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From: **Division for Human Resources** <dhr.office@unfpa.org>

Date: Tue, Sep 16, 2014 at 11:19 AM

Subject: Change in criteria for recognizing dependents

To: ALL STAFF <allunfpastaff@unfpa.org>

Message on behalf of Michael Emery, Director of Division for Human Resources

I am pleased to advise that in June 2014, the United Nations issued a Secretary General's Bulletin on the recognition of personal status for purposes of UN entitlements. The new approach to dependency recognition contained in the Bulletin is that personal status for entitlements is determined by reference to the law of the competent authority under which the personal status was established, rather than the country of nationality of the staff member as has previously been the case.

A major consequence is that if a marriage or partnership is legally recognized by the country it was entered in to, it will now be recognized by the UN. This means marriages/ partnerships (for example some same gender marriages/partnerships) that could not be recognized by the UN previously because they were not recognized by a staff member's home country, can now be recognized with effect from 26 June 2014 (please note that the change cannot be applied retroactively back further than 26 June 2014).

The new Bulletin eliminates nationality-based discrimination and is gender-neutral. UNFPA is adopting the Bulletin with effect from 26 June 2014.

If you believe you may be affected by this change, staff in the Field should contact their UNDP HR focal point, and staff in Headquarters should speak to

their focal person in the UNDP Benefits and Entitlements Service.

To view the Bulletin and learn more about this change, as well as to get further information on the current situation regarding recognition of dependents for the purposes of the UN Joint Staff Pension Fund, please visit the [DHR microsite](#).

Michael

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