



Staff Association of the Organization of American States  
Asociación del Personal de la Organización de los Estados Americanos  
Association du Personnel de l'Organisation des Etats Américains  
Associação do Pessoal da Organização dos Estados Americanos

Serving the Staff since 1928 - Al servicio del Personal desde 1928 - Au service du Personnel depuis 1928 - Ao serviço do Pessoal desde 1928  
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**-Anexo III: Cuadro Comparativo sobre el Reconocimiento Institucional de los Derechos de Uniones de de Hecho de Parejas del Mismo Genero en diversas Organizaciones Internacionales (Inglés)**

**COMPILATION 10 - CONTENTS PART C - annexes**

Annex 1, comparative table on INTERNATIONAL ORGANIZATIONS: RECOGNITION OF SAME-SEX UNIONS - NON-DISCRIMINATION POLICIES (see reference in part A)

Annex 1

**INTERNATIONAL ORGANIZATIONS:  
RECOGNITION OF SAME-SEX UNIONS  
NON-DISCRIMINATION POLICIES**

<i>Organisation</i>	<i>Staff numbers</i>	<i>LGBT group</i>	<i>Recognition of same-gender spouses?</i>	<i>Recognition of same-gender partners?</i>	<i>Recognition policy established by</i>	<i>Ban on discrimination on grounds of sexual orientation?</i>
UN Secretariat, Funds and Programmes (include UNICEF, UNDP, WFP, UNEP etc.) see below for additional details	14800	UN-GLOBE, affiliated with Office of Human Resources Management	Yes, if recognized by staff member's country of nationality	Yes, if recognized by staff member's country of nationality	ST/SGB/2004/4, superseded by ST/SGB/2004/13 (and Funds' and Programmes' own equivalent provisions)	Policy stems from UN Charter, Standards of Conduct for the International Civil Service and core values (ST/IC/2003/17) and from Secretary-General's Bulletin ST/SGB/2008/5 on Prohibition of discrimination, harassment, including sexual harassment, and abuse of authority  See below

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ST/SGB/2008/5: The Secretary-General, for the purpose of ensuring that all staff members of the Secretariat are treated with dignity and respect and are aware of their role and responsibilities in maintaining a workplace free of any form of discrimination, harassment, including sexual harassment, and abuse of authority, promulgates the following:

Section I

Definitions

1.1 Discrimination is any unfair treatment or arbitrary distinction based on a person's race, sex, religion, nationality, ethnic origin, sexual orientation, disability, age, language, social origin or other status. Discrimination may be an isolated event affecting one person or a group of persons similarly situated, or may manifest itself through harassment or abuse of authority.

1.2 Harassment is any improper and unwelcome conduct that might reasonably be expected or be perceived to cause offence or humiliation to another person. Harassment may take the form of words, gestures or actions which tend to annoy, alarm, abuse, demean, intimidate, belittle, humiliate or embarrass another or which create an intimidating, hostile or offensive work environment. Harassment normally implies a series of incidents. Disagreement on work performance or on other work-related issues is normally not considered harassment and is not dealt with under the provisions of this policy but in the context of performance management.

1.3 Sexual harassment is any unwelcome sexual advance, request for sexual favour, verbal or physical conduct or gesture of a sexual nature, or any other behaviour of a sexual nature that might reasonably be expected or be perceived to cause offence or humiliation to another, when such conduct interferes with work, is made a condition of employment or creates an intimidating, hostile or offensive work environment. While typically involving a pattern of behaviour, it can take the form of a single incident. Sexual harassment may occur between persons of the opposite or same sex. Both males and females can be either the victims or the offenders.

UNHCR	6000	(UN-GLOBE)	Yes, if recognized by staff member's country of nationality	Yes, if recognized by staff member's country of nationality	Inter-office memorandum No. 61/2004 and Field Office Memorandum No. 63/2004 implementing ST/SGB/2004/13	As UN Secretariat, but UNHCR also has own Code of Conduct (Inter-Office Memorandum No 60/2002-Field Office Memorandum 56/2002): "We will show respect equally for all persons equally without distinction whatsoever of race, gender, religion, colour, national or ethnic origin, language, marital status, sexual orientation, age, socio-economic status, disability, political conviction, or any other distinguishing feature."
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Organisation	Staff numbers	LGBT group	Recognition of same-gender spouses?	Recognition of same-gender partners?	Recognition policy established by	Ban on discrimination on grounds of sexual orientation?
UNAIDS		(UN-GLOBE)	Yes, if recognized by staff member's country of nationality	Yes, if recognized by staff member's country of nationality		As UN Secretariat; see also HRP/2009/1. Policy on Diversity and Inclusion (March 2009)
WFP	9000	(UN-GLOBE)	Yes, if recognized by staff member's country of nationality	Yes, if recognized by staff member's country of nationality	Directive AD2004/004 - Personal Status for Purposes of WFP Entitlements	Directive HR99/002 bans personal harassment, defined as including "discrimination based on any grounds, such as race, religion, color, creed, ethnic origin, physical attributes, gender or sexual orientation".
FAO	3450	(UN-GLOBE)	Yes, if recognized by staff member's country of nationality	Yes, if recognized by staff member's country of nationality	Judgment 2860 of the ILO Administrative Tribunal	

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ILO	2000	(UN- GLOBE)	Yes, if recognized by staff member's country of nationality	Yes, if recognized by staff member's country of nationality	CIRCULAR NO. 15 (REV.38)  Family status report and application for dependency benefits for 2007	ILO advocates non- discrimination in the workplace and ILOAT has clear non-discrimination jurisprudence
WHO		(UN- GLOBE)	Yes, if recognized by staff member's country of nationality	Yes, if recognized by staff member's country of nationality	Personal Status for purposes of establishing WHO entitlements (Information Note 22/2006)	
IAEA	2200	(UN- GLOBE)	No	No		
ITU		(UN- GLOBE)	No	No		

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OECD	2500	OECD-GLOBE	Yes, if recognized by staff member's country of nationality or residence	Yes, if recognized by staff member's country of nationality or residence and providing the couple does not have legal access to marriage under country of nationality or residence.	<p>Staff Regulation 5 (note 2) and Staff Rule 16/0 (bis)</p> <p><a href="http://www.oecd.org/document/29/0,3343,en_21571361_38481278_408993_57_1_1_1,00.html#4">http://www.oecd.org/document/29/0,3343,en_21571361_38481278_408993_57_1_1_1,00.html#4</a></p> <p><b>RULE</b></p> <p>16/0 (bis) Officials who have entered into a partnership organising the conditions of their marital relationship registered with a national public authority shall be considered as married officials and their partners as spouses, provided that all the following conditions are met:</p> <ul style="list-style-type: none"> <li>- neither of the partners is married or has already entered into another registered partnership;</li> <li>- the kinship between the partners does not preclude their marriage;</li> <li>- the couple as such does not legally have access to civil marriage under the legislation of the State of which the official is a national or of the country of residence of the couple.</li> </ul> <p>(Last update: January 2008)</p>	<p>Staff Regulation 5</p> <p><b>REGULATION 5</b></p> <p>a) Officials shall not be subject to any discrimination on the grounds of racial or ethnic origin, nationality, opinions or beliefs, gender, sexual orientation, health or disabilities (1)(2).</p> <p>b) Officials are entitled to be treated with courtesy, dignity and respect (3).</p> <p>c) Officials are entitled to respect for their privacy.</p> <p>d) Professionally, officials have the right to express dissenting opinions in an appropriate fashion within the Organisation.</p> <p>e) Officials are entitled to exercise the right to organise, and are in particular free to form trade unions and staff bodies within the Organisation and to join and become officials of such bodies.</p> <p>f) All officials shall respect these rights in the course of their official duties and in their behaviour with other officials.</p> <p>(Last update: January 2008 )</p> <p>(2). For the purposes of the present Staff Regulations, Rules and Instructions, partnerships organising the conditions of a marital relationship registered with a national public authority shall be considered as marriage provided that all the conditions set out in Rule 16/0 (bis) are fulfilled. (Last update: January 2008)</p>

Organization	Staff numbers	LGBT group	Recognition of same-gender spouses?	Recognition of same-gender partners?	Recognition policy established by	Ban on discrimination on grounds of sexual orientation?
UNESCO		(UN-GLOBE)	Yes, if recognized by a "competent national authority"	No	Administrative Circular 2298 (21 September 2007) amending the UNESCO Staff Rules: "Rule 100.2 Definitions (a) ter "Spouse" means physical person with whom a staff member is affiliated by virtue of a marriage recognized by a competent national authority.	
WIPO		(UN-GLOBE)	Yes, if recognized by staff member's country of nationality	Yes, if recognized by staff member's country of nationality	Office Instruction No. 58/2006, Amendments to the Staff Regulations and Staff rules (No. 127) re. Dependency, Regulation 3.2(a)	

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European Union institutions		EGALITE	yes	yes	Staff Regulations (amended May 2004) award benefits and allowances to spouses and "stable non-marital partners" (Annex VII)	Staff Regulations (amended May 2004) stipulate: "any discrimination based on any ground such as sex, race, colour, ethnic or social origin, genetic features, language, religion or belief, political or any other opinion, membership of a national minority, property, birth, disability, age or sexual orientation shall be prohibited".
European Central Bank	25000		yes	yes	Conditions of Employment for Staff of the European Central Bank Adopted on 9 June 1998	
Council of Europe		Equality in Diversity/ Egalité dans la Diversité				



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World Bank (similar provisions at IMF and IADB)	9000	World Bank GLOBE (official World Bank Group club)	Yes	Yes (requires 12-month cohabitation and supporting evidence; on submission of sworn affidavit, independent of staff member's country of nationality)		World Bank harassment policy states: Harassment on any basis—including, but not limited to race, gender, religion, nationality, color, sexual orientation, disability or age—is unacceptable.

Neutral recognition criteria for recognition of partners as set forth in a 1998 UN Consultative Committee on Administrative Questions (CCAQ) consensus:

Annex V

**CRITERIA GOVERNING DOMESTIC PARTNERSHIPS**

- (a) Not related by blood to a degree which would bar marriage in the country of residence;
- (b) Not presently married to anyone else;
- (c) Each other's sole partner with intention to remain so indefinitely;
- (d) Legally competent to contract and of lawful age to marry;
- (e) Have resided for at least 12 months and intend to do so indefinitely;
- (f) Have been jointly responsible to each other for basic living expenses and welfare for at least 12 months;
- (g) Must immediately inform the employing organization in the event of dissolution of the partnership;
- (h) In the event of dissolution of the partnership, cannot apply for recognition of another domestic partnership until at least 12 months have elapsed;
- (i) Attest to the foregoing by means of a signed, notarized statement;
- (j) Recognize that any false representation in the foregoing context would give grounds to the employing organization for the recovery of appropriate damages.

The secretariat was requested to monitor progress on organizations' efforts and report to the Committee's eighty-ninth session.