateness of the management´s use of the going-concern basis of accounting and, on the basis of the audit evidence obtained, whether a material uncertainty exists in relation to events or conditions that may cast significant doubt on the ability of the Fund to continue as a going concern. If we conclude that a material uncertainty exists, we are required to draw attention in our auditor's report to the related disclosures in the financial statements or, if such disclosures are inadequate, to modify our opinion. Our conclusions are based on the audit evidence obtained up to the date of our auditor's report. However, future events or conditions may cause the United Nations Joint Staff Pension Fund to cease to continue as a going concern;

(e) Evaluate the overall presentation, structure and content of the financial statements, including the disclosures, and whether the financial statements represent the underlying transactions and events in a manner that achieves fair presentation.

We communicate with those charged with governance regarding, among other matters, the planned scope and timing of the audit and significant audit findings, including any significant deficiencies in internal control that we identify during our audit.

Report on other legal and regulatory requirements

In our opinion, the transactions of the Fund that have come to our notice or that we have tested as part of our audit have, in all significant respects, been in accordance with the Financial Regulations and Rules of the United Nations and the financial rules of the Fund and their legislative authority.

In accordance with article VII of the Financial Regulations and Rules of the United Nations, we have also issued a long-form report on our audit of the Fund.

(Signed)
Jorge **Bermúdez**
Comptroller General of the Republic of Chile
Chair of the Board of Auditors
(Lead Auditor)

(Signed)
Kay **Scheller**
President of the German Federal Court of Auditors

(Signed)
Hou Kai Auditor General of the People's Republic of China

21 July 2022

Statement of Internal Control for the year ended 31 December 2021[2]

Scope of Responsibility

The United Nations Joint Staff Pension Fund ("the UNJSPF" or "the Fund") was established by the United Nations General Assembly in 1949 to provide retirement, death, disability and related benefits for staff of the United Nations and the other international organizations admitted to membership in the Fund. The UNJSPF is a multiple employer defined benefit plan.

The United Nations Joint Staff Pension Board ("the Pension Board"), a subsidiary organ of the General Assembly, has the overall supervisory responsibility for the administration of the Fund and for the observance of the Fund's Regulations and Rules.

The Chief Executive of Pension Administration ("the Chief Executive") discharges the Board's responsibility for the administrative supervision of the Pension Administration. The Chief Executive, under the authority of the Board, collects contributions, ensures record-keeping for the Pension Administration, certifies benefit payments, and deals with other issues related to the Fund's participants and beneficiaries. The Chief Executive is also responsible for ensuring actuarial matters are addressed with a view of maintaining the long-term sustainability and financial health of the Fund.

The investment of the assets of the Fund is the responsibility of the United Nations Secretary-General. The Secretary-General has delegated his authority and responsibility to act on his behalf in all matters involving his fiduciary duties related to the investment of the assets of the Fund to the Representative of the Secretary General for the Investment of the Assets of the Fund ("the RSG"). The RSG has delegated responsibility for the management and accounting of the investments of the Fund and the Office of Investment Management ("OIM"). The RSG exercises this duty and makes investment decisions after consultation with the Investments Committee and in the light of observations made from time to time by the Pension Board on investment policy.

The Chief Executive and the RSG are responsible for establishing and maintaining a sound system of internal controls, in their respective areas of responsibility, to ensure the accomplishment of objectives, the economic use of resources, the reliability and integrity of information, compliance with rules and regulations, and the safeguarding of assets.

The purpose of the system of internal control

The system of internal control is designed to reduce and manage rather than eliminate the risk of failure to achieve the UNJSPF objectives and to improve performance. Therefore, it can only provide a reasonable and not absolute assurance of effectiveness. Internal control is an on-going process, effected by the Fund's governing bodies, senior management and other personnel, designed to provide reasonable assurance on the achievement of the following internal control objectives:

- Effectiveness and efficiency of operations
- Reliability of financial reporting
- Compliance with applicable rules and regulations

Internal control is a key role of management and an integral part of the overall process of managing operations. As such, UNJSPF management at all levels has the responsibility to:

- Establish an environment and culture that promotes effective internal control;
- Identify and assess risks that may affect the achievement of objectives;
- Specify and implement policies, plans, operating standards, procedures, systems and other control activities to manage risks;
- Ensure an effective flow of information and communication so that all UNJSPF staff have the information they need to fulfil their responsibilities;
- Monitor the effectiveness of the internal control system.

UNJSPF operating environment

The UNJSPF is exposed by its plan design, investments and operations to the fluctuations of financial markets, demographic changes, internal risks related to its operations, as well as risks impacting its member organizations, service providers or clients

[2] The Statement of Internal Control is issued by the Chief Executive of Pension Administration and the Representative of the Secretary-General for the investment of the assets of the Fund, in accordance with UNJSPF Financial Rule G4 and accompanies the financial statements.

located in over 190 countries. All significant identified risks are captured in formal risk registers, which are subject to regular review by senior managers and internal and external auditors.

UNJSPF risk management and internal control framework

The UNJSPF has implemented a governance structure, management processes and internal and external oversight mechanisms to adequately identify, assess, manage, monitor and report the risks inherent to its operations.

The UNJPSF Internal Control Policy, defines internal control objectives, components and responsibilities, as well as the roles of: i) management; ii) risk management and compliance functions; iii) internal audit; and iv) external audit, in line with the Three Lines Model. UNJSPF internal controls over financial reporting provide reasonable assurance that assets are safeguarded; transactions are properly recorded; authorized; and that there are no material misstatements in the financial statements. The UNJSPF internal control system and the review of its effectiveness is consistent with the criteria established in the Internal Control – Integrated Framework issued by the Committee of Sponsoring Organizations of the Treadway Commission (COSO) in 2013.

The internal control framework is integrated with, and complemented by, specific control frameworks to provide reasonable assurance on the use of information, consistent with the Control Objectives for Information Technology (CobIT), and their integrity and availability, in accordance with ISO/IEC 27001 standard.

The enterprise-wide risk management framework adopted by the Fund reflects the nature of its operations and development as well as its specific requirements. The purpose of the enterprise-wide risk management framework ("EWRM") is to identify events that may affect the UNJSPF and manage risk within the Fund's risk appetite. The UNJSPF's risk management framework includes the following components:

- Risk Management Governance: The operation of the risk management framework is supported by the full ownership and accountability of the Pension Board, management and staff for risk management activities. Specialized Committees conduct oversight and provide advice to the Pension Board on risk management and internal control:
    i) Audit Committee: As an advisory committee of the Pension Board, provides general oversight and offers recommendations for the Fund's internal and external auditing, and the UNJSPF's risk management and internal control framework.
    ii) Fund Solvency and Assets and Liabilities Monitoring Committee: Advises the Board on risk management, funding policy, asset-liability management and investment policy matters.

- Enterprise-Wide Risk Management Policy: The policy provides the basis for the operation of the risk management framework and specifies its applicability throughout the Fund. The EWRM Methodology complements the policy and defines the steps, roles and responsibilities in the risk management process.
- Risk Assessments: The Fund conducts periodic risk assessment exercises and maintains an enterprise risk register, which serves as a basis to define mitigation strategies or internal controls to address the Fund's key risks. The enterprise risk register is supplemented by detailed risk registers on business continuity risks and ICT security risks. Guidelines for the assessment and reporting of project risks were developed to integrate risk management into project management and develop risk registers for projects.
- Risk Monitoring: The Enterprise-wide Risk Management Working Group, chaired by the Chief Executive and the RSG, includes representatives from all offices, and monitors the Fund's risk profile and the implementation of risk management strategies. Risk management officers promote the implementation of the EWRM framework; facilitate risk assessments; advise in the implementation of risk management strategies; and monitor and report on the Fund's risk profile.
- Fraud Risk Assessment: The Pension Administration and the OIM perform fraud risk assessments to identify specific fraud schemes and risks, assess their likelihood and significance, evaluate existing fraud control activities, and implement actions to mitigate residual fraud risks.

Review of the effectiveness of internal controls

The review of the effectiveness of UNJSPF internal controls for the year ended 31 December 2021 is supported by:

- Evaluation of internal controls over financial reporting by management, which involved the identification, documentation, evaluation of the design and operational effectiveness testing of internal controls; the preparation and implementation of mitigation plans to address any control deficiencies identified; and assertion letters submitted by key officers in the Pension Administration and the OIM, who recognized their responsibility for maintaining and executing effective internal controls and reported any deficiencies identified. Internal control evaluations and assertion letters were reviewed carefully, and action plans to implement corrective actions were prepared, where applicable.

- In accordance with its mandate, the Office of Internal Oversight Services (OIOS) provided assurance that internal controls are adequate and functioning effectively. In the execution of a risk-based audit plan endorsed by the Board's Audit Committee, OIOS conducted audits to provide assurance on the effectiveness of internal controls and identify control deficiencies. The Chief Executive and the RSG, in their respective areas of responsibility, took appropriate actions to address recommendations resulting from internal audits.
- As per its mandate, the United Nations Board of Auditors (BoA) examined independently the Fund´s management, internal controls and financial statements, performing such tests and other procedures as they considered necessary to express an opinion in their annual audit report. The BoA was given full and unrestricted access to all financial records and related data, and to the Fund's management and Audit Committee to discuss any findings related to the integrity and reliability of UNJSPF financial reporting. The external audit report accompanies the financial statements.
- The review of the results of independent service audits on the controls applied by key service providers including Northern Trust, the Master Record Keeper for the Fund's investments and the Custodian Banks for the investments, as well as the United Nations International Computing Centre (UNICC) Information and Communication Technology Services and related controls over financial reporting. Service audits concluded that, in all material respects, the controls were suitably designed and operating effectively to provide reasonable assurance that control objectives would be achieved.
- In December 2021, the Pension Administration renewed its ISO 27001:2013 Information Security Management System certification for the Integrated Pension Administration System (IPAS) which was extended to the Digital Certificate of Entitlement (DCE) and is valid for three years, until March 2025. In March 2021, the OIM obtained certifications for ISO 22301:2019 for Business Continuity Management System and ISO 27001:2013 for Information Security Management System. Both certificates are valid for three years, until March 2024. These certifications confirm that information security and business continuity management processes function as expected and effectively meet the requirements of the international standards.

Internal control matters during 2021 and actions planned

The review of assertion letters signed by key officers in the Fund, as well as the results of internal and external audits, independent service audits and ISO certification audits, provide assurance on the effectiveness of internal controls. No significant internal control matters were identified; however, the Fund will continue to work on reviewing and improving internal controls:

1. In its report issued in July 2021 (A/76/5/Add.16), the BoA did not identify significant errors, omissions or misstatements from the review of the financial records of the Fund for the year ended 31 December 2020. However, they identified scope for improvements in the areas of cash management, census data, reputational risk, external managers, and external advisors. Management accepted and has initiated the implementation of the recommendations made by the BoA.
2. Investments and market risks (OIM): During 2021, market volatility continued due to consequences from the COVID-19 pandemic and most recently due to geopolitical crisis. The impact of recent market movements and limitations to the convertibility of certain investments will be determined through ongoing monitoring of the markets. The OIM also conducted an Asset Allocation and Benchmark study in 2021 and the implementation of the new benchmarks and strategic asset allocation is expected for 2022. In addition, as of 2021 the Fund is compliant with the Global Investment Performance Standards (GIPS).
3. Risks derived from geopolitical and related crises (shared): The Fund has rapidly acted to minimize the impact of unexpected geopolitical events in various countries on the Fund's investments, operations and clients. Among other responses, the Fund promptly identified and implemented new distribution channels through the United Nations Treasury to ensure continuity of benefit payments and lower banking charges for beneficiaries located in countries impacted by disruptions in the international transaction system. The Fund will continue to monitor and take prompt action to mitigate potential risks derived from geopolitical crises.
4. Organizational Culture and Change Management (shared): A Leadership Culture Assessment in line with the UN System Leadership Framework was conducted with the participation of a majority of UNJSPF staff to better understand the organization's and teams' leadership culture. The results of the Leadership Culture Assessment, the Human Resources Strategy and Learning and Development Guidelines were considered in developing a Culture Transformation Plan. The implementation of culture transformation initiatives will continue over 2022 and is expected to indirectly positively influence the Fund's internal control environment.

5. Business Continuity Management (shared): The Fund has continued to respond and adapt to the ‘future of work’ brought about by the COVID-19 pandemic. The Fund monitored and introduced changes to crisis management and business continuity procedures and ICT systems for a hybrid working environment, to ensure the safety of staff and the continuity of operations. UNJSPF staff have gradually returned to work in the Fund’s premises in line with UN guidance for flexible working arrangements. The introduction of back-up payroll authorization mechanisms, new benefit payments channels and new functionalities in the Fund’s member self-service and the Digital Certificate of Entitlement ensured continuity of operations, while maintaining effective controls. In 2022, the Fund will deploy other digitalization initiatives and further strengthen internal controls.
6. ICT Security (shared): The current unpredictable environment and the increased sophistication of possible threats elevate the Fund’s exposure to cybersecurity risks. Both the Pension Administration and the OIM have obtained the ISO27001:2013 Information Security Management System certification to strengthen the organization’s cyber posture and maintain mechanisms to prevent and respond to possible cyber threats. Cybersecurity awareness plans and the assessment of possible cyber risks will continue in 2022 to increase staff and key stakeholders’ awareness on how to respond to possible threats, particularly in light of staff remote working arrangements
7. Data Governance (shared): Both the Pension Administration and the OIM have undertaken projects to analyze business functions and data for the development and implementation of a data governance framework. A better understanding of data will allow UNJSPF to develop a Data Strategy drawing on the vision of the United Nations Secretary-General, to support the Fund’s strategy of becoming a data-driven organization and strengthening controls related to privacy and data protection.

Statement

There are inherent limitations in the effectiveness of any internal control, including the possibility of human error or circumvention. Accordingly, even effective internal controls can provide only reasonable but not absolute assurance. Further, because of changes in conditions, the effectiveness of internal controls may vary over time.

Based on the above, we conclude that to our best knowledge and information, there were no material weaknesses in internal controls, in our respective areas of responsibility, during the year ended 31 December 2021.

We are committed, within the scope of our respective areas of responsibility, to addressing any weaknesses in internal controls identified during the year and to ensuring continuous improvement of internal controls.

(Signed)
Rosemarie McClean
Chief Executive of Pension Administration
United Nations Joint Staff Pension Fund

(Signed)
Pedro Guazo
Representative of the Secretary-General
for the investment of the assets of the Fund

25 April 2022
New York, NY

Financial Overview

Introduction

1. United Nations Joint Staff Pension Fund ("UNJSPF" or "Fund") was established by the United Nations General Assembly in 1949 to provide retirement, death, disability and related benefits for staff of the United Nations and the other international organizations admitted to membership in the Fund. The UNJSPF is a multiple employer defined benefit plan. As of 31 December 2021, there were twenty-five member organizations participating in the Fund. All participating organizations and employees contribute to the UNJSPF based on pensionable remuneration. The contribution rate is a fixed rate of 7.9% for participants and 15.8% for employers.

2. The United Nations Joint Staff Pension Board ("Pension Board"), a subsidiary organ of the General Assembly, has the overall supervisory responsibility for the administration of the Fund and for the observance of the Fund's Regulations and Rules. The Secretary-General appoints the independent Secretary of the Pension Board on the recommendation of the Pension Board. The Secretary of the Pension Board is responsible for a full range of secretariat conference management and services. The role of the Secretary of the Pension Board is distinct from the roles and responsibilities pertaining to all aspects of the management, administration, and investments of the Fund. The Secretary of the Pension Board reports directly to the Pension Board.

3. The Chief Executive of Pension Administration ("Chief Executive") is appointed by the Secretary-General on the recommendation of the Pension Board.

4. The Chief Executive acts under the authority of the Pension Board in the discharge of the latter's responsibility for administrative supervision of the Fund as a whole. This includes responsibility for the strategic planning and operational direction; establishment of policy; the administration of the Fund's operations and certification of benefit payments; risk management; regulatory compliance, the overall supervision of staff, as well as stakeholder communications. The Pension Administration staff, under the authority of the Chief Executive, provides technical support services, prepares background documentation, and offers guidance and advice to the Pension Board and its subsidiary bodies, including its Standing Committee and the Committee of Actuaries. The Chief Executive serves as Secretary of the United Nations Staff Pension Committee. The Chief Executive participates in the meetings of the Fifth Committee of the UN General Assembly, the Advisory Committee on Administrative and Budgetary Questions, the International Civil Service Commission and any other pertinent bodies. In accordance with article 7 (c) of the Fund's Regulations, in the absence of the Chief Executive, the Deputy Chief Executive shall perform the functions of the Chief Executive.

5. The investment of the assets of the Fund is decided upon by the Secretary-General after consultation with an Investments Committee and in the light of observations and suggestions made from time to time by the Pension Board on the investments policy. The Secretary-General has delegated his authority and responsibility to act on his behalf in all matters involving his fiduciary duties related to the investment of the assets of the Fund to the Representative of the Secretary-General for the investment of the assets of the Fund ("RSG"). The RSG shall arrange for the maintenance of detailed accounts of all investments and other transactions relating to the Fund, which shall be open to examination by the Pension Board.

Financial Performance

Changes in Net Assets Available for Benefits

6. There was an increase in the net assets available for benefits for the year ended 31 December 2021 of $9,947.9 million (2020: an increase of $9,477.2 million). The increase was primarily attributable to investment income for the year.

7. The investment income for 2021 was $10,047.2 million (2020: $9,516.0 million). Investment income for 2021 primarily comprised of net change in fair value of investments of $8,709.1 million, dividend income of $894.0 million and interest income of $582.8. The increase of $531.1 million from prior year was mostly the result of the net change in fair value of investments.

8. Total contributions (from participants $990.3 million, member organizations $1,969.6 million, and other contributions of $9.4 million) for 2021 were $2,969.3 million (2020: $2,847.1 million), reflecting an increase of $122.1 million (an increase of 4.3%) over the 2020 total contributions. The increase is a result of the growth of participants and related compensation.

9. Pension benefits for 2021 of $2,975.8 million (2020: $2,789.0 million), reflected an increase of $186.8 million (an increase of 6.7%) over the 2020 benefits. The increase is substantially a result of a catch-up of retirements during the year 2021 after the delays of retirements in the year 2020.

10. Administrative expenses for 2021 of $99.0 million (2020 on a comparable basis: $103.2 million) reflected a decrease of $4.2 million (4.1%).

Statement of Net Assets Available for Benefits

11. Net assets available for benefits at 31 December 2021 were $91,459.6 million (2020: $81,511.7 million) which is an increase of $9,947.9 million (12.2%).

12. Fair value of Investments at 31 December 2021 were $89,856.1 million (2020: $80,891.3 million) reflecting an increase of $8,964.8 million (11.1%). Details of the investment classes at 31 December 2021 and 2020 are below:

Investments:

	31 December 2021	31 December 2020	Change	
	$ million	$ million	$ million	%
Equities	52 022.6	48 245.2	3 777.4	7.8%
Fixed income	24 741.9	22 377.5	2 364.4	10.6%
Real assets	6 613.9	5 627.4	986.5	17.5%
Alternatives and other investments	6 477.7	4 641.2	1 836.5	39.6%
Investments	**89 856.1**	**80 891.3**	**8 964.8**	**11.1%**

13. Investments and cash and cash equivalents:

	31 December 2021	31 December 2020	Change	
	$ million	$ million	$ million	%
Investments	89 856.1	80 891.3	8 964.8	11.1%
Cash and cash equivalents	1 625.1	591.6	1 033.5	174.7%
Total Investments	**91 481.2**	**81 482.9**	**9 998.3**	**12.3%**

14. As a result of the COVID-19 global pandemic, economic uncertainties have arisen which had a potential to negatively impact the Fund's financial condition, operations, and cash flows of the Fund. The Fund staff in New York, Geneva, Bangkok and Nairobi transitioned to remote working, when office locations were closed. The offices were closed due to COVID measures taken by the UN in alignment with guidance of local authorities. All Fund operations continued to fulfil their functions, although in-person visits by plan participants were suspended starting in March 2020. The situation did not significantly change in 2021, although a substantial part of the Fund staff returned to work from the office for 2 days per week in 2021. The Fund's Pension Administration operations were impacted by the limitations of international banking and postal services during 2021 and the first quarter of 2022. The issues were mitigated by identifying and implementing new payment disbursement channels through the UN Secretariat as well as replacing paper-based communications with digital communication methods.

15. The events in Ukraine since 24 February 2022 are considered non-adjusting subsequent events. The wide range of financial sanctions imposed on Russian Federation including international payment channels by numerous jurisdictions worldwide had negative impacts on the Financial Markets. The Russian Ruble reached all-time lows, the Moscow Stock Exchange MOEX suspended stocks trading, the Central Bank of Russia ("CBR") suspended local custodians' ability to process and settle delivery of securities transactions for certain clients, several Russian Federation's public listed securities have had their listing suspended on certain stock exchanges, and index providers excluded those stocks from market indices. As at 31 December 2021 the Fund's investment at market value in Russian Federation's securities was $608 million, including equity securities valued at $205 million, fixed income securities valued at $324 million, one real estate fund valued at $9 million and investments through one private equity fund valued at $70 million. Prior to 24 February 2022, the Fund sold fixed income and equity securities for $161 million. As of the date of issuance of these financial statements the Fund cannot fully determine the negative impact on investments in Russian Federation due to uncertainty in demand of Russian Federation assets, significant volatility in exchange rate, current capital controls in place, an increased risk premium on Russian Federation assets and the potential for further sanctions.

16. In the first quarter of 2022 the value of the Fund's portfolio declined in line with the market downturn. The portfolio value at the time of the issuance of these financial statements is below the value as of 31 December 2021. The estimated unaudited market value of total investments of the Fund, exclusive of the Pension Administration's cash and cash equivalents, as at 10 June 2022 was approximately $79.4 billion. The Fund expects that the volatility in the markets may persist for the foreseeable future. For additional information and weekly fund performance updates, please refer to the Fund's website (https://www.unjspf.org/the-fund/historical-fund-performance/).

17. Total liabilities of the Fund at 31 December 2021 were $309.6 million (2020: $274.0 million), an increase of $35.6 million (an increase of 13.0%). The increase in total liabilities was primarily due to the total increase in payable from investments traded of $13.5 million and the total increase of benefit payable by $10.1 million.

Actuarial situation of the Fund

18. The actuarial present value of accumulated (promised) plan benefits (which does not take into account future increases in pensionable remuneration) is determined by independent actuaries. The amount is derived by applying actuarial assumptions to adjust the accumulated plan benefits to reflect the time value of money (through discounts for interest) and the probability of payment (by means of decrements such as for death, disability, withdrawal, or retirement) between the valuation date and the expected date of payment.

19. The actuarial present value of accumulated plan benefits as of 31 December 2021 is as follows:

(Millions of United States dollar)

If future pension payme nts are made under Regulations:		
	Without pension adjustments	**With pension adjustments**
(1) Actuarial value of vested benefits		
(a) Participants currently receiving benefits	28 176	36 784
(b) Vested terminated participants	1 066	1 810
(c) Active participants	19 477	26 790
(d) Total vested benefits	**48 719**	**65 384**
(2) Non-vested benefits	1 005	1 272
(3) Total actuarial present value of accumulated plan benefits	**49 724**	**66 656**

Key Statistics

20. The number of Fund participants at 31 December 2021 was 137,261 (2020: 134,632), an increase of 2,629 or 2.0%.

21. The number of periodic benefits paid by the Fund at 31 December 2021 was 82,312 (2020: 80,346), an increase of 1,966 or 2.4%.

Financial Statements for the year ended 31 December 2021

United Nations Joint Staff Pension Fund

I. Statement of Net Assets Available for Benefits

(Thousands of United States dollars)

	Notes	31 December 2021	31 December 2020
Assets			
Cash and cash equivalents	4	1 625 122	591 585
Investments	5,6		
Equities		52 022 627	48 245 215
Fixed income		24 741 886	22 377 531
Real assets		6 613 872	5 627 373
Alternatives and other investments		6 477 746	4 641 189
		89 856 131	80 891 308
Contributions receivable		46 800	50 364
Accrued income from investments	7	144 168	155 355
Receivable from investments traded	5	9 627	17 645
Withholding tax receivable	8	64 701	52 150
Other assets	9	22 643	27 310
Total assets		**91 769 192**	**81 785 717**
Liabilities			
Benefits payable	10	154 441	144 372
Payable from investments traded	5	15 767	2 234
After-service health insurance and other employee benefit liabilities	11	119 720	116 330
Other accruals and liabilities	12	19 711	11 106
Total liabilities		**309 639**	**274 042**
Net assets available for benefits		**91 459 553**	**81 511 675**

The accompanying notes are an integral part of these financial statements.

II. Statement of Changes in Net Assets Available for Benefits

(Thousands of United States dollars)

	Notes	For the Year 2021	For the Year 2020
Investment income	13		
Net change in fair value of investments		8 709 060	8 208 579
Interest income		582 824	598 316
Dividend income		893 950	817 362
Income from unitized real estate funds		78 015	74 344
Less: Transaction costs and management fees		(201 233)	(179 840)
Less: Withholding tax		(12 701)	(3 606)
Other investment related (expenses)/income, net		(2 744)	885
		10 047 171	9 516 040
Pension contributions	14		
From participants		990 272	949 291
From member organizations		1 969 606	1 888 877
Other contributions		9 387	8 979
		2 969 265	2 847 147
Pension benefits	15		
Withdrawal settlements and full commutation benefits		204 672	176 971
Retirement benefits		2 785 110	2 622 862
Other benefits/adjustments		(14 005)	(10 852)
		2 975 777	2 788 981
Income from services provided to the United Nations	2.3	7 995	7 313
Administrative expenses	16		
Secretariat of the Pension Board		692	1 144
Pension Administration		58 147	62 553
Office of Investment Management		38 350	37 651
Audit		1 821	1 846
		99 010	103 194
Other expenses	17	1 766	1 128
Increase in net assets available for benefits		**9 947 878**	**9 477 197**

The accompanying notes are an integral part of these financial statements.

United Nations Joint Staff Pension Fund

III. Cash Flow Statement

(Thousands of United States dollars)

	Notes	For the Year 2021	For the Year 2020
Cash flows from investing activities:			
Purchase of investments		(28 640 783)	(27 798 050)
Proceeds from sale/redemption of investments		28 398 707	26 632 723
Dividends received from equity investments		880 167	786 783
Interest received from cash and cash equivalents and fixed income investments		575 541	606 027
Income received from unitized real estate funds		77 734	73 815
Other investment-related (expenses)/income, net		(2 744)	896
Transaction costs, management fees and other expenses paid		(203 165)	(182 759)
Withholding taxes reimbursement		12 409	12 718
Net cash provided by investing activities		**1 097 866**	**132 153**
Cash flows from operating activities:			
Contribution from member organizations and participants		2 964 729	2 857 730
Benefits payments		(2 961 765)	(2 748 529)
Net transfer to/from other plans		4 756	1 744
Administrative expenses paid		(84 464)	(91 549)
Other expenses paid		(1 766)	(1 135)
Income from services provided to the United Nations		7 995	7 313
Net cash provided (used)/provided by operating activities		**(70 515)**	**25 574**
Net increase/(decrease) in cash and cash equivalents		1 027 351	157 727
Cash and cash equivalents at the beginning of year	4	591 585	436 354
Exchange gains/(losses) on cash and cash equivalents		6 186	(2 496)
Cash and cash equivalents at the end of year	4	**1 625 122**	**591 585**

The accompanying notes are an integral part of these financial statements.

IV. Statement of comparison of budget and actual amounts on a comparable basis in relation to administrative expenses for the year ended 31 December 2021

(Thousands of United States dollars)

	Appropriation 2021 *	Actuals on a comparable basis 2021	Variance	Percentage
A. Secretariat of the Pension Board				
Posts	575.3	589.5	14.2	2
Other staff costs	28.1	69.2	41.1	146
Travel of representatives	392.1	-	(392.1)	(100)
Travel of staff	55.6	-	(55.6)	(100)
Contractual services	68.6	-	(68.6)	(100)
General operating expenses	169.9	15.5	(154.4)	(91)
Sub-total	**1 289.6**	**674.2**	**(615.4)**	**(48)**
B. Pension Administration				
Posts	27 382.2	27 637.6	255.4	1
Other staff costs	8 334.1	5 949.4	(2 384.7)	(29)
Hospitality	3.1	-	(3.1)	(100)
Consultants	207.2	32.5	(174.7)	(84)
Travel of staff	403.3	47.2	(356.1)	(88)
Contractual services **	12 792.6	20 574.9	7 782.3	61
General operating expenses	11 115.3	3 680.9	(7 434.4)	(67)
Supplies and materials	92.3	48.6	(43.7)	(47)
Furniture and equipment	707.1	154.6	(552.5)	(78)
Sub-total	**61 037.2**	**58 125.7**	**(2 911.5)**	**(5)**
C. Office of Investment Management				
Posts	18 738.5	16 823.1	(1 915.4)	(10)
Other staff costs	3 159.2	2 257.6	(901.6)	(29)
Hospitality	3.1	-	(3.1)	(100)
Consultants	182.6	188.3	5.7	3
Travel of representatives	188.5	-	(188.5)	(100)
Travel of staff	468.6	33.5	(435.1)	(93)
Contractual services	19 347.7	16 164.4	(3 183.3)	(16)
General operating expenses	4 526.5	3 208.9	(1 317.6)	(29)
Supplies and materials	30.6	16.1	(14.5)	(47)
Furniture and equipment	161.3	349.4	188.1	117
Sub-total	**46 806.6**	**39 041.3**	**(7 765.3)**	**(17)**
D. Audit				
External audit	393.2	393.2	-	-
Internal audit	1 686.1	1 367.5	(318.6)	(19)
Sub-total	**2 079.3**	**1 760.7**	**(318.6)**	**(15)**
Total administrative expenses	**111 212.7**	**99 601.9**	**(11 610.8)**	**(10)**

The purpose of this statement is to compare budget to actual amounts on a comparable basis, i.e. actual amounts on the same basis as the budget. As the Pension Fund's budget is prepared on a modified cash basis and the actual costs on a comparable basis are consequently also shown on a modified cash basis, the total for actual costs on a comparable basis does not agree with the administrative expenses shown in the statement of changes in net assets as that statement is prepared on an accrual basis.

* The General Assembly approved the appropriation for 2021 in its resolution 75/246.

** Actuals include the expenditure for International Computing Centre of $13.5 million.

Explanation of significant differences (greater than +/-5 per cent) between budget and actual amounts on a comparable basis

A. Secretariat of the Pension Board

Other staff costs: The overexpenditure is primarily due to higher-than-projected requirements for general temporary assistance.

Travel: The underexpenditure is due to the travel restrictions during the COVID-19 pandemic.

Contractual services: The underexpenditure is attributable to the non-utilization of resources for a professional writing service, which was provided through an in-house resource.

General operating expenses: The underexpenditure is primarily due to a one-year rent concession granted by the landlord upon signing of a new lease agreement at the end of 2020, and the non-utilization of resources for conference services owing to the Pension Board meeting being held virtually due to the COVID-19 pandemic.

B. Pension Administration

Other staff cost: The underexpenditure is attributable primarily to lower-than-projected expenditure for general temporary assistance stemming from difficulties recruiting qualified temporary staff.

Hospitality: The underexpenditure relates to the cancellation of hospitality events during the year due to the COVID-19 pandemic.

Consultants: The underexpenditure is attributable mainly to expenditures incurred for benchmarking studies and website related services being recorded under contractual services.

Travel: The underexpenditure is due to the travel restrictions during the COVID-19 pandemic.

Contractual services: The overexpenditure mainly relates to the information technology related projects such as Computing Platform Management, Robotic Process Automation consultancy, Cloud Services Detailed Design, Network and Security Infrastructure Enhancement, Data Governance Assessment, Business Intelligence Customer Master Data and KPI, Interface Systems Development, Integrated Pension Administration System (IPAS) enhancement, improvement and integration, Proof of Concept for Customer Relationship Management, Digital Certificate of Entitlement; United Nations Digital Identity.

General operating expense: The underexpenditure is primarily due to a one-year rent concession granted by the landlord upon signing of a new lease agreement at the end of 2020 for the New York office.

Supplies and materials: The underexpenditure is mainly due to the lower-than-projected requirements during the work from home period.

Furniture and equipment: The underexpenditure is mainly due to lower-than-anticipated requirements for office equipment.

C. Office of Investment Management

Posts: The underexpenditure is attributable primarily to higher-than-budgeted vacancy rates owing to difficulties finding suitable candidates for specialized posts.

Other staff costs: The underexpenditure is attributable primarily to lower-than-projected expenditure for general temporary assistance owing to difficulties finding suitable candidates for specialized positions.

Hospitality: The underexpenditure relates to the cancellation of hospitality events during the year due to the COVID-19 pandemic.

Travel: The underexpenditure is due to the travel restrictions for both staff and representatives during the COVID-19 pandemic.

Contractual services: The underexpenditure is due to delays in the procurement and the implementation phase of the Alternatives Platform project and in the procurement phase of the Financial Data Warehouse project as well as postponements of other ICT initiatives to focus on the infrastructure and security aspects for enabling a sustainable hybrid working environment. The delays are mainly due to the complexity and unique nature of the solutions being procured, while making sure that the OIM's latest requirements are better aligned with the evolving landscape of vendors and the new industry standards.

General operating expenses: The underexpenditure relates mainly to lower rent expenditure stemming from surrendering one floor, which was deemed surplus to requirement, and a concession of a 1-year rent-free period for 2021 granted when a new lease contract was signed at the end of 2020.

Supplies and materials: The underexpenditure is mainly due to the lower-than-projected requirements during the work from home period.

Furniture and equipment: The overexpenditure is due to the purchase of video conferencing equipment and hardware for the new conference rooms on the new floor.

D. Audit

Internal audit: The underexpenditure is mainly attributable to lower-than-projected expenditure for general temporary assistance due to the delays in the recruitment.

Notes to the Financial Statements

1. Description of the plan

1. The following is a brief description of the United Nations Joint Staff Pension Fund ("UNJSPF" or the "Fund"). The UNJSPF Regulations and Administrative Rules in force are available at the Fund's website www.unjspf.org.

1.1 General

2. The UNJSPF was established by the United Nations General Assembly in 1949 to provide retirement, death, disability and related benefits for staff of the United Nations and the other international organizations admitted to membership in the Fund. The UNJSPF is a multiple employer defined benefit plan. There were twenty-five member organizations participating in the Fund at 31 December 2021 and the Wassenaar Arrangement entered the UNJSPF as its twenty-fifth member organization as of 1 January 2021. All participating organizations and employees contribute to the UNJSPF based on pensionable remuneration. The contribution rate is a fixed rate of 7.9% for participants and 15.8% for employers (Note 3.5).

3. The Fund is governed by a Pension Board made up of (i) twelve members appointed by the United Nations Staff Pension Committee, four of whom are elected by the General Assembly, four from those appointed by the Secretary-General, and four from those elected by the participants in service in the United Nations; and (ii) twenty-one members appointed by the staff pension committees of the other member organizations in accordance with the Rules of Procedure of the Fund, seven of whom are chosen by the bodies of the member organizations corresponding to the General Assembly, seven from those appointed by the chief administrative officers of the member organizations and seven from those chosen by the participants in service.

1.2 Administration of the Fund

4. The United Nations Joint Staff Pension Board ("Pension Board"), a subsidiary organ of the General Assembly, has the overall supervisory responsibility for the administration of the Fund and for the observance of the Fund's Regulations and Rules. The Pension Board appoints an independent Secretary who is responsible for a full range of secretariat conference management and services. The role of the Secretary of the Pension Board is distinct from the roles and responsibilities pertaining to all aspects of the management, administration and investments of the Fund. The Secretary of the Pension Board reports directly to the Pension Board.

5. The Chief Executive of Pension Administration ("Chief Executive") is appointed by the Secretary-General on the recommendation of the Pension Board.

6. The Chief Executive acts under the authority of the Pension Board in the discharge of the latter's responsibility for administrative supervision of the Fund as a whole. This includes responsibility for the strategic planning and operational direction; establishment of policy; the administration of the Fund's operations and certification of benefit payments; risk management; regulatory compliance, the overall supervision of staff, as well as stakeholder communications. The Pension Administration staff, under the authority of the Chief Executive, provide technical support services, prepares background documentation, and offers guidance and advice to the Pension Board and its subsidiary bodies, including its Standing Committee and the Committee of Actuaries. The Chief Executive serves as Secretary of the United Nations Staff Pension Committee. The Chief Executive participates in the meetings of the Fifth Committee of the UN General Assembly, the Advisory Committee on Administrative and Budgetary Questions, the International Civil Service Commission and any other pertinent bodies. In accordance with article 7 (c) of the Fund's Regulations, in the absence of the Chief Executive, the Deputy Chief Executive performs the functions of the Chief Executive.

7. The investment of the assets of the Fund is decided upon by the Secretary-General after consultation with an Investments Committee and in the light of observations and suggestions made from time to time by the Pension Board on the investments policy. The Secretary-General has delegated his authority and responsibility to act on his behalf in all matters involving his fiduciary duties related to the investment of the assets of the Fund to the Representative of the Secretary-General for the investment of the assets of the Fund ("RSG"). The RSG arranges for the maintenance of detailed accounts of all investments and other transactions relating to the Fund, which are open to examination by the Pension Board.

8. A range of administrative functions supporting the Pension Board Secretariat, the Pension Administration and the Office of Investment Management ("OIM") are provided by the Fund's executive office reporting to the Deputy Chief Executive.

9. The Chief Financial Officer ("CFO") reports to the Chief Executive and to the RSG in their respective substantive responsibilities. The CFO is responsible for formulating financial policy for the Fund, for reviewing budgetary, financial and accounting operations of the Fund and for ensuring that an adequate financial control environment of the UNJSPF is in place to protect the Fund's resources and guarantee the quality and reliability of financial reporting. Additionally, the CFO is responsible for setting the rules for the collection from the different information systems and areas of the Fund, the financial and accounting data necessary for the preparation of the Fund's financial statements and has full access to such systems and data. The CFO ensures that the financial statements are in compliance with the Fund's Regulations and Rules, the accounting standards adopted by the Fund, as well as the decisions of the Pension Board and the UN General Assembly. The CFO also certifies the Fund's financial statements.

1.3 Participation in the Fund

10. Members of the staff of each of the twenty-five member organizations of the Fund become participants in the Fund upon commencing employment under an appointment for six months or longer or upon completion of six months service without an interruption of more than thirty days. As of 31 December 2021, the Fund had contributors (participants) from member organizations/agencies including the main UN Secretariat, UNICEF, UNDP, and UNHCR as well as the various specialized agencies such as FAO, WHO, IOM, ILO, IAEA, and UNESCO. (See Annex for a complete list of member organizations). Periodic benefits are currently paid to individuals in some 190 countries. The total annual pension benefit payments are about $3.0 billion, which are paid in 17 different currencies.

1.4 Operation of the Fund

11. Participant and beneficiary processing and queries are handled by Operations of the Pension Administration, in offices located in New York, Geneva, Nairobi, and Bangkok. All the accounting for operations is handled in New York by centralized Financial Services. The Financial Services of the Pension Administration also manage receipt of monthly contributions from member organizations and the disbursement of the monthly pension payroll.

12. The RSG is assisted by the staff of the OIM where investments are traded and processed, and investment transactions are reconciled and accounted for.

1.5 Actuarial valuation of the Fund

13. Article 12 of the Regulations of the UNJSPF provides that the Pension Board shall have an actuarial valuation made of the Fund at least once every three years. The Fund performs actuarial valuations every two years and intends to continue doing so in the future. Article 12 further provides that the actuarial report shall state the assumptions on which the calculations are based, describe the methods of valuation used, and state the results, as well as the recommendations, if any, for appropriate action. See Note 18 for the actuarial situation of the Fund as at 31 December 2021.

1.6 Retirement benefit

14. Any participant who has five years of contributory service receives, upon separation at or after normal retirement age, a retirement benefit payable for the remainder of his or her life. "Normal retirement age" means age 60 for a participant whose service commenced prior to 1 January 1990; age 62 for a participant whose service commenced or recommenced on or after 1 January 1990 and before 1 January 2014; and age 65 for a participant whose service commences or recommences on or after 1 January 2014.

15. The standard annual rate of retirement benefit for a participant who enters the Fund on or after 1 January 1983 is the sum of:

a) 1.5% of final average remuneration multiplied by the first five years of contributory service,
b) 1.75% of final average remuneration multiplied by the next five years of contributory service,
c) 2% of final average remuneration multiplied by the next twenty-five years of contributory service, and
d) The years of contributory service in excess of 35 and performed as from 1 July 1995, by 1% of the final average remuneration, subject to a maximum total accumulation rate of 70%.

16. The standard annual rate of retirement benefit for a participant who entered the Fund prior to 1 January 1983, is 2 percent of final average remuneration multiplied by contributory service not exceeding 30 years plus 1 percent of final average remuneration multiplied by such service in excess of 30 years, not exceeding 10 years.

17. The maximum benefit to participants, subject to the terms specified in the UNJSPF Regulations and Rules, is the greater of 60 percent of pensionable remuneration at date of separation or the maximum benefit that would be payable, at that date, to a participant at level D-2 (top step for the preceding five years).

18. The retirement benefit shall however be payable at the minimum annual rate which is obtained by multiplying the years of the participant's contributory service, not exceeding 10, by the smaller of $1,141.84 [effective 1 April 2020 – subject to subsequent adjustments in accordance with the movement of the United States CPI under the Pension Adjustment System] or 1/30 of the final average remuneration.

19. The annual rate of the retirement benefit shall nevertheless not be less, when no other benefit is payable on account of the participant, than the lesser of $1,816.32 [effective 1 April 2020 – subject to subsequent adjustments in accordance with the movement of the United States CPI under the Pension Adjustment System] or the final average remuneration of the participant.

20. "Final average remuneration" means the average annual pensionable remuneration of a participant during the 36 completed months of highest pensionable remuneration within the last 5 years of contributory service.

21. A participant may, except in the case where a minimum benefit is payable and he or she does not waive the rights thereto, elect to receive (i) if the retirement benefit is $300 per annum or more, a lump sum not greater than the larger of one-third of the actuarial equivalent of the retirement benefit (not exceeding the maximum amount payable to a participant then retiring at normal retirement age, with final average remuneration equal to the pensionable remuneration for the top step of level P-5) or the amount of the participant's own contributions at retirement, and the participant's retirement benefit is then reduced accordingly; or (ii) if the participant's retirement benefit is less than $1,000 per annum, the lump sum actuarial equivalent of the full retirement benefit, including the prospective spouse's benefit, if any, if the participant so elects.

Early retirement

22. An early retirement benefit is payable to a participant whose age on separation is at least 55 (58 for a participant whose participation commenced on or after 1 January 2014) but less than the normal retirement age and who has 5 years or more of contributory service at separation.

23. The early retirement benefit for a participant whose participation commenced prior to 1 January 2014 is payable at the standard annual rate for a retirement benefit reduced by 6 percent for each year between retirement date and normal retirement age; except that (i) if the participant has completed 25 but less than 30 years of contributory service at the date of retirement, the part of the benefit for service before 1 January 1985 is reduced by 2 percent a year, and the remaining part of the benefit is reduced by 3 percent a year; or (ii) if the participant has completed 30 or more years of contributory service at the date of retirement, the benefit is reduced by 1 percent a year; provided however that the rate in (i) or (ii) applies to no more than five years. The methodology of calculation of the early retirement benefits for employees participating on or after 1 January 2014 is detailed in article 29 of the UNJSPF Regulations and Administrative Rules.

24. The early retiree may elect to receive a lump sum on the same terms as for a retirement benefit.

Separation from service prior to eligibility for early retirement

25. A deferred retirement benefit is payable to a participant whose age on separation is less than normal retirement age and who has 5 years or more of contributory service at separation. The deferred retirement benefit is payable at the standard rate for a retirement benefit and commences at normal retirement age. The participant may elect to have the benefit commence at any time once the participant becomes eligible to receive an early retirement benefit from the Fund on the same terms as for an early retirement benefit.

26. A withdrawal settlement is payable to a participant separating from service before normal retirement age or on or after normal retirement age if the participant is not entitled to a future retirement benefit. The participant receives his or her own contributions increased by 10 percent for each year of contributory service in excess of 5 years, to a maximum increase of 100 percent.

1.7 Disability benefit

27. A disability benefit is payable to a participant incapacitated for further service for a period likely to be permanent or of long duration.

28. The disability benefit is payable at the standard or minimum annual rate for a retirement benefit if the participant is at least normal retirement age at disability. If the participant is under normal retirement age, it is payable at the rate of the retirement benefit to which the participant would have been entitled if he or she had remained in service until normal retirement age and his or her final average remuneration had remained unchanged.

29. The annual rate of the benefit shall, notwithstanding the above, not be less, when no other benefit is payable on account of the participant, than the smaller of $3,024.24 [effective 1 April 2020 – subject to subsequent adjustments in accordance with the movement of the United States CPI under the Pension Adjustment System] or the final average remuneration of the participant.

1.8 Survivor's Benefit

30. A benefit is payable to a surviving spouse of a participant who was entitled to a retirement, early retirement, deferred retirement, or disability benefit at the date of his or her death or who died in service if they were married at the time of separation and remained married at the time of death. Certain limitations on eligibility apply in cases of divorced surviving spouses. The surviving spouse's benefit is generally payable at half the amount of the participant's retirement or disability benefit and is subject to certain minimum levels.

1.9 Child benefit

31. A child's benefit is payable to each child under the age of 21 of a participant who is entitled to a retirement, early retirement, or disability benefit or who has died in service, while the child remains under 21. The benefit may also be payable in certain circumstances to a child that is over the age of 21, such as when the child is found to have been incapacitated for substantial gainful employment. The child benefit for each child is generally 1/3 of any retirement or disability benefit due to a participant or that would have been due in the case of a participant who died in service, subject to certain minimum amounts and also limited in maximum amount. In addition, there are certain total maximum amounts that apply in cases of multiple children of the same participant.

1.10 Other benefits

32. Other benefits include the secondary dependants' benefit and the residual settlement benefit. A full description of these benefits is available in the UNJSPF Regulations and Administrative Rules.

1.11 Pension adjustment system

33. The provisions of the Fund's Pension Adjustment System provide for periodic cost-of-living adjustments in benefits. In addition, for participants who retire in a country whose currency is not the US dollar, the current pension adjustment system is intended to ensure that, subject to certain minimum and maximum provisions, a periodic benefit never falls below the "real" value of its U.S. dollar amount, as determined under the Regulations, Administrative Rules and Pension Adjustment System, and preserves its purchasing power as initially established in the currency of the recipient's country of residence. This is achieved by establishing a dollar base amount and a local currency base amount (two-track system).

34. The "real" value of a U.S. dollar amount is that amount adjusted over time for movements of the U.S. Consumer Price Index (CPI), while the purchasing power of a recipient's benefit, once established in local currency, is preserved by adjusting it to follow movements of the CPI in his or her country of residence.

1.12 Funding policy

35. As a condition of participation in the Fund, participants are required to contribute 7.9% of their pensionable remuneration to the plan and earn interest at a rate of 3.25 percent per year in accordance with the article 11 (c) of the UNJSPF Regulations. The participants' contributions for the year ended 31 December 2021 and 31 December 2020 were $990.3 million and $949.3 million, respectively. The contribution figures do not include interest on the contributions.

36. The member organizations' funding policy is to make contributions on an estimated monthly basis and then to reconcile these estimated amounts in an annual year-end process. The member organizations' contributions are also expressed as a percentage of the participants' pensionable remuneration as defined in article 51 of the Regulations of the Fund. In accordance with the article 25 of the Fund's regulations, the member organizations' contribution rate is currently 15.8%; these contributions to the Fund totalled $1,969.6 million and $1,888.9 million during calendar year 2021 and 2020 respectively. When combined with the participants' contributions and expected investments returns, total funding is estimated to be sufficient to provide for all employees' benefits by the time they retire.

37. The assets of the Fund are derived from:

(a) The contributions of the participants;
(b) The contributions of the member organizations;
(c) The yield from the investments of the Fund;
(d) Deficiency payments, if any, under article 26; and
(e) Receipts from any other source.

1.13 Plan termination terms

38. Membership in the Fund may be terminated by decision of the General Assembly, upon the affirmative recommendation of the Pension Board, following application for termination by a member organization or continued default by an organization in its obligations under these Regulations.

39. In the event of such termination, a proportionate share of the total assets of the Fund at the date of termination shall be paid to the former member organization for the exclusive benefit of its staff who were participants in the Fund on such date, pursuant to an arrangement mutually agreed between such organization and the Pension Board.

40. The amount of the proportionate share shall be determined by the Pension Board after an actuarial valuation of the assets and liabilities of the Fund.

41. In the event that an actuarial valuation of the Fund shows that its assets may not be sufficient to meet its liabilities under these Regulations, there shall be paid into the Fund by each member organization the sum necessary to make good the deficiency.

42. Each member organization shall, contribute to this sum an amount proportionate to the total contributions which each paid under article 25 during the three years preceding the valuation date.

43. The contribution of an organization admitted to membership less than three years prior to the valuation date shall be determined by the Pension Board.

1.14 Changes in Funding policy and Plan terminations terms during the reporting period

44. There were no changes in the funding policy and plan termination terms during the reporting period.

2. General information

2.1 Basis of presentation

45. In accordance with the Regulations of the Fund, adopted by the United Nations General Assembly, and the Fund's Administrative Rules, including the financial rules, made by the Pension Board and reported to the General Assembly and the member organizations, the accompanying financial statements have been prepared on the accrual basis of accounting in accordance with the International Public Sector Accounting Standards ("IPSAS") and International Accounting Standards ("IAS") 26, Accounting and reporting by retirement benefit plans. The financial statements of the Fund consist of the following:

(a) A statement of net assets available for benefits;
(b) A statement of changes in net assets available for benefits;
(c) A statement of cash flows;
(d) A statement of comparison of budget and actual amounts on a comparable basis in relation to administrative expenses;
(e) A note disclosing the actuarial present value of defined retirement benefits, distinguishing between vested benefits and non-vested benefits;

(f) Notes to the financial statements, comprising a summary of significant accounting policies and other explanatory notes

46. The Fund adopted IPSAS as of 1 January 2012. This also specifically included the adoption of IAS 26, Accounting and reporting by retirement benefit plans, of the International Financial Reporting Standards. While IAS 26 provides accounting guidance, it also offers direction on the presentation of financial statements, as it requires the presentation of a statement of net assets available for benefits and a statement of changes in net assets available for benefits. As the Fund has incorporated the guidance in IAS 26 into its financial policies, the presentation of its financial statements is based on this guidance. On a voluntary basis and at the request of the Board of Auditors, the Fund has also presented cash flow statements on a comparative basis in accordance with IPSAS 2: "*Cash flow statements"*. Additional information is presented where required by IPSAS. For instance, as required by IPSAS 24: "*Presentation of budget information in financial statements*", the Fund has included in its financial statements a comparison of budget and actual amounts on a comparable basis and a reconciliation between the actual amounts on a comparable basis (see note 21). While IPSAS 24 states that the actual cost on a comparable basis should be reconciled to the cash flows from operating, investing and financing activities as presented in the cash flow statement, management has decided to reconcile these amounts to the administrative expenses recognized in the statement of changes in net assets. This is due to the fact that the Fund's budget is limited to the administrative expenses incurred in a year.

47. The financial statements are prepared on an annual basis. The financial statements are presented in United States dollars and all values are rounded to the nearest thousand US dollars except where otherwise indicated.

2.2 Significant Standards, interpretations, and amendments during the year

48. In August 2018, The International Public Sector Accounting Standards Board (IPSASB) issued IPSAS 41, Financial Instruments. IPSAS 41 establishes new requirements for classifying, recognizing and measuring financial instruments and replaces those in IPSAS 29, Financial Instruments: Recognition and Measurement. IPSAS 41 is based on International Financial Reporting Standard (IFRS) 9, Financial Instruments, developed by the International Accounting Standards Board (IASB). The significant changes introduced by IPSAS 41 as compared to IPSAS 29 are: Applying a single classification and measurement model for financial assets that considers the characteristics of the asset's cash flows and the objective for which the asset is held; Applying a single forward-looking expected credit loss model that is applicable to all financial instruments subject to impairment testing; and Applying an improved hedge accounting model that broadens the hedging arrangements in scope of the guidance. The model develops a strong link between an entity's risk management strategies and the accounting treatment for instruments held as part of the risk management strategy. The standard is effective for annual reporting periods beginning on or after 1 January 2023, with early adoption permitted. Since the Fund's investments are carried at fair value an initial high-level analysis indicates that the impact of change on measurement of financial instruments is not expected to be material. The Fund expects to complete evaluating the requirements of IPSAS 41 in detail and the impact of change in measurement and disclosure requirements on the Fund's financial statements during the year 2022.

49. In January 2019, IPSASB issued IPSAS 42, Social Benefits. IPSAS 42 provides guidance on accounting for social benefits expenditure. Social benefits are defined as cash transfers provided to specific individuals and/or households who meet eligibility criteria; to mitigate the effect of social risks and address the needs of society as a whole. IPSAS 42 requires recognition of an expense and a liability for the next social benefit payment. This standard does not apply to cash transfers to individuals and households that do not address social risks, for example emergency relief. This standard is effective for annual reporting periods beginning on or after 1 January 2023, with early adoption permitted. An initial analysis indicates that the Fund does not expect any impact on its financial statements upon adoption of this accounting standard.

50. Other accounting standards and amendments to the existing standards that have been issued by the IPSASB are either not expected to have any impact or have immaterial impact on the Fund's financial statements.

2.3 Other general information

51. The Fund compiles its financial statements with data collected from three main areas. For operational activities (pension contributions and pension benefits), the Fund maintains its own records on the Integrated Pension Administration System (IPAS). For investment activities, the Fund receives a monthly general ledger feed from the independent Record Keeper collected and reconciled from source data provided by the OIM and fund managers. For administrative expenses, the Fund utilizes UN systems (Umoja) to record and compile its administrative expense activity. Umoja provides information on a modified cash basis, which is

subsequently restated to a full accrual basis by the Fund. Some of the administrative expenses of the Fund, including costs associated with the administrative tasks of the UN Staff Pension Committee Secretariat performed by the Fund on behalf of the United Nations, are reimbursed by the United Nations under the terms of a cost sharing arrangement.

3. Significant accounting policies

3.1 Cash and cash equivalents

52. Cash and cash equivalents are held at nominal value and include cash on hand, cash held with external managers, and short-term highly liquid time deposits held with financial institutions with maturities of three months or less from date of acquisition.

3.2 Investments

3.2.1 Classification of investments

53. All investments of the Fund are designated at fair value through surplus and deficit. Consequently, the Fund's investments are carried and reported at fair value on the statement of net assets available for benefits with changes in fair value recognized in the statement of changes in net assets available for benefits. Purchases and sales of securities are recorded on trade date basis. The designation and classification of the investments are carried out at initial recognition and reassessed at each reporting date.

54. Any transaction costs arising as part of an investment trade designated at fair value are expensed and recognized in the statement of changes in net assets.

55. The Fund classifies its investments into the following categories:

- Equities (including exchange-traded funds (ETFs), common and preferred stocks, stapled securities, and publicly-traded real estate investment trusts)
- Fixed income (including Government and agencies securities, Corporate and Municipal/provincial bonds, Mortgage/Asset backed securities)
- Real assets (including investments in funds where the underlying assets are real assets such as real estate, infrastructure assets, timberland, commodity funds and agriculture)
- Alternative and other investments (including investments in private equity funds).

3.2.2 Valuation of financial instruments

56. The Fund uses the established and documented process of its independent Record Keeper for determining fair values which is reviewed and validated by the Fund at reporting date. Fair value is based on quoted market prices where available. If fair market value is not available, appropriate valuation techniques are used.

57. Investments in certain co-mingled funds, private equity and private real assets investment funds are not quoted in an active market and therefore do not have a readily determinable fair market value. However, the fund managers generally report investments of the funds on a fair value basis. Therefore, the Fund determines fair value using the net asset value (NAV) information as reported by the investee fund managers in the latest available quarterly capital account statements adjusted by any cash flows not included in the latest NAV reported by the investee fund manager. For financial assets and liabilities not designated at fair value through surplus and deficit, the carrying value approximates fair value.

3.2.3 Interest and dividend income

58. Interest income is recognized on a time-proportionate basis. It includes interest income from cash and cash equivalents and fixed income investments.

59. Dividend income is recognized on ex-dividend date when the right to receive payment is established.

3.2.4 Income from real assets and alternative investments

60. Income distributed from unitized funds is treated as income in the period in which they are earned.

3.2.5 Receivable/payable from/to investments traded

61. Amounts due from and to brokers represent receivables for securities sold and payables for securities purchased that have been contracted for but not yet settled or delivered on the date of the statement of net assets available for benefits. These amounts are recognized at the amount expected to be paid or received to settle the balance. Distributions from real assets and alternative fund investments declared but not received prior to year-end are also included under receivables from investments to the extent the latest available NAV of the fund that declares a distribution has recognized the distribution to be made.

62. Impairment of receivables from investments traded is recorded when there is objective evidence that the Fund will not be able to collect all amounts due from the relevant broker. Significant financial difficulties of the broker, probability that the broker will enter bankruptcy or financial reorganization, and default in payments are considered indicators that the receivable from investments traded is impaired.

3.3 Tax status and withholding tax receivables

63. The Fund's portfolio comprises of direct investments and indirect investments. Indirect investments are typically through an investment vehicle like Real Estate Investment Trusts, Exchange Traded Funds, Limited Liability Partnerships or Depository receipts. The Fund is exempt from national taxation of member states in accordance with Article 105 of the Charter of the United Nations and with Article II, Section 7(a) of the Convention on the Privileges and Immunities of the United Nations.

64. For direct investments some member states grant relief at source for the Fund's investment related transactions and income from investments whereas other member states continue to withhold taxes and reimburse the Fund upon filing of claim. In these instances, the Fund with assistance from the Fund's custodians or tax advisors file claims to the governmental taxing authorities for refunds on behalf of the Fund. Taxes withheld on direct investments are initially recognized as "Withholding tax receivable" in the statement of net assets available for benefits. After initial recognition if there is objective evidence that the taxes are not recoverable, the carrying amount of the asset is reduced through the use of an allowance account. Any amount considered to be unrecoverable is recognized in the statement of changes in net assets available for benefits and is included under "Withholding tax expense". At the end of the year, the Fund measures its withholding tax receivable at the amount deemed recoverable. The Fund does not currently have a confirmation of tax-exempt status in certain member states. Accordingly, the taxes withheld on direct investments in these jurisdictions are accrued and deemed not recoverable.

65. For indirect investments the investment vehicle is typically a taxable entity and the Fund is not directly responsible for any tax; further the taxes incurred by investment vehicle can seldom be attributed to the Fund other than investment in Depository receipts. Taxes attributed to the Fund on indirect investments are recognized in the statement of changes in net assets available for benefits and is included under "Withholding tax expense". To the extent the Fund is subsequently virtually certain that the taxes will be recovered the amount is recognized as "Withholding tax receivable" in the statement of net assets available for benefits.

66. The Fund also incurs cost on account of certain taxes which are based on the value of the transaction. Transaction based taxes include Stamp duty, Security Transaction Tax, Financial Transaction Tax amongst others. Transaction based taxes are recognized in the statement of changes in net assets available for benefits and is included under "Other Transaction Cost". To the extent the Fund is subsequently virtually certain that the taxes will be recovered the amount is recognized as "Other receivable" in the statement of net assets available for benefits and "Other income" in the statement of net assets available for benefits.

3.4 Critical accounting estimates

67. Management makes estimates and assumptions concerning the future. The resulting accounting estimates will, by definition, seldom equal the related actual results. The estimates and assumptions that have a significant risk of causing a material adjustment to the carrying amounts of assets and liabilities are outlined below.

Fair value of financial instruments

68. The Fund holds financial instruments that are not quoted in active markets. Fair values of such instruments are determined using appropriate valuation techniques. Where valuation techniques are used to determine fair values, they are validated and periodically reviewed and modified as required. Where available, valuation models are calibrated by back testing to actual transactions to ensure that outputs are reliable. The Fund primarily relies on these tests performed by the investee company's independent auditors.

69. When fair value is based on an observable market price, the quoted price at the reporting date is used. The fair value of an asset in accordance with IPSAS 29 reflects a hypothetical exit transaction at the reporting date. Changes in market prices after the reporting date are therefore not reflected in asset valuation.

70. Fair value of financial instruments not quoted in an active market may also be determined by the Fund using reputable pricing sources (such as pricing agencies) or indicative prices from bond/debt market makers. Broker quotes as obtained from the pricing sources may be indicative and not executable or binding. The Fund exercises judgment on the quantity and quality of pricing sources used.

71. Where no market data is available, the Fund may value financial instruments using internal valuation models, which are usually based on valuation methods and techniques generally recognized as standard within the industry. Valuation models are created using observable data to the extent practicable. However, in areas such as credit risk (both the Fund and counterparty), volatilities and correlations may require management to make estimates. Changes in assumptions about these factors could affect the reported fair value of financial instruments.

72. The determination of what constitutes ‘observable’ requires significant judgment by the Fund. The Fund considers observable data to be market data that is readily available, regularly distributed or updated, reliable and verifiable, not proprietary, and provided by independent sources that are actively involved in the relevant market.

73. The valuation of investments in Real Assets and Alternative investments through limited liability partnerships requires significant judgement due to the absence of quoted market values, inherent lack of liquidity and the long-term nature of such investments. The valuation of these investments is based on the valuation provided by the general partners or managers of the underlying investments. The Fund primarily relies on these tests performed by the investee company’s independent auditors and the individual investment managers compliance with generally accepted accounting standards and valuation procedures.

Taxes

74. Uncertainties exist with respect to the interpretation of complex tax regulations and changes in tax laws on withholding tax. Given the wide range of international investments, differences arising between the actual income and the assumptions made, or future changes to such assumptions, could necessitate future adjustments to tax expense already recorded during the year and tax receivable deemed recoverable at end of the year.

Impairment

75. Annual review to assess potential impairment is another area where the Fund exercises significant judgment.

Provision for the Fund’s non-investment related receivables

76. A provision is established to reflect the position of the accounts receivable, for all non-performing overpayments of pension benefits that are two years or older as of the respective year-end date of the financial statements.

Actuarial assumptions

77. The Fund uses actuarial methods for the disclosure of employee benefit liabilities. The related assumptions are disclosed in Note 11 in respect to after-service health insurance and other employee benefits of the Fund’s staff and in Note 18 for information on assumptions used for the actuarial liability to the beneficiaries of the Fund.

3.5 Contributions

78. Contributions are recorded on an accrual basis. Participants and their employing member organizations are required to contribute 7.9% and 15.8%, respectively, of their pensionable remuneration to the Fund. Each month the Fund accrues a receivable amount for contributions expected. When contributions are actually received, the receivable is offset. Contributions are due to be paid by member organizations by the second business day of the month following the month for which the contributions relate. The contributions vary based on changes in the number of participants, changes in the distribution of participants, changes in pensionable remuneration rates as a result of cost-of-living increases determined by the International Civil Service Commission, and the periodic grade step-increase to individual pensionable remuneration received by all participants.

3.6 Benefits

79. Payments of benefits, including withdrawal settlements, are recorded on an accrual basis. The right to a benefit is generally forfeited if, for two years (withdrawal settlement or residual settlement) or five years (retirement, early retirement, deferred retirement or disability benefit) after payment has been due, the beneficiary has failed to submit payment instructions or has failed or refused to accept payment. An estimated benefit liability is recognized for withdrawal settlements with a participation period of less than five years for which the beneficiary has not submitted the payment instruction for 36 months from the time of the obligating event. The estimate is based on the average of the last five-year expense for such cases.

3.7 Accounting for non-US dollar denominated currency translations and balances

80. Non-US dollar denominated currency transactions are translated using the spot exchange rate between the functional currency and the non-US dollar denominated currency at the date of the transaction.

81. At each reporting date, non-US dollar denominated monetary items are translated using the closing spot rate. The Fund applies WM/Reuters Company rates (primary source) and Bloomberg and Refinitiv rates (secondary source) as spot rate for the investment activities and the United Nations Operational Rate of Exchange for non-investment activities. Exchange differences arising on the settlement of these monetary items or on translation of these monetary items at rates different from those at which they were previously translated are recognized in the change in net assets available for benefits in the period in which they arise.

3.8 Leases

82. All of the Fund's leases are categorized as operating leases. An operating lease is a lease that does not transfer substantially all the risks and rewards incidental to ownership of an asset. Lease payments under operating leases are recognized as an expense on a straight-line basis over the lease term.

3.9 Property, plant &equipment (PP&E)

83. PP&E are stated at historical cost less accumulated depreciation and any impairment losses. All assets acquired for a cost of $20,000 and above are capitalized. The Fund reviews this threshold annually for reasonableness. The Fund does not own land or buildings.

84. Depreciation is provided for PP&E over their estimated useful lives using the straight-line method. The estimated useful lives for PP&E classes are as follows:

Class	Estimated useful life in years
Computer equipment	4
Office equipment	4
Office furniture	10
Office fixtures and fittings	7
Audio/Visual equipment	7

85. Leasehold improvements are recognized as assets and valued at cost and are depreciated over the lesser of 7 years or the lease term. Impairment reviews are undertaken if indicators of impairment exist.

3.10 Intangible assets

86. Intangible assets are capitalized if their cost exceeds the threshold of US$20,000, except for internally developed software where the threshold is US$50,000. The capitalized cost of internally developed software excludes those costs related to research and maintenance. Intangible assets are stated at historical cost less accumulated amortization and any impairment losses. Amortization is recognized over the estimated useful life using the straight-line method. The estimated useful lives for intangible asset classes are as follows:

Class	Estimated useful life in years
Software acquired externally	3
Internally developed software	6
Licenses and rights, copyrights and other intangible assets	Shorter of 3 years or the life of the asset

3.11 Emergency fund

87. The appropriation is made when the authorization is approved by the General Assembly. Participants wishing to avail themselves of this benefit make application to the Fund. After review and authorization, approved amounts are paid to the participant. Payments are charged directly against the appropriation account up to the authorized amount by the Pension Board. Current expense for the year is reported in the statement of changes in net assets available for benefits.

3.12 Provisions and contingent liabilities

88. A provision is recognized for future liabilities and charges if, as a result of a past event, the Fund has a present legal or constructive obligation that can be estimated reliably, and it is probable that an outflow of economic benefits will be required to settle the obligation.

89. Contingent liabilities are disclosed for any possible obligations that arise from past events and whose existence will be confirmed only by the occurrence or non-occurrence of one or more uncertain future events not wholly within the control of the Fund. Contingent liabilities are also disclosed where present obligations that arise from past events cannot be recognized because it is not probable that an outflow of resources embodying economic benefits will be required to settle the obligations, or the amount of the obligations cannot be reliably measured.

3.13 Employee benefits

90. Amongst certain short-term and other long-term benefits, the Fund provides its employees with certain post-employment benefits.

91. After-service health insurance and repatriation grant are classified as defined benefit schemes and accounted for as such.

92. The employees of the Fund are themselves participating in the UNJSPF. While the Fund is a defined benefit scheme, it has been classified as a multi-employer fund. The plan exposes participating organizations to actuarial risks associated with the current and former employees of other organizations participating in the Fund, with the result that there is no consistent and reliable basis for allocating the obligation, plan assets, and costs to individual organizations participating in the plan. The Fund in line with the other participating organizations in the Fund, is not in a position to identify its share of the underlying financial position and performance of the plan with sufficient reliability for accounting purposes, and hence has treated this plan as if it were a defined contribution plan in line with the requirements of IPSAS 39. UNJSPF's contributions to the plan during the financial period are recognized as expenses in the statement of changes in net assets available for benefits.

3.14 Reconciliation of budget information

93. The Fund's budget is prepared on a modified cash basis whereas the financial statements are prepared on an accrual basis.

94. The General Assembly approves the annual budget for UNJSPF's administrative expenses. Budgets may be subsequently amended by the General Assembly or through the exercise of delegated authority.

95. As required by IPSAS 24, "Statement of comparison of budget and actual amounts in relation to administrative expenses for the year ended 31 December 2021" provide a comparison of budget and actual on a comparable basis. The comparison includes: the original and final budget amounts; the actual amounts on the same basis as the corresponding budgetary amounts and an explanation of material differences (> +/-5%) between the actual and budget amounts.

96. Note 21 provides a reconciliation of actual amounts presented on the same basis as the budget and administrative expense included in the Statement of changes in net assets.

3.15 Related party transactions

97. Parties are considered to be related when one party has the ability to control the other party or exercise significant influence over the other party in making financial and operating decisions or if the related party entity and another entity are subject to common control.

98. The following parties are considered related parties for UNJSPF in 2021:

a) Key management personnel: Chief Executive of Pension Administration (Note 1.2), Representative of the Secretary-General, Deputy Chief Executive of Pension Administration, Director of Office of Investment Management, Chief Financial Officer
b) United Nations General Assembly
c) 25 Member Organizations participating in UNJSPF
d) International Computing Centre

99. A summary of the relationship and transactions with the above parties is given in Note 23.

3.16 Subsequent events

100. Any information about conditions that existed at the date of the statement of net assets available for benefits that is received after the reporting period but before the financial statements are signed and that is material to the Fund is incorporated in the financial statements.

101. In addition, any event that occurs after the date of the statement of net assets available for benefits but before the financial statements are signed that is material to the Fund are disclosed in the notes to the financial statements.

4. Cash and cash equivalents

102. Cash and cash equivalents include:

(Thousands of United States dollars)

	31 December 2021	31 December 2020
Cash at Bank – OIM	1 354 959	328 389
Cash at Bank – Pension Administration	212 581	199 716
Cash held by external managers - OIM	57 582	63 480
Total cash and cash equivalents	**1 625 122**	**591 585**

5. Financial instruments by category

103. The following tables provide an overview of all financial instruments held by category as of 31 December 2021 and 2020[3]:

(Thousands of United States dollars)

	As of 31 December 2021		
	Financial instruments at fair value	**Loans and receivables**	**Other financial liabilities**
Financial assets as per statement of net assets available for benefits			
Cash and cash equivalents	1 625 122		-
Investments			
Equities	52 022 627		-
Fixed Income	24 741 886		-
Real assets	6 613 872		-
Alternative and other investments	6 477 746		-
Contributions receivable		46 800	-
Accrued income from investments		144 168	-
Receivable from investments traded		9 627	-
Withholding tax receivables		64 701	-
Other Assets		22 265	-
Total financial assets	**91 481 253**	**287 561**	**-**
Financial liabilities as per statement of net assets available for benefits			
Benefits payable	-	-	154 441
Payable from Investments traded	-	-	15 767
After-service health insurance and other employee benefit liabilities	-	-	119 720
Other accruals and liabilities	-	-	19 711
Total financial liabilities	**-**	**-**	**309 639**

Investments exceeding five percent of net assets

104. There were no investments representing five percent or more of net assets available for benefits as at 31 December 2021.

105. There were no investments representing five percent or more of equities, fixed income or alternatives and other investments as at 31 December 2021. The Fund held a total of $847.3 million in two real estate funds as at 31 December 2021, which represented 5 per cent or more of investments in real assets category.

[3] Non-financial assets and liabilities other than employee benefits are excluded from the table, as this analysis is required only for financial instruments.

(Thousands of United States dollars)

	As of 31 December 2020		
	Financial instruments at fair value	**Loans and receivables**	**Other financial liabilities**
Financial assets as per statement of net assets available for benefits			
Cash and cash equivalents	591 585	-	-
Investments			
Equities	48 245 215	-	-
Fixed Income	22 377 531	-	-
Real assets	5 627 373	-	-
Alternative and other investments	4 641 189	-	-
Contributions receivable	-	50 364	-
Accrued income from investments	-	155 355	-
Receivable from investments traded	-	17 645	-
Withholding tax receivables	-	52 150	-
Other Assets	-	27 310	-
Total financial assets	**81 482 893**	**302 824**	**-**
Financial liabilities as per statement of net assets available for benefits			
Benefits payable	-	-	144 372
Payable from Investments traded	-	-	2 234
After-service health insurance and other employee benefit liabilities	-	-	116 330
Other accruals and liabilities	-	-	11 106
Total financial liabilities	-	-	**274 042**

Investments exceeding five percent of net assets

106. There were no investments representing five percent or more of net assets available for benefits as at 31 December 2020.

107. There were no investments representing five percent or more of equities, fixed income or alternatives and other investments as at 31 December 2020. The Fund held a total of $724.1 million in two real estate funds as at 31 December 2020, which represented 5 per cent or more of investments in real assets category.

6. Fair value measurement

108. IPSAS establishes a three-level fair value hierarchy under which financial instruments are categorized based on the significance of inputs to the valuation technique. Level 1 includes those securities where unadjusted quoted prices are available in active markets for identical assets or liabilities. Level 2 includes those securities where inputs other than quoted prices included within Level 1 are observable for the asset or liability, either directly (that is, as prices) or indirectly (that is, derived from prices). Level 3 includes those securities where inputs for the asset or liability are not based on observable market data (that is, unobservable inputs). The level in the fair value hierarchy within which the fair value measurement is categorized is determined on the basis of the lowest level of information that is significant to the fair value measurement. If a fair value measurement of an investment uses observable inputs that require significant adjustment based on unobservable inputs, that investment is classified as Level 3.

109. Assessing the significance of a particular input to the fair value measurement of an investment in its entirety requires judgment, considering factors specific to the investment.

110. The following tables present the fair value hierarchy of the Fund's investments (by asset class) measured at fair value as at 31 December 2021 and 31 December 2020:

(Thousands of United States dollars)

Fair value hierarchy as of 31 December 2021	**Level 1**	**Level 2**	**Level 3**	**Total**
Equities				
Common and preferred stock	50 143 927	-	2 448	50 146 375
Funds-exchange traded funds	1 800 533	-	-	1 800 533
Funds-common stock	13 573	-	601	14 174
Stapled securities	61 545	-	-	61 545
Total Equities	**52 019 578**	**-**	**3 049**	**52 022 627**
Fixed income				
Government and agencies securities	-	23 123 799	-	23 123 799
Asset backed securities	-	207 406	-	207 406
Corporate bonds / Commercial paper	-	587 638	22 789	610 427
Municipal/provincial bonds	-	38 991	-	38 991
Commercial mortgage-backed	-	705 297	-	705 297
Funds - corporate bond	-	-	55 966	55,966
Total Fixed Income	**-**	**24 663 131**	**78 755**	**24 741 886**
Real Assets				
Real estate funds	-	224 791	6 246 587	6 471 378
Infrastructure assets	-	-	125 518	125 518
Timberlands	-	-	16 976	16 976
Total Real Assets	**-**	**224 791**	**6 389 081**	**6 613 872**
Alternatives and other investments				
Private equity	-	-	6 477 746	6 477 746
Total Alternatives and other investments	**-**	**-**	**6 477 746**	**6 477 746**
Total	**52 019 578**	**24 887 922**	**12 948 631**	**89 856 131**

(Thousands of United States dollars)

Fair value hierarchy as of 31 December 2020	Level 1	Level 2	Level 3	Total
Equities				
Common and preferred stock	46 584 636	-	120	46 584 756
Funds-exchange traded funds	1 577 111	-	-	1 577 111
Funds-common stock	5 734	-	3 154	8 888
Stapled securities	74 460	-	-	74 460
Total Equities	**48 241 941**	**-**	**3 274**	**48 245 215**
Fixed income				
Government and agencies securities	-	21 000 548	-	21 000 548
Asset backed securities	-	152 242	-	152 242
Corporate bonds / Commercial paper	-	352 922	22 789	375 711
Municipal/provincial bonds	-	24 103	-	24 103
Commercial mortgage-backed	-	771 043	-	771 043
Funds - corporate bond	-	-	53 884	53 884
Total Fixed Income	**-**	**22 300 858**	**76 673**	**22 377 531**
Real Assets				
Real estate funds	-	211 725	5 268 878	5 480 603
Infrastructure assets	-	-	17 515	17 515
Timberlands	-	-	129 255	129 255
Total Real Assets	**-**	**211 725**	**5 415 648**	**5 627 373**
Alternatives and other investments				
Private equity	-	-	4 641 189	4 641 189
Total Alternatives and other investments			**4 641 189**	**4 641 189**
Total	**48 241 941**	**22 512 583**	**10 136 784**	**80 891 308**

Equities:

111. Common and preferred stocks, exchange traded funds, and stapled securities were classified under Level 1 if bid prices were available from institutional vendors.

112. Common stock funds amounting to $0.6 million as of 31 December 2021 (31 December 2020: $3.2 million) were valued using a net asset value (NAV) approach and hence classified under Level 3. Common and preferred stocks amounting to $2.4 million as of 31 December 2021 (31 December 2020: $0.1 million) were temporarily restricted for trading due to corporate action and hence classified under Level 3.

Fixed income:

113. The vast majority of the fixed income securities prices were not obtained from an active market directly, which would have led to a Level 1 classification. Instead prices were obtained through brokers' bids which were indicative quotes and therefore classified as Level 2.

114. Corporate bond funds amounting to $56.0 million as of 31 December 2021 (31 December 2020: $53.9 million), and corporate bonds / commercial paper amounting to $22.8 million as of 31 December 2021 (31 December 2020: $22.8 million) were considered to be Level 3. Inputs for the value of these investments, while available from third party sources were not well defined readily observable market data. Consequently, the Fund has decided to classify such investments as Level 3.

Real assets and alternatives and other investments:

115. Real assets amounting to $6,389.1 million as of 31 December 2021 (31 December 2020: $5,415.6 million), net of carried interest of $250.1 million (31 December 2020: $163.1 million) as well as alternative and other investments amounting to $6,477.7 million as of 31 December 2021 (31 December 2020: $4,641.2 million), net of carried interest of $502.9 million (31 December 2020: $336.2 million) were classified under Level 3 as they were priced using the net asset value (NAV) methodology for which the Fund was unable to corroborate or verify using observable market data. In addition, limited options were available to the investors to redeem units, hence making the investments in such funds relatively illiquid.

116. Two real estate funds amounting to $224.8 million (31 December 2020: $211.7 million) which were readily redeemable at net asset value without penalties were classified as Level 2 assets representing the NAV as reported by the fund manager.

117. There were no transfers between levels for the year ended 31 December 2021.

118. The following table presents the inter-level transfers for the year ended 31 December 2020:

(Thousands of United States dollars)

	Level 1	Level 2	Level 3	Total
Transfer into				
Fixed income	-	4 183	-	4 183
Equities	-	-	-	-
Real assets	-	-	-	-
Alternatives and other Investment	-	-	-	-
Total	**-**	**4 183**	**-**	**4 183**
Transfer out of				
Fixed income	-		(4 183)	(4 183)
Equities	-	-	-	-
Real assets	-	-	-	-
Alternative and other investment	-	-	-	-
Total	**-**		**(4 183)**	**(4 183)**

119. For the year ended 31 December 2020, there was a transfer of one fixed income security amounting to $4.2 million as at 31 December 2020 out of Level 3 and into Level 2. The security was priced by multiple vendors as at 31 December 2020 as compared to a single vendor as at 31 December 2019. As such, the Fund has decided to classify this investment as Level 2.

120. The following table presents the movements in Level 3 instruments for the year ended 31 December 2021 by class of financial instrument:

(Thousands of United States dollars)

	Equities	Fixed Income	Real assets	Alternative and ther investments	Total
Opening balance	**3 274**	**76 673**	**5 415 648**	**4 641 189**	**10 136 784**
Purchases	2 685	2 995	1 106 708	1 655 736	2 768 124
Sales/ Return of capital	(4 370)	-	(1 183 996)	(1 495 719)	(2 684 085)
Transfers (out) / in of level 3	-	-	-	-	-
Net gains and losses recognized in the statement of changes in net assets available for benefits	1 460	(913)	1 050 721	1 676 540	2 727 808
Closing balance	**3 049**	**78 755**	**6 389 081**	**6 477 746**	**12 948 631**
Change in unrealized gains and losses for level 3 assets held at the period end and included in statements of changes in net assets available for benefits	2,591	(913)	706 463	1 524 594	2 232 735

121. The following table presents the movements in Level 3 instruments for the year ended 31 December 2020 by class of financial instrument:

(Thousands of United States dollars)

	Equities	Fixed Income	Real assets	Alternative and other investments	Total
Opening balance	**138 935**	**100 779**	**5 035 826**	**3 562 570**	**8 838 110**
Purchases	890	3 179	851 260	911 499	1 766 828
Sales/ Return of capital	(103 692)	(20 000)	(600 163)	(673 966)	(1 397 821)
Transfers (out) / in of level 3	-	(4,183)	-	-	(4 183)
Net gains and losses recognized in the statement of changes in net assets available for benefits	(32 859)	(3 102)	128 725	841 086	933 850
Closing balance	**3 274**	**76 673**	**5 415 648**	**4 641 189**	**10 136 784**
Change in unrealized gains and losses for level 3 assets held at the period end and included in statements of changes in net assets available for benefits	13 483	(3 093)	113 550	711 291	835 231

7. Accrued income from investments

122. Accrued income from investments is income earned during the year which has yet to be received as of the date of the statement of net assets available for benefits.

(Thousands of United States dollars)

	31 December 2021	31 December 2020
Fixed income securities	94 987	91 820
Dividends receivable on equities	40 856	57 914
Real assets and alternative investments	8 325	5 621
Total accrued income from investments	**144 168**	**155 355**

8. Withholding tax receivables

123. Withholding tax receivable as of 31 December 2021 and 2020 and withholding tax expense for the year ended 31 December 2021 and 2020 by country are as follows:

(Thousands of United States dollars)

	For the year 2021			As at 31 December 2021			For the year 2020			As at 31 December 2020		
Country	**Tax withheld**	**Tax received**	**Tax expense**	**Tax recoverable**	**Deemed not recoverable**	**Tax receivable**	**Tax withheld**	**Tax received**	**Tax expense**	**Tax recoverable**	**Deemed not recoverable**	**Tax receivable**
Australia	384	-	50	903	-	903	458	-	(67)	569	-	569
Austria	147	-	5	142	-	142	-	-	-	-	-	-
Belgium	346	127	57	942	-	942	87	-	(63)	780	-	780
Brazil	187	-	187	286	(286)	-	220	-	220	299	(299)	-
Canada	-	-	-	13	-	13	-	-	(1)	13	-	13
Chile	399	429	(44)	55	-	55	435	607	(175)	41	-	41
China	5 006	220	4 786	20 318	(20 318)	-	5 435	1 020	4 712	17 176	(17 176)	-
Colombia	153	1	31	263	-	263	122	1	(13)	142	-	142
Czechia	163	451	3	162	-	162	426	218	(12)	453	-	453
Denmark	1 151	-	51	1 224	-	1 224	121	-	(3)	124	-	124
Egypt	2 283	-	0	3 769	-	3 769	1 479	-	(7)	1 486	-	1 486
Finland	1 469	-	112	1 904	-	1 904	495	-	(52)	547	-	547
Germany	6 129	7 426	1 668	19 362	-	19 362	5 892	1 187	(1 954)	22 327	-	22 327
Greece	-	-	-	112	(112)	-	-	-	-	121	(121)	-
India	110	-	10	644	-	644	533	-	(11)	544	-	544
Indonesia	3 391	-	3 391	3 660	(3 660)	-	266	-	266	267	(267)	-
Ireland	166	-	9	157	-	157	-	-	-	-	-	-
Israel	-	-	-	-	-	-	-	704	(704)	-	-	-
Japan	-	-	4	4	(4)	-	-	-	-	4	-	4
Luxembourg	31	-	22	49	(19)	30	1	-	(1)	21	-	21
Mexico	-	-	-	55	(55)	-	-	-	60	56	(56)	-
Netherlands	1 231	689	127	2 263	-	2 263	1 059	2 447	(187)	1 848	-	1 848
Norway	-	368	13	200	-	200	189	-	(27)	581	-	581
Papua New Guinea	-	-	-	21	(21)	-	-	-	-	20	(20)	-
Philippines	630	-	94	1 570	-	1 570	930	-	(39)	1 034	-	1 034
Russian Federation	2 925	1 249	1 263	761	(346)	415	3 281	1 211	3 511	2	-	2
Singapore	51	56	2	51	-	51	56	45	(2)	58	-	58
Spain	1 204	926	28	399	-	399	1 283	1 390	(8)	149	-	149
Sweden	900	-	20	920	(30)	890	10	-	-	43	(33)	10
Switzerland	8 652	-	486	28 713	-	28 713	9 249	2 549	(1 752)	20 547	-	20 547
Thailand	214	-	214	204	(204)	-	-	-	-	-	-	-
Turkey	-	-	81	149	(149)	-	-	-	20	268	(187)	81
United Kingdom	339	467	31	636	(6)	630	658	1 339	(105)	795	(6)	789
Total	**37 661**	**12 409**	**12 701**	**89 911**	**(25 210)**	**64 701**	**32 685**	**12 718**	**3 606**	**70 315**	**(18 165)**	**52 150**

124. In Brazil, some provinces in China and for certain periods in Greece, Luxembourg, Mexico, Papua New Guinea, the Russian Federation, Sweden, and Turkey there is no formally established reclamation mechanism in place and in these cases the Fund with assistance from the Fund's custodians or the tax advisors have thus far been unable to file and / or reclaim the taxes withheld. While these member states have confirmed the Fund's tax-exempt status, the taxes withheld from direct investments in these countries are accrued and continue to be deemed not recoverable in 2021, unless there is certainty of reclaim in subsequent years. The Fund does not currently have a confirmation of tax-exempt status for Indonesia and Thailand. Accordingly, the taxes withheld on direct investments in Indonesia and Thailand are accrued and deemed not recoverable in 2021.

125. Aging analysis of withholding tax receivable as of 31 December 2021 and 2020 are as follows:

(Thousands of United States dollars)

	As at 31 December 2021			As at 31 December 2020		
Country	**Greater than 3 years**	**Less than 3 years**	**Tax receivable**	**Greater than 3 years**	**Less than 3 years**	**Tax receivable**
Australia	-	903	903	-	569	569
Austria	-	142	142	-	-	-
Belgium	-	942	942	-	780	780
Canada	-	13	13	-	13	13
Chile	-	55	55	-	41	41
Colombia	-	263	263	-	142	142
Czechia	-	162	162	-	453	453
Denmark	-	1 224	1 224	-	124	124
Egypt	-	3 769	3 769	-	1 486	1 486
Finland	-	1 904	1 904	-	547	547
Germany	8 257	11 105	19 362	-	22 327	22 327
India	-	644	644	-	544	544
Ireland		157	157	-	-	-
Japan	-	-	-	-	4	4
Luxembourg	-	30	30	-	21	21
Netherlands	16	2 247	2 263	-	1 848	1 848
Norway	-	200	200	-	581	581
Philippines	-	1 570	1 570	-	1 034	1 034
Russian Federation	-	415	415	-	2	2
Singapore	-	51	51	-	58	58
Spain	-	399	399	-	149	149
Sweden		890	890		10	10
Switzerland	-	28 713	28 713	-	20 547	20 547
Turkey	-	-	-	-	81	81
United Kingdom	-	630	630	-	789	789
Total	**8 273**	**56 428**	**64 701**	**-**	**52 150**	**52 150**

9. Other assets

126. The other assets included in the statement of net assets available for benefits are broken down as follows:

(Thousands of United States dollars)

	31 December 2021	31 December 2020
Prepayments and benefits receivable	21 451	18 439
Property, plant and equipment	106	-
Intangible assets under development	272	-
UN receivable	-	7 173
Other receivables	814	1 698
Total	**22 643**	**27 310**

9.1 Prepayments and benefits receivables

127. An overview of the prepayments and other accounts receivable held by the Fund is as follows:

(Thousands of United States dollars)

	31 December 2021	31 December 2020
Prepayments	10 766	7 309
Advance benefit payments due to payroll conversion	4 786	5 732
Benefits receivable	11 214	10 504
Benefits receivable – provision	(5 315)	(5 106)
Total	**21 451**	**18 439**

9.2 Property, plant & equipment

128. An overview of the fixed assets held by the Fund is as follows:

(Thousands of United States dollars)

	IT Equipment	Leasehold Improvements		Total
	in use	in use	under construction	
Cost				
1 January 2021	1 148	18 624	-	**19 772**
Additions	-	-	106	**106**
Disposals / Transfers	(584)	(2 680)	-	**(3 264)**
31 December 2021	564	15 944	106	**16 614**
Accumulated depreciation				
1 January 2021	1 148	18 624	-	**19 772**
Depreciation	-	-	-	**-**
Disposals / Transfers	(584)	(2 680)	-	**(3 264)**
31 December 2021	564	15 944	-	**16 508**
Net book value				
31 December 2021	**-**	**-**	**106**	**106**

(Thousands of United States dollars)

	IT Equipment	Leasehold Improvements		Total
	in use	in use	under construction	
Cost				
1 January 2020	1 234	18 624	-	**19 858**
Additions	-	-	-	**-**
Disposals / Transfers	(86)	-	-	**(86)**
31 December 2020	1 148	18 624	-	**19 772**
Accumulated depreciation				
1 January 2020	1 234	14 900	-	**16 134**
Depreciation	-	3 724	-	**3 724**
Disposals / Transfers	(86)	-	-	**(86)**
31 December 2020	1 148	18 624	-	**19 772**
Net book value				
31 December 2020	**-**	**-**	**-**	**-**

129. The leasehold improvements in use and under construction included above relate to the Fund’s improvements to its offices at New York.

9.3 Intangible assets

130. An overview of the intangible assets held by the Fund is as follows:

(Thousands of United States dollars)

	Intangible assets in use	Under Construction	Total Intangible assets
Cost			
1 January 2021	20 336	-	**20 336**
Additions	-	272	**272**
Transfers	-	-	**-**
Disposals	-	-	**-**
31 December 2021	20 336	272	**20 608**
Accumulated amortization			
1 January 2021	20 336	-	**20 336**
Amortization	-	-	**-**
Disposals	-	-	**-**
31 December 2021	20 336	-	**20 336**
Net book value			
31 December 2021	**-**	**272**	**272**

(Thousands of United States dollars)

	Intangible assets in use	Under Construction	Total Intangible assets
Cost			
1 January 2020	20 336	-	**20 336**
Additions	-	-	**-**
Transfers	-	-	**-**
Disposals	-	-	**-**
31 December 2020	20 336	-	**20 336**
Accumulated amortization			
1 January 2020	20 336	-	**20 336**
Amortization	-	-	**-**
Disposals	-	-	**-**
31 December 2020	20 336	-	**20 336**
Net book value			
31 December 2020	-	-	-

10. Benefits payable

131. The amount shown in the statement of net assets is broken down as follows:

(Thousands of United States dollars)

	31 December 2021	31 December 2020
Withdrawal Settlements	95 781	92 670
Lump sum payments	19 065	14 411
Periodic benefits payable	38 283	37 254
Other benefits payables/adjustments	1 312	37
Total	**154 441**	**144 372**

11. After-service health insurance and other employee benefits

132. A breakdown of the after-service health insurance (ASHI) and other benefits payable amount shown in the statement of net assets is as follows:

(Thousands of United States dollars)

	31 December 2021	31 December 2020
ASHI liability	106 946	105 186
Repatriation grant and related costs	5 324	5 493
Education grant and related costs	437	410
Annual leave	6 630	4 882
Home leave	383	359
Total	**119 720**	**116 330**

ASHI, annual leave, and repatriation grants liability:

133. The Fund provides its employees, who have met certain eligibility requirements, with the following after-service and end-of-service benefits.

- Health care benefits after they retire. This benefit is referred to as after-service health insurance (ASHI).
- Repatriation benefits to facilitate the relocation of expatriate staff members.
- Annual leave benefits to provide staff members with periods of time off from work at full pay for personal reasons and for purposes of health, rest, and recreation. Upon separation from service, staff members who have accrued unused annual leave will be paid for each day of unused leave up to a maximum of 60 days.

134. The liabilities as of 31 December 2021 were the result of the roll-forward to 31 December 2021 of the end-of-service benefit obligations as of 31 December 2020 for the Fund by the consulting actuary; and:

- health insurance premium and contribution data provided by the United Nations;
- actual retiree claims experience under health insurance plans;
- estimated travel and shipment costs and annual leave balances reported by the United Nations in the census data;
- various economic, demographic, and other actuarial assumptions; and
- generally accepted actuarial methods and procedures.

135. In performing the roll-forward to 31 December 2021, only the financial assumptions such as the discount rates, inflation and health care cost trend rates were reviewed as at 31 December 2021 and updated when necessary. All other assumptions remain the same as those used for the full valuation as of 31 December 2020.

136. The key assumptions in the calculation of after-service liabilities are the discount rate and healthcare trend rates. The discount rate is based on the “spot” rate that reflects the market expectations at the time of the calculations to meet future expected benefit payments, based on high quality bonds. The discount rate is then the equivalent single rate that would produce the same liability as the full spot curve using the multiple bonds necessary to meet the future cash flow expectations.

137. The yield curves used in the calculation of the discount rates in respect of the United States dollars, the eurozone Euro and the Swiss franc are those developed by Aon Hewitt, consistent with the decision of the United Nations Task Force on Accounting Standards to harmonize actuarial assumptions across the United Nations system.

138. For 31 December 2021, the single equivalent discount rates were selected and determined by the Fund, as follows:

- 2.76% for ASHI scheme
- 2.68% for repatriation benefits
- 2.76% for annual leave

139. For 31 December 2020, the single equivalent discount rates were selected and determined by the Fund, as follows:

- 2.44% for ASHI scheme
- 2.08% for repatriation benefits
- 2.23% for annual leave

140. For comparison purposes, the table below shows the percentage change due to a 0.5% change in the discount rate.

Discount rate	ASHI	Repatriation benefit	Annual leave
Increase of 0.5%	11% decrease	4% decrease	4% decrease
Decrease of 0.5%	12% increase	4% increase	4% increase

141. The comparison of health-care cost trend rates is as follows:

	31 December 2021	31 December 2020
US Non Medicare	5.17% trending down to 3.95% after 10 years	5.31% trending down to 3.65% after 14 years
US Medicare	5.03% trending down to 3.95% after 10 years	5.15% trending down to 3.65% after 14 years
US Dental	4.53% trending down to 3.95% after 10 years	4.59% trending down to 3.65% after 14 years
Non US - Switzerland	3.44% trending down to 2.25% after 7 years	3.65% trending down to 2.75% after 8 years
Non US - Eurozone	3.75% and no change	3.73% trending down to 3.25% after 6 years

142. For comparison purposes, the table below shows the changes in the obligations due to a 0.5% change in the assumed medical cost trend rate (thousands of United States dollars):

2021	Increase	Decrease
Effect on the defined-benefit obligation	12 679	(10 984)
Effect on the aggregate of the current service cost and interest rate	(1 078)	(3 130)

2020	Increase	Decrease
Effect on the defined-benefit obligation	12 628	(10 919)
Effect on the aggregate of the current service cost and interest rate	1 140	(963)

143. The increase in the total ASHI liabilities reported from 31 December 2020 to 31 December 2021 is primarily due to the impact of changing the financial assumptions, in particular the decrease in the discount rates for benefits denominated in USD.

144. The following table illustrates the movements in post-employment net defined-benefits liabilities:

(Thousands of United States dollars)

	2021			2020		
	ASHI	Repatriation grant	Annual leave	ASHI	Repatriation grant	Annual leave
Net defined-benefit liability as at 1 January	**105 186**	**5 493**	**4 882**	**93 611**	**4 977**	**4 686**
Current service cost	4 444	328	399	3 955	297	383
Interest cost	2 550	111	105	2 643	144	112
Benefits paid	(1 300)	(347)	(386)	(1 157)	(342)	(418)
Actuarial (gains)/losses	(3 934)	(261)	1 630	6 134	417	119
Net defined-benefit liability as at 31 December	**106 946**	**5 324**	**6 630**	**105 186**	**5 493**	**4 882**

145. The following table illustrates the estimated benefit payments net of participant contributions for the next 10 years.

(Thousands of United States dollars)	Year					
	2022	**2023**	**2024**	**2025**	**2026**	**2027 to 2031**
ASHI	1 307	1 496	1 678	1 858	2 030	13 209
Repatriation grant	480	479	396	370	351	1 644
Annual leave	611	559	459	409	408	1 891

146. Other specific key assumptions used in the calculations based on census data as of 31 October 2021 were as follows:

ASHI

147. 273 active staff were included in the calculation: 234 U.S. based and 36 Non-U.S. based. 102 retired staff or their surviving spouses were included in the calculation: 79 U.S. based and 20 non-U.S. based. In addition, 3 active staff and 3 retirees or their surviving spouses that participated in dental only plans were included. For active staff, the average age was 48 years with 10 years of service. The average age of retirees was 70 years.

Repatriation Benefits

148. Staff members who are appointed as international staff are eligible for the payment of repatriation grant after one year of active service outside his or her country of nationality as long as the reason for separation is not summary dismissal or abandonment of post.

149. The amount ranges from 2-28 weeks of salary depending on the category of employment and years of service of the eligible staff. Travel and shipment of personal effects may also be authorized to the recognized country of home leave.

150. 114 eligible staff with an average annual salary of US$85,872 were considered.

Annual Leave

151. Staff are entitled to accrue annual leave from the date of their appointment. Staff members who, upon separation from service, have accrued leave will be paid up to a maximum of 60 days if on a fixed-term appointment or up to 18 days on a temporary appointment. Payment amount is calculated at 1/261 of applicable salary amounts for each unused annual leave day.

152. 345 active staff with an average annual salary of US$106,380 were considered.

12. Other accruals and liabilities

153. The amount shown as other accruals and liabilities in the financial statements is broken down as follows:

(Thousands of United States dollars)

	31 December 2021	31 December 2020
Accruals for management fees and expenses	7 115	6 630
Accrual for contractual services	49	483
Restoration payable	3 686	3 533
Operating leases accrual	6 274	61
UN payable	2 192	-
Audit fee accrual	197	197
Other	198	202
Total	**19 711**	**11 106**

13. Investment income

154. The following table summarizes the Fund's income from investments net of transaction costs recognized during the period. Any transaction cost which can be allocated to a single transaction or trade is netted off against investment income. Examples are broker commissions, other transaction costs and management fees. Any management expense charged to the income statement of a real asset or alternative fund was recorded separately as management expenses in the Fund's statement of changes in net assets and included under transaction costs.

155. In some jurisdictions, the Fund receives dividend income, interest income and real estate income without any withholding tax. This is primarily a result of the fact that pension funds are exempt from withholding taxes in many jurisdictions. However, a number of jurisdictions do not provide this benefit to all pension funds but recognize that UNJSPF is part of the UN and hence exempt from national taxation of member states on its direct investments in accordance with Article 105 of the Charter of the United Nations and with Article II, Section 7 (a) of the 1946 Convention on the Privileges and Immunities of the United Nations (refer to Note 3.3). The Fund is not able to reliably measure the value of the additional tax exemption obtained by being part of the UN and therefore does not disclose the value of this additional benefit on the face of the statement of changes in net assets available for benefits as non-exchange income in accordance with IPSAS 23, *Revenue from non-exchange transactions*.

(Thousands of United States dollars)

	2021	2020
Total change in fair value for financial assets designated at fair value	**8 709 060**	**8 208 579**
Interest income		
Interest income on cash and cash equivalents	-	1 571
Interest income on fixed income instruments	582 824	596 745
Total interest income	**582 824**	**598 316**
Total dividend income	**893 950**	**817 362**
Total income from unitized real estate funds	**78 015**	**74 344**
Transaction costs		
Management fees and other related fees	(164 538)	(151 599)
Small capitalization fund management fees	(16 466)	(11 726)
Brokerage commissions	(12 880)	(12 571)
Other transactions cost	(7 349)	(3 944)
Total transaction cost	**(201 233)**	**(179 840)**
Withholding tax	**(12 701)**	**(3 606)**
Other investment related (expenses) income, net	**(2 744)**	**885**
Net investment income	**10 047 171**	**9 516 040**

156. The following tables present the change in fair value of investments by asset class as a result of change in market price and currency exchange rate for the year ended 31 December 2021 and 31 December 2020.

(Thousands of United States dollars)

	2021			2020		
	Market price	**Currency***	**Total change**	**Market price**	**Currency***	**Total change**
Equities	7 729 315	(695 609)	7 033 706	6 158 393	490 825	6 649 218
Fixed Income	(1 025 500)	(199 286)	(1 224 786)	624 926	(153 441)	471 485
Real assets investments	1 197 848	(48 326)	1 149 522	137 369	59 144	196 513
Alternative investments	1 776 365	(25 928)	1 750 437	872 357	34 747	907 104
Cash, cash equivalents and receivable and payable from investment traded	-	181	181	-	(15 741)	(15 741)
Total change in fair value for financial assets designated at fair value	**9 678 028**	**(968 968)**	**8 709 060**	**7 793 045**	**415 534**	**8 208 579**

*Change in currency exchange (loss) / gain includes $71.2 million of realized currency exchange loss (2020: a loss of $338.6 million) and $897.7 million unrealized currency exchange loss (2020: a gain of $754.1 million).

14. Pension contributions

157. Pension contributions received in the period are broken down as follows:

(Thousands of United States dollars)

	2021	2020
Contribution from participants		
Regular contributions	984 174	943 677
Contribution for validation	629	761
Contribution for restoration	5 469	4 853
	990 272	**949 291**
Contributions from member organizations		
Regular contributions	1 968 348	1 887 354
Contribution for validation	1 258	1 523
	1 969 606	**1 888 877**
Other contributions		
Contributions for participants transferred in under agreements	8 101	3 964
Receipts of excess actuarial value over regular contributions	319	217
Other contributions/adjustments	967	4 798
	9 387	**8 979**
Total contributions for the period	**2 969 265**	**2 847 147**

158. The contributions vary based on changes in the number of participants, changes in the distribution of participants, changes in pensionable remuneration rates as a result of cost-of-living increases determined by the International Civil Service Commission (“ICSC”), and the periodic step-increase to individual pensionable remuneration received by all participants.

15. Pension benefits

159. Pension benefits in the period are broken down as follows:

(Thousands of United States dollars)

	2021	2020
Withdrawal settlements and full commutation of benefits		
For contributory services of 5 years or less	51 780	39 409
For contributory services more than 5 years	152 892	137 562
	204 672	**176 971**
Retirement benefits		
Full retirement benefits	1 460 664	1 360 779
Early retirement benefits	778 423	742 084
Deferred retirement benefits	119 081	117 459
Disability benefits	101 386	94 335
Survivor's benefits	290 783	275 417
Child's benefits	34 773	32 788
	2 785 110	**2 622 862**
Other benefits/adjustments		
Payments for participants transferred out under agreements	3 345	2 219
Forfeitures	(14 144)	(11 048)
Other benefits/adjustments	(3 206)	(2 023)
	(14 005)	**(10 852)**
Total pension benefits for the period	**2 975 777**	**2 788 981**

16. Administrative expenses

160. Administrative expenses in 2021 are as follows:

(Thousands of United States dollars)

	2021				
	Secretariat of the Pension Board	Pension Administration	Office of Investment Management	Audit	Total
Established posts (excluding change in the value of the ASHI liability)	598	28 728	17 301	-	46 627
Changes in the value of the ASHI liability	12	1 200	516	32	1 760
Other staff costs	69	5 949	2 258	-	8 276
Consultants	-	59	375	-	434
Travel	-	44	33	-	77
Contractual services	-	14 097	14 211	-	28 308
General operating expenses	13	8 018	3 396	-	11 427
Supplies and materials	-	52	17	-	69
Furniture and equipment	-	-	243	-	243
Audit costs (excluding change in the value of the ASHI liability)	-	-	-	1 789	1 789
Total administrative expense	**692**	**58 147**	**38 350**	**1 821**	**99 010**

(Thousands of United States dollars)

	2020				
	Secretariat of the Pension Board	Pension Administration	Office of Investment Management	Audit	Total
Established posts (excluding change in the value of the ASHI liability)	711	25 870	16 661	-	43 242
Changes in the value of the ASHI liability	58	7 975	3 345	197	11 575
Other staff costs	101	5 663	1 694	-	7 458
Consultants	-	143	105	-	248
Travel	26	35	36	-	97
Contractual services	248	11 649	12 781	-	24 678
General operating expenses	-	10 134	3 005	-	13 139
Supplies and materials	-	22	2	-	24
Furniture and equipment	-	1 062	22	-	1 084
Audit costs (excluding change in the value of the ASHI liability)	-	-	-	1 649	1 649
Total administrative expenses	**1 144**	**62 553**	**37 651**	**1 846**	**103 194**

17. Other expenses

161. Other expenses during the period are as follows:

(Thousands of United States dollars)

	2021	**2020**
Emergency fund expense	52	55
Provision for unrecoverable benefits overpayments	1 714	1 073
Total other expenses	**1 766**	**1 128**

18. Actuarial situation of the Fund (See also Note 1.5)

162. The Fund provides retirement, death, disability and related benefits for staff of the United Nations and other organizations admitted to membership in the Fund. Accumulated (promised) plan benefits represent the total actuarial present value of those estimated future benefits that are attributable under the Fund's provisions to the service staff have rendered as of the valuation date. Accumulated plan benefits include benefits to be paid to: (a) retired or terminated staff or their beneficiaries; (b) beneficiaries of staff who have died; and (c) present staff or their beneficiaries.

163. Benefits payable under all circumstances – retirement, death, disability, and termination of employment – are included to the extent they are deemed attributable to service staff have rendered as of the valuation date.

164. The actuarial present value of accumulated (promised) plan benefits (which does not take into account future increases in pensionable remuneration) is determined by independent actuaries and the amount is derived by applying actuarial assumptions to adjust the accumulated plan benefits to reflect the time value of money (through discounts for interest) and the probability of payment (by means of decrements such as for death, disability, withdrawal, or retirement) between the valuation date and the expected date of payment.

165. The Fund is applying the guidance included in IAS 26.28 (b) and discloses the actuarial present value of promised retirement benefits in the notes to its financial statements.

Key assumptions

166. The significant actuarial assumptions used are the same as those used in the valuation as of 31 December 2020:

- Life expectancy of participants (2017 United Nations Mortality Tables adjusted for forecast improvements in mortality);
- Age specific retirement and turnover assumptions;
- Additional assumptions regarding percentage of benefit commuted, percent of married and so forth;
- Annual investment return of 6.0% which serves as the discount rate for liabilities; and
- Annual rate of 2.5% for cost-of-living increases in pensions.

167. These key assumptions were recommended by the Committee of Actuaries and adopted by the Pension Board at its sixty-ninth session in July 2021. The foregoing actuarial assumptions are based on the presumption that the Fund will continue. Were the Fund to be terminated, different actuarial assumptions and other factors may be applicable in determining the actuarial present value of accumulated plan benefits.

Statement of accumulated benefits

168. The actuarial present value of accumulated plan benefits as of 31 December 2021 is as follows (See Note 1.11 for the description of the pension adjustment system):

(Millions of United States dollars)

	If future pension payments are made under Regulations:	
	Without pension adjustments	**With pension adjustments**
(1) Actuarial value of vested benefits		
(a) Participants currently receiving benefits	28 176	36 784
(b) Vested terminated participants	1 066	1 810
(c) Active participants	19 477	26 790
(d) Total vested benefits	**48 719**	**65 384**
(2) Non-vested benefits	1 005	1 272
(3) Total actuarial present value of accumulated plan benefits	**49 724**	**66 656**

Information on participation in UNJSPF

169. The last valuation was provided by the consulting actuaries as at 31 December 2021 based on participation below. The participation in the plan developed as follows:

	31 December 2021
Active Participants accruing benefits	
Number	128 051
Annual remuneration (in millions)	$12 775
Average remuneration	**$99 763**
Inactive Participants no longer accruing benefits	
Number	9 210
Annual benefits payable at Normal Retirement Age (in millions)	$91
Average benefit payable at Normal Retirement Age	**$9 921**
Retired Participants and beneficiaries	
Number	82 312
Annual benefits (in millions)	$2 662
Average benefit	**$32 342**

19. Commitments and contingencies

19.1 Investment commitments

170. As of 31 December 2021 and 2020, the Fund was committed to the following investment commitments:

(Thousands of United States dollars)

	31 December 2021	**31 December 2020**
Real Estate Funds	2 751 886	3 035 723
Private Equity	3 636 897	3 303 070
Infrastructure Funds	320 194	209 497
Timberland Funds	3 769	11 270
Total commitments	**6 712 746**	**6 559 560**

171. In the private equity, real estate, infrastructure and timberland investments, funds are drawn down in accordance with the terms and conditions of the fund agreements. The fund agreements are unique to each individual investment. Funds are drawn down to (a) fund investments in assets that have been purchased or are being contracted for purchase; and (b) pay fees earned by the general partner or manager under the terms and conditions of the fund agreement.

19.2 Lease commitments

172. As of 31 December 2021 and 2020, the Fund was committed to the following lease commitments:

(Thousands of United States dollars)

	31 December 2021	31 December 2020
Obligations for property leases:		
Less than 1 year	6 779	560
1-5 years	19 403	17 903
Greater than 5 years	43 154	51 107
Total property leases obligations	**69 336**	**69 570**

19.3 Legal or contingent liabilities and contingent assets

173. There are no contingent liabilities arising from legal actions and claims that are likely to result in a material liability to the UNJSPF.

174. Contingent assets are excluded from the statement of net assets available for benefits on the basis that the inflow of economic benefits is not virtually certain but reliant on the incurrence of an event outside of the control of the Fund. There were no contingent assets as at 31 December 2021 or 31 December 2020.

20. Risk assessment

175. The Fund's activities expose it to a variety of financial risks including, but not limited to, credit risk, liquidity risk, and market risk (including currency risk, interest rate risk and price risk).

176. The Fund's investment risk management program seeks to measure and monitor the risk to which the Fund is exposed and seeks to minimize potential adverse effects on the Fund's financial performance, consistent with the Fund's Strategic Asset Allocation policy. The Investments Committee (IC) provides advice to the RSG on investment strategy and reviews the investments of the Fund at its quarterly meetings. The IC advises on long term policy, asset allocation and strategy, diversification by type of investments, currencies and economic sectors and any other matters.

177. The Fund uses appropriate methods to measure, monitor and manage the various types of financial risks to which it is exposed. These methods are explained below.

20.1 Credit risk

178. Credit risk is defined as the potential risk that a borrower or counterparty will fail to meet its obligations in accordance with agreed terms, resulting in a loss. The risk of a trading partner not fulfilling its obligations to another in a timely manner is a risk that all obligors face. Ensuring adequate control over credit risk and effective risk management is critical to the long-term sustainability of the Fund. The Fund manages risk by addressing the following important areas:

- Approving and maintaining appropriate credit exposure measurement and monitoring standards;
- Establishing limits for amounts and concentrations of credit risk, monitoring and implementing a review process for credit exposure; and
- Ensuring adequate controls over credit risk.

179. The Fund is primarily exposed to credit risk in its Fixed Income asset class. The Fund manages credit risk in line with the authorized investment policy statement and the relevant fixed income benchmarks. The benchmark requires at least one of the following well-known credit rating agencies (S&P, Moody's or Fitch) to have rated the issue/issuer.

180. The following tables summarize the credit ratings obtained from rating agencies (Moody's, S&P or Fitch) for the Fund's fixed-income portfolio as of 31 December 2021 and 2020. The Fund uses Moody's issue ratings as the primary source for the information shown in the tables. If the issue is not rated, then Moody's issuer rating is used. If the issue/issuer is not evaluated by Moody's then issue/issuer ratings are obtained from S&P or Fitch.

As at 31 December 2021:

(Thousands of United States dollars)

	Ratings					
Fixed Income	**Aaa /AA to Aa3/AA-**	**A1/A+ to A3/A-**	**Baa1/BBB+ to Baa3/BBB-**	**Ba1/BB+ to B3/B-**	**Not rated (1)**	**Total**
Government and agencies securities	20 163 361	566 651	1 677 226	716 560	-	23 123 798
Asset backed securities	207 406	-	-	-	-	207 406
Corporate bonds / Commercial paper	46 301	248 130	315 997	-	-	610 428
Municipal/provincial bonds	38 991	-	-	-	-	38 991
Commercial mortgage-backed	705 297	-	-	-	-	705 297
Funds - corporate bonds	-	-	-	-	55 966	55 966
Total	**21 161 356**	**814 781**	**1,993 223**	**716 560**	**55 966**	**24 741 886**
Percentage	**85.52%**	**3.29%**	**8.06%**	**2.90%**	**0.23%**	**100.00%**

(1) One security amounting to $56.0 million was a bond fund, and as such, was not evaluated by any credit rating agency.

As at 31 December 2020:

(Thousands of United States dollars)

	Ratings					
Fixed Income	**Aaa /AA to Aa3/AA-**	**A1/A+ to A3/A-**	**Baa1/BBB+ to Baa3/BBB-**	**Ba1/BB+ to B3/B-**	**Not rated (1)**	**Total**
Government and agencies securities	17 867 385	859 661	1 647 622	625 880	-	21 000 548
Asset backed securities	152 242	-	-	-	-	152 242
Corporate bonds / Commercial paper	58 848	149 013	167 850	-	-	375 711
Municipal/provincial bonds	24 103	-	-	-	-	24 103
Commercial mortgage-backed	771 043	-	-	-	-	771 043
Funds - corporate bonds	-	-	-	-	53 884	53 884
Total	**18 873 621**	**1 008 674**	**1 815 472**	**625 880**	**53 884**	**22 377 531**
Percentage	**84.34%**	**4.51%**	**8.11%**	**2.80%**	**0.24%**	**100.00%**

(1) One security amounting to $53.9 million was a bond fund, and as such, was not evaluated by any credit rating agency.

181. Maturity analysis of fixed income securities as at 31 December 2021 and 2020 is as follows:

(Thousands of United States dollars)

Maturity	31 December 2021	31 December 2020
Less than 1 year	3 828 801	1 581 072
1 -5 years	5 272 208	4 348 672
5 - 15 years	4 780 823	5 488 058
Greater than 15 years	10 860 054	10 959 729
Total	**24 741 886**	**22 377 531**

20.2 Liquidity risk

182. Liquidity risk is the risk of not being able to meet the cash requirements for the Fund's obligations. Cash requirements can arise from settlement needs for various investment trades, capital calls from uncalled or unfunded commitments, and benefit payment disbursements in various currencies. The Fund manages its liquidity risk by investing the vast majority of its investments in liquid securities.

20.3 Market risk

183. Market risk is the risk of change in the value of plan assets due to various market factor movements such as asset price, interest rates, major market index movements, currency exchange rates and market volatility. The Fund has adopted Value at Risk (VaR) as a parameter to measure the market risk, in addition to standard deviation and tracking risk. Value at Risk is a universally accepted parameter to communicate market risk for financial and asset management institutions. The Fund also has risk tolerance for investment risks in the Investment Policy approved by the RSG. Based on this risk tolerance, a risk budget has been assigned to each portfolio manager. The risk budget is modified once a year.

184. Value at Risk (VaR), as a single number, summarizes the portfolio's exposure to market risk as well as the probability of an adverse move, or in other words, level of risk. The main purpose of VaR is to assess market risks that result from changes in market prices. There are three key characteristics of VaR: (a) the amount (in percentage or dollar terms), (b) the time horizon (in this case, one year) and (c) the confidence level (in this case, 95%). When reported as 95% confidence, VaR(95) number (in percentage or in dollar terms) indicates that there is 95% chance that portfolio losses will not exceed the respective VaR95 number (percentage or dollar terms) over a year. In addition, the Fund reports tail risk or expected shortfall, which measures the average expected loss for the 5% of the time when the losses exceed VaR(95). The Fund also reports contribution to risk. Considering the risk of the whole Fund as 100%, contribution to risk indicates how much of the risk is contributed by that asset class. Contribution to risk is additive (all contributions will add up to 100%). VaR(95) is not additive due to the diversification effect.

185. The table below depicts four important aspects of risks. It shows volatility or standard deviation in percentage, followed by VaR(95) for the given portfolio in percentage terms. Contribution to risk indicates how much each asset class contributes to the total Fund risk. Clearly, total Fund risk is 100% and each of the asset class below indicates the contribution to the risk. Expected shortfall at 5% (because the Fund is indicating VaR at 95%), indicates average value or expected value of losses for the 5% of the times when losses exceed VaR95.

186. All numbers in the table below are reported for a one-year term horizon. For 2021, the estimated volatility on absolute basis (benchmark not included) of the total fund was 13.41%, the estimated value-at risk VaR (95%) was 17.39%, and the estimated expected shortfall ES (95%) was 34.07%. VaR of 17.39% indicates that there is 95% chance that portfolio losses will not exceed the 17.61% over a year. The asset class with lowest VaR (lowest risk) is cash and short term, followed by fixed income and total equities. The asset class with highest VaR (highest risk) is real estate, followed by private equity, infrastructure and timberland. The contribution to risk statistics is driven by the asset class 1) risk, 2) weights in portfolio, 3) correlation with other assets in the portfolio. Accordingly, for 2021, the total equity portfolio contributed 80.20% to total fund risk, while fixed income contributed -0.52%, real estate 11.31%, and private equity 8.79%. As of 31 December 2021, equities represented 56.88% of the net assets available for benefits.

187. All numbers in the chart below are annualized using historical simulation.

2021:

Asset Class	Volatility (Standard Deviation)	VaR (95%)	Contribution to Risk	Expected Shortfall (5%)
Total fund	13.41	17.39	100.00	34.07
Total equity	18.81	24.26	80.20	47.81
Fixed income	2.98	4.30	(0.52)	7.12
Cash and short term	0.06	0.10	0.00	0.14
Real estate	26.62	31.21	11.31	67.76
Private equity	17.95	24.99	8.79	46.64
Infrastructure	17.78	24.43	0.19	46.40
Timberland	17.78	24.43	0.03	46.40

Note: Figures are reported from MSCI RiskMetrics as of 31 December 2021. Percentages are rounded to the nearest two decimal places; 0.00 indicates a value smaller than 0.01 but not zero.

2020:

Asset Class	Volatility (Standard Deviation)	VaR (95%)	Contribution to Risk	Expected Shortfall (5%)
Total fund	13.37	17.61	100.00	34.00
Total equity	18.52	25.05	82.41	47.12
Fixed income	2.88	4.12	(0.48)	6.74
Cash and short term	0.09	0.13	0.00	0.18
Real estate	26.77	31.98	10.95	69.50
Private equity	18.36	25.97	6.88	48.05
Infrastructure	18.13	25.61	0.21	47.75
Timberland	18.13	25.16	0.03	47.75

Note: Figures are reported from MSCI RiskMetrics as of 31 December 2020. Percentages are rounded to the nearest two decimal places; 0.00 indicates a value smaller than 0.01 but not zero.

188. Since early 2020, the outbreak of the novel coronavirus (COVID-19), which the World Health Organization declared a pandemic, continues to cause significant uncertainty in the world economy. The increased Volatility (Standard deviation), VaR (95%) and expected shortfall (5%) in 2021 and 2020 were due to the unprecedented market volatility primarily caused by the COVID-19 pandemic

189. Although VaR is an important tool for measuring market risk, the assumptions on which the model is based give rise to some limitations. Key assumptions include, a 1-day holding period to hedge or dispose of positions which, may not be the case for illiquid assets or may be due to adverse market conditions; a 95% confidence level, which indicates that there is a 5% probability of losses exceeding the VaR at 95%; VaR calculated on an end-of-day basis, which does not reflect changes during the trading day; and the use of historical data and Monte Carlo simulation, which may not cover all possible scenarios, especially those of an exceptional nature.

Price risk:

190. The Fund is exposed to equity securities price risk. This arises from investments held by the Fund for which prices in the future are uncertain. Where non-monetary financial instruments − for example, equity securities − are denominated in currencies other than the US dollar, the price is initially expressed in non-US dollar denominated currency and is then converted into US dollars, which will also fluctuate because of changes in currency exchange rates.

191. At 31 December 2021 and 31 December 2020, the fair value of equities exposed to price risk was as follows:

(Thousands of United States dollars)

	31 December 2021	31 December 2020
Common and preferred stock	50 146 375	46 584 756
Funds – exchange traded funds	1 800 533	1 577 111
Funds - common stock	14 174	8 888
Stapled securities	61 545	74 460
Total equity instruments	**52 022 627**	**48 245 215**

192. Considering the total Fund risk as 100%, the contribution to risk due to equities is 80.20% (2020: 82.41%) of the total fund risk and the rest is contributed by all other asset classes.

193. The Fund also manages its exposure to price risk by analyzing the investment portfolio by industrial sector and benchmarking the sector weights.

194. The Fund's equity investment portfolio by industrial sector based on General Industry Classification Standards as of 31 December 2021 and 2020 was as follows:

	31 December 2021		31 December 2020	
General Industry Classification Standards	**Fund's equity portfolio**	**Benchmark***	**Fund's equity portfolio**	**Benchmark****
Financials	14.77%	15.59%	13.50%	14.16%
Information Technology	23.88%	25.35%	21.43%	22.26%
Communication Services	8.81%	9.51%	9.31%	9.68%
Consumer Discretionary	13.00%	13.35%	13.49%	13.61%
Consumer Staples	6.14%	6.65%	6.33%	6.83%
Energy	0.04%	0.04%	2.88%	3.20%
Health Care	12.05%	11.82%	11.44%	11.60%
Industrials	8.99%	8.17%	8.61%	7.86%
Materials	4.22%	4.98%	4.77%	5.23%
Utilities	1.40%	1.71%	2.44%	2.98%
Real Estate	2.62%	2.83%	2.34%	2.59%
Others	4.08%	Not applicable	3.46%	Not applicable
Total	**100.00%**	**100.00%**	**100.00%**	**100.00%**

* Benchmark source: 80% MSCI World Developed ESG and 20 % MSCI Emerging Markets ESG, customized to excludes tobacco, and certain modalities of armament and thermal coal companies.
** Benchmark source: MSCI All Country World Index, customized to excludes tobacco, and Controversial weapons.

195. The following table analyses the Fund's concentration of equity price risk in the Fund's equity portfolio by geographical distribution, based on counterparty's place of primary listing or, if not listed, place of domicile.

	31 December 2021	31 December 2020
North America	61.4%	55.5%
Europe	14.9%	14.8%
Asia Pacific	7.9%	9.6%
Emerging Markets	15.8%	20.1%
Total	**100.0%**	**100.0%**

Currency risk

196. The Fund is one of the most globally diversified pension funds in the world and therefore holds both monetary and non-monetary assets denominated in currencies other than the US dollar, the Fund's base currency. Currency exchange risk arises as the value of financial instruments denominated in other currencies fluctuates due to changes in currency exchange rates. Management monitors the exposure to all currencies. The unrealized foreign exchange gain/loss is primarily attributable to the fluctuation in currency exchange rates during the period.

197. The Fund does not use hedging to manage its non-US dollar denominated currency risk exposure, because the Fund expects currency impact to net out to zero over a full market cycle, as has been the case historically. Currency risk refers to risk due to foreign exchange rate changes.

198. The tables below illustrate the foreign exchange risk exposure of the Fund by class of investments. These summarize the Fund’s cash and investments at fair value as of 31 December 2021 and 2020 respectively. Net financial assets amounting to $22.1 million in 2021 (2020: net financial assets of $28.8 million), not held at fair value (Note 5) are excluded from this table. Assets held in exchange-traded funds (ETFs) are included as United States dollar assets.

	As at 31 December 2021					
Currency	**Equity**	**Fixed income**	**Real assets**	**Alternative and others**	**Cash**	**Total**
United States dollar	36.45%	23.33%	5.76%	6.00%	1.74%	73.28%
Euro	4.05%	0.03%	0.69%	0.94%	0.01%	5.72%
Japanese yen	3.08%	-	0.13%	-	0.00%	3.21%
Hong Kong dollar	2.56%	-	-	-	0.00%	2.56%
British pound sterling	1.93%	-	0.15%	0.14%	0.00%	2.22%
Canadian dollar	1.47%	0.02%	0.30%	-	0.00%	1.79%
South Korean won	1.19%	0.40%	-	-	0.00%	1.59%
Swiss franc	1.43%	-	-	-	0.00%	1.43%
Australian dollar	0.85%	0.00%	0.21%	-	0.00%	1.06%
Indian rupee	0.93%	0.10%	-	-	0.00%	1.03%
Mexican peso	0.27%	0.43%	-	-	0.00%	0.70%
Brazilian real	0.27%	0.40%	-	-	0.00%	0.67%
Swedish krona	0.62%	-	-	-	0.00%	0.62%
Indonesian rupiah	0.12%	0.43%	-	-	0.00%	0.55%
South African rand	0.28%	0.18%	-	-	0.00%	0.46%
Russian ruble	0.09%	0.35%	-	-	0.01%	0.45%
Malaysian ringgit	0.09%	0.32%	-	-	0.00%	0.41%
Danish krone	0.38%	-	-	-	0.00%	0.38%
Chinese Yuan (Renminbi)	0.34%	-	-	-	0.00%	0.34%
Thai baht	0.07%	0.24%	-	-	0.00%	0.31%
Polish zloty	0.03%	0.17%	-	-	0.00%	0.20%
Egyptian pound	-	0.18%	-	-	0.00%	0.18%
Philippine peso	0.07%	0.09%	-	-	0.00%	0.16%
Singapore dollar	0.14%	-	-	-	-	0.14%
New Israeli shekel	0.02%	0.07%	-	-	0.00%	0.09%
United Arab Emirates dirham	0.07%	-	-	-	0.00%	0.07%
Hungarian forint	0.01%	0.05%	-	-	0.00%	0.06%
Czech koruna	-	0.07%	-	-	0.00%	0.07%
Peruvian sol	-	0.06%	-	-	0.00%	0.06%
Colombian peso	-	0.05%	-	-	0.00%	0.05%
Turkish lira	0.01%	0.03%	-	-	0.00%	0.04%
Chilean peso	-	0.03%	-	-	0.00%	0.03%
Norwegian krone	0.03%	0.00%	-	-	0.00%	0.03%
Romanian Leu	-	0.02%	-	-	0.00%	0.02%
New Zealand dollar	0.02%	-	-	-	0.00%	0.02%
Grand Total	**56.87%**	**27.05%**	**7.24%**	**7.08%**	**1.76%**	**100.00%**

Note: Percentages are rounded to the nearest two decimal places. 0.00% indicates a value smaller than 0.01% but not zero.

	As at 31 December 2020					
Currency	**Equity**	**Fixed income**	**Real assets**	**Alternative and others**	**Cash**	**Total**
United States dollar	35.93%	23.40%	5.32%	4.71%	0.69%	70.05%
Euro	4.21%	0.05%	0.73%	0.88%	0.02%	5.89%
Japanese yen	3.93%	-	0.17%	-	0.00%	4.10%
Hong Kong dollar	3.06%	-	-	-	0.00%	3.06%
British pound sterling	2.20%	-	0.17%	0.11%	0.00%	2.48%
South Korean won	1.59%	0.38%	-	-	0.00%	1.97%
Canadian dollar	1.43%	0.02%	0.30%	-	0.00%	1.75%
Swiss franc	1.36%	-	-	-	0.01%	1.37%
Australian dollar	1.08%	0.00%	0.22%	-	0.00%	1.30%
Indian rupee	0.98%	0.14%	-	-	0.00%	1.12%
Brazilian real	0.49%	0.45%	-	-	0.00%	0.94%
Mexican peso	0.25%	0.52%	-	-	0.00%	0.77%
South African rand	0.46%	0.16%	-	-	0.00%	0.62%
Swedish krona	0.58%	-	-	-	0.00%	0.58%
Indonesian rupiah	0.12%	0.40%	-	-	0.00%	0.52%
Chinese Yuan Renminbi	0.44%	-	-	-	0.00%	0.44%
Russian ruble	0.05%	0.36%	-	-	0.00%	0.41%
Thai baht	0.09%	0.32%	-	-	0.00%	0.41%
Malaysian ringgit	0.11%	0.29%	-	-	0.00%	0.40%
Danish krone	0.37%	-	-	-	0.00%	0.37%
Polish zloty	0.03%	0.23%	-	-	0.00%	0.26%
Philippine peso	0.10%	0.11%	-	-	0.00%	0.21%
Singapore dollar	0.17%	-	-	-	0.00%	0.17%
Egyptian pound	-	0.10%	-	-	0.00%	0.10%
Turkish lira	0.04%	0.06%	-	-	0.00%	0.10%
Peruvian sol	-	0.09%	-	-	0.00%	0.09%
Hungarian forint	0.02%	0.07%	-	-	0.00%	0.09%
Czech koruna	-	0.08%	-	-	0.00%	0.08%
New Israeli shekel	-	0.07%	-	-	0.00%	0.07%
Colombian peso	-	0.07%	-	-	0.00%	0.07%
United Arab Emirates dirham	0.06%	-	-	-	0.00%	0.06%
Chilean peso	-	0.05%	-	-	0.00%	0.05%
Norwegian krone	0.04%	0.00%	-	-	0.00%	0.04%
Romanian Leu	-	0.03%	-	-	0.00%	0.03%
New Zealand dollar	0.03%	-	-	-	0.00%	0.03%
Grand Total	**59.22%**	**27.45%**	**6.91%**	**5.70%**	**0.72%**	**100.00%**

Note: Percentages are rounded to the nearest two decimal places. 0.00% indicates a value smaller than 0.01% but not zero.

Interest rate risk

199. Interest rate risk arises from the effects of fluctuations in the prevailing levels of markets' interest rates on the fair value of financial assets and liabilities and future cash flows. The Fund holds fixed interest rate securities, floating-rate debt instruments, cash and cash equivalents that expose the Fund to interest rate risk.

200. The table below summarizes the Fund's relative sensitivity to interest rate changes versus its reference Fixed Income benchmark. This measure of duration for the portfolio indicates the approximate percentage change in the value of the portfolio if interest rates change by 100 basis points.

	2021		2020	
	Fund	**Benchmark**	**Fund**	**Benchmark**
Effective duration	5.00%	5.83%	4.96%	4.81%

201. Effective duration is the sensitivity to interest rate. This means if the interest rate changes by 1%, the Fund can lose or gain approximately 5.00% (2020: 4.96%) compared to benchmark, which can lose or gain approximately 5.83% (2020: 4.81%). This primarily arises from the increase/decrease in the fair value of fixed interest securities. Floating rate debt instruments comprise less than 1% of the total fixed income investments used for calculating effective duration as of 31 December 2021 and 31 December 2020.

21. Budget information: Reconciliation between the actual amounts on a comparable basis and the statement of changes in net assets available for benefits

202. Differences between the actual amounts on a comparable basis with the budget and the actual amounts recognized in the financial statements can be classified into the following:

(a) Basis differences, which occur when the approved budget is prepared on a basis other than the accounting basis, as stated in Note 3.14.
(b) Timing differences, which occur when the budget period differs from the reporting period reflected in the financial statements. There are no timing differences for UNJSPF for the purposes of comparison of budget and actual amounts.
(c) Entity differences, which occur when the budget omits programs or entities that are part of the entity for which the financial statements are prepared. There are no entity differences for UNJSPF.

(Thousands of United States dollars)

	2021	**2020**
Actual amount on a comparable basis	99 602	89 396
Basis differences		
Asset additions/disposals	(378)	-
Depreciation, amortization and impairment	-	3 724
Unliquidated obligations	(5 857)	924
Prepayments	1 565	(1 661)
Employee benefits	3 390	12 341
Other accruals	688	(1 530)
Actual amount for administrative expenses in the statement of changes in net assets available for benefits	**99 010**	**103 194**

203. The above reconciliation illustrates key differences between total administrative expenditure on a budget basis (modified cash basis) and total expenditure on an IPSAS basis. The main differences can be categorized as follows:

- Depreciation/amortization expense: Fixed assets and intangible assets meeting the threshold for capitalization are capitalized and depreciated/amortized over their useful lives on an IPSAS basis. Only depreciation/amortization expense is recognized over the useful lives of the asset whereas the total expense is recognized on a budget basis at the time of acquisition.
- Expense recognition: On a budget basis expenditure is recognized at the time of disbursement or commitment as unliquidated obligations. Under IPSAS, expenses are recognized at the time goods or services are received. Unliquidated obligations for goods or services not received or prepayments are not recognized as expense. Economic services received but not yet paid for are recognized as expense under IPSAS.
- Employee benefits: On a budget basis, employee benefit expenses are recognized when the benefit is paid. Under IPSAS, an expense for an employee benefit should be recognized in the period in which the benefit is earned, regardless of time of payment. IPSAS therefore recognizes expenses for post-employment benefits such as after service health insurance, annual leave or repatriation benefits.

22. Funds under management

204. Funds under management are defined as other UN funds for which the Fund has engaged the services of external fund managers, independent of the Fund.

205. Pursuant to General Assembly Resolution 2951 dated 11 December 1972 establishing the United Nations University (UNU) and General Assembly Resolution 3081 and Article IX of the UNU Charter (A/9149/Add.2), the OIM is providing oversight services for the investments of the UNUEF (United Nations University Endowment Fund) that are outsourced to BlackRock Financial Managers Inc. with a separate custodian bank. Formal arrangements between the OIM and UNUEF regarding these services have been agreed upon. Resulting funds are reflected in the accounts of the United Nations University. There is no co-mingling of investment funds with those of the Fund which are maintained separately. Costs of the OIM management advisory fees amounting to $50,000 per year are reimbursed by UNUEF to the OIM and recorded as Other investment related income.

23. Related party transactions

Key Management Personnel

206. Key management personnel remunerated by the Fund for the years ended 31 December 2021 and 31 December 2020 are as follows:

	Number of individuals	Compensation and post adjustment	Entitlements	Pension and health plans	Total remuneration	Outstanding advances against entitlements	Outstanding loans
		(Thousands of United States dollars)					
2021	5	1 126	306	277	1 709	-	-
2020	5	995	457	228	1 680	-	-

207. Key management personnel are the Chief Executive (Note 1.2), the RSG, the Deputy Chief Executive, the Director of OIM/the Chief Investment Officer and the CFO as they have the authority and responsibility for planning, directing and controlling the activities of the Fund.

208. The aggregate remuneration paid to key management personnel includes: net salaries, post adjustment, and entitlements such as representation allowance and other allowances, assignment and other grants, rental subsidy, personal effect shipment costs, and employer pension and current health insurance contributions.

209. There are no outstanding advances against entitlements of key management personnel as at 31 December 2021 and 2020.

210. Key management personnel are also qualified for post-employment benefits (Note 11) on the same basis as other employees. The actuarial valuation of the benefits for the key management personnel are, as follows:

(Thousands of United States dollars)

	31 December 2021	31 December 2020
ASHI	1 602	423
Repatriation grant	364	180
Annual leave	217	79
Total	**2 183**	**682**

Other related parties

211. While no transactions occurred with the following parties, they are considered as related parties and a summary of the Fund's relationship with these parties is as follows:

United Nations General Assembly

212. The United Nations General Assembly is the highest legislative body of the Fund. It reviews reports submitted by the Pension Board, approves the budgets for the Fund, decides on new UNJSPF member organizations and amends the Fund's Regulations.

Member Organizations participating in the Fund

213. Member Organizations of the Fund (international, intergovernmental organizations) join the Fund by decision of the United Nations General Assembly upon the recommendation of the Pension Board and at the time of admission agree to adhere to the UNJSPF Regulations. Each UNJSPF member organization has a staff pension committee and a secretary to that committee; the committees and their secretariat are an integral part of the Fund's administration.

International Computing Centre

214. The International Computing Centre (ICC) was established in January 1971 pursuant to Resolution 2741 (XXV) of the United Nations General Assembly. ICC provides information and communications technology services to Partners and Users in the United Nations System. As a Partner bound by the Mandate of the ICC, the Fund would be proportionately responsible for any third party claim or liability arising from or related to service activities of the ICC as specified in the ICC Mandate. At 31 December 2021, there are no known claims that impact the Fund. Ownership of assets is with ICC until dissolution. Upon dissolution, the division of all assets and liabilities amongst Partner Organizations shall be agreed by the Management Committee by a formula defined at that time.

215. The role of ICC is to:

- provide Information Technology services on a full cost-recovery basis;
- assist in exploiting networking and computing technology;
- provide Information Management services;
- advise on questions related to Information Management;
- provide specialized training.

24. Subsequent events

216. General Assembly resolution A/RES/75/246 dated 7 January 2021, noted the report of the RSG on the proposal of the Pension Board to engage, for the first time, in a range of derivative instruments available to the Fund, to effectively manage the Fund's investments and address the increasing complexity of the global capital markets environment. It authorizes the Secretary-General to conduct margin trading for the limited purpose on a trial basis for two years. The Fund is currently assessing the feasibility of implementation of this pilot program and expects to report more detailed proposals to the General Assembly at its seventy-sixth

session, including information on the use of derivative instruments, engagement in margin trading and participation in securities lending, as well as compliance measures, with a view to ensuring strict adherence to the existing policies and accountability framework and a cost-effective investment strategy.

217. The events in Ukraine since 24 February 2022 are considered non-adjusting subsequent events. The wide range of financial sanctions imposed on the Russian Federation including international payment channels by numerous jurisdictions worldwide had negative impacts on the Financial Markets. The Moscow Stock Exchange MOEX suspended stocks trading, the Central Bank of Russia ("CBR") suspended local custodians ability to process and settle delivery of securities transactions for certain clients, several Russian Federation's public listed securities have had their listing suspended on certain stock exchanges, and index providers excluded those stocks from market indices. As at 31 December 2021 the Fund's investment at market value in Russian Federation's equity securities was $205 million, fixed income securities was $324 million, one real estate fund was $9 million and investment through one private equity fund valued at $70 million. The events in Ukraine since 24 February 2022 and the subsequent sanctions environment is expected to result in valuation impairment for the Fund's investments. As of the date of issuance of these financial statements the Fund cannot fully determine the negative impact on investments in Russian Federation due to uncertainty in demand of Russian Federation assets, significant volatility in exchange rate, current capital controls in place, an increased risk premium on Russian Federation assets and the potential for further sanctions.

218. Only the Fund's management has the authority to amend these financial statements.

Annex - Statistics on the operations of the Fund

Table 1: Number of participants as of 31 December 2021

Member Organization	Participants as at 31 December 2020	New Entrants	Transfer In	Transfer Out	Separations	Adjustments[3]	Participants as at 31 December 2021	Percent increase / (decrease)
United Nations[1]	86 963	6 287	222	256	6 215	174	86 827	(0.2)%
FAO[2]	12 341	2 214	93	70	656	22	13 900	12.6%
WHO	11 189	763	75	51	657	9	11 310	1.1%
IOM	7 687	1 425	35	52	452	7	8 636	12.3%
ILO	4 050	481	32	30	245	5	4 283	5.8%
IAEA	2 777	158	18	35	170	5	2 743	(1.2)%
UNESCO	2 511	187	27	14	166	6	2 539	1.1%
WIPO	1 215	52	6	4	61	(2)	1 210	(0.4)%
ICC	1 179	50	20	15	64	4	1 166	(1.1)%
ITU	765	52	7	3	42	1	778	1.7%
ICAO	739	30	4	4	48	1	720	(2.6)%
UNIDO	711	42	6	4	42	-	713	0.3%
IFAD	633	61	14	7	51	4	646	2.1%
WMO	353	52	12	6	21	2	388	9.9%
IMO	358	13	2	3	27	(2)	345	(3.6)%
CTBTO	309	26	16	5	16	1	329	6.5%
STL	400	7	-	26	125	(3)	259	(35.3)%
ICGEB	168	12	-	1	10	-	169	0.6%
WTO/Tourism	89	4	-	1	5	-	87	(2.2)%
ISA	44	11	-	2	5	-	48	9.1%
ICCROM	49	5	1	1	7	-	47	(4.1)%
IPU	43	4	-	-	2	-	45	4.7%
ITLOS	40	1	-	-	1	-	40	0.0%
EPPO	19	1	-	-	1	-	19	0.0%
WA	-	14	-	-	-	-	14	-
TOTAL	**134 632**	**11 952**	**590**	**590**	**9 089**	**234**	**137 261**	**2.0%**

1) The United Nations Headquarters, regional offices and all funds and programmes
2) Including the World Food Programme (WFP)
3) Corrections of prior years' erroneous entries

Table 2A: Benefits awarded to participants or their beneficiaries during the year ended 31 December 2021

Member organization	Number of benefits awarded											
	Retirement benefit	Early retirement benefit	Deferred retirement benefit	Withdrawal settlement		Child's benefit	Widow & widower benefit	Other death benefit	Disability benefit	Secondary dependency benefit	Transfer under agreement	Total
				< 5 years	> 5 years							
United Nations[1)]	877	507	353	2 703	1 483	1 391	157	-	86	2	23	7 582
FAO[2)]	94	58	52	313	95	146	27	-	4	1	3	793
WHO	102	62	35	281	140	152	20	-	7	-	2	801
IOM	23	9	15	307	86	30	8	-	-	1	-	479
ILO	51	19	19	121	24	25	9	-	3	-	-	271
IAEA	70	15	29	46	6	19	2	-	2	-	-	189
UNESCO	44	17	24	64	7	17	3	-	5	-	-	181
WIPO	18	9	7	22	-	5	1	-	3	-	-	65
ICC	9	3	5	29	16	2	1	-	-	-	-	65
ITU	16	5	2	12	4	4	-	-	2	-	-	45
ICAO	19	5	7	10	6	6	1	-	1	-	-	55
UNIDO	18	7	-	13	1	5	-	-	3	-	-	47
IFAD	12	10	10	16	1	7	2	-	-	-	2	60
WMO	7	3	1	9	1	10	-	-	-	-	-	31
IMO	9	4	-	11	2	3	-	-	1	-	-	30
CTBTO	1	-	1	12	1	-	-	-	1	-	-	16
STL	5	1	12	47	56	4	-	-	-	-	-	125
ICGEB	3	3	4	-	-	2	-	-	-	-	-	12
WTO	2	1	-	1	1	-	-	-	-	-	-	5
ISA	4	-	-	1	-	2	-	-	-	-	-	7
ICCROM	2	-	-	5	-	-	-	-	-	-	-	7
IPU	-	1	-	-	1	-	-	-	-	-	-	2
ITLOS	1	-	-	-	-	-	-	-	-	-	-	1
EPPO	1	-	-	-	-	-	-	-	-	-	-	1
WA	-	-	-	-	-	-	-	-	-	-	-	-
TOTAL	**1 388**	**739**	**576**	**4 023**	**1 931**	**1 830**	**231**	**-**	**118**	**4**	**30**	**10 870**

Table 1 Separations	1 388	739	576	4 023	1 931	49	231	-	118	4	30	9 089
One-time benefits	-	-	-	4 023	1 931	-	-	-	-	-	30	5 984
Table 3 New	1 388	739	576	-	-	1 830	231	-	118	4	-	4 886

1) The United Nations Headquarters, regional offices and all funds and programmes
2) Including the World Food Programme (WFP)

Table 2B: Benefits awarded to participants or their beneficiaries during the year ended 31 December 2020

Member organization	Number of benefits awarded											
	Retirement benefit	Early retirement benefit	Deferred retirement benefit	Withdrawal settlement		Child's benefit	Widow & widower benefit	Other death benefit	Disability benefit	Secondary dependency benefit	Transfer under agreement	Total
				< 5 years	> 5 years							
United Nations[1)]	380	316	589	2 380	754	723	101	-	93	3	13	5 352
FAO[2)]	87	108	101	271	95	147	18	-	9	-	1	837
WHO	63	51	93	248	108	103	19	-	6	-	3	694
IOM	16	8	31	354	109	7	1	-	4	-	1	531
ILO	22	15	39	161	36	14	3	-	3	-	2	295
IAEA	33	13	72	58	14	10	-	-	6	-	1	207
UNESCO	24	14	44	72	10	20	3	-	3	-	2	192
WIPO	12	9	6	22	3	7	3	-	4	-	-	66
ICC	3	3	28	21	14	-	1	-	1	-	-	71
ITU	8	13	6	5	2	6	-	-	4	-	-	44
ICAO	12	5	6	24	5	6	-	-	-	-	1	59
UNIDO	9	3	9	6	2	1	-	-	4	-	-	34
IFAD	10	2	8	10	3	2	-	-	1	-	-	36
WMO	13	10	3	14	3	4	-	-	2	-	-	49
IMO	1	3	4	5	-	2	-	-	3	-	-	18
CTBTO	-	1	-	14	-	-	-	-	-	-	-	15
STL	6	5	11	10	20	6	1	-	2	-	-	61
ICGEB	6	3	-	1	-	1	-	-	-	-	-	11
WTO	2	-	3	-	-	-	-	-	-	-	-	5
ISA	-	-	-	-	2	-	-	-	-	-	-	2
ICCROM	-	-	-	1	-	-	-	-	-	-	-	1
IPU	2	-	3	2	-	-	-	-	-	-	-	7
ITLOS	1	-	-	1	-	-	-	-	-	-	-	2
EPPO	-	-	-	2	-	-	-	-	-	-	-	2
WA	-	-	-	-	-	-	-	-	-	-	-	-
TOTAL	**710**	**582**	**1 056**	**3 682**	**1 180**	**1 059**	**150**	**-**	**145**	**3**	**24**	**8 591**

1) The United Nations Headquarters, regional offices and all funds and programmes
2) Including the World Food Programme (WFP)

Table 3: Analysis of periodic benefits for the year ended 31 December 2021

Type of Benefit	Total as at 31 December 2020	New	Benefits discontinued, resulting in award of survivor's benefit[1)]	All other benefits discontinued	Total as at 31 December 2021	Percent increase / (decrease)
Retirement	29 039	1 388	(423)	(543)	29 461	1.5%
Early retirement	17 110	739	(193)	(305)	17 351	1.4%
Deferred retirement	8 715	576	(77)	(180)	9 034	3.7%
Widow	11 993	196	788	(644)	12 333	2.8%
Widower	1 170	35	94	(65)	1 234	5.5%
Disability	1 871	118	(22)	(40)	1 927	3.0%
Child	9 534	1 787	-	(1 273)	10 048	5.4%
Disabled Child	880	43	-	(32)	891	1.3%
Secondary dependent	34	4	-	(5)	33	(2.9)%
Total	**80 346**	**4 886**	**167**	**(3 087)**	**82 312**	**2.4%**

1) Benefits discontinued resulting in award of survivor's benefit, can result in a greater number of survivor benefits than those discontinued. This occurs as multiple survivor benefits can be awarded as a result of the discontinuation of one main participant's terminated benefit. In addition, survivor benefits may be awarded in the year or years subsequent to the year a primary participant’s benefit was discontinued, leading to timing differences.

Table 4: Inventory of deferred and active entitlement cases

	As at 31 December 2021		As at 31 December 2020	
	Number	**%**	**Number**	**%**
No payment due at all				
Possible Re-employment under Article 21	**20**	**< 1%**	**17**	**< 1%**
No immediate payment due				
Deferred Retirement Benefit - Art.30 (payment not due until retirement age or from early retirement age)	331		349	
Deferment of Choice - Art.32 (benefit election/payment deferred by the beneficiary up to 36 months)	4 313		3 149	
Total	**4 644**	**82.6%**	**3 498**	**80%**
Not ready for payment				
Cases reviewed but required more information/clarification	**758**	**13.5%**	**692**	**16%**
For payment (case inventory)				
Cases in progress	87		57	
Cases scheduled for review	110		87	
Total	**197**	**3.5%**	**144**	**3%**
Grand total	**5 619**		**4 351**	