

# AFICS BULLETIN

## NEW YORK

ASSOCIATION OF FORMER INTERNATIONAL CIVIL SERVANTS

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### ***AFICS/NY Activities Attract a Large Number of Members***

"The mission of AFICS/NY is to support and promote the purposes, principles and programmes of the UN System; to advise and assist former international civil servants and those about to separate from service; to represent the interests of its members within the System; to foster social and personal relationships among members, to promote their well-being and to encourage mutual support of individual members."



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# United Nations International Day of Older Persons

28<sup>th</sup> Anniversary  
Thursday, 4 October 2018

by  
Demetrios Argyriades, Secretary of AFICS/NY

The International Day of Older Persons (UNIDOP) was observed at the UN on 4 October 2018. The event was marked by a Meeting in the ECOSOC Chamber attended by a Vice-President of AFICS/NY and its Secretary on behalf of retirees. The event was organized by the NGO Committee on ageing in New York. As in the past, it was sponsored by the Mission of Argentina but also co-sponsored by a Group of Friends of Older Persons at the United Nations. Mostly Latin America-based, the Group also includes a number of Asian and African countries.

### OLD AGE AND HUMAN RIGHTS

From the outset, the organizers drew attention to the timing of the event, which added to its salience. 2018 marked the 70th anniversary of the Universal Declaration of Human Rights (G.A. Res. 217 III, 10 December 1948). This historic declaration owed much of its traction to the leadership and counsel of Mrs. Eleanor Roosevelt, who pressed for its adoption against dissenting





voices from many conservative circles. It broke new ground emphatically in that, beyond the formal rights to freedom of religion, speech and assembly, as well as equal protection of all under the law, the 1948 Universal Declaration included:

- a. equal access for all to one's Country's public service (Art. 21);
- b. the right to social security (Art. 22);
- c. an equal right to work, freedom from job insecurity and even equal pay for equal work (Art.23);
- d. the right to rest and leisure, with humane work conditions (Art. 24);
- e. the right to life in dignity, safeguarding health and welfare for all, including protection in old age "or other lack of livelihood in circumstances beyond one's control" (Art 25); and last but not least,
- f. the right to education and free participation in cultural activities (Art. 26).

As the 70th anniversary of this momentous document approaches, making these rights reality remains a major challenge in most parts of the world, developed or developing. Indeed, one might well argue that escalating conflicts, disparities of income and related and inequalities of power and prospects that these carried in their trail had rendered equal rights hard to approximate. On the upside, however, two significant trends had emerged, which the event on 4 October brought into sharp relief. One such important trend brought humanity much closer to gender equality than it had ever been, rejecting stereotypes that had dominated the world for centuries or millennia. Our understanding of "gender" had been modified in this process.

In a related trend, universal understanding of "groups in special need" and of "affirmative action," in addressing those very needs, had likewise made headway. Beginning with women and children, with motherhood and childhood (Art. 25). new categories included "people with disabilities" and, more recently, "older persons." As has been the case with the former, the latter and some governments on their behalf are currently demanding a "dedicated" charter to guarantee the rights of people in old age. Remarkably, this Charter, which has gained a lot of traction among developing countries, is still resisted forcefully in North America and Europe.

## AGEING AND AGEISM

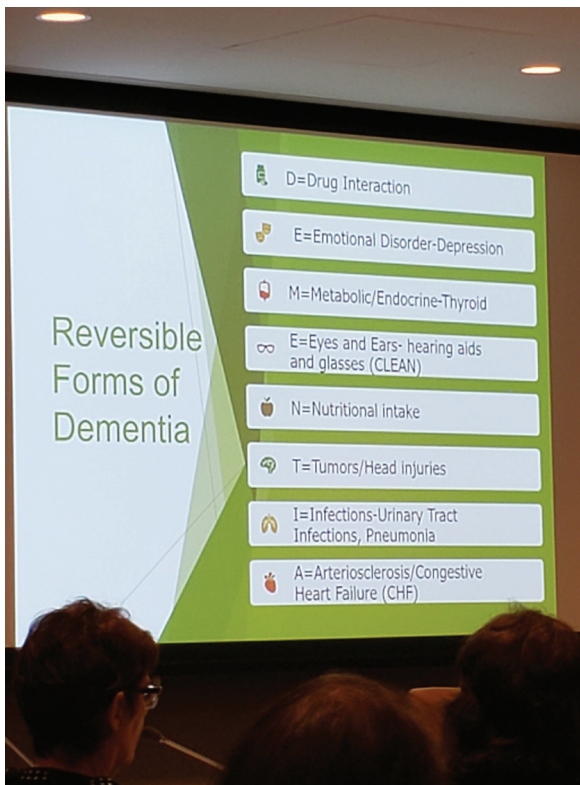
The Meeting made a point of stressing the need for advocacy in an effort to dispel residual stereotypes that block our understanding of old age. The term "Ageism" has been coined to bring to light these stereotypes, which are not going away. Both the Opening Session and the Panel Discussion that followed, largely focused their attention on dispelling stereotypes. Sexuality, for instance, which few people are inclined to associate with old age, seems to be alive and well with more than 40 percent of the 60-85 cohort remaining sexually active. Ditto for entrepreneurship, scholarship, innovation and education, even running the marathon, where people make their mark well past retirement age. This showed the proportion of people aged 60+ jumping from 901 million in 2015 demographic trends. These were discussed extensively.

Indeed, still set at 60 or 65, retirement age no longer seemed to make sound economic sense. It takes too little cognizance of demographic trends. These were discussed extensively by most of the speakers and graphically emphasized in a chart that was included in the folder for participants. This showed the proportion of people aged 60+ jumping from 901 million in 2015 to 1.4 billion in 2030 and more than two billion in 2050. Indeed, by 2050, the number of older persons would exceed that of children under 15. It has already surpassed the number of children under five. An even more critical issue is the trend in life expectancy at birth, which varies very widely from one country to another but, *globally*, is increasing at an appreciable pace, from an average of 70.5 in 2015, to an expected 73.6 in 2030 but more than 77 in 2050. Given progress in health care, this trend is unlikely to change; if anything, indeed it may well accelerate in years to come.

These changes in demographics are markedly uneven around the world but are still presenting challenges that are not adequately addressed to the United Nations, governments and societies. The country ageing fastest is Japan, with four more in East Asia close on its heels, as well as Southern Europe, where ageing is compounded by mass emigration of youth in search of job opportunities. Emigration is a factor also in the Southern Hemisphere, in Africa in particular, where low fertility rates remain far less pronounced. Bringing to light the contrast between these diverse patterns in different parts of the world, the Meeting drew attention to overarching challenges affecting all countries in one way or another.

## NO COUNTRY IS AN ISLAND

No country is an island. Whether propelled by wars, physical insecurity or lack of job opportunities, migration across borders has been intensified around the globe, widely engendering issues of personal safety, which affect older persons disproportionately. On the brighter side, Panel Members intervening on the trends in public health underscored the progress made but also stressed the need to address growing disabilities that are specially pronounced in old age. Alzheimer's and dementia were extensively discussed in this context. What came as a surprise was the incidence of STDs in prison populations, notably in the USA, among older Jeju persons especially. A general conclusion that one could draw from the Meeting was the pressing need to engage in long-term strategic planning and a systemic analysis of demographic trends. Old age is multi-faceted and is not going away. As a recent meeting in Jeju, Korea demonstrated, the governments and pension funds of most countries situated in the Northern Hemisphere are already feeling the pinch.



**WHO has proclaimed the decade 2020 - 2030 as the "Decade for Elderly Persons."**

However, other aspects and derivatives of ageing also remain unknown or unaddressed and certainly have not received the attention that they deserve. The impact of technology and medicine, both helping older persons remain independent and active well beyond 85, was mentioned at the meeting. Less tangible were stereotypes that continue to plague older persons. The cures that were suggested in countering these stereotypes are meaningful and frequent *inter-generational contact* and *de-segregation*. In fact, older persons in all too many cases, subsist in isolation, "sent to pasture," confined to old age homes or otherwise removed from the "hustle and bustle of life" in "assisted living" facilities.

## GETTING OUR PRIORITIES RIGHT

Potentially world-wide, the rapid ageing process combined, in many countries, with longer life expectancy, will represent steep challenges – among the most significant that we may have to face in the decades to come. Not only retirement policies but town-and-country planning, as well as social services and medical facilities may have to be rethought in light of new realities. The costs of needed changes and adjustments will certainly be high. However, these may soon prompt us to revisit, revise and reorder our national priorities. As one of the participants pointedly observed, the world is currently spending US\$1.7 trillion on armaments (upwards from US\$700 billion for the USA alone). Is US \$1.7 trillion per annum for arms and weapons systems money well spent? Could we not use it better for purposes of fighting climate change, promoting education, job creation, public health and social protection? An ageing population world-wide may yet help us re-discover the principles and values enshrined in the UN Charter, as well as the all-important human rights dimension of dignity and security in old age.

# Annual Assembly and Reception

29 May 2019

Opening Remarks by  
Assistant Secretary-General for Human Resources  
Martha Helena Lopez

Dear Mr. Dietz, President of AFICS/New York,  
Mr. Kwabena Osei-Danquah, Chef de Cabinet,  
Office of the President of the 73rd General Assembly,

Members of the AFICS/New York Annual Assembly,

Honorable former staff members of the United Nations System,  
Ladies and Gentlemen,

It is an honor for me to speak with you today at the AFICS/NY 49th Annual Assembly.

I would like to update you on the progress made following the approval by the **General Assembly of the Secretary-General's management reform**. In the first quarter of 2019, the new Department of Management Strategy, Policy and Compliance (DMSPC) and the new Department of Operational Support (DOS) have worked collaboratively with multiple partners to make management reform a reality, moving the Organization towards being more efficient, agile, innovative, transparent and accountable.

In DMSPC, the Office of Human Resources (OHR) is involved in **implementation of the reform** which includes supporting and strengthening delegated

decision-making and sub-delegation for human resources; organizational performance and accountability; the Human Resources Strategy and the simplification of a field-focused management policy framework; organizational standards of conduct and ethics, conduct and discipline and civility; stakeholder engagement; a *United for Reform* learning strategy; and support to the other reform pillars.

AFICS is **an important partner and stakeholder in the reform implementation process**. The invaluable knowledge and wealth of expertise possessed by the members of the association is crucial in strengthening and modernizing the fabric of the international civil service.

Your voice has been heard on a number of important issues over the years, and we count on you to continue to voice your concerns and to provide your valuable feedback.

The Office of Human Resources continues to count on AFICS members to support several initiatives. To name a few:

#### • Duty of Care

In fulfilling the organizational mandates, the UN continues to aim to provide a healthy, safe and respectful working environment that promotes greater accountability, efficiency and commitment of its workforce. We are expanding Duty of Care to all environments and to all personnel, developing a risk management framework, and monitoring and evaluating the implementation of the Duty of Care action points for high-risk duty stations. The Duty of Care Core Principles are being prepared to provide a guide to articulate the overarching and value-based UN System vision through a holistic systems and risk management approach.

#### • Staff Health and Well-Being

The UN Workplace Mental Health and Well-Being Strategy was launched last October by the Secretary-General. The Strategy is a five-year approach to address



the needs of all UN personnel and improve organizational capacities to prevent and protect mental health. It applies to the whole UN system and has been endorsed by all UN system entities. While there has been significant and ongoing investment in mental health and well-being, there is still a long way to go in addressing the needs of the United Nations workforce.

#### • **Disability Inclusion**

The UN Disability Inclusion Strategy (UNDIS) is a comprehensive strategy to ensure that the UN System is “fit for purpose” in relation to disability inclusion. It provides a foundation for sustainable and transformative progress on disability inclusion through all pillars of the UN’s work. It includes a system-wide policy, and an accountability framework with other implementation modalities. The policy establishes the highest levels of commitment and a vision for the UN system on disability inclusion for the next decade. It will establish an institutional framework for the implementation of the Convention on the Rights of Persons with Disabilities and the 2030 Agenda for Sustainable Development, among other international human rights instruments and development and humanitarian commitments.

#### • **Accessibility**

The core concept of the UN policy on employment and accessibility for staff members with disabilities is the reasonable accommodation provided to staff members with disabilities to remove workplace barriers to enable them to effectively perform their official functions. The accessibility and reasonable accommodation for persons with disabilities is high on the Chief Executives Board HR Network agenda. The General Assembly welcomed efforts by the Organization to improve accessibility of UN premises and conferences and to provide reasonable accommodation in the workplace, including for recruitment, and encouraged organizations to continue to improve accessibility. UN Management takes full inclusion and accessibility for persons with disabilities seriously and has made progress in this area although work is underway to continue making the Organization more accessible.

#### • **Geographical Diversity and Outreach**

The diversity and complexity of the global United Nations presence must be matched by a diverse, geographically balanced, gender-balanced, international and multitalented workforce that is truly representative of, and benefits, all the peoples that the Organization serves through a strong sense of duty and purpose to uphold the values on which the United Nations was built

and for which it stands. These principles are embedded in our Charter and have been repeatedly emphasized in multiple resolutions of the General Assembly. Since taking office, the Secretary-General has made gender parity and geographical and regional diversity key elements of his overall reforms. OHR supports offices, departments and missions in achieving this diversity, including reaching youth, through innovative outreach initiatives.

Ladies and Gentlemen,

I would also like to take the opportunity to inform you of the outcome of the Staff-Management Committee (SMC) Annual meeting which took place in April 2019, in which it was agreed regarding the Health and Life Insurance Committee (HLIC)

a) To the following:

1. To establish a **NY Health Plans Insurance Committee** to cover the NY plans only (Aetna, Empire, HIP and CIGNA Dental). There would be five members on this Committee representing the Secretary-General (including from separately administered funds and programmes participating in the plans) and five representatives of staff nominated by the NY UNSU and the separately administered funds and programmes participating in the plans.

2. To establish a **UN Secretariat Medical Insurance Plan (MIP) Committee** to cover the UN Secretariat MIP Plan. There would be five members on this Committee representing the Secretary-General and five representatives of staff nominated by the Staff-Management Committee (SMC).

3. To remove from the Terms of Reference of the current HLIC, the NY Health Insurance Plans and the linkage to the NY Joint Negotiation Committee (JNC). The Committee would continue to cover the CIGNA worldwide health insurance plan for internationally-recruited staff members not based in NY and the Global Group Life Insurance (GLI) plan for all staff members. Five members representing the Secretary-General and five representatives of staff nominated by the staff representatives in the SMC (including from separately administered funds and programmes participating in the plans).

b) That management will circulate the Terms of Reference (ToR) for the three committees for further consultation as soon as possible in order to ensure that the proposal will address the concerns raised by staff.

c) That members of the committees will be nominated after finalization of the ToR.



The staff representatives also took the time at the annual SMC meeting last month to give their thanks for all the efforts made by the Pension Fund to resolve the backlog crisis. I understand Ms. Dunn Lee, the Acting Chief Executive Officer for the Pension Fund will be fully briefing you on the Fund later this afternoon.

Ladies and Gentlemen,

Thank you, also on behalf of the Secretary-General, for your continued support to achieving the goals of the

Organization. The Organization values your interaction and is committed to meeting regularly with your leadership to discuss issues that are of concern to you.

Rest assured that we will always be open to hearing the concerns of AFICS/New York and committed to working together to find solutions.

Thank you very much.

## Statement by John P. Dietz, President

First of all, as President of AFICS/NY, I would like to welcome everyone to this extremely important Annual Assembly, both those who are here in person and those watching the live streaming on the web. We also thank Ms. Lopez for her interesting and informative statement and for representing the Secretary-General at our meeting. We know that the Secretary-General, together with his entire senior management team, appreciate the contributions that retirees have made, and continue to make, to the UN system and that they are committed to providing the vital services from the organization that retirees depend on, particularly in the areas of pensions and health insurance.

I can report to you that, with the help of its Governing Board and Committees, and particularly the two Vice-Presidents, Debbie Landey and Jay Karia, who have worked very closely with me since I became President in 2016, AFICS/NY has continued to protect the interests of UN retirees through discussions with senior management across the UN system, raising with them the key issues that are of concern to UN retirees. As could be expected, our discussions covered primarily matters within the general areas of pension administration, Pension Fund investments and health insurance.

We met and communicated repeatedly with the Acting CEO of the Pension Fund since January, Janice Dunn Lee, and with the RSG for the Pension Fund's investments, Sudhir Rajkumar. I remain absolutely certain that working constructively with Pension Fund and UN-system officials at all levels is the most effective way to advancing and protecting the vital interests of the UNJSPF retirees and beneficiaries whom AFICS/NY represents.

I believe that many, if not most of you, are receiving from the Pension Fund monthly pension benefits that are payable on the basis of the U.S.-dollar track under the Pension Fund's two-track Pension Adjustment System. Consequently, any increase in your monthly pension depends on the upward movement of the official USA consumer-price-index (CPI). U.S.-dollar track pensions increased by 2.2% as from April 2018, following a 3.6% increase one year earlier, as from April 2017. Regrettably there was no similar increase this year, but we can fully expect one next year, as from April 2020.

With respect to pension administration, the main subjects that we discussed with senior officials included the continuing need for detailed and regularly updated information on the Pension Fund website as regards the processing time for new pension benefits, together with clear, accurate and comprehensive information on the nature and size of any backlog in pension benefit processing; the need for systematic follow-up in incomplete cases with both the employing organizations and the Pension Fund participants concerned; the need for the employing organizations to transmit all the required separation documentation to the Pension Fund much more rapidly, particularly from field duty stations; and improvement in client servicing and generally in communications with Fund participants and beneficiaries. The persistent gap in the leadership of the Pension Fund secretariat has also been unsettling: the former CEO was separated from service on disability in January 2019, after a lengthy period on sick leave; the Deputy CEO and later Acting CEO retired at the end of 2018; a new Acting CEO was appointed in January 2019; and, following a recommendation made in the OIOS governance audit of the Pension Board, the General Assembly

decided in December 2018 to split the CEO post into that of Pension Fund Administrator and Pension Board Secretary.

Most recently we expressed serious concern about the report and recommendations that the Pension Board's Working Group on Governance Issues may be making to the Pension Board at its July 2019 session. It was that concern that led the Pension Committee of AFICS/NY to discuss, approve and submit to the Governing Board a report with recommendations on dealing with the governance issues of most concern for UN-system retirees. Then, on 1 May 2019, the Governing Board of AFICS/NY adopted by consensus the document entitled "Policy Guidance on Pension Fund Governance Issues," prepared and presented by its Pension Committee. The stated aim of that report, posted in its entirety on our website, was to provide "consistent policy guidance to those who may represent AFICS/NY or speak for us on Pension Fund governance issues both in the context of FAFICS and through the Federation on the Pension Board and its Working Groups (and Committees)..."

On the investments side, we stressed in our discussions: the need to remain conservative and very cautious with so-called alternative investments, always bearing in mind the fundamental criteria for investments applied since the inception of the Pension Fund; the need for an effective Investments Committee to provide advice to the RSG; the importance of fully staffing the Investment Management Division; meeting long-term the actuarial assumption of an annual real, net-of-inflation, return of 3.5 per cent on the Fund's investments; and the continuing need to post regularly on the Investment Management Division website detailed and timely information on the Fund's investments.

Shortly you will be receiving detailed and updated information from the Acting CEO of the Pension Fund and on behalf the RSG for the Fund's investments from a Director in the Investment Management Division. But before that, I have asked Warren Sach to summarize the significant developments concerning the Pension Board and the Pension Fund's investments, from the perspective of UN retirees. Warren Sach is a member of the AFICS/NY Governing Board and Co-Chair of its Pension Committee, and, as representative of FAFICS, a member of the Pension Board's ALM (Assets and Liabilities Management) Committee and Working Group on Governance Issues; he has also been for the last several years one of the FAFICS representatives on the Pension Board.

With regard to health insurance, we have continued to draw the concerns of UN retirees to the attention of top officials in the UN administration. Furthermore,

AFICS/NY has been represented on the UN's HLIC (Health and Life Insurance Committee) by very experienced Governing Board members, Jay Karia and Frank Eppert, joined recently by former UN Medical Director Dr. Sudershan Narula. They are very active participants in all meetings and discussions of the HLIC, striving for the best possible coverage at the lowest cost to retirees under ASHI (After-Service Health Insurance). I have asked Jay Karia, AFICS/NY Vice-President and Co-Chair of its Insurance Committee, to report on developments concerning health insurance, including the work of the HLIC, client services to retirees and the resolution of individual cases brought to our attention. Within the UN, ASHI administration is the responsibility of the Health and Life Insurance Section, now under the supervision of the UN Treasurer; soon you will also hear the latest about ASHI from the UN Treasurer, Carlos Perrone, and a key staff member of the Health and Life Insurance Section, Elma Witherspoon.

Turning now to the functioning of AFICS/NY itself, we provided to our members timely information and notice of the election for six members on the Governing Board; there are a total of 18 elected members for three-year terms, with six seats open for election every year. The Nominating Committee put forward 10 qualified candidates for the six slots; the election results will be announced later today by the Co-Chair of the Nominating Committee.

Based on input from Committee Chairs, Officers and Governing Board members, a Work Plan is now prepared annually for the Governing Board as a working document and modified as appropriate during the year. There are six established permanent Committees of AFICS/NY: Pensions; Insurance; Membership; Ageing Smart; IT; and Social Events. We continue to strive to make all the Committees active and to involve more members in their work—please consider joining any Committee of interest to you and become an active participant in its work. We remain an integral part of the UN Pre-Retirement Seminars, resumed in no small part because of our successful lobbying efforts with senior UN officials.

Our big news since last June was the launching of the new website for AFICS/NY; thanks largely to the outstanding efforts of the Chair of the IT Committee, Joan McDonald, the technical experts on the Committee, Elba Lages, and in our Office, Velimir Kovacevic, and the IT staff of the UN. The reactions we have received about the new website have been very favourable, but we would appreciate any suggestions on how the site might be further improved. The Membership Committee, chaired by Dr. Sudershan Narula and Nancy Raphael, is close to

finishing work on a new Membership Directory, the first one since 2013. This has involved a great deal of rather tedious but essential work by the entire Committee, ably assisted by our Office staff, Jamna Israni and especially Velimir Kovacevic.

AFICS/NY participated in the activities of UN Staff Day on 6 September 2018; we had first participated in 2017, in cooperation with the Staff Union. We continue to work with the UNFCU to assist them in improving the services they provide to retirees - in that regard, I would like to thank the UNFCU for its generous financial assistance to AFICS/NY in this and past years.

With regard to social activities, led by the Co-Chairs of the Social Events Committee, Barbara Linardo and Susan DeSouza, we had both traditional as well as new activities. There was a very pleasant Bateau Boat Trip/Lunch on a beautiful day in the Fall and a successful Winter/Spring Luncheon in March, both organized by Barbara Linardo. The very successful new events planned and realized by Susan De Souza were a three-day excursion to Lake George in the Adirondack Mountains of New York State in September, with the weather once more cooperating, and a Lunch plus

Museum of Modern Art visit in February. We also look forward, with those of you who have registered and paid, to the Reception tonight at the Zaika Indian Restaurant (230 East 44th Street).

In April 2018 the Aging Smart Committee, chaired by Mac Chiulli, organized a successful and well-attended workshop on the subject "Brain Healthy Ageing and Maintaining Brain Fitness" and is planning to hold similar workshops and seminars in the future. Two issues of our Bulletin were issued, thanks largely to the efforts of its long-time editor, Mary Lynn Hanley.

Before closing, I would like to thank the Officers who have worked with me closely over the past year: Vice-Presidents Debbie Landey and Jay Karia, Treasurer Angel Silva and Assistant Treasurer Mac Chiulli, and Secretary Dimitri Argyriades. A big thank you goes also to the Committee Chairs and Co-Chairs, all the members of the Governing Board, our Office staff, and the volunteers who helped us with all the mass mailings from the office.

In closing, I wish all of you a long and happy retirement and hope that many of you will remain, or become from now on, active members of AFICS/NY.

## **ASHI Presentation by Jayantilal M. Karia AFICS/NY Vice President and Co-Chair, Insurance Committee**

Dear Members of AFICS/NY,

It has been a pleasure serving as your representative on the AFICS/NY Governing Board for the last four years and ensuring that our collective interests in the After Service Health Insurance (ASHI) are well preserved.

First of all I would like to assure you that AFICS/NY continues to be very much involved with the Administration to ensure that the ASHI and any issues related to Health and Life Insurance programmes are addressed expeditiously without negative impact on the retirees. I would like to take this opportunity to thank the Insurance Section representatives, Messrs. Carlos Perrone and Genc Osmani and Ms. Elma Whetherspoon and their staff who continue to provide very good service to all participants and address the concerns raised by us in a pro-active manner. I also take this opportunity to thank Ms. Sunitha Korithiwada, former Chief of the Insurance Service, who has now moved on to another part of the Organization.

### **1. AFICS Representation on HLIC**

AFICS/NY has historically had two observer positions in the Health and Life Insurance Committee (HLIC) where Dr. Sudershan Narula and I are the current representatives. Dr. Agnes Pasquiere and Marianne Brzak-Metzler are alternate representatives from AFICS/NY. Mr. Frank Eppert, who very ably represented us in the HLIC for many years, has decided to step down. The HLIC has representatives of the Administration, Staff Union, and now from UNDP and UNICEF, as well as Observers from AFICS/NY. As you may recall, we had requested that the Governance of the HLIC be changed to allow AFICS/NY full membership together with UNDP and UNICEF, which was being reviewed by the Administration. Based on our efforts, UNDP and UNICEF now are full Members of HLIC while the issue of full membership of AFICS/NY is still under review. We will continue to work on this important issue with the Administration. As we just heard from Ms. Martha



Helena Lopez, going forward there will be three HLICs dealing with various insurance plans. We will work with the Administration to ensure appropriate representation of retirees in these committees, which of course may pose some challenges dealing with three separate ones.

While AFICS/NY provides continuous assistance to retirees on an individual basis, some of the main issues addressed by it and HLIC during the 2018/2019 are as follows:

## 2. Dedicated Resources for ASHI

You may recall that as AFICS/NY representatives, we had proposed to have two dedicated staff to serve the retiree community on matters related to Health and Life Insurance resources in the Insurance Service. They would address the individual issues brought up by retirees promptly. Based on our continuous discussions with senior Secretariat officials and follow-ups in the HLIC, I am pleased to inform you that two GS staff who are dedicated to serve the retiree community on matters related to Health and Life Insurance have now joined the Insurance Section. Based on our efforts, a dedicated phone line has also been set up with specific times when retirees may call on Health Insurance related matters. The number, available on our website, is 917-367-9727. The email address is [ashi@un.org](mailto:ashi@un.org)

## 3. Medicare Part B Premium Reimbursements

As you are aware, Medicare Part B premiums paid by retirees are reimbursed by the Secretariat based on the claims filed by the retirees with appropriate documentation submitted to the Insurance Section. You may recall that at the last Assembly I had reported that some retirees were not being reimbursed as they had not submitted appropriate documentation and their reimbursement was being held in suspense accounts. The Insurance Section has been pro-actively working on these cases to ensure that all amounts held in the suspense accounts are fully reimbursed to the individuals concerned. We suggest that retirees enrolled in any of the medical insurance plans, as well as Medicare Part B, verify that they are being reimbursed for Medicare premiums paid by them directly or through deductions from their Social Security payments. Anyone still having problems on Medicare Part B premium reimbursement should inform the Insurance Section. Also, please pass on this information to fellow retirees.

4. In the HLIC, as per its on-going mandate, a number of cases for exceptional reimbursement were reviewed where medical costs for some participants were higher than established thresholds of various

insurance plans. As AFICS/NY representatives, we continue to ensure that all cases are treated in a fair manner.

5. For the last three months HLIC has been having weekly meetings to review overall experience in the use of various medical plans by the Participants, in preparation for the 2019 renewals for the period July 2019 to June 2020. The representatives of various Medical plans such as Aetna, Blue Cross, Cigna Dental and Cigna International have provided detailed statistical information on the overall usage trends of medical costs including financial results of the plans and future projections.

Some of the main issues reported are basically the same as in previous years, which are:

- Escalating costs of medical treatments especially for pharmaceuticals, which continue to increase significantly in double digits;
- Use of Emergency Rooms in hospitals for non-emergency treatments continues to be high;
- Use of out-of-network physicians and other service providers such as physical therapists.

6. In order to ensure that the current benefits are not changed in any significant manner, HLIC reviewed various options presented by the Administration and Insurance providers. After a number of intense discussions, the HLIC has agreed with some changes in the premiums and benefits ensuring that these are kept to a minimum with adequate reserves for each plan. Fyi, however, as AFICS/NY representatives we did not agree with proposals to raise deductibles for office visits unless efforts are made to ensure that the medical cost increases are reasonable. We may not have a choice but to face increases in co-payments for office visits in the future. The Administration will soon be announcing changes in the rates and benefits effective 1 July 2019. These will be posted on the AFICS/NY website.

7. At this stage I am going to reiterate what I have said in the past about our collective responsibility to ensure that future premium increases are kept at a minimum and what we can do to ensure that we use the plans most effectively and efficiently. As you know, UN medical plans are self-insured by the Organization so the premiums are established based on forecasted usage of the plan. If medical costs go up, obviously the premiums increase, so the question is what can we individually do to minimize overall costs:

- As pharmaceutical costs are increasing rapidly, it is important to ensure that participants discuss with their physicians use of generic medicines, which are significantly less expensive. (E.g.,



some commonly used medications for high cholesterol are or will be available as generics shortly.) So please mention this to your physician.

- Emergency Room visits for Non-Emergency medical treatments – the number of ER visits are still quite high. Fyi, each ER visit costs over \$1800 on average and participants also pay \$75 as a co-pay. It is better to use Urgent Care Facilities, which are now available everywhere and provide basic medical services with much less waiting time compared to waiting for hours in the ER. These facilities provide the basic services and besides being much less expensive, the co-pay for the participant is around \$20.
- It appears that a number of participants are still using out-of-network providers with significant higher costs, especially for physical therapists with an average cost of about \$400 compared to about \$150 for an in-network provider. So let us all ensure that we use in-network providers. It also appears that some providers, especially for physical therapy, are in our insurance network. However, for their patients covered under UN insurance plans, they submit claims as being out of network with higher fees. So please check with medical service providers that they will be submitting claims as being in Network and also verify settlement of your insurance claims to ensure that fees are correctly charged.
- When you are seeking any medical treatment and look up an appropriate Health provider, the important question on insurance is not if they accept Blue Cross or Aetna, but whether or not they are In-Network of the plan that you have. Information on In-Network providers is also available on various insurance provider websites.
- AFICS/NY will continue to address issues related to Health and Life Insurance programmes. It will also continue to work closely with the Insurance Section in the Secretariat and the Insurance Section will continue to communicate with details of various changes and services available. Please ensure that both your email and physical mailing addresses, as well as your current banking information, are on file with the Insurance Section.

## 8. After Service Health Insurance (ASHI) Report of the S-G to the GA

a. I now turn to the work performed in the ASHI working Group where Warren Sach represents us as FAFICS representative.

b. The General Assembly adopted a resolution in April 2019 entitled “Managing after service health insurance.” The resolution requests the S-G to present at its 75th session, comprehensive proposals to be applied after 1 January 2022 which would incorporate changes in the funding model for future retirees, a new entitlement accrual mechanism to relate the agency-paid part of premiums to the length of service. The Assembly also agreed to maintain a pay-as-you-go funding arrangement for the United Nations (Agencies may do otherwise).

c. It is recalled that the report of the S-G, A/73/662 of December 2018 was preceded by a series of prior reports that examined the vexing issue of the billions of dollars of unfunded liabilities on the financial statements of common system organizations in respect of ASHI employer contributions. The prior reports had also examined the possible use of national health schemes, a review of third party administrators, underwriter’s reviews and other cost-saving measures. The reports had been prepared with the active participation of the High-Level Committee on Management using the Finance and Budget network. The Working Group has included four FAFICS representatives as well as representative from FICSA and CCISUA. At this point the Working Group has indicated that it has run its course. Most recommendation were agreed upon a consensus basis, but this was not the case with the accrual mechanism, which was opposed by FICSA, CISSUA and FAFICS. It was also not supported by ACABQ.

d. The President of FAFICS requested and was granted the right to address a formal meeting of the Fifth Committee. In his statement of 15 March, he expressed support for the pay-as-you-accrue, rather than the pay-as-you-go arrangement, which exposed the organizations to massive and growing unfunded liabilities, currently estimated at 8.8 billion dollars.

e. Next steps are a little unclear in that nobody had expected the G-A to ask for a further report to the 75th session. FAFICS will continue to monitor the situation to try and insure that we play a major role in any future initiative to change ASHI or it’s financing.

Finally, one message I leave with you all: We have an excellent benefit for Health Insurance under ASHI and it is our collective responsibility to use this benefit most effectively and efficiently. Unfortunately Medical costs will continue to increase, especially for pharmaceuticals; let us be vigilant in costs being charged to us for medical services. Thank you.

## Statement by Mr. Herman Bril, Director in the Office of Investment Management on behalf of the Representative of the Secretary-General (RSG)

I am pleased to make this statement on behalf of the RSG, Mr. Sudhir Rajkumar. The RSG regrets he could not participate in the AFICS/NY Annual Assembly meeting today due to some unavoidable scheduling conflicts. You will recall that the RSG participated in this meeting last year, and would be very pleased to do so again next year. You will be happy to know that, taking into account his inability to be here today, he took the initiative to meet with the AFICS Board on 1 May 2019, and was happy to respond to all their queries and questions.

In keeping with my commitment to proactive communication with all stakeholders, I had provided—for the first time ever—an initial overview of our investment results for 2018 within one month of the close of the year, at end-January 2019. This initial overview was posted on both the OIM website (<https://oim.unjspf.org>) and the Fund Secretariat's website. This overview was based on the first available numbers, which were very preliminary and subject to significant change. The final 2018 numbers did not become available until late April 2019 (and are now posted on our website), as our third-party independent Master Record Keeper meticulously collected all relevant information and calculated various performance metrics in accordance with industry standards.

In some ways, this is similar to what happens with the preparation of our audited financial statements, which are finalized only by May-June of the following year after the Board of Auditors have reviewed them and provided an opinion on them, and are formally presented to the Pension Board in July.

These are highly specialized and resource-intensive exercises, which have to follow a meticulous process meeting industry standards. Any lapses in this exercise can be severely damaging to our credibility, so it is better to take the time needed to calculate these numbers as accurately as possible. For example: we receive information on the actuarial value of our liabilities – a metric at least as important as asset value information in determining the financial health of a pension fund -- only once every two years. The reason is the resource-intensity of this exercise, and the high cost of creating doubt about the validity of these numbers – as we have ourselves experienced in recent years.

With this background, let me turn to our investment results for 2018 and year-to-date in 2019.

2018 turned out to be a challenging year in global financial markets. Investment returns for global equities

were around minus 8.7%; the worst performance in any year since the Global Financial Crisis of 2008. Investment returns during December 2018 were the worst for that month in any year since 1931.

Despite these challenges, coupled with increasing market volatility, the market value of the assets of the Fund remained above the 'Actuarial Assets Value' of US\$60.4 billion, at US\$60.8 billion. This 'Actuarial Assets Value' was used by our Consulting Actuary in their most recent report to determine that the Fund's financial condition is sound.

It is important for the Fund's stakeholders, including our 207,000 current and future beneficiaries, to note that estimations of the Fund's financial well-being are made by external experts using very conservative assumptions, including smoothing the market value of the Fund's assets over 5 years, which adjusts for the expected volatility of global financial markets.

Underlining the fact that volatility is an enduring feature of global financial markets, the market value of the Fund's assets has already bounced back to US\$65.2 billion as of 31 March 2019.

I am pleased to share with you that the Office of Investment Management achieved its stated goal of meeting or exceeding the returns of the Policy Benchmark during 2018.

We also continue to exceed by a healthy margin our Long-Term Objective of 3.5% real (net of inflation) return in US dollar terms over 10 and 15-year periods. As I have previously stated at various stakeholder forums—including the Pension Board and the General Assembly—our goal is to fully discharge all our obligations to current and future beneficiaries. Pension payments are made over decades, and short-term fluctuations in investment returns do not have a material impact on these pension payments so long as the Long-Term Objective is being met.

Financial markets are likely to be volatile over the near-term as they try to gauge and adjust to the future direction of fiscal and monetary policy after a decade of quantitative easing, as well as rising geopolitical risks around the world. At the same time, our fully funded status gives us a certain amount of financial cushion to withstand a period of low investment returns. I am confident that the Office of Investment Management will be able to deal with whatever challenges the markets may present, with the support and encouragement of all our stakeholders.

## Results of Election to AFICS/NY Governing Board

Results of the 2019 election were announced by Dr. Sudershan Narula, Co-Chair of the Nominating Committee. The following six members (in alphabetical order) were elected to a three-year term, from 1 July 2019 – 30 June 2022. \*Indicates re-election.

Austin, Ms. Paulette J.  
\*Bindley-Taylor, Ms. Gail  
\*Chiulli, Ms. M.A. (MAC)  
Fultz, Ms. Elaine  
Hurtz-soyka, Ms. Nancy  
\*Sach, Mr. Warren

President John Dietz congratulated all the winners and welcomed the three who were newly elected to the Governing Board.

He then concluded the Annual Meeting and the audience went on to enjoy the Annual Reception held at Zaika Indian Restaurant (230 East 44th Street).

## The Charities Foundation Of AFICS/NY

We would like to remind you of the benefits provided by the Charities Foundation of AFICS/NY, which had received neither contributions nor requests for assistance for over a year.

The purpose of the Foundation is to provide grants to help former international civil servants cope with unforeseen, short-term emergencies of a financial nature. Recently, for example, it awarded a qualified recipient \$4,000 for house repairs and nursing care. If you experience or know of other members who are in such circumstances please do not hesitate to contact the Foundation for assistance.

On an exceptional basis, the Foundation may also contribute to relief efforts undertaken for recovery from natural disasters through UN agencies such as UNICEF or UNHCR.

Tax-exempt contributions to the Foundation are always welcome. It may be reached as follows:

Mail: The Charities Foundation of AFICS/NY, c/o Association of Former International Civil Servants in New York (AFICS/NY), United Nations, DC1-580, New York, NY 10017.

Tel.: 212 963-2943 • E-mail: afics@un.org

## New Members

**We welcome the following new members, who joined AFICS/NY between 1 August 2017 and 30 April 2019. (\*Designates life member.)**

Mark Anthony  
Secretariat Mail Operations, Assistant Supervisor

\*Franz Baumann  
UMOJA/DJACM, ASG, Special Adviser on Peacekeeping and the Environment

Henry Breed  
UNHQ Political Advisor

Mahmud-Ush-Shams Chowdhury  
UNOHCA

Walt Collins  
UNHQ SS Security Lieutenant

Michaele Duroseau  
UNESCO Assistant to Permanent Rep.

\*Michael Gabriel  
UNHQ/HVAC/B.M.S., Refrigerator Engineer- T.C. 6

Sylvia Gaymer  
EOSG Staff Assistant

\*Marie Rose Mpendubundi Kamugisha  
UNHCR Projection Officer

Clarke E. Kane  
UNHQ/PBSO Senior Administrative Assistant

Vinod Kapur  
UN/DPKO Senior Programme Officer

\*Ajay Kumar Lakhanpal  
UNICEF Chief of Payroll

\*Ade Lekoetje  
UNDP Resident Representative

Shireen Madho  
UN Secretariat NY/DM/OCSS/DM Admin. Asst.

\*Alberto Marzullo  
UN/DPI Sales Assistant

\*Saraswathi Menon  
UN WOMEN, Director

Subinay Nandy  
UN/DPA – Director, Asia-Pacific Div.

Liberty Nanjogo  
UN Peacebuilding Support Office, Senior Personnel  
Assistant

Edwin Nhliziyo  
UN/OIOS Senior Auditor

\*Vera Rajic  
UMOJA Finance Team Leader

\*Mary Ellen Santamaria  
UNICEF Chief, Management Knowledge Support

Victoria Schultz

Pierangela Shaw  
UNDP

Raul Sumulong  
UNHQ/OICT, Senior Technician

Jesus Pineda Tolentino  
UNOPS Programme Manager

## Brain Healthy Ageing

Bouncing tiny rubber balls and colorful floating scarfs filled the air in Conference Room 11 on Wednesday, April 24th during the Brain Health Ageing seminar organized by the AFICS/NY Ageing Smart Committee headed by Mac Chiulli. A large number of AFICS/NY members filled the room, eager to achieve and maintain brain health.

Mac started the proceedings by announcing that The World Health Organization (WHO) has proclaimed the decade, 2020 – 2030 as the “Decade for Elderly Persons.” The discussion then turned to Inspired Memory Care and Therapeutic Recreation. Kelly Gilligan and Netty Harper, co-founders of Inspired Memory Care, explained that genes, environment and lifestyle can all pose risks to health. Too many medicines can create brain fog, while smoking is terrible for the brain, threatening great risk to lungs and causing strokes.

On the other hand, physical activity is very good for the brain but in our society many older people are not very active due to lifestyle changes involving computers, cell phones and social activities for seniors that reduce moving around.

What’s to be done? Eating healthy food, learning new things, and practicing existing skills are at the top of the “to do” list for seniors. Learning is most helpful for the brain as are exercises. (Here’s where the small rubber balls and colorful scarves come in and it can be especially productive to use the left hand if you are right handed - or vice versa - in working with such objects.)

Being active is good for the billion neurons in the brain. It was also mentioned that depression, often common in older persons, can be treated with pharmaceuticals and/or talk therapy, and that one should try to remain in good health, having thyroid levels, eyesight and hearing checked on a regular basis. It is better to sleep no more than eight hours a night but 20 – 30-minute naps during the day are healthy. Optimism, curiosity and laughter are all good for you.

It was suggested that one of the best ways of keeping your brain healthy is to periodically do something new or repeat a usual activity in a new location. Everyone was encouraged to add one or two new activities a week to one’s normal routine. Take a walk! Eat a new vegetable! Take up a new sport or learn to play a musical instrument! Socializing also stimulates cognitive function. Join a club, join a discussion group or start one. Or volunteer with a local charity. Stay engaged.

For further inspiration Kelly and Nettie left with the AFICS/NY office, a Resource list of Opportunities for Engagement, Socialization and an Active Lifestyle — 3 and ½ pages of possible activities, ranging from Companion programs and Dance, manage & fitness programs to Museum-based programmes to Social and/or intergenerational programs to Alzheimer’s Disease & Related Dementia Care partner Resources. There are copies in the AFICS/NY office if you would like to have this very valuable resource and the list will also be available on our website on the Ageing Smart Committee page.

**MLH**



## AFICS (NY) FINANCIAL REPORT

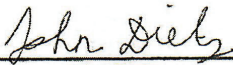
ASSOCIATION OF FORMER INTERNATIONAL CIVIL SERVANTS  
Statement of Income and Expenditure  
for the Years Ended 31 December 2018 and 2017


### Unaudited

	2018	2017
	\$	\$
<b>Income</b>		
Life membership dues – Amortized	21,332.00	19,482.00
Annual membership dues – Current Year	16,770.00	17,509.00
Associate annual memberships	350.00	370.00
Interest and dividends	2,229.00	2,006.00
Voluntary contributions	13,000.00 <sup>1</sup>	13,045.00
Bequests	—	—
Payments for luncheons	10,952.00	5,278.00
Miscellaneous income	—	175.00
<b>TOTAL INCOME</b>	<b><u>64,633.00</u></b>	<b><u>57,865.00</u></b>
<b>Expense</b>		
Operating Expenses		
Secretarial assistance	34,600.00	33,156.00
Bank charges	—	30.00
Office expenses	597.00	510.00
Travel	184.00	874.00
Sub-total	<u>35,381.00</u>	<u>34,570.00</u>
Other Expenditures		
Contributions to FAFICS	4,049.00	4,362.00
Contribution to AFICS – Wash. D.C.	250.00	250.00
Write-offs	— <sup>2</sup>	880.00
Cost of social activities	12,651.00	6,415.00
Sub-total	<u>16,950.00</u>	<u>11,907.00</u>
<b>TOTAL EXPENDITURE</b>	<b><u>52,331.00</u></b>	<b><u>46,477.00</u></b>
<b>Net Income</b>	<b><u>12,302.00</u></b>	<b><u>11,388.00</u></b>

1) Includes contributions from individuals and UNFCU in support of the AFICS/NY Mission.

2) Write-offs due to termination of Memberships for chronic non-payment of dues. An Outreach effort is planned for 2019 to reduce the incidence of non-payment, pending which, no write-offs have been made in 2018.

 5/24/2019  
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 John Dietz                      Date

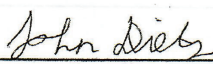
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 Angel Silva                      Date

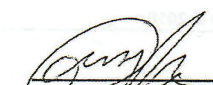
## AFICS (NY) FINANCIAL REPORT

ASSOCIATION OF FORMER INTERNATIONAL CIVIL SERVANTS  
Statement of Assets, Liabilities and Fund Balance  
as at 31 December 2018 and 2017

### Unaudited

	2018	2017
	\$	\$
<b>Assets</b>		
UN Federal Credit Union		
Share savings account	6,838.00	6,813.00
Draft Checking account	17,203.00	38,613.00
Undeposited Funds	445.00	445.00
Certificates of Deposit	<u>183,770.00</u>	<u>181,582.00</u>
Sub-total	208,256.00	227,453.00
Accounts receivable	<u>26,932.00</u>	<u>12,330.00</u>
Sub-total	<u>26,932.00</u>	<u>12,330.00</u>
<b>TOTAL ASSETS</b>	<b><u>235,188.00</u></b>	<b><u>239,783.00</u></b>
<b>Liabilities and Fund Balance</b>		
<b>Liabilities</b>		
Stamp account credit	—	—
Payroll Liabilities	2,239.00	3,429.00
Other Current Liabilities	1,027.00	2,561.00
Sub-total	<u>3,266.00</u>	<u>5,990.00</u>
<b>Fund Balance and reserves</b>		
Unamortized life memberships	175,317.00	189,400.00
Deferred Income	860.00	950.00
Fund balance		
Fund balance brought forward	43,443.00	27,512.00
Adjustment of Fund Balance	—	4,543.00
Excess (shortfall) of Income	<u>12,302.00</u>	<u>11,388.00</u>
Sub-total	<u>231,922.00</u>	<u>233,793.00</u>
<b>TOTAL LIABILITIES AND FUND BALANCE</b>	<b><u>235,188.00</u></b>	<b><u>239,783.00</u></b>

 5/24/2019  
 \_\_\_\_\_  
 John Dietz                      Date  
 President

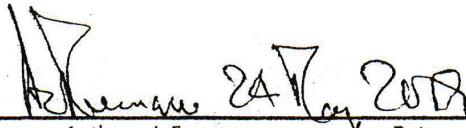
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 Argeel Silva                      Date  
 Treasurer

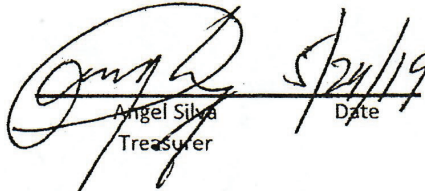
## AFICS/NY CHARITIES FOUNDATION

Statement of Assets, Liabilities and Fund Balance  
as at 31 December 2018 and 2017

### Unaudited

	2018		2017	
	\$		\$	
<b>Assets</b>				
UN Federal Credit Union				
Share Savings Account	3,450.00		5,737.00	
Draft Checking Account	(302.00)		2,686.00	
Certificates of Deposit	<u>53,465.00</u>		<u>52,787.00</u>	
Sub-total	<u>56,613.00</u>		<u>61,210.00</u>	
<b>Accounts receivable</b>				
AFICS/NY	<u>1,027.00</u>		<u>2,561.27</u>	
Sub-total	<u>1,027.00</u>		<u>2,561.27</u>	
<b>TOTAL ASSETS</b>	<b><u>57,640.00</u></b>		<b><u>63,771.27</u></b>	
<b>Fund Balance</b>				
Fund Balance Brought Forward	63,771.00	66,159.00		
Total Equity	<u>(6,131.00)</u>	<u>(2,477.00)</u>	<u>63,682.00</u>	
<b>TOTAL FUND BALANCE</b>	<b><u>57,640.00</u></b>		<b><u>63,771.00</u></b>	

  
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 Anthony J. Fouracre                      Date  
 President

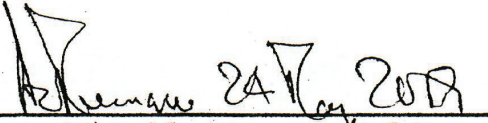
  
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 Angel Silva                                  Date  
 Treasurer

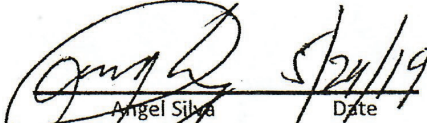
## AFICS (NY) CHARITIES FOUNDATION

Statement of Income and Expenditures  
for the Years ended 31 December 2018 and 2017

### Unaudited

	2018	2017
	\$	\$
Income		
Donations	676.00	5,968.00
Interest Income	<u>693.00</u>	<u>645.00</u>
<b>TOTAL INCOME</b>	<b><u>1,369.00</u></b>	<b><u>6,613.00</u></b>
Grants and Donations		
To individuals	6,000.00	8,000.00
To Organizations	<u>1,500.00</u>	<u>1,000.00</u>
<b>TOTAL EXPENDITURE</b>	<b><u>7,500.00</u></b>	<b><u>9,000.00</u></b>
Excess (shorfall) of income over expenditures	<b><u>(6,131.00)</u></b>	<b><u>(2,387.00)</u></b>

  
 \_\_\_\_\_  
 Anthony J. Fouracre                      Date  
 President

  
 \_\_\_\_\_  
 Angel Silva                                  Date  
 Treasurer



# WORLDWIDE

## REUNIONS



### FLORIDA CHAPTER OF AFICS/NY

The 12<sup>th</sup> anniversary of the Florida Chapter of AFICS/NY was celebrated on 8 December 2018 at Gilson's Brazilian Restaurant in Orlando. The event highlighted the daughter and granddaughter of Wale Omawale. It began at 12:00 noon and all 21 members who had signed up were able to attend.

Madan was there to welcome everyone, after which homage was paid to members who had passed away and the following Mission statement was read by Nubia Solo and reaffirmed by all members present:

"The mission of AFICS/NY is to support and promote the purposes, principles and programmes of the UN system; to advise and assist former international civil servants and those about to separate from service; to represent the interests of its members within the System; to foster social and personal relationships among members, to promote their well-being and to encourage mutual support of individual members."

The Florida Chapter of AFICS/NY would serve as an active branch of AFICS/NY while fully supporting its mission and would focus on the local needs of its members.

The following calendar for 2019 was agreed upon:

**1 June** – Lunch – Moroccan or Mexican plus socializing and briefing about individual travels or other common matters

**28 September** – Lunch – Indian or Japanese plus seminar: How to plan your finances in the current market

**7 December** – 13<sup>th</sup> Anniversary celebrations. Lunch: Brazilian or Italian plus Bingo, games and calendar for 2020

After enjoying the buffet lunch (wherein about 50 Brazilian dishes were served), Kiron Arora (Madan's wife) conducted a Bingo game, a raffle, and a pick-one gift from a basket, all of which everyone thoroughly enjoyed.

Then, all present unanimously agreed to nominate Madan Arora as coordinator of the Chapter for 2019. Terry Taylor and Marian Awwad thanked Madan on

everyone's behalf for having initiated the Florida Chapter of AFICS/NY and managed it well for the last 12 years.

All members collectively presented a card and token cash prize to Madan and some also presented him with gifts.

Madan expressed his thanks to everyone and mentioned that he is blessed to be part of this family of Florida Chapter members. All these, he said, will be utilized in next year's game of Bingo and raffle prizes INSHA ALLAH (God willing).

Everyone assembled outside the restaurant for a group photo and then departed happily wishing each other Season's Greetings and Best Wishes for the New Year.

**Madan Arora**

### UNICEF RETIREES MEET AGAIN

Since 1989, UNICEF retirees have been meeting on a regular basis. First, there were only a handful, but every year more and more joined and the gatherings became increasingly elaborate. Originally this was meant to be a social get-together with some sight-seeing, organized by a retiree in his home town in the continental USA. The group didn't want any official association with the UN and we simply called ourselves the "We Are Worth It Group" (WAWIG). Reunions took place in Washington, D.C., Philadelphia, Sacramento, etc.

In 1999, the retirees went to the Caribbean to St. Croix in the U.S. Virgin Islands, then in the Hudson Valley in 2000, and on a Cruise to the Bahamas in 2001. Several continental venues followed, except for Edinburgh in 2003, and Montreal in 2008. That was the moment, when the group decided to expand and become a more professional organization. The name xUNICEF was adopted, and soon a website was created to connect the former UNICEF family members. General information was communicated, but also comments about topics of particular interest—child rights, breastfeeding, health and child education, fundraising, emergency relief etc. The largest reunion so far took



Temple Chariot at Hampi



Traditional Indian dance

Photos by Jan Scholten



Entrance of 6<sup>th</sup> Century Badami Cave Temple

place in Budapest in 2015 and attracted 120 participants. Last year's was in India and some 60 retirees and family members went to Karnataka, Bangalore and Mysore. The next reunion is scheduled for Armenia in 2019. Horst Cerni

Beginning in March last year, the organizing team of Padmini, Seenappa and Sree urged XUNICEFers to participate by sending memos and attractive bulletins on India throughout the xunicef.com network. In response, some 60 XUNICEFers and their families from 19 countries travelled across several time zones to join the Reunion 2018. Our common purpose was to explore Karnataka while reconnecting with former colleagues, reviving friendships from the past, making new friends, tasting new foods and creating unique memories. For many it was a dream-come-true to visit and experience the country first hand.

The first evening, after the introductions, brilliant presentations on the India Country Programme and the

priorities set for Karnataka by Yasmin Haque and Meital Rushdie prepared us for what to expect during our travels, especially the diversity and paradox that is India. In many ways this set the trend for the Reunion, which included observing the people all around us amidst the unrelenting traffic, the food, the shopping, and visits to the new and old monuments bearing testimony to the past glory of and new developments in Karnataka. We were struck that as Karnataka moves through modernity as a leader in Information Technology and Biotechnology, it is apparently replacing old images of adulation and worship with new structures, yet continues to respect and preserve the symbols of its past.

The music and dance performances of the cultural programme on the second evening gave us a glimpse and exposure to mythology, diverse culture, legends about the deities and demons, and the philosophy of Karnataka. In a way it was a great introduction, alerting us about what to look for in our visits to the temple monuments and palaces. It was fascinating to note how each of the places we visited reflected intrinsically this rich heritage with its own significance while maintaining the continuity of Karnataka's checkered history as a kingdom conquered and ruled by several dynasties since the sixth century. The Bull Temple of Bangalore, the Mysore Palace, Chamundi Hill in Mysore, the temple complexes in Belur, Halebid, Hampi, the Badami caves and Pattadakal, and the Tipu Sultan Summer Palace were all living affirmations of this past. On the other hand, visit to the tribal areas to observe the work of the NGO, Sri Vivekananda Youth Movement (SVYM) showed us the present realities and the dedication and extent of the voluntary efforts was inspiring.



During our travel to Mysore and beyond, we crossed the venerated Cauvery, its tributary, the Kabini, the legendary Tungabhadra and Malaprabha rivers, and the life-lines to green fields of rice, sugarcane, millet and maize that we drove past. At the famous Krishnaraja Sagar dam we waited patiently for the illumination of the fountains in the picturesque Brindavan Gardens at dusk. We took boat rides on the Cauvery to explore the Ranganthithu bird sanctuary and some of us ventured further to the wildlife sanctuary at the Jungle Lodges in Kabini, staying overnight at the edge of the thick forests and the lake. Another group travelled north to the UNESCO Heritage Site of Hampi, the cave temples of Badami and Pattadakal to visit the rock hewn sculptures and temples.

Many of us departed on the seventh day of the reunion with much to remember and cherish. We shared many 'wow' moments, as when 100,000 bulbs of the Mysore Palace came alive at exactly seven o'clock, transforming the place to a fairyland; when a group of

elephants chased our jeep in Kabini; when we were awestruck with the detailed stone sculptures in Belur and Hampi; when we shopped frantically in the emporium overflowing with shelves of colorful silk fabric and sarees; when overwhelmed in the Fabindia stores with 100% cotton readymade garments that we wildly bought for all seasons to come; when fascinated by the overpowering fragrance from sandalwood handicrafts; and when drinking fresh tender coconut water on Chamundi Hill avoiding the curious monkeys.

On the whole, it was an amazing experience that the 'India trio' made happen with the help of an excellent tour operator. We now look forward to the next XUNICEFers Reunion, with many positive experiences to carry through from Bangalore. Once again, thank you all in India for this memorable adventure with a difference.

**Gautam Banerji and Sree Gururaja**

# NEWS

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## YOU CAN USE

### **Diplomatic And Consular Officers Retired (DACOR)**

#### **An Organization of Foreign Affairs Professionals**

By George F. Saddler

The Diplomatic and Consular Officers Retired (DACOR) organization is located in a stately house at 1801 F Street N.W. in Washington, D.C., behind the World Bank Headquarters. Membership includes individuals committed to diplomacy and international understanding, such as active duty and retired U.S. Foreign Service Officers, current and former employees of the executive branch of the government, NGOs, journalists and academics. Membership is open to current and former staff of the United Nations System who are U.S.A. citizens.

DACOR is located in the former home of the Robert Bacon family and of two chief justices of the U.S. Supreme Court. A number of U.S. presidents, from James Monroe to George H.W. Bush, have visited the house, as have other prominent persons. Abraham Lincoln attended the wedding of his military aide there.

DACOR provides regular programs on timely issues, musicales, private lunches and dinners, and a library. It can also be booked for meetings and weddings and is a convenient meeting place for members to relax in downtown Washington, be they from out of town or from D.C. and its suburban area.

For additional information about DACOR and to obtain an application form if you would like to become a member, log on to its web site: [www.dacorbacon.org](http://www.dacorbacon.org) or telephone DACOR at 202-682-0500.

*Editor's Note: Our thanks for the above piece to Honorary AFICS/NY Governing Board Member, George F. Saddler, a member of DACOR for many years who suggested that readers of our Bulletin would like to know about this club. If you have any questions or comments you may also contact George via telephone: 718-884-1291.*

# UN CLUBS/LANGUAGE COURSES

## WELCOME AFICS MEMBERS

### UN LANGUAGE COURSES

(Arabic, Chinese, English, French, Russian, Spanish)

Tel.: 212 963-7056 or website: [www.un.org/depts/OHRM/sds/lep/](http://www.un.org/depts/OHRM/sds/lep/)

### CLUBS

The United Nations Staff Recreation Council was formed in 1948. It has an Executive Committee and many clubs.

Interested in Art? Ballroom Dancing? Chess? Or perhaps Yoga? The UN Symphony Orchestra? The UN has many clubs in which retirees are welcome to participate. For further information, visit the AFICS website under Resources Clubs & Classes — <https://www.un.org/other/afics/content/un-clubs-classes>

### COMMUNITY ACTIVITIES

UN Staff are active members of the UN Community and/or the NYC Community. For a list of links to organizations in New York City offering volunteer opportunities go to <https://iseek-newyork.un.org/department/UN-Community>.

You can also read some Staff Voices stories from our colleagues currently supporting different sectors of these communities and participating in activities related to health, environment, human rights, etc.

For example, you can help with UN Food Gardens, ([harriganf@un.org](mailto:harriganf@un.org)) or the 1 per cent for Development Fund. (The latter organization is a staff-supported fund that makes micro-grants to community projects in developing countries.) Contacts are: Alice Harrison, Covener ([harrison@un.org](mailto:harrison@un.org)); Pat Duffy, Special Events Organizer ([duffy@un.org](mailto:duffy@un.org)). Also, if you are already a volunteer you can share your story with others.

### LEISURE & SPORTS

Looking for discounts?

*Broadway Shows* – Sign up at <http://www.corporateoffers.com/corporateaccess/index.php> (Negotiated by UNSU)

*Theatre Development Fund* – Membership based. See <https://www.tdf.org/>

*NY Sports Club* – Show your UN ID to receive discount (by UNSU)

*Equinox Fitness Co.* – Go to 44<sup>th</sup> & Lexington Branch and show your ID to receive discount (by UNSU)

*Museum of Modern Art (MOMA)* – Current New York based permanent UN staff members are eligible to receive one free admission. See <https://www.moma.org/visit/discounts>

*NYC Arts* – Info on free admission. See <https://www.nyc-arts.org/collections/35/free-museum-days-or-pay-what-you-wish>



## **GARAGE**

Pay \$14 for any 12 hours at ABM Garage on 49<sup>th</sup> St., right off the south-bound FDR Drive. Contact the Staff Union (ext. 3-7075) and ask for Garage tickets (by UNSU)

## **CAR RENTAL DISCOUNTS**

Costco travel, <https://www.costcotrave.com/> Use membership

Avis Travel Wiz – Discount#B333200-Budget

Car Rental – Discount#V038800

Dollar Rent a Car – Discount #UN3333

Enterprise Rent-A-Car, National Car Rental and Alamo Car Rental. Go to <https://partner.rentacar.com/usgov/> and use GOVBIZ for official travel, GOVRNR for leisure.

*NOTE: The UN does not endorse any of the internet websites and can't take any responsibility for the accuracy of any information posted. They are given to UN Staff and Delegates for reference purposes only. The UN reserves the right to inquire about the use of the information provided or to cancel/remove these services at any time.*

## **NYC VOLUNTEERING OPPORTUNITIES**

### **WILD LIFE**

Animal Hospital and Rehabilitation Center  
APSCA Adoption Center  
Central Park Zoo / Prospect Park Zoo / NY Aquarium  
Animal Welfare

### **ART**

Metropolitan Museum/ Brooklyn Museum (Kids)

### **HEALTH SERVICES**

Presbyterian and other Hospitals  
Medical Family Centers

### **SPORTS**

Kids sports projects

### **SUSTAINABILITY (ENVIRONMENT)**

Green Market; Recycle Garden  
Byking, Recycling, Planting  
UN Green Network NY (Contact Alejandro Laguna ([laguna@un.org](mailto:laguna@un.org)) or <https://github.com/afics/0iCX6jaMecZhOCsU2>)

### **UNITED NATIONS RECREATION COUNCIL**

The above information was kindly provided by Taina Glaude, Secretary of the UN Recreation Council. She may be reached via E-mail as follows:

[glaude@un.org](mailto:glaude@un.org); [UNSRC-Recreation@un.org](mailto:UNSRC-Recreation@un.org);  
[taina963@hotmail.com](mailto:taina963@hotmail.com); [llindaannamariag@gmail.com](mailto:llindaannamariag@gmail.com);  
Tel.:212-963-4617; Texting: 917-209-9568

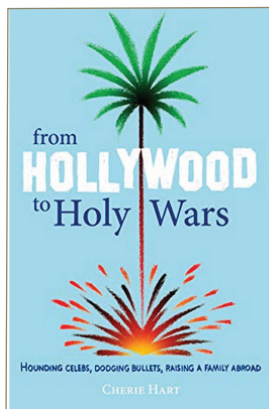
# BOOK

## REVIEWS



### From Hollywood to Holy Wars Hounding Celebs, Dodging Bullets, Raising a Family Abroad

By Cherie Hart



Available from Amazon.com  
(\$19.00)

Jalan Publications, Paris, France.  
Contact @jalan.fr

“Packed with whimsy and intrigue. Hart’s tale offers a lesson in how to ride with and savor the capricious turns of fate.”  
Chicago Tribune Columnist Eric Zorn

“A rollicking tale with heart, Humor and Poignancy.” Gwen Robinson, former *Financial Times Bangkok* bureau chief.

Such are the reactions to Cherie Hart’s account of her life as a globe-trotting and devoted journalist, wife, mother, daughter, sister and friend, chronicled in her first book, published in 2018.

Graduating from Yale, determined to pay off student debt, Cherie jumped at the chance to become a well-paid reporter for the *National Enquirer*. Holding that job for nearly three years, she crashed celebrity weddings, attended bull-fighting school, and carried out other insane assignments, until she became disenchanted with the exposés she was expected to reveal and quit.

After a brief stint as a TV journalist, which she found equally unsatisfying, Cherie accepted a writing job with the United Nations Development Programme (UNDP) which, over 30 years, helped her move to Thailand with her husband, two daughters and two cats and sent her to more than 60 countries on writing assignments.

Frank and often hilarious, in “From Hollywood to Holy Wars” the author reveals how she juggled life’s absurdities, insecurities and heartbreaks as she visited the world’s hot spots and witnessed the aftermath of wars, floods, tsunamis and coups. At the same time, readers become aware of the methods and madness of Cherie’s various assignments as well as how, under several Administrators, the UNDP has changed over the years. Anyone who has spent time in “the field” on UN assignments will identify. A copy of the book is available in the AFICS/ NY library.

### JOURNEY TO PARADISE

By Horst Cerni

AFICS/NY member Horst Cerni is happy to announce the publication of his memoirs, “Journey to Paradise.” It is his story of fleeing the Russian army and adjusting to post-war conditions, living and travel adventures on several continents, working at the UN and UNICEF, especially with Goodwill Ambassadors, and finally settling on the Caribbean island of St. Croix – the home island of his wife -- and the paradise of his book’s title.

Originally he started writing with the objective of giving his children and grandchildren and other family members an idea of his extensive travels but found that his book became “a story of many coincidences and historical links” that a lot of fellow AFICS/ NY members will find of interest.

The book is available from Amazon.com as a Kindle eBook (in color) or paperback (b/w).

# OBITUARIES



OFRA CORE  
1924 – 2018

Our AFICS/NY colleague and lifetime member, Mrs. Ofra Core, passed away on 1 April, 2018, in Harrison, New York.

Her funeral took place on Thursday, 5 April at the Greenwich Reform Synagogue in Cos Cob, near Greenwich, New York at 1:00 pm. She is survived by her daughter Ann Orly Greenberg, her son-in-law Kenneth and her granddaughters Sandra and Kara.

Right after her UN retirement in 1984, following 32 years of service, Ofra joined AFICS/NY. As a member of the Association she was active in the Membership Committee, contributing much support to its activities. She also enthusiastically attended most of our events, lunches and Annual Assemblies, until not many years ago.

A Records Management specialist, Ofra initiated and drafted the UN Correspondence Manual, issued in order to regulate and harmonize official UN correspondence in all Departments and Offices. During her career she held various administrative positions, such as Chief of the Records Control Section of the UN Central Registry, and Chief of Records Management and Services, including UN Archives.

Ofra was considered an authority in her field and, as such, contributed articles to leading publications. One of them, remarkable, was the journal "The American Archivist" of the American Archivists' Association, entitled "The United Nations – The Written Record (July 1978)." It advanced the concept that the worth of Records Administration is an integral part of international administration, stressing how much the UN system in its international approach incorporates multinational influences. As such, since records are the historical testimony and inheritance of an organization, it made the point that "it is essential that their classification be serviceable not only during the life of the organization but also for future research and assessment of the institution's achievements.

But Ofra went beyond contributing records and archives to the Organization to tackle the then dire need to change the status quo, in order to bring gender equality to the UN Secretariat. Ofra helped pioneer the activities of a group of UN women to redress some unfortunate situations, together with Marie Christine Hellin, Patricia Tsien, Margaret Bruce and others. They certainly set the long needed pace for change.

Typical of her suave, yet firm personality, Ofra Core has quietly left behind solid markings of her career to the United Nations. To AFICS/NY she has left many pleasant recollections and much affection, in addition to several publications of a different nature, some of them of her own inspiration, which she contributed to our AFICS/NY library, including a fictional mystery story taking place at the UN, worth enjoying.

So long to a dear friend. May she rest in peace.

**Andrés Castellanos**

*(Corrigendum: Please note that the above obit of Ofra Core corrects a few important errors that inadvertently occurred in the one carried in our last Bulletin. Our apologies to Ofra's family for these earlier mistakes. )*

## JAMES STRATTON CROOKE

1929 – 2019

STRATTON-CROOKE, James, 90 of Scarsdale, NY, devoted husband, brother, father, grandfather, great-grandfather, naval officer, industrial engineer, and diplomat, died peacefully at home on May 25, 2019. Jim grew up in New Rochelle, NY and attended Isaac E. Young High School. He was a scholar-athlete and a Boy Scout, achieving the rank of Eagle Scout. After graduating, Jim attended the US Merchant Marine Academy, where he earned a bachelor's degree and a commission as a Lieutenant in the US Navy. Jim served as the Chief Engineering Officer on the USS Great Sitkin, an ammunition supply ship. After leaving the Navy, Jim earned a master's degree in management and industrial engineering from Columbia University. In 1956, Jim met

the love of his life, Nancy Anderson. They married later that year and remained married for 63 years, until Jim's passing. In 1958 Jim discovered his true calling—international development. Jim once again went into public service, joining the US State Department. Jim moved his family to Karachi, Pakistan, where among other things he helped plan a railroad extension from Pakistan to Afghanistan. Jim was then assigned to a position in Egypt, where he planned a telecommunications network between Cairo and Damascus. Jim and family returned to the US, and in 1968, Jim joined the United Nations Industrial Development Organization (UNIDO), where he worked for the remainder of his career. In 1990 he retired as the Director of UNIDO. Under his leadership, industrial improvements were made to nations around the world, helping countless impoverished people. Post-retirement, Jim was devoted to his family and in particular his grandchildren, whom he helped raise, and to his church, St. James the Less in Scarsdale. Jim will be remembered for his integrity, faith, strength of character, generosity, and kindness, and the profound impact that he had on his family, friends, and community will live on for many years to come. He is survived by his wife Nancy, his brother Thomas, his sister Joan, his cousin Edith, his children James, Susan, and Diana (Patrick), his grandchildren Miriam, Eric (Hwi-Won), Pamela, Luke, and Kate, and his great-grandchildren James, Arthur, Ruby, and Andrew. In lieu of flowers, donations to the Scarsdale Volunteer Ambulance Corps were requested.

A funeral service was held on Friday June 14, 2019 11AM at St. James The Less Church 10 Church Street Scarsdale NY. Interment followed at St. James The Less Cemetery.



**VIRGINIA FOX**  
1944 - 2018

Virginia Fox passed away peacefully on 14 May 2018, surrounded by her family in Brooklyn, New York. A United Nations Secretariat colleague for some 30 years, Ginny dedicated herself to learning, staff development and leadership. Her United Nations career culminated in two prime learning posts, Chief of Staff Development in New York and a similar post in Geneva. Throughout her career, her dedication and commitment to the Organization were extraordinary.

Born and raised in Michigan, Ginny earned her first academic degree, a Bachelor of Arts in Political Science, in 1965 at Michigan State University and subsequently joined the newly formed Peace Corps, serving as an English teacher in Tunisia and traveling extensively in North and Sub-Saharan Africa, as well as the Middle East. Her global outlook and a strong desire to contribute to international development efforts soon led her to the United Nations, which she joined in the early seventies, initially as a gifted language teacher. In the course of her subsequent long career, the Organization took full advantage of her skills, talents, knowledge and creativity, to say nothing of her immense capacity to work with and manage people and her leadership skill, as training efforts were increased and spread in the system. Ginny was instrumental in ushering in the age of the “learning organization” at the UN. She touched the lives of an extraordinary number of staff members at all levels at many duty stations with her masterful teaching and imaginative and effective programmes. Missions, including the elections in Namibia, were always a favorite part of her work, in spite of the challenges. In all these circumstances she won the respect and affection of those with whom she came in contact.

In addition to her important contribution to the work of the Organization, Ginny will be remembered best by many of her friends and colleagues for what fun she was, what a pleasure to be with, and what a wonderful sense of humor she had. Her creativity with music and prose was extraordinary, as exemplified by her rewrite of the Mikado into an operetta on international civil service for a colleague's retirement.

Her integrity, warmth, extremely quick wit, and creativity marked every aspect of her life. Outside of work her life was filled with family, especially her four grandchildren, friends, book clubs, theater and travel. She also never hesitated to take an active part in civil life, demonstrating for causes in which she strongly believed. Those close to her will always be grateful for the example she set of leading a life as full as possible no matter how difficult the circumstances.

Ginny is survived by two daughters, Amy and Lucy and their families including her beloved grandchildren, as well as by many close friends whom she considered family. Her husband Len passed away in 2017. A private celebration of Ginny's life was held on 22 June 2018 at Judson Memorial Church in New York City.

**Barbara Burns**



## ARTURO CHAVEZ JOFRE

1931 – 2018

Arturo Chavez Jofre passed away on 11 October 2018, age 87. Born in Santiago, Chile, he came to the United States when his father Arturo Chavez Perez, a diplomat for Chile, was posted first as Consul in Miami and later as Consul General in New York. He graduated from Ponce de Leon High School in Coral Gables, FL in 1947 and earned a BS in Chemical Engineering from MIT in 1951 and a graduate certificate from the MIT Sloan School of Management in 1980.

He served for 25 years as Principal Technical Advisor to the United Nations Development Programme in New York where he advised governments throughout Asia, Europe, Africa, and Latin America on diverse industrial and agricultural development projects.

Upon retiring in 1990, he became an active member of the Association of Former International Civil Servants in New York. He was married for 57 years to Denise Eva Ghislaine Pirson Donneaux, who pre-deceased him in 2017. After marrying in Brussels, Belgium, they lived initially in Montreal, Canada and then moved to Irvington-on-Hudson, NY where they resided for almost 50 years.

Arturo enjoyed Viennese waltzes and engaging with family around the dinner table in lively conversations about his travels and world affairs. He is survived by his two brothers, Sergio and Claudio; his three children, Arturo IV, Maria Elena, and Ghislaine; and five grandchildren, Sebastian, Arturo V, Georges, Gabriela, and Mariella. A private memorial service in his honor will be held in Santiago, Chile .

*Published in The New York Times on 21 Oct., 2018*

## BENOIT JOUBERT

1921 – 2017

Born in France at Aix Les-Baine on 15 July 1921, Benoit Joubert spent his youth in Tours (the Loire Valley), and was educated at St. Gregoire Jesuit School. He entered the Ecole Centrale French Engineering School in Paris in 1941, during World War II and the German occupation.

In 1943, in order to escape forced labour in Germany, with a few other alumni Benoit went to work as a miner, excavating coal from deep pits in the North of France – very insecure and dangerous work in times of war. He never forgot that hard experience. Back to his studies in Paris, he graduated in 1946.

Determined to work outside France, he went first to learn English in Leeds, England, for a few months working as a drafter in an architectural office when food was still scarce in Paris and after marrying his French girlfriend, Christiane. In 1949 he was recruited successively by two large French building companies specialized in dams and roads, and working outside France.

After a few months in Paris, he was sent to Iran where he spent six months isolated and cold, in order to study the feasibility of a dam in the high mountains of Elburz, above Teheran. Since then the dam has been built (though not by the French) and water has alimeted the city.

At last his dream of working overseas was becoming a reality. With two children already (Bruno and Pascale), and a third one, Martin, to be born in Izmir, the family went to live on the Demirkopru dam site for five years. For several years Benoit headed the construction of one of the most important dams at the time; then he took charge of the site's administration.

He then decided to go back to study, this time in the U.S.A., at MIT in Cambridge, Massachusetts. After an MA in Business & Administration in 1960, Benoit was recruited by UNDP in New York, starting a 40-year collaboration with the UN, fulfilling his long dream of working in an international organization.

For his wife and for Benoit himself, who had known German occupation and war during five long years, l'ONU and the construction of Europe represented hope.

Benoit's first assignment was to Pakistan, for two years, as part of a team of three engineers in the

construction of a very large irrigation dam over the Indus River, near Sukkur. Once this project was completed, Benoit was sent as a consultant on Roads Construction in various African countries. In 1963, came Benoit's assignment to Saudi Arabia, as team leader of six to eight consultants in order to establish a department of Roads Construction in the Riyadh Ministry of Public Works. They were to plan and supervise thousands of Kms of roads, the construction involving no other than Bin Laden's father. After six and a half years, though the UNDP team remained many more years, the climate had taken its toll on Benoit and his family so they decided to move on. This was in spite of the fact that they were well accepted and received in a friendly manner. Life was fascinating there and we made friendships that lasted to this day (our son, Paul, was born during our stay).

In 1970, Benoit was sent for two years to Ouagadougou, Burkina Faso as a consultant to explore the feasibility of developing a manganese deposit at the north border with Niger. In 1972, Benoit's next assignment as Regional Project Manager was very exciting and pioneering. It involved five East African countries (Tanzania, Kenya, Uganda, Rwanda and Burundi) and various UN agencies (UNDP, WHO, FAO, and UNEP). Its purpose was to investigate the possible development and recuperation of marshes at the source of the White Nile in order to ease up the over population of these countries. This was a vast project and a vast challenge – but very exciting.

After five years, it was time for Benoit and his family to move again. We were real gypsies as are so many UN people! It was time to discover South America! Benoit was sent as a consultant on a hydrological project in the Andes of Argentina, based in Salta, on the border with Chili and Bolivia.

In 1978, Benoit was called back to New York Headquarters. He remained based there until 1987 as Project Manager and Consultant for several UNDP projects in Africa, among them the construction of secondary roads in the Sahel.

In 1987, 65 years old, he retired with his wife partly in Paris and partly in Marbella, Spain. But shortly after he was called back to New York again and again on short or longer assignments in developing countries – Sri Lanka, Afghanistan, and African and South American countries. Only when he reached 80 was he to refuse a new mission, though still in very good shape. He very much enjoyed his retirement and large family, notwithstanding quite a lot of traveling for fun with his wife and friends.

Benoit left behind Christiane, his wife for 68 happy years, four children Bruno, Pascale, Martin and Paul and their spouses), 14 grandchildren, and 11 great grandchildren.

### Christiane Joubert

*(Editor's note: On 1 April 2019, Benoit Joubert's widow, Christiane, informed us of his passing on 6 September 2017 at the age of 96, apologizing for the delay in letting us know due to her terrible time of sorrow, health problems and administrative regulations. She recalled their 10 happy years living in NY during which she was very active with the UN Women's Guild and studied at the Parson School of Design. She also informed us that, despite several small strokes, Benoit remained smiling and pleasant to the end. He was a member of AFICS/NY.)*



**MICHAEL PRIESTLEY, CMG**

1927 – 2018

Mike Priestley, who died late last year, had an international career that spanned three distinct phases: the endgame of British colonialism in Zambia, the height of the UN's development cooperation in Africa, Asia and the Pacific, and the burgeoning of its humanitarian operations, in Ethiopia and Sudan. At each stage he was the embodiment of a British colonial, and then international, civil servant.

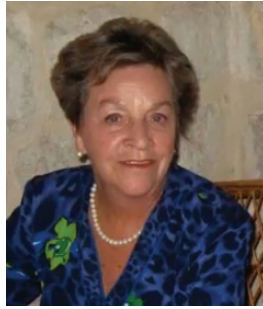
In 1964 he was Aide de Camp to the British Governor in what was then Northern Rhodesia, which gained its independence from Britain in that year and became Zambia. He continued for several years to provide advice and support to that country's first President, Kenneth Kaunda. Prior to independence, from 1953, Priestley had served in the British Colonial Service in that country, notably as a District Commissioner.

Born in Axminster and educated at Radley College, Mike Priestley served in the Welsh Guards 1945-48. He was fortunate to avoid any major conflict while helping to manage a POW camp of German prisoners in Cyprus and chasing down "terrorists" in Palestine. On returning to the UK, he studied Geography at Pembroke College,



Oxford and Colonial Administration at Cambridge. By 1953, the Colonial Service was a natural progression and, immediately assigned to Northern Rhodesia, he advanced steadily in his chosen career.

While serving in the town of Sesheke, on the Zambezi river, he was very fortunate to meet Irene Peltenburg, a Dutch American who at the time had left her job in New York to hitch hike from Cape Town to Cairo with a girlfriend. This was 1961 and a very bold and adventurous trip. Mike and Irene had a short courtship, fell in love and agreed to meet on a specific date in Paris, once Irene had finished her trip to Cairo. They managed to meet up as planned and decided to get married with a brief ceremony at the St. Pancras registry office in London. They returned to Northern Rhodesia to start what was a very happy marriage and successful partnership that lasted 54 years. Irene, who died two years before her husband, played an invaluable role in Mike's career, managing their perpetually peripatetic household, including bringing up two sons; hosting a wide variety of official functions in each posting; and over the decades, building an impressive global network of friends inside and beyond the UN family. Mike and Irene were the epitome of a UN "Two-fer" - two for the price of one.



Priestley's move to the United Nations was a natural progression from the Colonial Service, as it (the UN) picked up some of the development responsibilities around the world in the aftermath of decolonisation; many such former colonial servants migrated to the UN during this period. Starting with the World Food Programme (WFP) in Nepal, Priestley himself soon gravitated to his natural UN home, the UN Development Programme (UNDP), which he was to serve for the rest of his career, some 26 years. This agency's diplomatic, managerial and administrative role within the UN System played to all of Mike's considerable skills.

During these years he served the UN in Samoa, before becoming its representative successively in Sri Lanka, Pakistan, India, Ethiopia and finally Sudan. In the way of things, of course, his actual title evolved over the years, from UNDP Resident Representative to UNDP RR and UN Resident Coordinator, and finally added Humanitarian Coordinator to his name plate. The job, too, evolved over these years, as the UN's mandates expanded and diversified, while its institutional structures became increasingly complex. Mike Priestley

excelled at leading this disparate system at a country level, being both liked and respected by all his many collaborators.

Mike was known for his punctilious approach to whatever he did: organised, disciplined and scrupulously conscientious. In this he was a role model to his colleagues as well as mentor to the young guns he led; he had several longstanding professional partnerships, most especially with a charismatic Irishman, Gerry King, who provided much needed administrative support and leadership in several of his assignments, firstly in India and then again critically during the Ethiopia famine relief efforts. Their two families became very close, with Gerry King's daughter, Alexandra, attending the recent memorial for Mike.

He always connected to the nationals of the countries in which he worked, developing a sympathetic understanding of the host country while forming long term friendships in the process. If this sounds a little bit "goody two shoes," Mike was more than capable of letting his hair down when the opportunity arose, often provoked into doing so by Irene.

His four Asian and Pacific assignments spanned the heyday of the UN's development work, when advisory services and the transfer of technology were at the core of its work. For most of this time UNDP played the role of the UN's Ministry of Planning and Finance, negotiating projects with governments and allocating central resources through the UN Specialised Agencies. Over time, these kinds of programmes were progressively overtaken by loans - and increasingly grants - from the World Bank Group, as well as the regional development banks.

The UN's own priorities - and funding - also began to shift towards humanitarian support in crisis situations, whether man-made or the result of natural disasters. Mike Priestley confronted this in Ethiopia where, in the mid-1980s, he helped co-ordinate an enormous humanitarian mobilisation effort, including with Band Aid and others, to help the Government of Ethiopia avert a massive famine. He was one of the pioneers for improving co-ordination within the UN family for more efficient and better co-ordinated delivery of UN assistance in fragile states, while facilitating a shift from humanitarian aid to sustainable development. In the process he rose to the rank of Assistant Secretary-General.

Fittingly, in 1990 Mike Priestley's country-level work came to an end when he, together with the U.S. Ambassador, was declared persona non grata (PNG) by General Bashir for his work in Sudan and his objections to the Government's policies towards the Dafur



crisis. Fittingly, because Mike was a man of principle and a lifelong advocate for UN values, he stood up for them at all times and, when the clash with exploitative national policies became too much, he knew which side he was on.

Mike and Irene leave behind two sons, Mark and Stephen, and five grandchildren.

**Adapted from BAFUNCS Newsletter**



**WITOLD ZYSS**

**1928 – 2018**

We have learned with much sadness the news on the death of our colleague and mutual friend Witold Zyss, President Emeritus and former President of FAFICS, who passed away in Paris on 27 August 2018.

Since his recruitment at UNESCO in the early 60s, Witold Zyss was a defender of the rights of the staff and a firm believer in the ideals of the United Nations and the independence of the international civil service. He served UNESCO both in the field, as the Organization's representative in Brazil, and at HQ in Paris. At the end of the 60s he was elected for several years President of the UNESCO Staff Association and was an active counsel to the staff in some thorny disputes with the Administration. Later on he chaired the Federation of International Civil Service Associations (FICSA) and established constructive relations with the International Civil Service Commission (ICSC) and the Pension Board.

For over forty years, from 1970 to 2010, Witold Zyss attended the Pension Board sessions either as a representative of the Director-General of UNESCO or as a representative of the participants, and once he retired, as a representative of the retirees.

At the end of the 1980s, he presided over the Association of Former UNESCO Staff Members (AFUS) and towards the end of the 1990s he was elected President of FAFICS for six years. He later continued

to be involved in the affairs of FAFICS as President Emeritus.

Witold was a bright, lucid and hardworking jurist. He mastered his files and took always moderate positions while defending principles unfailingly. He could at times argue on the basis of his convictions, and disagree with ideas but never attacked persons. His memory was phenomenal and he would usually find original solutions to difficult problems but with a great deal of modesty.

He leaves us with a legacy of golden marks along his path -- always elegant and firm when defending a position with his rich command of several languages as an early translator. He was always respectful of opposing views, ready to negotiate, but ever under undue pressures.

No wonder that, upon conclusion of his tenure as a representative of FAFICS on the Pension Board, he was unanimously and unprecedentedly declared by the Board as an "Honorary Member," the first and thus far the only one in the Board's history, in recognition of his contribution to its work, the longest in various capacities during 40 years of the Board's history.

Witold Zyss will forever be remembered, and some day assessed, amongst the most distinguished staff members serving the UN system, for his remarkable contribution at the various stages and facets of his long service. That included administratively in UNESCO, wherein even in high positions, he was always a most effective defender of staff rights who took pro bono appeal cases of staff members before the Tribunal, or in other realms of the system, like FICSA, as a representative and/or one of its Presidents.

Once retired, as a most active President of AFUS and in FAFICS, he was always looking after the protection of the rights and benefits of all, prior to and during his distinguished presidency of the Federation from 2004 to 2008, following the fecund presidency of George Saddler.

May Witold rest in the peace of the Lord, with his beloved Isabelle, *"until the day breaks and the shadows flee away."*

**Marco Breschi, President of FAFICS**

**Georges Kutukdjian, President of AFUS**

**Andrés Castellanos del Corral, President Emeritus,  
former President of FAFICS**



# IN MEMORIAM

The United Nations Joint Staff Pension Fund has furnished AFICS/NY with the following information received during the period 2 April 2018 to 31 March 2019 concerning the passing of former staff members and their surviving spouses. We extend our deepest sympathy to the families and friends of the deceased. (Information on those who worked for more than one UN organization is given more than once.)

## UNITED NATIONS FAMILY

### ECLAC/MEXICO

De Gonzalez, Ruth Lopehandia	23/05/2018
Perez, Moraes E.	17/12/2018
Robles, Emilio	14/01/2018
Vazquez, Manuel	05/03/2018

### ECLAC/SANTIAGO

Altimir, Oscar A.	27/09/2018
Ansell, A.	18/12/2018
Bocaz, A.	23/12/2015
Bruce, Sheila	24/05/2018
Cardenas, Raquel A.	31/05/2018
De Garcia, Nydia	04/11/2018
Figueroa, Rosa	14/05/2018
Gana, Eduardo	23/05/2018
Gomez, Patricia	10/03/2018
Johnson, Adela	11.09.2018
Lahaye, Marlene	13/07/2018
Lopez, Jaime	13/11/2014
Moreno, Maria Nativida	05/05/2018
Nelson, Jean Emily	25/02/2018
Reyes, Guillermo, E.	26/05/2017
Riquelme, Rigoberto	06/01/2019
Wood, Elsie	07/03/2018

### UNECA

Barry, Ibrahima	15/12/2018
Ejigayehu, Gebre-Egiabher	05/09/2017
Gallai, Lorenzo	26/10/2018
Gebremedhim, Habte D.	17/10/2018
Kahsay, Negasi	15/01/2018
Keyi Ndong, Agathe	08/03/2017
Kounkou Louya, Guillaume	18/04/2018
Mulusew, Tejebe	23/09/2017
Negede, Demissie	09/08/2018
Randrianarivele, Martin	31/07/2002
Tekola, Eshete	04/11/2018
Westaway, Eveyen	06/04/2018

### UNESCAP

Aselmann, Elizabeth	19/04/2018
Binuma, Saphiya	23/01/2018
Isarasakdi, Yingpan	04/21/2018
Manoharan, Thia	26/12/2018
Mccutchan, Arthur I.	20/01/2019
Miller, John G.	26/11/2018
Minocher-Hom, Villie	01/05/2018
Nanthakowat, Suthep	24/10/2018
Pengsupaya, S.	05/06/2018
Raghavan, Lakshmi	27/09/2018
Sanguantongkum, Prasert	07/02/2019
Smithies, Michael	01/01/2019
Sunthornvatin, Charn	20/05/2018
Tansuwat, Naree	16/04/2018
Thongsroy, Chaluay	04/12/2018
Wamalwa, William N.	30/09/2017
Watanaphanich, Naowalak	13/12/2018
Webb, Margaret Rowena	16/09/2018

### UNESCWA

Hannush, Basim	16/11/2018
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### UN/HQ

Abdalla, Zeinab	14/03/2019
Abdel, Badr Eldin	16/09/2017
Abu-Ghaida, Feiral	30/11/2018
Abushady, Madge Maren	29/03/2018
Acharya, Deepa	Unknown
Aguti, Gertrude F.N.	01/11/2017
Ahooja-Patel, Krishna R.	27/12/2018
Aikins, Samuel C.	07/02/2019
Akle, Moise	14/02/2019
Al-akel, Adel	10/02/2019
Albino, Joseph W.	Unknown
Al-Khalidi, Walid Moustaf	19/05/2018
Almario, Virginia	08/06 2018
Al-Soweid, Ibrahim A.	18/04/2018
Altimir, Oscar A.	27/09/2018

Amoa, Baffouo	26/11/2018
Andemicael, Hanna	08/02/2019
Andersson, S.	11/02/2019
Anelli, K.	08/03/2019
Ansell, A.	18/12/2018
Antoine, George	19/11/2018
Applewhite, Clyde C.	10/12/2018
Armangil, Umit	14/12/2018
Aselmann, Elizabeth	19/04/2018
Atanasio, Martha	20/03/2018
Atiase, Pamela Afu	27/09/2018
Ayengar, Shanta	19/10/2017
Ayoub, Ali	11/02/2019
Bah, Mbah David	09/12/2018
Barger, Dorothy	28/09/2018
Barry, Ibrahima	15/12/2018
Barton, Kenneth	28/02/2019
Bassin, Benjamin Isak	27/03/2018
Battault, M.M.	Unknown
Bauer, Christiane Henriette	22/09/2018
Bauer, Louis	14/06/2018
Bazoche, Charles-Henry	06/10/2018
Begam, Khai	20/01/2019
Belikov, Marina	04/02/2019
Bensalah, Ouafae	Unknown
Berasategui, Vicente	25/09/2018
Berger, Anna	23/02/2018
Bergmann, Harald B.	24/04/2016
Berthier, Simone Gabrielle	17/01/2019
Binuma, Saphiya	23/01/2018
Bocaz, A.	23/12/2015
Bonanno, Santo John	11/04/2018
Bonny, Olive	06/02/2018
Boosman, Joantsje	09/12/2018
Bradanic, Nada	13/09/2018
Brandt-dit-gr	28/11/2018
Bresson, Florrie Germaine	29/11/2018
Brown, Hilda	26/03/2018
Bruce, Sheila	24/05/2018
Brun, Josette	30/10/2018
Bryan, H.	22/01/2019
Buivan, Vinh	31/08/2015
Caballero, Rebecca	12/01/2019
Calupas, Carlos	07/04/2018
Cardenas, Raquel A.	31/05/2018
Carter, David Ian	18/05/2018
Cervený, Milos	29/04/2018
Chandler, Suzanne Lucier	08/04/2018
Chao, Chih-chua	07/02/2019
Chatel, Simone Marie	04/05/2018
Chechetkina, Valentina	Unknown
* Cheh, Tsu Ying	07/02/2019
Chevalier, Regine	03/11/2018

Chinganda, Enock Fabiano	15/09/2018
Choksi, Ashok Nathabhai	10/12/2018
Chuard, Gertrud Frieda	13/11/2018
Clavel, Bernard	30/10/2018
Clements, Mavis Rita	27/10/2018
Colebrook, Mulford	18/08/2018
Core, Ofra Dee	03/04/2018
Cote, Bernard Joseph	02/02/2019
Croset, M.	11.05.2018
Cuttat, Jacques Andre	10/02/2019
Dabrowska, Zofia Hanna	03/02/2019
Daes, Erica Irene	01/02/2018
Damic, Ante	19/03/2018,
De Accardi, Elsa	08/06/2018
Dean, Enid	19/04/2017
Deber, Olga	30/12/2018
De Garcia, Nydia	04/11/2018
De Gonzalez, Ruth Lopehandia	23/05/2018
Delahaie, Janine	Unknown
De Long, Nirjhari Barbara	27/01/2019
De Montagnac, Allan	26/09/2018
Desert, Anne-Marie	27/02/2019
De Turrís, Martha	05/06/2018
Destá, Engda W.	09/11/2018
Devera, Richard	11/06/2018
Diab, Maroun Masso	02/05/2018
Diallo, Issa	28/05/2018
Dinglasan, Ramon	12/01/2019
Djajasasmita, Hilman	18/03/2018
Donohoe, Michael	15/03/2018
Dorkenoo, B.	20/11/2018
Drabik, Jerzy K.	27/10/2018
Draz, Mahmoud Sami	30/09/2018
Driss, Nour E.	06/04/20 18
Ducros, Nicole	23/11/2018
Dumandan, Feliciano	13/10/2018
Duquesne, Andrée	Unknown
Duran, Alfonso	27/04/2018
Durante, Maria Pia G.	21/01/2019
Einarson, Per	17/04/2018
Ejigayehu, Gebre-Egiabher	05/09/2017
Ejiogu, Joy	20/06/2018
Elgue Pla, Nilda	27/02/2019
El Naggár, Gerd	21/02/2018
Erez, Aryeh	10/08/2018
Essa, Issam H.	31/01/2019
Fadl, Kamilia	06/11/2018
Fantoni, M.	28/02/2019
Farah, Abdulrah Abby	14/05/2018
Farhatt, Wisam N.	17/11/2018
Fayad, Jacqueline	02/02/2019
Feldman, Gisela	14/07/2017
Ferrara, Armella	29/07/2018

Ferri, Giulio	24/01/2019	Isarasakdi, Yingpan	04/21/2018
Figueroa, Rosa	14/05/2018	* Jaber, Raoul	07/03/2019
Floch, Claude	14/06/2018	Jasiewicz, Jan	04/03/2018
Forster, Felix	Unknown	Jelstrup, Elisabeth Hess	08/07/2018
Francon, P.	25/02/2019	Johnson, Adela	11.09.2018
Fuentes, Ben A.	10/12/2018	Jonas, Mary	09/02/2018
Gagliardi, Dorothy	14/06/2018	Jusseume, Leo J.A.	18/11/2018
Galer, Maria Raquel	15/02/2019	Kahsay, Negasi	15/01/2018
Gallai, Lorenzo	26/10/2018	Katsuta, Martha	13/12/2018
Gana, Eduardo	23/05/2018	Kawachi, Albert	22/02/2019
Gariepy, Yves	12/06/2018	Kearins, Michael	28/11/2018
Gathech, Carolyn Mercy	05/12/2018	Kear, Keith B.	17/02/2019
Gauzargues, Marguerite	11/08/2018	Kenessey, Stefania Ivanov	13/03/2018
Gebrehiwot, Woldai	Unknown	Kennel, Mary	05/05/2018
Gebremedhim, Habte D.	17/10/2018	Keyi Ndong, Agathe	08/03/2017
Genoud, Gerard	13/09/2018	Khachan, Jeanette	15/11/2018
Giblain, P.C.	07/10/2018	Khadijeh, Abed Ishrair	18/12/2014
Gilhooly, Lawrence	06/10/2018	Khalil, Antoun	06/06/2018
Giorgio, John S.	15/10/2018	Khoury, Samir R.	19/12/2018
Glensvig, Leo	18/09/2018	*King, Beryl A.	21/12/2018
Gloade, Bruce	14/12/2018	Kirsch, Sylvia	27/06/2018
Gluschke, Wolfgang	15/04/2018	Kitemo, Hatibu O.	01/07/2018
Gochenour, Jean M.	30/01/2019	Knutsson, Rolf Goran	07/05/2018
Gomez, Patricia	10/03/2018	Konditi, Gershon Nyabwa	29/05/2018
Gonzales, A.S.	07/08/2018	Kotondi, Amadou M.	21/10/2018
Gonzalez Garcia, José-Manuel	08/11/2018	Kotondi, Mariama	14/01/2019
Greco, Lisa	08/04/2018	Kounkou Louya, Guillaume	18/04/2018
Gregurich, Joseph	19/11/2018	Kovacka, M.	09/01/2019
Gresham, Gordon Edward	08/10/2018	Kucera, Jeannine	12/04/2018
Grillot, Fernand Albert	10/04/2018	Kumar, Rajinder	12/11/2028
Gross, Murray J.	04/01 2019	Labbens, Marie Suzanne	22/12/2018
Guvencel, Mukerrem	19/12/2018	Lahaye, Marlene	13/07/2018
Habte, Fisseha	26/03/2018	Lawler, William R.	04/11/2018
Haile, Raphael	13/11/2018	Lawton, Catherine	30/05/2018
Hannush, Basim	16/11/2018	Lazaris, Apostolos	07/03/2018
Harkin, Daniel	13/04/2018	Lessanu, Minas	11/02/2018
Hasanovic, Mustafa	27/09/2017	Lhoullier, Bernard	30/07/2017
Hayward, Irving M.	02/04/2018	Llado, Liria	18/10/2018
Hernandez, Paula	Unknown	Llopis-Castello, Maria	30/03/2018
Higham, M.	24/12/2018	Loir, Theo	18/02/2019
Hoechtl, Klaus	04/02/2018	Lopez, Gerardina	08/04/2017
Hogel, Jens C.	03/07/2018	Lopez, Jaime	13/11/2014
Ho, Howard Kan	05/06/2018	Luong-Crouch, Minh-Chau	16/10/2018
Hoxha, Mediha	02/05/2018	Lyons Maureen	31/12/2018
Hsiang-Tang, C.T.	05/01/2019	Mabrier, George Leeroy	15/02/2019
Hsiung, Richard	19/05/2018	Magnin, Nathalie	04/01/2019
Hulugalle, L.	25/12/2018	Maire, Anne-Lise	28/03/2018
Humudi, Shalufa	28/04/2009	Makau, Peter	Unknown
Huq, Fisirul	09/01/2019	Maldonado, Miguel	04/02/2019
Ibrahim, Hélène	23/02/2018	Mangin, Janick	19/04/2018
Idarous, Ahmed	05/04/2018	Maniscalco, Fulvia	02/09/2017
Ion, Neculai	05/12/2018	Manoharan, Thia	26/12/2018
Isaacs, Laurel	23/02/2018	Mansour, Ibrahim Darwish	17/03/2019

Mara, Cheikh Hamalla	27/05/2018
Marchetti, Louis Jacques Noel	07/01/2019
Marchetti, Marcelle	05/05/2018
Marmelstein, Esther	11/02/2019
Marraffa, Angelo	31/12/2017
Martinez Monasterio, Ramon	12/03/2019
Martin, Joan	14/11/2018
Marzbanian, Manoutchehr	30/01/2019
Matosas, Juan	30/05/2018
Mautner-Markhof, Georg Johannes	02/02/2019
Mccutchan, Arthur I.	20/01/2019
Mc Gloine, Bridget Rose	11/12/2018
Medani, Amin M.	31/08/2018
Mehta, Dashrathbhai C.	06/01/2019
Melis, Henri	17/01/2019
*Mellett, R.	02/02/2019
Menkes, Evgueni	25/09/2018
Miller, John G.	26/11/2018
Minnemeyer, Lydie	25/11/2018
Minocher-Hom, Villie	01/05/2018
Miranda, Consolacion	03/05/2018
Misharin, Vladislav	23/03/2018
Mitchell, Isabella	21/04/2018
Mizrahi, Jacques	23/11/2017
Mongi, Albert David	06/04/2018
Mooren, Mathias J.	04/10/2018
Moras, Anita	24/01/2019
Moreno, Maria Nativida	05/05/2018
Morrison, Euraline	Unknown
Mortier, Bernard	22/03/2018
Moskaleva, Henrietta Ivanca	14/03/2018
Mouchet, Joseph Louis	27/01/2019
Mueller, Peter Karl	03/11/2018
Mulusew, Tejebe	23/09/2017
Mullings, Patsey	14/09/2018
Mustafa, Ghulam	27/11/2018
Muto, K	Unknown
Mwaisaka, Theresa	16/01/2019
Nanthakowat, Suthep	24/10/2018
Nardini, Angela	13/03/2013
Nariko, Otiri	13/04/2018
Nasif, Salim M.	Unknown
Negede, Demissie	09/08/2018
Nelson, Jean Emily	25/02/2018
Nevile, Pran	11/10/2018
Nyumah, Patrick	18/06/2017
O'Brien, Joseph	27/03/2018
O'Connor, Marion	14/03/2018
Omar, Farida	04/01/2019
Orner, Jan	15/02/2019
Ours, Monique	03/05/2018
Ousmane, Amadou	16/10/2018
Pasquier, Marcel	16/12/2018

Paye, Diaraf Farba	27/01/2018
Pejovic, Petar	02/04/2018
Pengsupaya, S.	05/06/2018
Peray, Aline Augustine	30/09/2018
Perez, Moraes E.	17/12/2018
Peters, Mary Jane	24/12/2018
Petiot, Michel	08/06/2018
Phipps, Edna	18/09/2017
Piccione, Frances	26/02/2019
Pichou, Monique	27/11/2018
Pillet, Sylvaine	Unknown
Plesinger, Vladimir	02/12/2018
Polgar, Ursula	18/03/2019
Potookian, Nicola	23/03/2018
Prevost, Jeannine	03/03/2019
Pummer, Richard	Unknown
Purdom, William	17/01/2018
Qazi, Zahoor Ahmed	09/03/2018
Quijano-Caballero, Hilary Christina	13/03/2019
Raffenberg, Edel	12/11/2018
Raghavan, Lakshmi	27/09/2018
Rakotopare, David	Unknown
* Ramanadham, Vesmuri Venka	02/01/2019
Raman, Seshachari	27/01/2019
*Ralph, Jan	02/02/2019
Ramachandran, Arcot	18/05/2018
Ramade. Maurice	20/06/2018
Randrianarivele, Martin	31/07/2002
Rasmussen, Alice	22/02/2018
Reinle, G.L.	21/11/2018
Renato, Antonio T.	14/01/2019
Retty, Thelma	20/03/2018
Reyes, Alfonso R.	13/02/2019
Reyes, Guillermo, E.	26/05/2017
Rifai, Majmuddine	24/03/2018
Righi, Franco	03/02/2019
Ripley, Randi S.	09/09/2017
Riquelme, Rigoberto	06/01/2019
Rivera, Benjamin	23/02/2019
Roberts, Josefina G.	16/10/2018
Robles, Emilio	14/01/2018
*Rodriguez-Daniels, Josiane	15/01/2019
Roncada, Walter	29/09/2018
Rossetti, Ugo	26/03/2018
Rufino, Ishmael	23/11/2018
Sabounghi, Yusef	05/06/2018
Saibull, Franklin Mejoo	21/05/2016
Sairattanee, Dhanapol	04/04/2018
Salem, Salem H.	10/01/2019
Samba, Assane	11/11/2018
*Sanborn, Eliana	31/12/2018
Sanguantongkum, Prasert	07/02/2019
Saurel, Jacqueline	26/01/2019



Saxena, Ghanshyam B.	11/05/2018
Scepanovic, Inga	Unknown
Scott Aguirre, Eileen	03/09/2018
*Scott, John	25/12/2018
Serki, Abbas	Unknown
Seurre-Tresarrieu, H�el�ene	17/06/2018
Sevan, Micheline	23/09/2018
Shahbaz, Arsene	20/11/2018
Shamali, Jaber S.H.	26/10/2018
Shannon, David	10/11/2018
Shastry, Bala Saraswati	20/10/2018
Shaw, Joseph F.	31/03/2018
Shobi, Mahmoud	01/11/2018
Shu, Lin	27/03/2018
Siblini, Ali Moussa	16/04/2018
Sicard, Yvonne	20/08/2018
Sigurdsson, Gudmundur A.	20/09/1998
Sikka, Primia	01/06/2018
Simon, Harriet	23/10/2018
Slater Jr., Edward F.	29/11/2017
Smith, Florence Janet	21/02/2019
Smithies, Michael	01/01/2019
Smyser, William Richard	20/03/2018
Sow, Salif	31/12/2018
Spina, Antonio	22/03/2011
Spinari, Myrto	11/03/2019
Stone, Jack	01/11/2018
Stranaghan, Margaret	16/01/2019
Suleman, Syed A.	01/03/2018
Sunthornvatin, Charn	20/05/2018
Suranova, Eva	13/09/2016
Tansuwat, Naree	16/04/2018
Tape, Ernest Ble	15/11/2018
Tayfun, Elizabeth Mary	15/04/2018
Tekola, Eshete	04/11/2018
Teye, Joseph L.	17/02/2019
Than, Maung	21/11/2018
Thongsroy, Chaluy	04/12/2018
Torre, Albert	13/11/2017
Traboulay, M.	18/04/2018
Trotta, S.	25/03/2018
Tullo, Mary	26/11/2018
Valenton, Jeffrey	29/09/2018
Valera, Leopoldo	04/04/2018
Vazquez, Manuel	05/03/2018
Vela, E.	Unknown
Velez. G.	03/12/2018
Vogelsang, Dieter	03/09/2018
Wabeck, Barbara	16/10/2018
Waleffe, A.	Unknown
Wamalwa, William N.	30/09/2017
Watanaphanich, Naowalak	13/12/2018
Webb, Margaret Rowena	16/09/2018

Weerasinghe, Christobel	29/03/2018
Whitehouse, Stephen	15/11/2018
Widyono, Benny	16/03/2019
Willumsen, Marie-Christine	22/09/2018
Wolteche, Adeline Elisabeth	19/07/2018
Wood, Elsie	07/03/2018
*Wronker, Lili	10/01/2019
Zagori, Natalia I.	19/09/2018
Zerah, Benjamin	09/02/2019
Zhang, Fenyan	04/04/2018

#### UN/GENEVA

Ahooja-Patel, Krishna R.	27/12/2018
Akle, Moise	14/02/2019
Al-Khalidi, Walid Moustaf	19/05/2018
Andersson, S.	11/02/2019
Anelli, K.	08/03/2019
Antoine, George	19/11/2018
Armangil, Umit	14/12/2018
Atiase, Pamela Afu	27/09/2018
Barger, Dorothy	28/09/2018
Bauer, Christiane Henriette	22/09/2018
Bauer, Louis	14/06/2018
Bazoche, Charles-Henry	06/10/2018
Behan, Patricia	06/10/2018
Berasategui, Vicente	25/09/2018
Berger, Anna	23/02/2018
Berthier, Simone Gabrielle	17/01/2019
Bonny, Olive	06/02/2018
Brandt-dit-gr	28/11/2018
Bryan, H.	22/01/2019
Carter, David Ian	18/05/2018
Chandler, Suzanne Lucier	08/04/2018
Chevalier, Regine	03/11/2018
Chuard, Gertrud Frieda	13/11/2018
Clavel, Bernard	30/10/2018
Colebrook, Mulford	18/08/2018
Cuttat, Jacques Andre	10/02/2019
Dabrowska, Zofia Hanna	03/02/2019
Daes, Erica Irene	01/02/2018
Delahaie, Janine	Unknown
Diallo, Issa	28/05/2018
Djajasasmita, Hilman	18/03/2018
Dorkenoo, B.	20/11/2018
Draz, Mahmoud Sami	30/09/2018
Duquesne, Andr�ee	Unknown
Durante, Maria Pia G.	21/01/2019
El Naggar, Gerd	21/02/2018
Fantoni, M.	28/02/2019
Feldman, Gisela	14/07/2017
Ferri, Giulio	24/01/2019
Francon, P.	25/02/2019
Galer, Maria Raquel	15/02/2019

Gebrehiwot, Woldai	Unknown
Genoud, Gerard	13/09/2018
Giblain, P.C.	07/10/2018
Glensvig, Leo	18/09/2018
Gresham, Gordon Edward	08/10/2018
Guvencel, Mukerrem	19/12/2018
Higham, M.	24/12/2018
Hulugalle, L.	25/12/2018
Jusseume, Leo J.A.	18/11/2018
Khachan, Jeanette	15/11/2018
Knutsson, Rolf Goran	07/05/2018
Kucera, Jeannine	12/04/2018
Lawton, Catherine	30/05/2018
Lhoullier, Bernard	30/07/2017
Llopis-Castello, Maria	30/03/2018
Loir, Theo	18/02/2019
Lyons Maureen	31/12/2018
Magnin, Nathalie	04/01/2019
Maire, Anne-Lise	28/03/2018
Mangin, Janick	19/04/2018
Marchetti, Marcelle	05/05/2018
Mautner-Markhof, Georg Johannes	02/02/2019
Medan, Amin M.	31/08/2018
Melis, Henri	17/01/2019
Minnemeyer, Lydie	25/11/2018
Mitchell, Isabella	21/04/2018
Mizrahi, Jacques	23/11/2017
Mortier, Bernard	22/03/2018
Mouchet, Joseph Louis	27/01/2019
Nevile, Pran	11/10/2018
Ours, Monique	03/05/2018
Pasquier, Marcel	16/12/2018
Pejovic, Petar	02/04/2018
Peray, Aline Augustine	30/09/2018
Peters, Mary Jane	24/12/2018
Petiot, Michel	08/06/2018
Phipps, Edna	18/09/2017
Pichou, Monique	27/11/2018
Prevost, Jeannine	03/03/2019
Quijano-Caballero, Hilary Christina	13/03/2019
Rakotopare, David	Unknown
Ramade, Maurice	20/06/2018
Reinle, G.L.	21/11/2018
Righi, Franco	03/02/2019
Sabounghi, Yusef	05/06/2018
Samba, Assane	11/11/2018
Seurre-Tresarrieu, Hélène	17/06/2018
Sicard, Yvonne	20/08/2018
Sikka, Primia	01/06/2018
Smyser, William Richard	20/03/2018
Sow, Salif	31/12/2018
Spina, Antonio	22/03/2018
Spinari, Myrto	11/03/2019

Stone, Jack	01/11/2018
Stranaghan, Margaret	16/01/2019
Suleman, Syed A.	01/03/2018
Tayfun, Elizabeth Mary	15/04/2018
Than, Maung	21/11/2018
Valera, Leopoldo	04/04/2018
Willumsen, Marie-Christine	22/09/2018
Wolteche, Adeline Elisabeth	19/07/2018
Zerah, Benjamin	09/02/2019
Zhang, Fenyan	04/04/2018

#### UNAMA-OSGAP

Cervený, Milos	29/04/2018
Mustafa, Ghulam	27/11/2018
Omar, Farida	04/01/2019
Ramachandran, Arcot	18/05/2018

#### UNCHS

Bresson, Florrie Germaine	29/11/2018
Elgue Pla, Nilda	27/02/2019
Pillet, Sylvaine	Unknown

#### UNDP – ADMIN/HQ/INTL

Abu Bakr, Abdel	06/07/2017
Agu, Joseph U.	17/02/2018
Ahmed, Tossaddeque	26/12/2018
Akatsa, B.	10/08/2018
Akwaraonwu, Emmanuel Afonne	16/03/2018
Alam, Mohammad Shamsul	05/02/2018
Aldow-Abdural, Miskey	Unknown
Ali, Farida Turab	01/04/2018
Ali Saeen, Gohar Ghulam	Unknown
Al Kadhimi, Saad	24/09/2017
Aman, Mohammad	25/11/2017
Ambangile, Salum Nelson	15/03/2018
Amiel, Joao Da Conceicao	16/01/2019
Atem, James Malual	01/10/2014
Barry, Rama	21/08/2015
Bernander, Bernt	08/04/2018
Caine, Gloria	04/05/2018
Cande, Fernando Sori	27/05/2013
Ceesay, Faye	11/09/2018
Chalise, Prakash Raj	18/12/2018
Chavez, A.	11/10/2018
Chipande, Graham	12/10/2018
Choudhury, Anisa	29/09/2018
Corvaian, Hugo	25/12/2018
Cote, Bernard Joseph	02/02/2019
Cussato, B.C.	17/08/2018
Daka, Beatson Henry	07/08/2018
De Clercq, André	14/05/2018
Diagana, Moussa	16/01/2018

Dos Santos, Delourdes T.	26/12/2018
Dsouza, Raymond	02/10/2018
Dua, Anita	03/02/2019
Durachman, Abadi	20/04/2018
El-ashry, Atiyat Ali	08/01/2019
Fernando, D.	02/09/2018
Ferreira, Claudina	01/05/2018
Gall, Charles Peter	09/03/2019
Gamez Machic, Efrain	08/03/2018
Garnier, G.	23/01/2016
Hemrajani, Vishin Kundomal	22/02/2019
Hoe, Kyaw	04/02/2019
Hoffmann, Celia	05/06 2018
Hussen, Ahmed Yusuf	21/03/2018
Idris, Hussein Raffay	29/09/2018
Jean-Bart, Leonel	03/12/2018
Jonsson, Isleufur	23/05/2017
Kamanda, Michael	12/11/2018
Kessler, N.	09/07/2017
Khan, Zar	06/01/2017
Kigoto, Rashid Juma	18/06/2018
Kilabi, Mavata Celestine	30/12/2018
Kilembika, Edouard	11/03/2018
Kitatani, Katsuhide	06/04/2018
Koivogui, Massa	21/01/2018
Kovacik, Viera	29/03/2018
Legodi, Lesiba	16/12/2018
Lizaire, François	17/01/2018
Loussarian, Briske	27/10i/2018
Machela, Alina Masebopoho	16/09/2018
Magdi, Galal	14/08/2018
Makelele, Ruth	31/01/2019
Makhubu, Samuel Johannes	24/02/2019
Marchetti, Louis Jacques Noel	07/01/2019
Maritou, Charlotte	21/12/2017
Martinez Monasterio, Ramon	12/03/2019
Michel, Bernard Raymond	29/08/2018
Miraflor, Cesar	12/10/2018
Moindjie, Ali	Unknown
Moshoeshoe, Annah Mafoto	11/11/2018
Mpoyi, Mankonda	26/11/201
Mutumbi, Kuku Dia Bunga	10/11/2016
Mya, Mya Daw	20/08/2018
Nakamura, Kyo-Ichi	23/06/2018
Ngoudiabantoi, Gabriel	01/10/2017
Nyoni, Francis Killian	09/03/2019
Ortiz de Flores, Maria	30/03/2018
Orozco, Maria Dolores	28/09/2018
Othman, Ousman Nassir	18/02/2018
Ouedraogo, Raga Hamidou	20/12/2017
Palmer, Robert	01/10/2018
Pangah, Mariam	28/11/2018
Patell, Roshen	10/06/2018

Patwary, Muhammed Muslim	19/11/2018
Peralta, Patricia	09/02/2019
PhaununNm, Van	07/03/2018
Pilavcioglu, Suleyman	31/01/2019
Pinilla, Romero	30/11/2018
Pradhan, Ishwar Man	23/06/2018
Reece Evans,Neil	29/03/2017
Ricketts, Joseph	08/12/2018
Rodriguez Noboa, Percy	24/12/2018
Rutaboba, Theodore	15/01/2019
Shawa, Kaseka Watura	Unknown
Simeone, Barbara	22/09/2018
Srinivasan, Lyra	22/07/2018
Staben, Nora	04/04/2018
Straw, Rupert Edwin	29/12/2018
Suarez, Mariana	27/04/2018
Thyness, Ellen Marie	21/09/2018
Trindade, Filipe Vera Cruz	20/11/2018
Valladares, Juan Teodoro	02/02/2018
Van, Virak	20/11/2018
Verma, Pushpa	31/12/2017
*Wahlberg, Jan Erik Wilhem	19/02/2019
Waiswa, Samuel	20/06/2017
*Witter, Enid	18/03/2019
Yayuwamungu, Alexis	19/08/2018
Younus, Farida	07/01/2019

#### UNEF

Ibrahim, Hélène	23/02/2018
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#### UNEP

Ayoub, Ali	11/02/2019
Mongi, Albert David	06/04/2018

#### UNFICYP

Hoechtl, Klaus	04/02/2018
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#### UNFIL

Nasif, Salim M.	Unknown
Shobi, Mahmoud	01/11/2018

#### UNHCR

Kabahizi, Stanislas	31/05.2018
Khin Maun San, Kyaw Kyaw Aung	08/11/2018
Maunga Muke, Gisele	03/07/2017
Nkosi, Wezi	23/11/2018
Pastor-Ortega, Cesar	05/06/2018
Portier, Gerard Eugene	11/05/2018
Pottacheruv, Surya Rao	Unknown
Saiz-Devos, Estrella	23/05/2018
Sikanda, Bellings Jonas Kalyoto	07/09/2018
Tepe-Mensah, Fridolin	20/18/2017

Tezier, Patrick	28/03/2018
Ungaro, Jagoda	22/11/2018

## UNIC

Acharya, Deepa	Unknown
De Accardi, Elsa	08/06/2018
Nariko, Otiri	13/04/2018
Raman, Seshachari	27/01/2019
Rufino, Ishmael	23/11/2018
Traboulay, M.	18/04/2018

## UNICEF – HQ/INT

Alam, Muhammad Aijaz	24/05/2018
Ankari, Mahamat	27/11.2016
Begum, Khurshida	09/10/2017
Blackett, Linda	26/12/2018
Chibwe, Victoria	11/06/2018
*Dawson, Marilyn	02/02/2019
Dumandan, Feliciano	13/10/2018
Farrag, Osman Labib	03/08/2018
Gadavani, Pongsri	05/12/2018
Gomes, Anthony	07/05/2018
Grunth, Per Lykke	29/03/2018
Gunapala, Weerapurage Pat	12/08/2016
Hussain, Syed Khalid	Unknown
Itkyarzi, Khadija	Unknown
Ivanov, Ivan Mladenov	17/06/2018
Khatun, Zarina	16/01/2018
Le Clercq, J.	11/05/2018
Libamira, Joel U.	04/10/2017
Mejia, Jorge	23/12/2018
Mgombere, Marianne Athuman	22/01/2018
Mohamud, Ali Mohamed	Unknown
Nambiar, Chandra	08/07/2018
Nascimento, Alamir Pereira	29/05/2018
*Neelankavil, Salvacion P.	05/01/2019
Ogundairo, Sunday	23/09/2018
Ostberg, Brita Elisabet	30/04/2018
Poma-Weiner, Cristina I.	10/01/2019
Portier, Gerard Eugene	11/05/2018
*Rashid, Raka	15/04/2018
Ridguard, Winsome E.G.	08/12/2018
Sayegh, Juliette	27/01/2019
Sidique, Seray Bundu	04/02/2019
Tansai, Zeweldi W.	04/03/2018
Valot, Fatimata H.	02/05/2016
Vasconez, Nancy	26/02/2019
Watt, Susan J.	09/09/2018
Wolff, Jean	28/12/2017
Yusuf, Safia	13/02/2019

## UNICEF – LOCAL

Ahimaz, David	03/05/2018
Alam, Muhammad Aijaz	24/05/2018
Begum, Khurshida	09/10/2017
Blackburn, Eileen Murray	26/02/2019
Boosman, Joantsje	09/12/2018
Brautigam Feyt, Charlotte	13/02/2019
Dalal, Mohamed Ahmed	09/09/2018
Debesay, Tirhas	28/02/2018
Ducros, Nicole	23/11/2018
Ebuale, Placido Benito	07/12/2018
Gadavani, Pongsri	05/12/2018
Gomes, Anthony	07/05/2018
Gunapala, Weerapurage Pat	12/08/2016
Hla, Tin Tin	25/11/2018
Ho Tu Nam, Fock Seng,	26/05/2018
Hussein, Abdo Saleh	15/08/2018
Johnson, Okon Ita	31/10/2018
Khatun, Zarina	16/01/2018
Mburu, Stanley	04/08/2018
Mgombere, Marianne Athuman	22/01/2018
Mohamud, Ali Mohamed	Unknown
Momen, A.Z.M. Abdul	23/09/2018
Murpratomo, A.	23/01/2019
Nascimento, Alamir Pereira	29/05/2018
Onyezili, Francis Nwabueze	18/10/2018
Ortiz, Nelson	02/02/2019
Pennacchi, Luisa	13/11/2018
Rezk, Rezk Abdel Massih	31/12/2018
Sharda, Nanak Chand	03/02/2019
Sharma, Prabha	30/12/2018

## UNIDEP

M'bodji, Dominique	12/08/2018
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## UNIFIL

Soweid, Ibrahim A.	18/04/2018
Diab, Maroun Masso	02/05/2018
Essa, Issam H.	31/01/2019
Farhatt, Wisam N.	17/11/2018
Shobi, Mahmoud	01/11/2018

## UNMIBH

Hasanovic, Mustafa	27/09/2017
Scepanovic, Inga	Unknown

## UNMIK

Hoxha, Mediha	02/05/2018
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## UNMOGIP

Begam, Khai	20/01/2019
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**MONUSCO**

Humudi, Shalufa 28/04/2009

**UNOMIL – UNA**Albino, Joseph W. Unknown  
Nyumah, Patri 18/06/2017**UNON**Aguti, Gertrude F.N. 01/11/2017  
Konditi, Gershon Nyabwa 29/05/2018  
Makau, Peter Unknown  
Mwaisaka, Theresa 16/01/2019**UNOPS**

Diagana, Moussa 16/01/2018

**UNOV**Calupas, Carlos 07/04/2018  
Gonzalez Garcia, José-Manuel 08/11/2018  
Mabrier, George Leeroy 15/02/2019  
Pummer, Richard Unknown  
Zagori, Natalia I. 19/09/2018**UNRWA**Gagneja, Gurbakhsh Lal 22/11/2018  
Hoogsteen, Sjoerdje Nieska 15/06/2018  
Philips, Mary Elsa 18/09/2018  
Reinholt, Jon Arne 24/10/2018  
Ruegger, Irene 11/11/2018**UNTC**

Muto, K. Unknown

**UNTSO**Khadijeh, Abed Ishrair 18/12/2014  
Mansour, Ibrahim Darwish 17/03/2019  
Mheisen, Rasmiyah 13/11/2018  
Shamali, Jaber S.H. 26/10/2018  
Siblini, Ali Moussa 16/04/2018**SPECIALIZED AGENCIES****ILO**Ahmad, Zubeida, M. 04/03/2018  
Ali, Aamir Hassan 14/12/2018  
Ali Ibrahim, Mohamed 02/05/2018  
Andrieux, Janine Rollande 21/10/2018  
Baldwin, Theo 19/10/2018  
Baud, Suzanne 30/11/2018  
Benham, Richard 01/05 2018Bivort, Sara 01/10/2017  
Cerny, Alicia 10/10/2018  
Chardon, Yvette 03/06/2018  
Charkiewicz, Michael 28/04/2018  
Chevalier, Maria-Pia 25/03/2018  
Chevron, Jean-Jacques 23/09/2018  
Chivers, Patricia Ling 16/06/2018  
Clement, Hilda Maria Sylv 18/10/2018  
Clewestam, Jan 31/01/2018  
Contargyris. Marie Paulette 02/04/2018  
Costeloe, Charles 04/11/2018  
Courdouan, Jean 15/06/2018  
Cueni, Mila 04/05/2018  
Cultrut, Sylvette J. 04/12/2018  
Dechavanne, Y.J. 25/04/2018  
Desigaud, Jean Marie H. 10/09/2018  
Dharmalingam, Sinniah 17/03/2018  
Dowding, Albert 02/05/2018  
Dubreuil, B. 21/10/2018  
Durafour, René Jules 21/10/2018  
Farrag, Osman Labib 03/08/2018  
Fish, Maurice 28/03/2018  
Freydman, Irene 03/09/2018  
Fuertes Fuertes, Luis Faustino 15/08/2018  
Gabbay, Marcel 10/05/2018  
Gercekci, Ali Semih 19/10/2018  
Gil, Avishai 27/01/2018  
Gladstone, A. 01/06/2018  
Gobin, Xavier Paul 24/01/2018  
Gorka, Joseph 03/12/2018  
Grant, I. 03/11/2018  
Greaves, Edward Evelyn 22/09/2018  
Guerin, René 30/10/2018  
Hammond, Henriette 21/05/2018  
Hinds, Janice 17/11/2018  
Holmes, Nadia Estelle 07/04/2018  
Huster, Wolfgang 25/03/2018  
Ibrahim-Trouw, Mia Antoinette 27/05/2018  
Ivanda, Kristyna 31/05/2018  
Kalugin, Alexandre 12/10/2018  
Kane, Papa 16/10/2018  
Kray, Robert 23/09/2018  
Laplace, Françoise Emilie 22/11/2018  
Lesage, Michael J.P. 14/05/2018  
Maceirs, Carmen Liliana 22/03/2018  
Mangin, Gabrielle 29/10/2018  
Marrocchesi, Lucia 03/05/2018  
Martenot, M.R. 07/05/2018  
Mathez, Monique 17/10/2018  
Meier, Gisela G. Unknown  
Mokrane Sorde, Anne Marie 04/05/2018  
Mondol, Mohammad Firoz 29/09/2018  
Mostafa, Mohammed 09/10/2018

Motts, Marion Gibson	13/04/2018	Di Matteo, Ciro	16/04/2018
Moudiki, Jacques	24/03/2018	Dodd, Hazel L.	01/10/2018
Mucini, Jean Leandre	24/09/2018	Donner, W.	14/11/2018
Mueller, Heinz	20/11/2018	Dutia, Rohini	03/04/2018
Mugharbel, Mokhless K.	24/10/2018	Dwarakinath,, Ramaswamy	29/09/2018,
Palmer, Cynthia Ann	06/05/2018	Elliott, Clive	18/04/2018
Paparesta,Rafaello	02/04/2018	Engeloch, Mavis	30/10/2018
Parcevaux, Jacques René F.	10/05/2018	Finelle, Pierre	22/03/2018
Paul, Jean Erick	12/06/2018	Fomba, Fatoumata	04/03/2018,
Paulin, Roger	31/03/2018	Fyson, John Forbes	14/05/2018
Perera, Noeline Mavis	04/10/2018	Galeano, U.	14/10/2018
Perrillat Ghe., Marie-Louise	Unknown	Gardner, Ada	06/11/2018
Raj, Gomathy Sylvia	15/05/2018	Gauthier, J.	10/06/2018
Randriamiharis, Celestin Ernest	23/03/2018	Geerling, Christian	18/11/2018
Ricca, Sergio	11/03/2018	Gianfreda, Claudine	13/07/2018
Royer, Claudine	16/05/2018	Giorno, Francesco	12/09/2018
Rush, Ethel	Unknown	Giuliano, Anna	29/12/2018
Simas, Maria Gabriela	20/06/2018	Gonzalez, Luis	03/02/2018
Skvortsov, Victor	10/09/2018	Gugnani, Kanta	01/04 2018
Solignac, Josette	11/05/2018	Hafez, Samir Mohamed	22/04/2018
Soto Robles, Antonio	13/04/2018	Henderson, Muriel	21/09/2018
Soussou, Yvonne	12/05/2018	Henning, H.S.	21/11/2018
Tyagi, Sheoraj	02/04/2018	Hipolito Dos, Sa José	12/12/2017
Vilquin, Rita Louise Marie	16/09/2018	Husain, Tahir	27/09/2018
Wastell, Mary Burgess	13/05/2018	Izzo, Clara	10/04/2018
Weinz, Wolfgang	26/03/2018	Jayasinghe, Jayaweera P. Lyddy	25/11/2018
Welty, George G.	Unknown	Jones, Vera	05/11/2017
Wenger, P.	26/05/2018	Jopling, Jane	23.05.2018
		Kakar, M.	25/11/2016
		Kamara, Amadou Mous	12/03/201
		Kasiry, Bumali	21/08/2014
		Keir, R.	28/04/2018
		Keyser, Meneke	08/11/2018
		Khalil, Abbas	28/11/2016
		Kouthon, Gabriel D.	20/11/2018
		Lampel, Rosine Alice	09/11/2018
		Larssen, K.	31/10/2018
		Leon, Eduardo	28/02/2018
		Lepissier, Marie-Therese	25/04/2018
		Letourneau, Leo Reginald	07/06/2018
		Lignon, Violette	15/09/2018
		Limpus, Leonard	14/11/2018
		Lowe, Peter Dignam	18/03/2018
		Maccuaig, Roderick Donald	30/03/2018
		Madaro, Cecilia	05/10/2018
		Mari, Vittoria	18/01/2018
		Martella, M.	08/01/2018
		Martinez, Gilma Hortencia	21/10/2018
		Matthes, Hubert	18/10/2018
		Mead, Jean Ruth S.	08/10/2018
		Min, Utun	03/08/2018
		Moerman, Paul Hubert	27/08/2018
		Morenas, Y.	08/04/2018
<b>FAO</b>			
Alrouechdu, Khaled	16/12/2017		
Alves Da Costa, Maria Manuela	13/06/2018		
Arnould, Willy	Unknown		
Ashfaq, Mohammed	14/10/2018		
Ba, Ousmane	16/06/2016		
Bico De Hernandez, Fiorella	10/11/2018		
Binaglia De Angelis, Luigia	03/09/2018		
Bosch, Dieter	25/04/2018		
Bottigliere, Joyce	26/03/2018		
Bunnell, J. E.	Unknown		
Callo, Mefail M.	Unknown		
Carucci, Renato	14/04/2018		
Coffman, Virginia	23/06/2018		
Cordero, Myriam	16/09/2018		
Dardarananda, Banchob	12/04/2018		
Dcosta, Mary	19/11/2018		
De Carmen, Sirkka Timonen	07/02/2018		
De Fabio, Luciano	26/04/2018		
De Laburu, Maria Begona	29/03/2018		
Deshpande, Pandurang	11/04/2018		
Destro-Castaniti, Susanna	04/08/2018		
Dewan, Cbembeli	06/10/2018		
Dewis, Christine Mary	08/11/2018		

Mudarras, Mohammed	07/06/2018
Mukhtar, Omar Mohamed Ahmed	02/10/2018
Munemo, Talkmore	10/11/2017
Naticchioni, Elisabetta	12/04/2018
Noblet, Jean-Pierre	16/09/2018
Nordahl, Astrid Margrethe	25/06/2017
Paeffgen, Manfred Johannes	19/10/2018
Palacios, Jaime Alberto	16/12/2018
Paniagua, Jimenez Pedro	11/05/2018
Pasca, T.	25/11/2018
Peled, Rami	17/12/2017
Picotti, Livio	17/11/2018
Pillay, Sardjini R.	30/10/2018
Podedworny, Henryk	16/07/2015
Poduval, Raj Mohan	18/07/2018
Poliakoff, Denise	Unknown
Poppleton, Ingeborg	03/11/2018
Quattrocchi-M., Silvana	29/03/2018
Qureshi, Nazir Moham	28/01/2018
Rabanal, Herminio	21/04/2018
Rajan, Srinivasa Soune	06/04/2018
Ruggeri, Giancarlo	22/06/2018
Ruppim, Rafael	10/10/2018
Rushdi, Mariam Ahmer	06/03/2018
Russo, Francesco Anton	10/06/2018
Sandrini, Italo	28/05/2018
Sarr, Mamoudou	12/10/2018
Smith, Roberta	11/08/2018
Snelson, Jean Kathleen Moyna	12/11/2018
Steane, David Edward	22/11/2018
Stefanoni, A.	05/11/2018
Stennett, Velta	08/03/2018
Strutz, Christan	13/02/2018
Tatchell, Roger John	11/03/2018
Thorsen, Nielsen	Unknown
Van Der Sloote, Harry	09/03/2018
Van Haelst, Gilberte Y.	23/10/2018
Van Steenberg, Jean Marie	09/04/2018
Vermes, Miklos	12/04/2018
Virdi, Sher Singh	07/05/2018
Westlen, Elsie Matilda	11/03/2018

## UNESCO

Abou Khalil, Ali Najj	13/11/2018
Amour, Pierre	20/09/2018
Atal, Yogesh	13/04/2018
Balbir, J.K.	12/04/2018
Barrett, Ruth	09/10/2018
Bayatti, Yvonne	21/03/2018
Bellahsene, Louise	16/05/2018
Bencharif, Mohamed	06/09/2018
Berkeley, Jeanne	03/08/2017

Bolton-Maggs, John	06/04/2018
Bone, Raymond	01/12/2018
Buranello, Deisa	15/10/2018
Cardona Montero, José M.	04/07/2018
Charpentier-E.C., Michele	01/04/2018
Chi, Xian-Cheng	11/12/2018
Coge, Michel	01.04.2018
Colavita, Alberto Antonio	23/10/2018
Coudert, Pierre	21/04/2018
Damiba, Aime	28/11/2018
Delcour, Jean-Marie	12/09/2018
Delforge, Marcel Simon	06/10/2018
De Meyer, Edmee	11/04/2018
Djaka, Ekok	07/04/2018
Druesne, Marie Rose P.	28/10/2018
Elliott, Michael	14/03/2018
Fournier, Michel	18/09/2018
Gallo, Fernanda	07/11/2018
Garzon Lopez, Alvaro Vicente	13/12/2018
Giraud, Yves	05/05/2018
Gregova, Mnarta	Unknown
Harter, Jeannine Maria	19/03/2018
Holert, François	04/11/2018
Hughes, Nan	29/09/2018
Husain, Meheruni	02/06/2018
Iassinskaia, Svetlana	30/03/2018
Kallwass, Siegrid	13/12/2018
Kariuki, Mary	25/12/2016
Kurimoto, Kazuo	09/04/2018
Lake, Pamela	09/11/2018
Lazarov, Z.M.	Unknown
Leal, A.M.	13/06/2018
Liniger Gouma, Max	12/04/2018
Mainprize, Peter Hawtrey	09/06/2018
Massee, Holly	18/04/2018
Matossian, Bedros	12/11/2018
Michon, Ruth	26/09/2018
Morvan, Jacqueline Elm	13/05/2018
Nanda, J.	21/10/2018
Nguyen Minh, Thanh Tuyen S.	26/01/2018
Onat, Kemal	01/11/2018
Oudot, Pierre	28/11/2018
Picot, Monique Madeleine	31/08/2018
Podkanska, Pierrette	06/05/2018
Porras Caballero, Eugenio Rafael Paulo	26/09/2018
Prelat, Maria	19/10/2018
Putegnat, Felipa	04/06/2018
Samman, Mouna Liliane	30/09/2018
Schwendler, Maria Johanna	23/10/2018
Skaff, George Nicolas	03/12/2018
Stulz, Percy	19/03/2018
Tan, Ursula	12/05/2018

Versini, A.M.	Unknown
Winship-Bouteiller, Dinah	01/10/2018

**WHO**

Amegadze, Yawo Ganyo	21/04/2018
Arbez-Carme, Gerard L.	12/05/2018
Bailey, M.	06/14/2018
Benard, Simone M.	15/06/2018
Bertholet, Pierre-Andre	26/05/2018
Beyhum Achour, Omayma	05/10/2018
Bhola Ram	05/05/2018
Biggio Noriega, Rina	18/11/2018
Borner, Magdalene M.	09/05/2018
Bosc, Jacqueline-Anni	15/11/2018
Brevik, Kare	08/10/2018
Brouland, Marie-Therese	15/05/2018
Buenaventura, Fe U.	09/11/2018
Choumara, Helene	05/11/2018
Civil Lopez, Maria Luisa	27/04/2018
Cohn, Bernice	31/03/2018
Constantin, Marie A.	24/05/2018
Darmsteter, Jean-Paul	02/06/2018
Da Silva, Janete Sarmen	09/02/2018
De La Vega, Elmo	11/04/2018
De Leon, Filemon G.	30/04/2018
De Lopez, Vilma Degregio	02/06/2018
Dier, Katheen A.	03/10/2018
Docal, S.R.	18/10/2017
Drabo, Djiro	02/11/2018
Dustin-Mayeur, Clair Julie Alice	26/09/2018
El Sibia, Marie	13/09/2018
Esono, Nguema Amadeo	15/07/2018
Farah, Lo Tito Ved Despina	19/10/2018
Farhi, Selly	05/07/2018
Fausto De Souza, Maria De Lourdes Ma	24/09/2018
Fausto, Duke Da Fonseca	12/10/2018
Fejfarova, Marie	22/03/2018
Felonia, Manuel B.	21/05/2018
Ferry, Bernadette	10/04/2018
Forlivesi, Adriana	18/11/2018
Frier, Roseamond	09/10/2018
Gago, Antonio Felipe	16/11/2018
Gandhi, Om Praksh	16/12/2018
Gebru, Mulugeta	28/04/2018
Girard, Susanne M.	23/05/2018
Gordon, Marjorie	04/10/2018
Griffin, Barbara	17/09/2018
Gutteridge, Frank	05/05/2018
Guyonnet, François	03/12/2018
Hornbanger, Waltraud	05/04/2018
Imboua-Bougl, Guy	09/06/2018
Jensen, Ingrid Ana	15/12/2018

Kamara, Josphe A.	22/12/2018
Kervian, Hélène	27/05/2018
Konchady, Vimala	13/10/2018
Lataste, Jean	04/11/2018
Lawton, Catherine Julie	30/05/2018
Lion, Roger R.	07/10/2018
Lisk-Anani, Elma L.M.K.	15/11/2018
Lord, Rexford	09/10/2018
Louhindoula Kombo, Angelique	24/10/2018
Marr, Rose	Unknown
Martins, Izaias Lucio	18/11/2018
Mason, John Beverly	28/08/2018
Maul, Arthur B.	19/05/2018
Mcmonigle, John James	01/06/2018
Meili, Rose L.	11/10/2018
Mendoza, Eloisa A.	07/04/2018
Menor, Melquiades M.	13/04/2018
Meredith, Timothy John	22/05/2018
Miambanzila, Jacqueline	17/08/2018
Mittar, Jagdish	28/05/2018
Montagner, Luisa	13/11/2018
Moran, Norberto	27/03/2018
Morelj Henebe, Vera Kristina	27/03/2018
Mott, Ingrid	29/04/2018
Mya, Tu	06/08/2018
Myslil, Vlastimil	13/06/2018
Nicholson, Ramona	04/10/2018
Nickitas, Georges	01/05/2018
Nukuro, Ezekiel	04/12/2018
Oh, Heinan	21/03/2018
Olsen, Daphne	25/03/2018
Ouedraogo, Guigma Salama	25/04/2018
Paloscia, Riccard E.	Unknown
Pares, Lidia	20/12/2018
Parto, Farouk	31/10/2018
Payne, David	21/10/2018
Peterschmitt, Ilse	07/09/2018
Pinedo-Arrue, Celia	06/03/2018
Ponce, Malaya B.	18/05/2018
Pont De Jimenez, Montserrat	02/10/2018
Prat, Maurice	15/12/2018
Rafei, Uton Muchtar	01/12/2018
Raizada, Krishna	24/09/2018
Rashed, Gamal	01/03/2018
Rey, Dora	10/05/2018
Roschke, Maria Alice	21/05/2018
Saifullah, Mohammad	06/10/2018
Salcedo, Daniel Edgar	16/10/2018
Samson, Paul Martin C.	01/06/2018
Sanou, Yezoumahan	26/10/2018
Schaltegger, Margueri	17/11/2018
Schluter, Peter	19/05/2018
Sera, Carlos Manuel	11/03/2018
Sharony, Ilana-Rachel	18/03/2018





Shu, Guoqing	14/09/2018
Silva Serrano, Homero	13/06/2018
Simkoko, Neema Gideon	11/05/2018
Sirvent-Ramos, Consuelo Gutie	28/05/2018
Soe Hlaing Doreen Ann	16/10/2018
Stankov, Svetoslav, K.	11/06/2018
Szczerban, Jerzy	01/05/2018
Tejada-de-Rivero, Davi	04/11/2018
Teklemichael, Nerayo	17/03/2018
Teya, Marie-Christiar	29/03/2018
Thomen, Altagracia	05/03/2018
Uhde, Maria Carmelit	06/06/2017
Umenai, Takusel	10/12/2018
Veysiere, Denise	03/10/2018
Viladegut, Herrera Angel	11/10/2018
Wassef, Nabil Shafik Y.	11/03/2018
Wig, Narendra N.	12/07/2018
Willumsen, Christine	22/09/2018
Zia, Bilqis	11/05/2018

#### ICAO

Blais, Betsabe	03/11/2018
Brown, Gloria	17/04/2018
Campbell, Ronald J.	28/11/2018
Cernava, Sava	23/09/2018
Cooper, Goldie E.	17/05/2018
Courtney, Mary Frances	Unknown
Drouin, Huguette	19/09/2018
Erian, Fernand	03/05/2018
Jones, P.	10/05/2018
Lerew, Josephine	15/10/2018
Milde, M.	06/05/2018
Mragel, Gladys	28/03/2018
Penning, Shirley	14/06/2018
Rotalde, Susana	11/03/2018
Soberano, Arlin	29/04/2018
Van Steveninck, Margo	02/11/2018
Whittaker, James	14/03/2018
Willis, William	04/09/2018

#### IFAD

Morelli, Allegra	18/03/2018
Pelloni, Pietro	29/05/2018
Tayyib, Salah Rafiq	02/12/2018

#### WMO

Baud, Suzanne Augusta	30/11/2018
Braun, Frederic	27/07/2018
Garcia-Diego, Enrique	14/05/2018
Hassan, Mohamed E.	09/11/2003
Joseph, Irene	10/03/2018
Jurcec, Vesna	20/06/2018
Matras, Jean	09/10/2018

Moerth, Hans	07/09/2018
Morales, P.	20/12/2018
Michaud, Leone Maria	13/09/2018
Murji-Carlson,, Zarina	10/11/2018

#### ICC

Solovive, Wieslawa	05/10/2018
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#### ICITO/GATT

Ducoing, Marie	25/11/2018
Osteras, M.	04/11/2018
Uhde, Maria Carmelit	06/06/2017

#### ICTR

Gathech, Carolyn Mercy	05/12/2018
Kitemo, Hatibu O.	01/07/2018
Saibull, Franklin Mejo	21/05/2016

#### IAEA

Cibulka, Robert	19/10/2018
Clements, Shirley Ann	Unknown
Coolbaugh, Cynthia	13/08/2017
Dolnicar, Jozef	26/09/2017
Ericson, A.	16/05/2018
Gyasi, Ntiri-Acquah	24/03/2018
Kanniakonil, Mathew Mathal	25/09/2018
Kietreiber, Nektarta	05/04/2018
Laidler, Edelgard Ruth	13/10/2018
Lazarev, Nikolai Nikolae	01/04/2018
Lehmann,Dilys	15/12/2018
Lipatov, Yury	10/05/2018
Manzel, Klara	29/04/2018
Meyer, Hans-Friedrich	30/04/2018
Miguel, Jeannine	25/05/2018
Nazifi, Abdul Hai	24/03/2018
Raatz, Michal Jan	14/10/2018
Rainer, Reinhard,	19/03/2018
Ronesch Karl	12/11/2018
Schenk, Ingeborg	16/01/2018
Stefanini lansiti, Laura	21/07/2018
Taylor, James	30/03/2018
Thomas, Bernard Alain	27/03/2018
Tousley-Escalante, Joanna	27/08/2018
Tugsavul, Aysen	08/04/2018
Yu, Xinkun	09/11/2018
Zagorulko, Vladimir	05/09/2018

#### IMO

Blom, Kent Olof	31/12/2017
Churcher, Jeremy John	Unknown
Contostavios, Spiros	08/10/2018
Garofalo, Alfredo	26/09/2018

Pu, Bao-Kang	13/10/2018	Behrens, Werner E.	22/03/2018
Williams, Florence	26/10/2018	Biritz, Laszlo	17/05/2018
<b>ITLOS</b>		Bourguignon, Agnes	06/04/2018
Borchert, Anne-Charlotte	12/05/2018	Buit, Prabhakar, B.	22/11/2018
<b>ITU</b>		De Souza Leite, Lucio Luiz	08/10/2018
Besada, Jorge	28/04/2018	Fan, Huishun	13/12/2018
Bishara, Aida	05/12/2018	Goerner, Josef	09/09/2018
Burns, Robert	30/03/2018	Gruenzweig, Katharina	23/08/2018
Cossy Beetsche, Colette	12/05/2018	Helenius, H.	13/11/2018
De Crecchio, Francesco	20/03/2018	Kengen, Emile Cornelis	24/02/2018
Guvencel, Mukerrem	19/12/2018	Kiomejian, Wartan	18/11/2018
Hayes, Terence Michael	16/11/2018	Klatil, Greta	09/09/2018
Nicoud, Gilbert	06/04/2018	Kohli, Bal Raj	22/03/2018
Perier, C.	05/06/2018	Kozlov, Victor I.	27/11/2018
Sandri Piazza, Gabriella	28/11/2018	Langer, Renate	29/04/2018
Schwarb, V.	16/09/2018	Majid, Muhammad A.	05/05/2018
Tomasi, Michel	15/05/2018	Martin, Christian Ivor	15/08/2018
Voltolini, Maria	18/11/2018	Mazue, Joelle S.	09/10/2018
<b>WIPO</b>		Morssy, Azza	29/09/2018
Garcia Garcia, Margarita	04/01/2018	Nijhawn, Pushpa	16/11/2018
Higham, Philip	26/05/2018	Oxley, John Hanson	06/04/2018
<b>WFP/HQ &amp; INT</b>		Patek, Gabriele	30/05/2018
Davies, Christine Grant	21/03/2018	Pruzan, Gregorio	03/06/2018
Esker, Asad A.	06/09/2018	Pummer, Richard	29/03/2018
<b>UNIDO</b>		Schonfeld, Eva Jean	14/04/2018
Alexandrenne, Louis	26/10/2018	Stefanini Iansiti, Laura	21/07/2018
Baker, Wanda M.	16/04/2018	Thomas, Fredrick	04/11/2018
		Vicens Giral, Francisco	03/06/2018
		Wazlavik, Herbert	01/12/2018
		* Member of AFICS (NY)	