

EXECUTIVE DIRECTIVE

CF/EXD/2014-003

17 July 2014

Personal status for purposes of United Nations entitlements

I am pleased to share with you the recently issued UN Secretary-General's Bulletin on "Personal Status for purposes of United Nations entitlements" (please see Annex 1).

In accordance with the Secretary-General's decision, the family status of all UNICEF staff members for the purposes of entitlements under the UN Staff Regulations and Rules is to be made by reference to the law of the competent authority under which the personal status has been established.

As a result, a marriage -including same sex marriage- that is valid under the law of the country where it was contracted, will be recognized by UNICEF and will qualify that staff member to receive the entitlements provided for eligible family members.

Likewise, a legally recognized domestic partnership contracted by a staff member under the law of the country where it was formalized will also qualify the staff member to receive the entitlements provided for eligible family members.

UNICEF may request the Permanent Mission to the United Nations of the country of that competent authority to confirm the existence and legal validity of the marriage or domestic partnership contracted by the staff member.

This directive enters into force with effective date 26 June 2014.

CF/EXD/2004-005 is hereby superseded.

(signed) Anthony Lake
Executive Director

Annex 1

United Nations

ST/SGB/2004/13/Rev. 1

**Secretariat**

26 June 2014

Secretary-General's Bulletin**Personal status for purposes of United Nations entitlements**

The Secretary-General, in consultation with the executive heads of separately administered organs and programmes of the United Nations, hereby promulgates the following:

1. The personal status of staff members for the purpose of entitlements under the Staff Regulations and Rules will be determined by reference to the law of the competent authority under which the personal status has been established.
2. Requests relating to the determination of the personal status of staff members in connection with their entitlements may be submitted by the Secretariat for verification by the Permanent Mission to the United Nations of the country of that competent authority. Once the Permanent Mission has verified that the status in question is legally recognized for the purposes of granting benefits and entitlements, the Secretariat will take action in accordance with that verification.
3. Secretary-General's Bulletin ST/SGB/2004/13 is hereby superseded.
4. The present Bulletin shall enter into force on the date of its issuance.

A handwritten signature in black ink, reading "Ban Ki-moon".

BAN Ki-moon
Secretary-General