



ASSOCIATION OF FORMER INTERNATIONAL CIVIL SERVANTS – THAILAND



REPORT OF THE 2025 ANNUAL GENERAL ASSEMBLY (Thursday, 17 July 2025)

1. The 2025 Annual General Assembly (2025 AGA) of the Association of Former International Civil Servants – Thailand (AFICS-T) was held on Thursday, 17 July 2025, in Conference Room 4 of the United Nations Conference Centre, Bangkok. The Meeting was conducted in a hybrid conference format allowing participation of AFICS-T members online in addition to those present on site. Accordingly, altogether 94 AFICS-T members registered and attended the Meeting. As the quorum of at least 80 members of the Association has been attained (Article IV, para, 4 of the Bylaws), the Meeting then could proceed as convened.

2. Mr. Suraphon Songweera, President of AFICS-T, called the Meeting to order at 09.00 hours. He expressed his deep appreciation for the presence at the Meeting of Mr. Hirohito Toda, Deputy Executive Secretary for Partnerships and Coordination, representing the ESCAP Executive Secretary, and other distinguished guests who kindly answered to AFICS-T's invitation to participate at this 2025 AGA. The President also thanked all members of AFICS-T who had made their efforts to attend in person the 2025 AGA as well as welcomed those members who followed the proceedings online. He then invited Mr. Hirohito Toda to address and officially open the 2025 Annual General Assembly.

Agenda item 1. Address of Mr. Hirohito Toda, on behalf of the Executive Secretary of ESCAP

3. In his opening remarks, Mr. Hirohito Toda expressed his sincere appreciation to Khun Suraphon Songweera, the President of AFICS-T, for inviting ESCAP to officiate at the opening ceremony of the 2025 Annual General Assembly of the Association again this year. He wished to convey to all participants the warmest greetings from the Executive Secretary of ESCAP, and her sincere thanks to the AFICS Executive Board and its member and volunteers for their dedication and tireless efforts in helping the retiree community in Thailand,

4. This year, the United Nations is celebrating its 80th anniversary, an important milestone that reflects the remarkable contributions of generations of former civil servants like all of you, who have helped build the foundation on which the UN stands today. In this connection, it is gratifying to note the notable contribution that the Association has, since its inception in 2001, endeavored in protecting the benefits of its members with respect to UN pensions and after-service health insurance, among other important matters.

5. It was also his pleasure to reaffirm that, in his capacity as Deputy Executive Secretary for Partnerships and Coordination, strengthening partnerships is one of ESCAP's priorities. He was, therefore, confident that ESCAP and AFICS-Thailand would continue to work harmoniously together on matters of mutual interest, with the aim to serve the needs of all UN retirees and their families living in Thailand as well as to assist them in various aspects of benefits to which they are entitled. Having witnessed how AFICS-Thailand has continuously endeavored to ensure assistance and full support to all its members and their respective family members, he was confident that such a trend would continue for many years to come. AFICS-Thailand's continued dedication to helping retired international civil servants was indeed valuable.

6. In his final remarks, Mr. Hirohito Toda wished all AFICS members the very best for their well-deserved retirement and good health. He strongly believed that all colleagues in ESCAP were thankful for the existence of a community like AFICS as a place to provide an opportunity to those heading for retirement to learn from those who already had passed the retirement threshold. Finally, on behalf of the Executive Secretary of ESCAP, Mr. Hirohito Toda extended his sincere appreciation to the AFICS Thailand's leadership and to all its members for their steadfast commitment to the retiree community. He then concluded his statement and officially opened the 2025 AGA.

Agenda item 2. Statement by the President

7. On behalf of all AFICS-T members, the President conveyed his deep appreciation for the opening remarks made by Mr. Toda on behalf of the Executive Secretary of ESCAP. It was heartening to hear the acknowledgement of AFICS-T continuous efforts to provide services to its members. In this connection, AFICS-T has been enjoying the facilities provided by the ESCAP Administration and words cannot convey the extent of its members' heartfelt appreciation to all involved in the ESCAP secretariat to assist in discharging its functions. He expressed his trust that joint collaborative efforts in helping the retirees of the UN organizations, Specialized Agencies, and Bodies would be nurtured and could even be strengthened in certain areas.

8. The President then expressed AFICS-T deep appreciation for the support provided by the ESCAP Human Resources Management Section, Conference Management Unit, ESCAP Staff Council, and the MAF Executive Committee. Most important of all is the presence of the UNJSPF Bangkok Liaison Office headed by Mr. Brian Casatelli whose cooperation was most appreciated.

9. The President also reiterated that AFICS-T has continuously endeavored to assist to all its members and their respective families in resolving any issues encountered, especially with regards to pension matter. In this context, AFICS-T has been instrumental in the field of proof of life of the pensioners by collecting and forwarding paper-based Certificates of Entitlement to the Pension Fund Headquarters in New York. Issues related to medical and life insurance and related matters were also duly handled by the Association.

10. The President was pleased to report that AFICS-T had coordinated with the Conference Management Unit in providing conference facilities for the conduct of the 54th Council Meeting of the Federation of Associations of Former International Civil Servants (FAFICS) in July 2024. The Council meeting turned out to be a success and the relationship with FAFICS has been strengthened to a great extent.

11. The President also took the opportunity to express his sincere appreciation to all Executive Board Members, Advisers, duty officers and many other volunteers who have been working behind the scenes and for having devoted and sacrificed their personal time and energy to provide voluntary services to AFICS-T members. He then went on pointing out that, while AFICS-T appreciates the dedication of all volunteers, the door of the AFICS-T Office was always open to welcome more volunteers to assist AFICS-T in its activities.

12. Before concluding his statement, the President referred to the UN regular budget shortfall. AFICS-T deeply sympathized with the suffering and frustration affecting the United Nations Community and he hoped that the financial crisis would be overcome soon.

13. Finally, on behalf of the Executive Board, the President expressed his gratitude and appreciation to all participants for having spare their precious time to attend this Assembly. He wished them and their family a continuous retirement life filled with happiness and good health.

Agenda item 3, Adoption of Agenda

14. The President requested the Meeting to consider the provisional agenda and enquired whether there was any proposal for change or inclusion of additional items. There was none and thus the Meeting adopted the following agenda as drafted:

1. Address of the Executive Secretary of ESCAP
2. Statement by the AFICS-T President
3. Adoption of the Agenda
4. Consideration of AFICS-T activities undertaken during the period July 2024 to June 2025 (as contained in the attached Annual Report of the Executive Board)
5. Questions and Answers
6. Consideration and election of the Executive Board of AFICS-T 2025-2027
7. Recommendations of activities to be undertaken by AFICS-T
8. Other matters

Agenda item 4. Consideration of AFICS-T activities undertaken during the period July 2024 to June 2025

15. Introducing this agenda item, the President expressed his sincere appreciation to the Chairpersons and Co-Chairpersons of the various Committees and Sub-Committees of AFICS-T Executive Board and their members for the preparation, revision, and finalization of the annual report of the Executive Board.

1. Executive Board of AFICS-T

16. The current Executive Board (2023-2025) of AFICS-T was elected at its 2023 Annual General Assembly on 18 July 2023.

17. In January 2025, Ms. Salaya Kaewmeechai submitted her resignation from the position of Executive Board member and Deputy Webmaster, with immediate effect.

2. Summary of Financial report

18. Ms. Panvipa Thammakoranonta, Auditor, has completed the auditing of all accounts of AFICS-T and the final audited financial statement of accounts for the period 1 July 2024 to 30 June 2025 was distributed at the Meeting. The President took the opportunity to express his sincere appreciation to Ms. Panvipa for her dedication in providing voluntary auditing services of all AFICS-T accounts on a free of charge basis.

19. As reported on the first financial statement, i.e., the balance sheet of the Association, the current total assets of AFICS-T stood at Baht 3,280,861.65 out of which Baht 2,209,803.65 were deposited with the Siam Commercial Bank (SCB), Baht 1,066,058.00 were deposited with Mutual Assistance Fund (MAF), and Baht 5,000.00 held on hand as petty cash.

20. The Meeting agreed to the proposal of the President to retain the services of Ms. Panvita Thammakoranonta to audit all accounts of AFICS-T for the period July 2025 to 30 June 2026 and submit the final audited financial statement of account at the 2026 Annual General Assembly. Ms. Panvita has been auditing the accounts of AFICS-T for many years and is very familiar with the accounting system of AFICS-T. In addition, she kindly agreed to continue to provide her auditing services free of charge.

21. AFICS-T as a member in the Federation of the Association of Former International Civil Servants (FAFICS), continued to pay its annual contribution, which amounted in 2025 to US\$314.00 paid within the first quarter of 2025.

3. Summary of activities

22. The President then invited the Meeting to refer to the Annual Report of the Executive Board covering the period July 2024 – June 2025 and listed the various Committees and Sub-Committees which had been established for ensuring the smooth and efficient functioning of the activities of AFICS-T. He then briefly walked through the various sections of the report highlighting the salient activities along with those normal services undertaken during the reporting period.

3.1 Report on AFICS-T interaction with FAFICS

23. FAFICS conducted its 54th Council Meeting at the United Nations Conference Center (UNCC) in Bangkok on 22-25 July 2024. Regarding logistics arrangements and the cost involved, FAFICS established direct consultation with ESCAP Conference Management Unit. Therefore, AFICS-T role in this respect consisted of providing support in the preparation of the Meeting. The Council meeting turned out to be a success and the relationship with FAFICS has been strengthened to a great degree.

3.2 Committee on Pension and Group Life Insurance Benefits

24. In accordance with the UNJSPF Pension Adjustment System and based on the consumer price index (CPI) data from the Monthly Bulletin of Statistics (MBS) published by the UN Statistics Division, there was an increase of 2.8 per cent cost-of-living adjustment (COLA) to the US dollar track of periodic benefits effective 1 April 2025. Unfortunately, for those on the local track no adjustment to the cost-of-living had been made.

25. On 9 April 2025, the UNJSPF held its third global town hall meeting. Regarding the investment of the assets of the Fund, the Representative of the Secretary-General for the investment of the assets of the Fund, Mr. Pedro Guazo, informed the meeting that in March/April 2025, global equity markets had experienced significant volatility, in light of extraordinary political events, however, with a target allocation of 43% to public equities, the Fund had been affected by recent valuation losses. As of 4 April 2025, the market value of the portfolio stood at US\$ 92.9 billion. Mr. Brian Casatelli, the UNJSPF Bangkok Liaison Officer, informed the Assembly that according to the latest figures that gathered just before attending this AGA showed that the market value of the portfolio stood now at just over US\$100 billion.

26. The Executive Board continued in assisting pensioners and spouses in drafting e-mail messages or letters to UNJSPF, regarding such matters as periodic benefits, disabled child benefit, spouse benefit, two-track pension adjustment system, change of mailing address and bank accounts for pension benefit deposit, etc. Upon request, the Executive Board also assisted spouses of the deceased members in approaching HRMS for the drafting and the submission of necessary documents to UNJSPF for the processing and conversion from “pension benefits” to “spouse benefits” as well as group life insurance reimbursement.

3.3 Sub-Committee on Certificates of Entitlement (CE)

27. The Sub-committee assisted members in collecting and submitting their paper-based 2024 CEs to UNJSPF. Some 263 members submitted their 2024 CEs to the AFICS-T office which were then dispatched to the UNJSPF within the set deadline. For comparison purposes, in 2023 AFICS-T collected 314 paper-based CEs. The number of paper-based 2024 CEs submitted through the association

registered a decrease due to the availability of online submissions (through MSS) and the successful use of the DCE Application.

28. Regarding beneficiaries slated for benefit suspension due to non-receipt by the UNJSPF of their 2024 CEs, the UNJSPF notified AFICS-T that 19 CEs of retirees/beneficiaries living in Thailand, failed to submit their CEs on time. Out of the listed 19 people concerned, 16 were not registered AFICS-T members. After some effort, AFICS-T could contact all of them including relatives of 4 deceased members and reported back to UNJSPF on 16 April with copy to UNJSPF Bangkok liaison office for information.

3.4 Committee on Medical Benefits

29. Cigna remained the third-party administrator of the United Nations Health Insurance Plan covering both internationally and locally recruited staff members, including retirees and their dependents, under the Worldwide Plan (WWP) and the Medical Insurance Plan (MIP). There were no further changes in the reimbursement rules, nor in the entitlement ceilings in both WWP and MIP.

3.5 Committee on Information and Communication

30. The Committee is tasked to keep registration records and update data of AFICS-T members. The Committee is also responsible for distribution of information, especially the Newsletters to all AFICS-T members by both electronic and postal mailing channels. In addition, the Committee also kept members informed of urgent matters through their posting via “AFICS-T Official Information ONLY” Line group.

3.6 Committee on Publicity and Newsletters

31. The Committee assisted in issuing, on a regular basis, several “Circulars/Newsletters” with a view to keeping members informed about issues and activities that would be of concern and interest to them. These circulars/Newsletters are available on the official AFICS-T website.

3.7 Committee on Benevolent Fund and Funerals

32. The Committee on Benevolent Fund received Baht 1,000 contribution during the reporting period, 1 July 2024 to 30 June 2025. As of 30 June 2025, the Fund recorded a balance of Baht 210,621.16 of which Baht 565.96 was the interest income from the Siam Commercial Bank for the period from July 2024 to 30 June 2025.

33. During July 2024 – June 2025, there were 28 members of the Association who passed away. AFICS-T granted a funeral subsidy of Baht 3,000.00 to the respective families of deceased members. A traditional minute of silence was observed in remembrance to the deceased members.

3.8 Committee on Recreation and Tours

34. The Committee on Recreation and Excursion organized an excursion trip to Shantou and Chaozhou, China from 18 to 23 March 2025. Altogether, there were 20 retirees and their family who joined the trip. The feedback from the people who had joined the excursion was very positive.

3.9 Committee on Charity Activities

35. No charity activities have been implemented during the reporting period.

3.10 Committee on Foreigners Living in Thailand (FLiT)

36. The Committee continued to provide advisory services to active and retired foreign UN staff members in- and outside of Thailand regarding retirement in the country. In this context, the major issue during the reporting period was as follows:

Income taxation on foreign earnings

37. After the initial excitement during 2024 about taxation of “overseas earnings”, things had largely calmed down. The Revenue Department (RD) had announced that remittances from abroad would have to be reported from 1 January 2024, the deadline for submission was 31 March 2025. This date has come and gone without specifics being added to the original announcement, e.g., pensions and the role of double taxation treaties with 61 countries, UN pensions and the role of other international treaties. Therefore, most of our members, Thai and foreign alike, had not filed income tax returns. Regarding our foreign members, it was learnt that there was no link between the Immigration Bureau (IB) for visa extension and income taxation (RD). It could also be confirmed that only remittances arriving in the country (based on bank statements) and not “worldwide income” would – if at all - be considered. According to information from a member in April 2025 who had gone through the process of obtaining a Tax Identification Number (TIN) and filled the required income tax declaration forms (PND 90, 91) with the help of a tax consultant, he was informed that there was no payment required with the remark “UN tax exempt income”.

38. The issue was also raised in a meeting with the UN Resident Coordinator (RC) and thus the Representative of the Secretary General in Thailand on 13 February 2025. The RC is the designated channel of communication between the Government of Thailand and all UN agencies operation in country. It was agreed that further clarifications from the RD should be awaited. The establishment of a direct contact, before only possible – and mostly not working - through one of the local UN agencies, e.g., ESCAP, was one of the positive outcomes of ESCAP in cooperation with AFICS Thailand hosting the FAFICS 54th Council meeting in July 2024 in Bangkok where AFICS-T had raised the issue.

Agenda item 5. Questions and Answers

39. The President opened the floor for participants to intervene on any issues of concern following the presentation of activities undertaken during the period July 2024 - June 2025.

40. One participant praised the Executive Board for producing an excellent Annual Report of the Executive Board (Jul 2024 – June 2025). He then reassured the Assembly that, while UNJSPF is improving the procedures regarding the annual exercise of submission of Certificates of Entitlement (CE), the paper-based CEs remained the official documents of proof of life kept within the records of UNJSPF. He also queried about information on a possible increase in the premium of health insurance under WWP. The President replied that it was not aware of such an increase. He would enquire about such an issue and inform the AFICS-T members accordingly.

41. The same participant regretted that the list of deceased colleagues was not included in the Annual Report of the Executive Board as was the practice in the previous Reports. The President responded that a decision was made about not publishing the list in the Annual Report because its drafting had to be finalized well before the end of the report period, i.e., June. However, for future reports a completed list of our deceased colleagues will be available for distribution on the day of the Annual General Assembly.

Agenda item 6. Consideration and election of the Executive Board of AFICS-T 2025-2027

42. The President introduced the issue to be considered under this agenda item. As stipulated in the Newsletter No.10, the memberships at large were invited to nominate candidates to be elected for positions on the next Executive Board covering the period 2025-2027. The completed forms with full or reduced list of nominees were to be returned to the office of AFICS-T as soon as possible but not later than Friday, 16 May 2025. Unfortunately, by the deadline AFICS-T did not receive any list of nominations. Therefore, according to the relevant paragraphs of the current Bylaws the election for members to the Executive Board for 2025-2027 could not be conducted in the absence of any proposed candidates.

43. However, under these exceptional circumstances, the President invited AFICS-T members participating in the AGA to consider how to deal with this issue and provide advice on the course of action in this respect.

44. In response to the President's request, several participants took the floor and suggested some scenarios to solve the deadlock. The first unanimous reaction was that the existence of AFICS-T should continue to be a very useful set up in providing valuable assistance to UN retirees. Every effort, therefore, should be made to avoid dissolving such a vital association. In this respect, some members were of the view that the term of the current Executive Board should be extended to 6 more months, in a caretaker capacity, with the task of eliciting the interest of, and inviting, AFICS-T members to run for the new Executive Board. A proposal was also made to create a working group to design a mechanism for facilitating the election process by identifying a new format of the Board and reporting its proposals to the caretaker Executive Board for action. Mention was also made that a survey of the interest and motivation of AFICS-T members should be conducted helping in finding how to make the Board more attractive and responsive to AFICS-T membership aspirations.

45. The Vice-President took note of these proposals and thanked those members for their valuable contribution in suggesting measures to facilitate the election process. Then, he stated that the immediate concern was to conduct the election of a new Executive Board urgently. In the absence of a duly elected and fully functioning Executive Board, AFICS-T would not be able to provide any assistance to its members. In this context, the Vice-President briefed the AGA that during the last two monthly Board meetings the current Executive Board conducted brainstorming sessions toward a possible course of action which could be considered by the AGA as a compromise solution toward conducting the election at the earliest. The current Executive Board was also satisfied to note that its proposal contains some elements discussed by the AGA. The proposal was as follows:

46. It was suggested that the AGA authorizes the current EB to continue for the next three months (until 17 October 2025) in a caretaker function with the major and for many members the vital task of attending to the implementation of the 2025 CE Exercise, especially collecting the paper-based CEs and forwarding them to the UNJSPF.

47. During this 3-month period, the AFICS-T membership at large would be invited to submit list(s) of potential candidates for standing in the election of members to the Executive Board for 2025-2027. Such lists should be submitted to the office of AFICS-T as soon as possible but not later than Wednesday, 17 September 2025. The received list(s) would be shared with AFICS-T membership at large for consideration and then members would be invited to proceed to a vote by email or other means to be discussed.

48. The scenario proposed by the current Executive Board received some additional comments and a lively debate ensued among several participants. From those constructive discussions, a compromise solution was agreed upon as follows:

- (a) The 2025 AGA agreed to a three-month extension of the current Executive Board in a caretaker capacity. The caretaker Executive Board would also be authorized to defray the expenses incurred in their task from the regular account of the Association. The major task of the caretaker Board would be to implement the 2025 CE exercise.
- (b) During that three-month extension, the caretaker Board would invite AFICS-T membership at large to submit list(s) of potential candidates for standing in the election of members to the Executive Board for 2025-2027. The list should include at least 3 nominees. Such lists should be submitted to the office of AFICS-T as soon as possible but not later than Wednesday, 17 September 2025.
- (c) The received list(s) would be shared with AFICS-T membership at large for consideration and then members would be invited to proceed to a vote by email or other means (e.g. online) to be decided at a later stage.
- (d) Should the next three months not be sufficient putting together at least a “nucleus” Executive Board, the AGA was given notice that as a measure of last resort there would be no other solution than transiting AFICS Thailand into a “dormant” association with funds frozen into escrow accounts and activities suspended until such times that an operations structure emerges to revive the organization.

Agenda item 7. Recommendations of activities to be undertaken by AFICS-T

49. The President took note of the recommendations made by the Assembly and wished to ensure that the current Executive Board, in its caretaker capacity, would endeavor to implement them, especially those relating to the election of the next Executive Board accordingly to the calendar decided by the Assembly.

Agenda item 8. Other matters

1. Concluding remarks

50. In concluding, the President expressed once again his deep appreciation and gratitude to all participants who attended in person this annual session of AFICS-T. He was also particularly pleased to see that the numbers of AFICS-T members followed the proceedings of 2025 AGA online. In this connection, he took the opportunity to sincerely thank the staff from the Conference Management Unit for their support and technical assistance.

51. The representative of UNJSPF reiterated the valuable assistance AFICS-T had steadily provided over the years. He went on expressing his hope that AFICS-T would overcome its organizational issues soon and was looking forward to mutual closing cooperation in the future.

52. As there was no further business for discussion, the 2025 Annual General Assembly was adjourned at 11.40 hours.



Suraphon Songweera
President, AFICS-T 2023-2025