

From: Director of Administration
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Subject: GIB HQ-FO-14-270 Determination of Personal Status for Marriages /

GENERAL INFORMATION BULLETIN



Pan American
Health
Organization

GIB No.: HQ-FO-14-270

Date: 7/24/2014

Entity:

Subject: Determination of Personal Status for Marriages

This is to inform staff members of a new policy effective 1 July 2014 on the determination of personal status for purposes of United Nations entitlements. This policy is intended to eliminate discrimination against staff based on sexual orientation. The policy change aligns PAHO policy to the decision of the Secretary General of the United Nations issued on 26 June 2014.

Previously, a staff member's personal status was determined by the laws applicable to his/her country of nationality. Effective 1 July, the personal status will be determined by the law of the competent authority under which the personal status was established.

Consequently the Organization will recognize any marriage which is legally recognized and documented by the authorities of the country where the staff member's marriage took place, regardless of the nationality of the staff member.

All requests for recognition of personal or dependency status must be submitted to Human Resources Management for verification by the competent authorities of that country. Once verified, the status will be recognized for purposes of granting benefits and entitlements under the Staff Rules.

Staff members should note that the UN Joint Staff Pension Fund benefits are governed separately by the Regulations and Rules of the Fund.

Should you have any questions regarding this policy, you may contact Ms. Cindy Rowe, HR Policy Specialist at rowecynt@paho.org.