

**Instructions from UN-GLOBE on Getting your Partner Recognized by UNJSPF
(17 September 2014)**

Dear UN-GLOBE colleagues,

Recently, we sent you a message with a form letter that you could use to ask your UN employer to recognize your legal partner. We also encouraged you to take advantage of the policy if you were seriously considering entering into a legal union with your partner.

The number of UN organizations adopting the “Jurisdiction” approach— recognition of your partner based on the legality of your union— continues to increase.

The current list is:

FAO, ICAO, IFAD, PAHO, UNAIDS, UNDP, UNESCO, UNFCCC, UNFPA, UNHCR, UNICEF, UNMICT, UNODC, UN Secretariat, UN Women, WFP

We are working on WHO, and ILO, and we hope to have news to share on these two organizations later.

Please note however that you still need to take ADDITIONAL steps to seek assurances that your legal partner will be recognized by the Pension Fund, the UNJSPF, in the event a benefit’s claim is made.

The UNJSPF operates under its own, separate rules. It recognizes some legal same-sex unions, but not others, using three main factors: what your country of nationality is; what your union is called (marriage, civil partnership, PACS, etc.); and what the laws in place in your country of nationality say about benefits payable to you or your family.

It is therefore crucial, if you have not already done so, that you ask the UNJSPF to provide an assurance that it will recognize your legal partner, and that you do this in writing in order to get a written response.

We are especially asking those of you whose legal partner is recognized by your UN employer but who come from countries that do not allow same-sex unions, or are in legal unions not recognized by the Fund, to please write to the Fund. Even if, per the document attached, your legal union will not be recognized by the UNJSPF, it is very important that you still write to the UNJSPF asking for assurance that your legal partner will be recognized.

The reason why we ask you to do this is that doing so can put pressure on the UNJSPF to deal with the increasing number of situations where legal partners are being recognized by UN employers but not recognized by the UNJSPF,

Our stand is simple: If your UN employer recognizes your legal partner, so should the UNJSPF. We hope you can help us drill this point.

We are attaching a form letter for you to use.

Please fill in your details and send the letter to Sergio Arvizú, CEO of the UNJSPF, at arvizu@un.org.

We also ask that you let us know that you have sent such a letter.

For questions, you can write to ohrm_globe@un.org or to the President of UN-GLOBE, Hyung Hak Nam (Alfonso) at nam@un.org.

With thanks,

UN-GLOBE

Dear Mr. Arvizú

I am a United Nations Joint Staff Pension Fund participant, and I am in a same-sex union recognized by my employer, [NAME OF EMPLOYER], which has classified my personal status in its personnel files as [USE THE TERM HERE YOUR ORGANIZATION USES FOR PERSONAL (MARITAL) STATUS. For example, the UN Secretariat uses the term: *Married and Related*] and regards me as eligible for all benefits accorded to those in opposite-sex unions, on an entirely equal basis.

My employer, [NAME OF EMPLOYER], recognizes me as a citizen of [NAME OF COUNTRY]. It also recognizes the [Choose one that applies: MARRIAGE/CIVIL UNION/DOMESTIC PARTNERSHIP/ etc...] that I entered into in [CITY, and COUNTRY] on [DATE].

Please confirm that, should I die in service, my recognized [Choose one that applies: SPOUSE / PARTNER] will be eligible for the survivor's benefits payable to widows and widowers under articles 34 and 35 of the Regulations and Rules of the Fund, on an entirely equal basis.

Regards,

[Name]

[Personnel or index number]

[Pension number – not the same as your personnel/index number, consult your personnel records]