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Personal status for purposes of United Nations entitlements :Subject

To: All Staff Members at Headquarters and in the Field

From: Karen Madeleine Farkas, Director, Division of Human Resources Management

Date: 11 July 2014

Subject: DHRM - Personal status for purposes of United Nations entitlements

Dear colleagues,

This message is of interest to all staff members.

I am delighted to share with you the Secretary-General's Bulletin on "Personal status for purposes of United Nations entitlements".

This marks a new way of determining personal status for purposes of entitlements under the UN Staff Regulations and Rules. The High Commissioner is pleased to align UNHCR's practice with the direction provided by the Secretary-General in this regard.

Accordingly, the personal status of staff will be determined by the law of the competent authority under which the personal status was established.

As an example, if a staff member enters into a same-sex marriage, civil union or domestic partnership in a country where such arrangement is legally recognized for the purposes of granting benefits and entitlements, then the staff member's personal status for purposes of entitlements under the UN Staff Regulations and Rules will also be determined by reference to the law of that country.

Where a personal status change that occurred prior to the issuance of the Secretary-General's Bulletin (i.e. 26 June 2014) is recognized by UNHCR under this new policy, the effective date for the payment of related entitlements will be 01 July 2014.

All correspondence and queries on this matter should be addressed to your respective Personnel Administration Associate in PAPS/HRSS, GSC, Budapest.

Thank you for your attention.

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