

# AFICS BULLETIN

NEW YORK

ASSOCIATION OF FORMER INTERNATIONAL CIVIL SERVANTS

Vol. 48 ♦ No. 2 ♦ Fall 2016 – Spring 2017



Photos by Mac Chiulli



AFICS/NY members enjoy fine Cuban cuisine at Victor's Café during annual winter luncheon, which also features presentation on the UN Food Garden. (See page 19.)

"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."





# ASSOCIATION OF FORMER INTERNATIONAL CIVIL SERVANTS/NEW YORK

## HONORARY MEMBERS

Martti Ahtisaari  
Kofi A. Annan  
Ban Ki-moon  
Aung San Suu Kyi  
Javier Pérez de Cuéllar

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### HONORARY MEMBERS

Andrés Castellanos del Corral  
O. Richard Nottidge  
Edward Omotoso  
George F. Saddler  
Linda Saputelli  
Jane Weidlund

### OFFICERS

**President:** John Dietz  
**Vice-Presidents:** Deborah Landey, Jayantilal Karia  
**Secretary:** Marianne Brzak-Metzler  
**Deputy Secretary:** Demetrios Argyriades  
**Treasurer:** Angel Silva

## OTHER BOARD MEMBERS

J. Fernando Astete  
Thomas Bieler  
Gail Bindley-Taylor  
Barbara Burns  
Mary Ann (Mac) Chiulli  
Ahsen Chowdury  
Frank Eppert  
Joan McDonald  
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Nancy Raphael  
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Warren Sach  
Christine Smith-Lemarchand  
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### President of AFICS/NY Charities Foundation

Anthony J. Fouracre

### Office Staff

Jamna Israni  
Velimir Kovacevic

### Librarian

Dawne Gautier

## CHANGE OF OFFICE STAFF

In December 2016, we said goodbye to our part-time AFICS/ NY Office Staff member, Veronique Whalen, who has moved to Vienna, thanking her for her tremendous support to retirees and her special talent with everything to do with IT.

In January 2017, we were pleased to welcome Velimir Kovacevic, who joined us as Veronique's replacement. He too has advanced computer skills and we are most happy to have him aboard!

Jamna Israni remains our highly valued other part-time Office Staff member

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Unless otherwise noted, throughout the *Bulletin* the term "AFICS" is used to refer to AFICS/New York.

The views and opinions expressed in the various reports, articles and illustrations in the *Bulletin* do not necessarily represent those of AFICS /NY, its Bureau or Governing Board, nor does the Association accept responsibility for the accuracy of information given. The mention of any product, service, organization or company does not necessarily imply its endorsement by the Association.

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Published quarterly by the Association of Former International Civil Servants/NY

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AFICS/NY webpage: [www.un.org/other/afics](http://www.un.org/other/afics)

# NOTES FROM THE PRESIDENT



On 28 April,  
the President of  
AFICS/NY shared  
the following  
update with all  
members

26 April 2017

Dear AFICS/NY members,

**A**s we are now well into spring, I would like to provide you with an update on AFICS/NY actions and activities over the past several months, on issues of concern to us all. As I indicated to you when I became the President of AFICS/NY last year, my priorities as President have been to focus our attention on the matters of main concern to UN-system retirees, namely pensions, after-service health insurance and social activities.

First and most importantly, together with my two Vice-Presidents, Debbie Landey and Jay Karia, I met with the Transition Team for the new Secretary-General. At that meeting, we raised all the issues of concern to our members. On the pension side those issues included the importance of ensuring that new pensions are processed and all pensions are paid on time and without delay, elimination of the backlog in pension benefit processing first identified in 2015, ensuring continued maintenance of a conservative investment strategy for the Pension Fund's assets, the need to fill rapidly critical vacancies in the staffing of the Fund's Investment Management Division, and ensuring systematic review and evaluation of our investment strategy at regular and well-attended meetings of the Pension Fund's Investment Committee. On the health insurance side, we advocated for dedicated resources to be funded in the UN Insurance and Disbursement Service to handle retiree issues, as well as the need for a number of processing and policy improvements.

We have also continued to meet with senior United Nations officials, to advocate constructively on various issues affecting all UN-system retirees.

## **ON PENSIONS:**

The UN General Assembly oversees the UN Joint Staff Pension Fund and the entire UN pension system. Therefore our active advocacy regarding issues affecting UN pensions was informed by the resolution on the UN pension system that the Assembly adopted late last year (A/RES/71/265 of 23 December 2016), as well as the report of the Pension Board on its July 2016 session (A/71/9) and related reports by the UN Board of Auditors (A/71/397) and ACABQ (A/71/62).

The General Assembly noted that the actuarial valuation of the Pension Fund as of 31 December 2015 showed a small surplus of 0.16%, a distinct improvement over the deficit of 0.72% that had been reported after the prior valuation undertaken two years earlier.



While AFICS/NY of course welcomed this positive result, it noted that this was largely attributable to decisions by the Assembly to increase the mandatory age of separation (normal age of retirement).

The Assembly noted the unqualified audit opinion by the Board of Auditors. Their report stressed the need to address certain identified weaknesses, including benefit payment, investment and risk management, staffing vacancies, and oversight of external fund managers.

The Assembly welcomed the Pension Fund's successful implementation of IPAS while expressing serious concern at the delays in commencing benefit payments to some new beneficiaries. While requesting the Pension Board to ensure that appropriate steps were taken to address the delays, the Assembly also requested the Secretary-General to invite the Fund's member organizations to expedite the processing of documents needed by the Pension Fund. Both the officers of AFICS/NY and the President of FAFICS met repeatedly with the Pension Fund's CEO and his team, on the need to address the delays in payment processing and to improve client services.

As regards investments, the Assembly reaffirmed that the Secretary-General serves as fiduciary for the investment of the Fund's assets, expressed concern about the near-term under performance, emphasized the importance of meeting over the long term the actuarially required annual real (net of inflation) rate of return of 3.5% on the Fund's investments and asked the Secretary-General to report on the efforts to improve investment performance.

Through FAFICS, AFICS/NY participates actively in the work of the Pension Board. To assist in its work, the Pension Board had established some years ago an Assets and Liability Monitoring Committee (ALMC) on which FAFICS is represented. As recommended by that Committee, and in light of the recent performance of the Fund's investments, in July 2016 the Pension Board agreed to have an in-depth review, conducted by an independent expert, of the main practices, investment management and risk management of the Fund. Under the guidance of the ALM Committee, the review is being done by Deloitte Touche; the report is to be presented through the ALMC to the Pension Board in July 2017.

Preparations for the July 2017 session of the Pension Board are already under way, with Pension Fund meetings scheduled for the Committee of Actuaries, the Investments Committee, the Assets and Liabilities Monitoring Committee, and the Budget Working Group. In July FAFICS will also hold its Annual Council, which will review among other matters the agenda of the upcoming Pension Board session; I plan to attend the meeting of the FAFICS Council.

FAFICS representatives will participate in the ALMC and the Budget Working Group. The ALMC report will cover consideration of the independent expert's report on investments of the Fund, the investment performance of the Fund and the membership of the ALMC.

The Committee of Actuaries will make recommendations regarding the demographic and economic assumptions to be used in the actuarial valuation of the Pension Fund as of 31 December 2017. The Committee will consider the real rate of return assumption, 3.5% for the recent valuations, at a joint meeting with the Investment Committee. The Budget Working Group will review the budget proposals for 2018-2019 prepared by the CEO of the Fund and the RSG for investments.

The Governing Board and members of AFICS/NY will be kept informed of key developments regarding the above matters as they occur. We on our side will continue to engage actively in these discussions and will at every opportunity continue to raise issues of concern to retirees.

#### **WITH RESPECT TO AFTER SERVICE HEALTH INSURANCE (ASHI):**

The General Assembly has been considering the After Service Health Insurance (ASHI) arrangements annually for a number of years, under the programme budget agenda item. In March this year the General Assembly adopted A/RES/71/271B on Special Subjects; in its part IV this resolution endorsed the report of the ACABQ (A/71/815) on the report of the Secretary-General on managing after service health insurance (A/71/698). The report of the Secretary-General was based on a report of the Working Group on ASHI, established by the Finance and Budget Network of the High-level Committee on Management of the United Nations System Chief Executives Board for Coordination. The report of the Secretary-General had eight recommendations of which six were supported by both the ACABQ and the Fifth Committee; two recommendations by the Working Group were not supported: (a) adopt a pay-as-you-accrue approach rather than the existing-pay-as-you-go approach; and (b) cease to consider the possible use of the Pension Fund to manage assets set aside to fund future ASHI benefits. The Assembly agreed the Secretary-General should continue to work with the Working Group and report back at the 73<sup>rd</sup> session.

Since adoption of the above GA resolution, the Working Group on ASHI has met again, with FAFICS participation, to adopt a programme of work. Hopefully, there will be sufficient information to allow a determination to be made with regard to the possible integration of national schemes like Medicare B within ASHI schemes at key duty stations. In this



connection, it may be recalled that many organizations and staff have questioned the possibility, practicality and desirability of such integration. FAFICS has four representatives from four different duty stations on the Working Group and each has expressed doubts on the matter, particularly with regard to acquired rights; they will continue to monitor this item carefully so as to fully preserve retiree rights.

It may be recalled in this connection that the President of FAFICS secured the right to address the Fifth Committee on ASHI matters at the 70<sup>th</sup> and 71<sup>st</sup> sessions of the Assembly. Clearly this will be needed again at the 73<sup>rd</sup> session.

Since October 2016, members of the AFICS Governing Board have attended nine meetings of the United Nations Health and Life Insurance committee (HLIC). The Committee has reviewed a number of applications for hardship claims where participants have exceeded the insurance limits and therefore require exceptional approval for reimbursement. In reviewing these claims, the AFICS/NY representatives on the HLIC have sought to ensure that the claims are processed fairly, with due diligence.

AFICS/NY representatives have also actively participated in the discussions on presentations made by the Insurance Plan Administrators — Aetna, Blue Cross and CIGNA on utilization rates for the fiscal period ending on 30 June 2016. In this context, they have continued to emphasize the need for the Insurance Service to provide more information to participants, to increase overall awareness on proper utilization of insurance plans such as overuse of Hospital Emergency rooms for non-emergency type of medical conditions, and not using generic drugs, all of which lead to greater costs for individuals and ultimately increases in insurance premiums, and also to raise awareness about some of the benefits available which are not used sufficiently such as Active Health. The Insurance Service will be issuing appropriate communications on these issues.

During the last few meetings, the HLIC has been focused on the review of renewals of various insurance plans effective 1 July 2017 and the AFICS/NY representatives have successfully advocated for premium increases, if any, to be kept at a minimum. The work on renewals of insurance plans will be completed soon and once appropriate approval is given, announcements will be made to all ASHI participants.

The President and two Vice-Presidents of the AFICS/NY Governing Board met with senior officials of the UN Insurance Service on 17 January 2017 to discuss the cases that had been brought to their attention by individual retirees and also to AFICS/NY for follow up, with a view to securing the best possible solutions for those individual cases. We also addressed a number of concerns that have been raised by retirees regarding Medicare Part B. AFICS/NY has recommended dedicated and trained staff in the Insurance Service

to deal with issues facing retirees in dealing with Medicare Part B. This proposal has now been reviewed and supported by the HLIC and a recommendation has gone to the UN Department of Management to provide these dedicated resources. In this context, AFICS/NY has also proposed direct payment of Medicare premiums on behalf of retirees who are not in receipt of USA Social Security; retirees not in receipt of social security who for whatever reason fail to make their regular premium payments lose Medicare coverage and as a result, can no longer access their ASHI coverage. The UN Department of Management is reviewing how this can be made to work. If this new procedure is implemented, it would simplify the process for the retirees and at the same time bring about efficiencies.

Based on our dealings with a number of individual cases, AFICS/NY has also proposed changes to the current cumbersome procedures affecting enrollment of surviving spouses in insurance plans upon the death of a retiree. The UN Department of Management is actively reviewing this and AFICS/NY will continue to follow up on this important matter.

Finally, AFICS/NY has also brought to the attention of the Under Secretary-General of Management concerns regarding any potential reduction in the medical insurance for UN retirees due to any possible changes to Medicare Part B and to ensure that if any reductions are made in Medicare Part B, they will be covered by the various plans in which retirees are enrolled such as Aetna, Blue Cross and CIGNA.

All of the above issues continue to be raised by us in our regular meetings with senior UN officials on issues of vital concern to us all.

The AFICS/NY Governing Board meets every month to keep all these issues under review and to ensure that the Board is taking every available opportunity to further and protect the interests of United Nations retirees.

## **WITH REGARD TO SOCIAL AND OTHER ACTIVITIES FOR RETIREES:**

Last year, AFICS/NY organized an event on Estate Planning. We had a full house and participants asked that we arrange for a session on organizing financial documents. I am delighted to inform you that this was held on 29 March 2017 and we once again had a full house. A top notch presenter walked us through what we all need to do to ensure that “our affairs are in order”. (See page 7-8.) Once again we had a packed audience asking key questions of concern. There is now considerable interest in an event to provide information on long-term care and retirement community options.

AFICS/NY strongly advocated with senior management at the United Nations for the reinstatement of the United



Nations Pre-Retirement Seminars. Those Seminars have continued and are always well attended. The last one was held in November 2016. AFICS/NY participates and shares critical information with staff members approaching their retirement regarding pensions, health insurance and other matters about which staff need to be proactive as they approach retirement.

AFICS/NY was also invited to a Round Table by the United Nations Federal Credit Union (UNFCU), to offer suggestions as to how they might improve their services for our community of retirees. We provided suggestions for improved services by the UNFCU.

We also have enjoyed social gatherings of our community. Our Fall Luncheon last year on 15 November was followed by a Spring Luncheon this year on 2 March. We had an Open House reception on 7 December last year in the AFICS/NY Office with about 100 people attending. Another one was held on 17 May 2017 in the third-floor lounge in DC-1 from 3:30-6:00. Again, a large crowd joined us for refreshments and conversation with friends and colleagues, old and new.

Also a small Library is maintained within the AFICS/NY Office, mainly as a repository for books written by AFICS/NY members and other present or former United Nations staff; the latest addition is a book by recently deceased Anne Hughes.

We are also working with the United Nations OICT on our website. On a pro-bono basis, they are collaborating very closely with us to improve the website, so as to make it more informative, accessible and easier to use.

Finally, there has been a change in our Office staff: Veronique Whalen moved to Vienna and was replaced by Velimir Kovacevic. The AFICS/NY Board would like to take this opportunity to once again thank Veronique Whalen who did a wonderful job over many years supporting retirees and the operations of the Office.

We look forward to the Annual Assembly on 27 June, at which we will hear from senior United Nations officials on the above issues of concern, the progress being made and the challenges that are still remaining.

**John Dietz**  
**President, AFICS/NY**

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#### GOOD NEWS ON OUR PENSIONS

Based on the official USA CPI data, the April 2017 increase for monthly UNJSPF pensions paid on the US-dollar track will be 3.6% (0.1% higher than the 3.5% estimated earlier).

## AFICS/NY IN ACTION

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### Workshop On Financial Organizing for NOW and for LATER

**O**n 29 March, a large number of AFICS/NY members and their friends crowded into Conference Room 7 at the United Nations for the above-titled workshop, organized by the AFICS/NY Committee on AGEING. Interestingly, some 95% of the attendees were women. (Could that indicate who is making most financial decisions these days?)

The presentation was given by Rebecca R. Eddy, Co-founder, Gideon Y. Schein of Eddy & Schein In-home

Administrators for Seniors, who has been a financial organizer for 27 years. She holds an MBA from Yale University School of Management and is certified as a Professional Daily Money Manager. She also regularly speaks at annual conferences of professional organizers and money managers, leads numerous workshops and webinars, and has been published in the New York State Bar Association Elder Law Section newsletter.

Ms. Eddy was introduced by Barbara Burns, Co-chairperson of the AFICS/NY Committee on Ageing, who noted that the presentation was part of the Committee's "Ageing Smart" program. She recalled that while the last seminar was on estate planning, this one dealt with the equally complicated issue of organization and placement of all services and documents one is likely to need for his/her own purposes as growing older, as well as to facilitate action by survivors once an individual has passed on.

"In other words," said Ms. Eddy, quoting the Committee's other Co-chairperson, Christine Smith-Lemarchand, this was "the topic that no one wants to address!"



Ms. Eddy emphasized the need to accept the reality that everybody, at whatever age, is getting older and may one day have to face the fact that he or she needs care or support. It is also extremely important to have everything in order for your heirs who must settle your affairs after death. While we do not know what future needs may be, it is critical to plan ahead for whatever older life may have in store. To bring some organization to the planning process, Ms. Eddy has developed three checklists covering most likely eventualities, all of which involve “Life Keeping, Not Just Bookkeeping.”

## DOCUMENTS CHECKLIST

It is important to gather all important documents and information, store them in a secure place, and ensure that those who may need to access them know where they are.

Preparing a Will, designating a Healthcare Proxy, and granting Power of Attorney to someone you trust are all essential, as well as having backups for the latter two functions. Make sure you have two photo IDs, preferably one of which is a driver's license. You should also make a list of all important papers and their whereabouts, for example, your Social Security Card, Health Insurance cards, Insurance policies, Bank Accounts, Credit cards, vital records such as Birth and Marriage Certificates, Medical records and Property ownership records. Another list should be compiled of names and contact information for the various professionals you have used including Doctors, Attorneys, Accountants, Bankers, Insurance brokers, etc. Financial Statements need to be kept for at least five years. Also include information on wishes for funeral arrangements, including whatever you have already put in place.

## A TEAM FOR SENIORS CHECKLIST

This lists a variety of services commonly needed by older people — to assist with aspects of daily living (shopping, banking, paying bills, advising on long-term care, and even helping you clear away residential clutter if you are downsizing).

Ms. Eddy stressed that we need to know what the options are. She noted that the very high cost of long-term care can be a shock, whether full- or part-time. Medicare does not pay for it, though Medicaid may through arrangements made with the help of an Elder Law Attorney or Financial Advisor in cases where resources have been depleted. A Geriatric Care Manager/Aging Life Care Professional can help with assessing, hiring and/or supervision of home aides. At the same time, seniors wishing to remain in their own homes need to think about what changes in their living environment they can make to enhance safety, such as installing grab bars in the bathroom or clearing out a spare room for an aide who may be needed.

These days, many seniors may also have ageing parents that require care. How long independent living is possible may become an issue. A Generational Coach can help in making the hard decisions necessary for all.

## MAKING SENIOR YEARS EASIER CHECKLIST

This list consists of a series of questions designed to guide you in ensuring that all your legal papers and needed services are in order and up-to-date. It is suggested that you check them once a year and update if necessary. All digital assets should be identified, including passwords so that executors and heirs will know how to find and access web-based accounts and stored information. Then there is your retirement budget. Does your spending pattern fit your income? You may need someone to help you with finances — investments, taxes, balancing your checkbook and use of credit cards (easier to have only one). Concerning Medical management, do you need help in coordinating appointments or reminders to take your pills?

For complete copies of these lists, contact Ms. Rebecca R. Eddy, Eddy & Schein, Inc., 136 Madison Avenue, 6th Floor, New York, NY 10016 - Tel.: (212) 987-1427; Website: [www.eddyandschein.com](http://www.eddyandschein.com)

Ms. Eddy has also compiled a list of organizing tools, set forth in book format that may be helpful. Titles are available upon request.

Deborah Landey, Vice-President of AFICS/NY, gave a vote of thanks at the end for the excellent presentation by Ms. Eddy and to the AFICS/NY Committee on Ageing for organizing the event. She indicated that AFICS/NY will be organizing more such events on topics of interest to members.

MLH

### AFICS/NY NEED FOR VOLUNTEERS

From time to time, the AFICS/NY Office needs volunteers to help with mailings, such as for the annual election of Board Members and notices of upcoming events. What happens is that a few volunteers get together in the office for a couple of hours to stuff envelopes and get them ready for mailing to our members. Want to be a part of this crew? Call the AFICS/NY office (1-212-963-2943), let Jamna or Velimir know when you are likely to be available, and give them your contact information. You will be needed only a few times a year!

AFICS/NY Office also needs volunteers to serve on its Committees: Ageing Smart; Health & Life Insurance (HLIC); Information, Communications & Technology (ITC); Membership; Outreach; Pension; and Social.

## AFICS (NY) FINANCIAL REPORT

### ASSOCIATION OF FORMER INTERNATIONAL CIVIL SERVANTS Statement of Income and Expenditure for the Years Ended 31 December 2015 and 2014

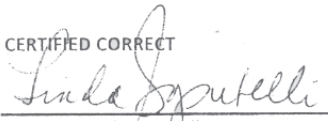

#### UNAUDITED

	2015 \$	2014 \$
Income		
Life memberships – Amortized	22,454.13	22,434.00
Annual memberships dues – Current Year	21,150.00	24,560.00
Associate annual memberships	450.00	895.00
Interest and dividends	2,279.00	1,594.00
Voluntary contributions	5,105.00 <sup>1</sup>	6,050.00
Payments for luncheons	10,710.00	13,126.00
Miscellaneous income	387.00	173.00
<b>TOTAL INCOME</b>	<b>62,535.13</b>	<b>68,832.00</b>
Expense		
Operating Expenses		
Secretarial assistance	33,386.00	29,631.00
Office expenses	1,207.00	458.00
Travel	4,300.00	8,527.00
Sub-total	38,893.00	38,616.00
Other Expenditures		
Contribution to FAFICS	4,493.50	4,747.00
Contribution to AFICS – Wash. D.C.	250.00	250.00
Write-offs	7,145.00 <sup>2</sup>	15,625.00
Cost of social activities	10,824.00	13,619.00
Sub-total	22,712.50	34,241.00
<b>TOTAL EXPENDITURE</b>	<b>61,605.50</b>	<b>72,857.00</b>
<b>Net Income</b>	<b>929.63</b>	<b>(4,025.00)</b>

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

2) Includes write-offs due to termination of Memberships and chronic non-payment of dues.

CERTIFIED CORRECT

	
Linda Saputelli	Angel Silva
President	Treasurer
17/05/2016	17/5/16
Date	Date



## AFICS (NY) FINANCIAL REPORT

### ASSOCIATION OF FORMER INTERNATIONAL CIVIL SERVANTS Statement of Assets, Liabilities and Fund Balance as at 31 December 2015 and 2014

**UNAUDITED**

	2015		2014
	\$		\$
<b>Assets</b>			
UN Federal Credit Union			
Share savings account	4,885.00		4,875.00
Draft Checking account	32,434.00		36,267.00
Credit Card Income Account	1,389.00		1,614.00
Certificates of Deposit	177,890.00		176,495.00
Sub-total	<u>216,598.00</u>		<u>219,251.00</u>
Accounts receivable	4,121.00		7,540.00
Sub-total	<u>4,121.00</u>		<u>7,540.00</u>
<b>TOTAL ASSETS</b>	<b><u>220,719.00</u></b>		<b><u>226,791.00</u></b>
<b>Liabilities and Fund Balance</b>			
Liabilities			
Stamp account credit	12.00		12.00
Payroll Liabilities	2,875.00		1,636.00
Accounts payable - United Nations	26.00		26.00
Sub-total	<u>2,913.00</u>		<u>1,673.00</u>
Fund Balance			
Unamortized life memberships	203,172.00		211,671.00
Concert fund	--		--
Deferred Income	4,505.00		4,690.00
Fund balance			
Fund balance brought forward	9,199.00	(7,031.00)	
Adjustment of prior years fund balance		3.00	
Excess (shortfall) of income over expenditure	<u>930.00</u>	<u>10,129.00</u>	<u>(7,476.00)</u>
Sub-total	<u>217,806.00</u>		<u>225,118.00</u>
<b>TOTAL LIABILITIES AND FUND BALANCE</b>	<b><u>220,719.00</u></b>		<b><u>226,791.00</u></b>

CERTIFIED CORRECT

*Linda Saputelli* 17/05/2016  
 Linda Saputelli  
 President

Date

*Angel Silva* 17/5/16  
 Angel Silva  
 Treasurer

Date

# New MEMBERS

We welcome the following new members, who joined AFICS/NY between 1 October 2015 and 31 December 2016.

(\* Designates Life Member)

\*Rima Al-Alamy  
MONUSCO (Entebbe), HR Assistant

Nannette Amorado  
UNDP, Quality Assurance, Audit & Investigations

Susan Bajardi  
DM/OPPBA, Chief, Investments Section, Treasury

Sammy K. Buno

\*Lynette Butler-Matamini  
UNHQ/OHRM, HR Officer

\*Teresa Challa  
UNHQ, Assist. Supervisor

Alice Chodkowski  
UNFPA, UNCares Assistant

Jennifer Lee De Laurentis  
UNHQ/DGACM, Chief, ECOSOC Affairs Branch

Anastaslya Delenda  
UNHQ, Personal Assistant to Deputy S-G

Furio De Tomassi  
DESA, Head CDO

Lena Dissin  
UNHQ, Chief of Office

Dysane Dorani  
UNAMID/DPKO, Head of Office, DPKO

Elaine D’Pierre  
UNDP, Programme Assistant

\*Umay Esendal  
UNHQ, Sr. Statistical Assistant

Jan Fischer

Maria Flynn  
UN/DPKO/DPA/OCHA, Head of Unit, Afghanistan

Renaldo Garcia-Ramos  
UNHQ, Spanish Translator

Philippe Giron  
UNHQ, Senior Reviser

\*Cosmas Gitta  
UNDP, Development Officer

Anne Gloznek  
UNHQ, HR Assist., Visa Committee

Katherine Grenier  
UNHQ, Chief, CMP, DM

\*Subhash K. Gupta  
UNFPA, Director, Div. of Mgmt. Services

Alexander Haiken  
UNHQ/DM/OICT/IMS, Project Manager

Deborah Hopper  
DPKO

Toshio Ishikawa  
UN Interim Forces/Lebanon, Deputy Chief, Finance Officer

\*Maria Christina Iza  
UNHQ, Human Resources Officer

Samir Jawhar  
UN/ESCWA, Chief of Economic Statistics

Joseph Karmy  
UNRWA, Chief, ERP & Ramco Applications

Celina Kersh  
UNHQ, Facilities Manager

Doretha Savage Khamisl  
UNEP, Associate Admin. Officer

Alissar Khoury  
UNHQ, Chief, DPI/News Monitoring Unit

Oleg Kocherga  
UN/OIOS, Section Chief

Zemenay Lakew  
UNDP, Sr. Prgm. Manager

\*Jianping Ling  
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UNHCR, Senior Admin. Officer

\*Frederick Mallya  
UN/DPKO, Policy Adviser

\*Ingrid Marshall  
UNJSPF, Senior Benefits Assistance

Patricia Maw  
UNDP

\*Anil Mohan  
UNDP, Manager, Applications

\*Hiroko Morita-Lou  
UN/DESA/DSD, Chief, SIDS Unit

Noriko Nagayoshi  
UNIFIL/DPKO, Senior Admin. Officer

Eugene Ndlanabo  
WFP, Head of Logistics

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\*Wallace, Divine  
MINUSTA/DFS/DPKO, Dir. of  
Mission Support

Genene Zewge  
UN/DESA, Senior Sustainable Dev.  
Officer

## AFICS/NY MEMBER RECEIVES PRESTIGIOUS AWARD ON BEHALF OF SON

Last year, Franz Ontal, son of AFICS/ NY life member, Lydia Ontal, was one of the officers awarded the Nobel Peace Prize as head of inspectors for OPCW, recognized for its dangerous work in clearing chemical weapons.

In April 2017, the University of St. La Salle in the Philippines, from which Franz graduated, conferred on him their highest award, as one of their most distinguished alumnae. Due to his present responsibilities with the International Atomic Energy Agency (IAEA) in Vienna, Franz was unable to receive this award in person at the University's commencement service. Instead, it fell to his proud mother, Lydia, to receive it on his behalf.

However, Franz did prepare an inspirational commencement address that he would have delivered had he been there. It was produced as a video and printed in the local newspaper on 19 April, 2017.

# WORLDWIDE REUNIONS



## FLORIDA CHAPTER OF AFICS/NY

The 10th Anniversary Celebration of the Florida Chapter of AFICS/NY was held on 10 December, 2016. Eighteen members attended the famous Gilson's Brazilian Restaurant at 8191 Vineland Avenue in Orlando. Following is their report.

It was our first meeting at this venue. We had made reservations and requested that a separate room on the patio be made available to us. However, on arrival we got a surprise: not only had they failed to book the required room but we were advised that they did not even have any reservation for us. After discussions with the owner, Mr. Gilson, with whom we'd had earlier correspondence, including telephone conversations, he made special arrangements for us and gave us a U-shaped table arrangement (nicely suggested by our Anneliese Plaisant). After the initial mix up, overall our celebration turned out to be a WOW experience with regard to the variety and quality of the food. In fact, the whole restaurant was jam packed—full to capacity—which showed that the popularity and quality of food is generally highly acclaimed.

After everyone had partaken of the delicious Brazilian delicacies, we started our meeting with a moment of silence to pay homage to all the departed souls who gave their lives in the service of the UN, while protecting their country, after retirement, or due to any number of crazy killings or man-made disasters around the world. We prayed that the souls of those who had passed away would rest in peace, and that there be love, joy and peace around the world.

The following Mission Statement of the Florida Chapter of AFICS/NY was read by Dr. Wale Omawale:

“The Florida Chapter of AFICS/NY would serve as an active branch of AFICS/NY. While fully supporting the mission of AFICS/NY, it would focus on the local needs of the members of the Florida Chapter.

“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.”

Madan ended with the slogan “Long live AFICS/NY; Long live the Florida Chapter; God bless America and God bless us all in every respect forever. Amen”

The following calendar for 2017 was finalized by popular vote:

**Saturday, 22 April, 2017** – Thai lunch and presentation on *Meditation for Mind, Body and Soul* by Vijaya Rao

**Saturday, 15 July, 2017** – Argentinian, Mediterranean or Mexican Lunch with seminar on *How to avoid Probate* (if speaker is available), plus socializing and exchange of experiences.

**Saturday, 7 October, 2017** – Dr. Mukunda Rao and Vijaya Rao will host an event in Tampa, where they have a nice club house/auditorium. A caterer will serve Indian food. Dr. Rao will brief us on the UN's seniors' program.

**Saturday 9th December, 2017** – ANNIVERSARY LUNCH with Brazilian or Cuban food.

Madan also advised those present about the 70th Anniversary of UNICEF, which was being celebrated at New York. Madan had been the UNICEF staff member with longest service—over 43 years, plus several hours of overtime he donated to UNICEF (which could easily bring his years of service up to 86 years!!). This statement inspired a big round of applause.

The **fun** part of the meeting then began: Kiron had arranged the game of BINGO. Bingo cards imported from India (where the game is referred to as TAMBOLA) were distributed to everyone and numbers were drawn by Kiron and read loudly by Madan (who overcame the noise factor in the restaurant). There were only three lines on the cards—so the winner had to have a complete line (left to right) or the full house. After a long time, the first winner showed up from the top line, one then followed from the bottom line and the middle line and of course there was a winner of the FULL HOUSE—Elena Farina. Every winner could select a prize of his/her choice.

After Bingo, we played “draw of lots.” All the non-winners of Bingo could pick a number from a bag and then retrieve a package bearing the same number. So everyone present went home with a prize of some kind.

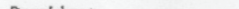

On that happy note, we all wished each other happy holidays, season's greetings and best wishes for a happy, healthy, peaceful and prosperous New Year.

Everyone was requested to note the dates of the 2017 events on their respective calendars and also to advise their friends, spread the word and get more members to attend.



Statement of Assets, Liabilities and Fund Balance  
as at 31 December 2015 and 2014

		2015	2014
		\$	\$
Assets			
UN Federal Credit Union			
Share Savings Account		5,714.00	5,702.00
Draft Checking Account		11,147.00	14,492.00
Certificates of Deposit		<u>51,773.00</u>	<u>51,650.00</u>
Sub-total		<u>68,634.00</u>	<u>71,650.00</u>
<b>TOTAL ASSETS</b>		<b><u>68,634.00</u></b>	<b><u>71,650.00</u></b>
Fund Balance			
Fund balance brought forward	71,650.00		63,903.00
Total Equity	<u>(3,016.00)</u>	<u>68,634.00</u>	<u>7,747.00</u>
<b>TOTAL FUND BALANCE</b>		<b>68,634.00</b>	<b>71,650.00</b>

Fernando Astete      Date      Angel Silva      Date  
 President      Treasurer

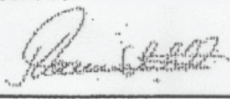
## AFICS (NY) CHARITIES FOUNDATION

### Statement of Income and Expenditures for the years ended 31 December 2015 and 2014

#### UNAUDITED

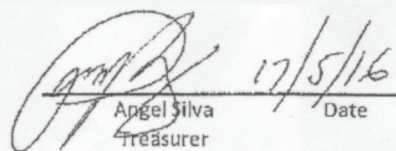
	2015 \$	2014 \$
Income		
Donations		
Share Savings Account	1,150.00	13,335.00
Interest Income	<u>334.00</u>	<u>412.00</u>
<b>TOTAL INCOME</b>	<b><u>1,484.00</u></b>	<b><u>13,747.00</u></b>
Expenditure		
Grants and Donations	<u>4,500.00</u>	<u>6,000.00</u>
<b>TOTAL EXPENDITURE</b>	<b><u>4,500.00</u></b>	<b><u>6,00.00</u></b>
Excess (shortfall) of income over expenditures	<b><u>(3,016.00)</u></b>	<b><u>7,747.00</u></b>

CERTIFIED CORRECT



Fernando Astete  
President

12/5/16  
Date



Angel Silva  
Treasurer

12/5/16  
Date



## 26th Anniversary of the United Nations International Day of Older Persons (UNDOP)

Event organized on 6 October 2016 by the NGO Committee on Ageing in New York in partnership with UNDESA

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### “Take a Stand Against Ageism”

By Demetrios Argyriades

For the fourth consecutive year, it has been my great pleasure to cover the anniversary of the United Nations International Day of Older Persons on behalf of the Governing Board of the Association of Former International Civil Servants in New York (AFICS/NY). Invariably, the event has been well-organized, as well as very informative. This time, however, it delivered a clear *message*: the need to take a stand on *ageism*.

Ageism is hardly new. Like sexism, racism, chauvinism and other forms of bigotry, prejudice and exclusion, it has been unavowed, largely unrecognized and passively acquiesced to as if, like growing old, it represented another inescapable “law of nature.” However, as with sexism, male chauvinism and racism, which likewise were condoned with little more than a shrug, there is a *paradigm shift*. A barrage of pronouncements and of events, all around us, have lately served to remind us not merely of the inequity of forms of discrimination directed at the elderly, but also of the absurdity, which this still prevalent pattern and mind set represent.

Taking a stand against *ageism* is finally taking shape; a stand against the absurdity of stereotypes and prejudice, which go a long way back and may be deeply embedded in our culture but are rapidly becoming anachronistic in light of new developments and current trends. The anniversary meeting on 6 October shed light on these developments, as well as on facets of “ageism,” a term that was recently coined to encapsulate some of the popular stereotypes that serve to perpetuate discriminatory practices against the old and ageing.

Particularly prevalent in highly advanced societies of North America and Europe, negative stereotypes affecting

older persons are deeply ingrained in people from their very early childhood. Worse still, they soon become internalized by the victims of such stereotypes, provoking resignation, passivity, surrender and even shame. This ageism in reverse is manifested in older men and women when they accept, as fact, the slogans that “old age is a burden on society,” or that “their time is past,” leaving them with no option but to gracefully retire into silence and oblivion.

Currently, all around us, examples abound of people in their 60s or their 70s and 80s who live productive lives; indeed, would run for office and sometimes are preferred over their younger rivals, especially for tasks requiring long experience, critical judgement and wisdom. As Ms. Ashton Applewhite observed in her keynote address, “experience is irreplaceable.” Though “ageist” stereotypes run counter both to our experience of “facts on the ground” and ongoing world-wide trends, they find support in a culture that primes youth, physical prowess, production and productivity in economic terms: a culture of consumerism and glamour—the syndrome of stardom—in fact. It could indeed be argued that, as the keynote speaker emphatically noted, ageism is but a facet of the capitalist culture, where people’s worth is measured by the level of their income, avowed “success” and contribution to the productive process, in purely physical terms.

In the measure that “aggressiveness, combativeness and competition” are, in most people’s minds, associated with youth, their absence or decline in old age are still widely perceived as signals that the “time to step aside” has come. More than that, some signs of weakness and growing vulnerability accompanying old age are seen as invitations to

violence and abuse. As the keynote speaker remarked, ageism “*legitimizes abuse*.” In the U.S., for instance, close to five out of six cases of abuse against old people go unreported. Worse still, it is the women that most frequently are targets of violence and exploitation. Discrimination against them is often compounded by race, low socio-economic status or belonging to a minority. Because throughout the world, but in advanced societies particularly, women outlive their partners, they frequently support the children, as well as older parents who may still be alive — this on a smaller pension and savings greatly reduced by a lifetime of inequality. Unable to cope, many soon join the ranks of the homeless, where elderly women, from minority groups in particular, are disproportionately represented.

At the panel discussion that followed, what became abundantly clear from country representatives from several parts of the world was the growing sense among both women and men that the time for action had come. More research is certainly needed and data are required, disaggregated by race, ethnicity, gender, socio-economic status and age. But the basic facts are there and widely recognized. As many speakers noted, the world population is not getting any younger. Now roughly 900 million world-wide, older persons will increase to 1.4 billion by 2030 and to 2.1 billion by 2050. Denial of their rights, which already is unsustainable will become counterproductive and render communities completely dysfunctional. Inequality at the workplace and pressure to retire will exponentially increase the burden on societies of social security payments and Medicare or equivalent entitlements in other countries.

What the debate revealed is the fact that solutions exist. None are really beyond reach but they certainly required a *reordering of priorities*. Resources currently expended on largely destructive pursuits could usefully be redirected to health-related and social policy issues. The years between 2030 and 2050 may see the incidence of ailments and pathologies drastically change. The progress thus far shown in treating heart attacks and cancer may need to be replicated in dealing with the challenges of Parkinson’s disease, dementia and Alzheimer’s.

Re-ordering priorities requires political action. As many speakers saw it, this called for global approaches and multilateral strategies — truly international synergies. Political action, however, could not be very effective without a grass-roots movement of swiftly expanding scope. Some of the speakers called for a radical *Age Pride* movement – to give

but one example, do we seek to compliment older people by telling them “how young” they look or feel? They thought its time had come. Ageism which, in the past, had been silently condoned, was fast becoming burdensome, as well as unacceptable. But it required the elderly to rid themselves of shame and to fight against old stereotypes. As one of the speakers remarked, a survey of public attitudes in 57 countries revealed that the elderly were not accorded respect. Similar surveys in Europe and the U.S. suggested that ageism was more prevalent than either sexism or racism. Surprisingly, they showed that often care providers were more affected by negative stereotypes than other men and women—those whom they served, for instance. Segregation of the elderly in old age homes, asylums and other such facilities where, in effect, they led

a “ghettoized” existence, may have in fact, contributed to the emergence and perpetuation of such stereotypes.

According to most speakers what was urgently required was a *paradigm shift*—one that induced integration in lieu of segregation and inclusion instead of exclusion. A telling example offered was that of Japan, where facilities for the old were built near

Kindergartens. Visibly, the mixing of age groups contributed to *wellness* all around. The changing structure of families made such integration imperative. However, it required large infrastructure projects to build “age-friendly” cities and legislative action to remove dysfunctional barriers that adversely affect the elderly. Thus, advanced age should no longer be an impediment to advancement in the workplace or an obstacle to employment of men and women. Proactively, the government should explore ways of highlighting the significant accomplishments and contributions of many an older person. On fighting stereotypes and combating biases, experience over sexism and the “toxic masculinity,” implicit in male chauvinism, were eminently relevant. The ways of the feminist movement of the 1960s and 1970s in combating stereotypes have many lessons for all. Why — to give but one example — do we seek to compliment older people by telling them “how young” they look or feel? We should confront our biases, legacies of the past, and seriously decouple concepts which, taken together, promote those age-old, age-related biases and stereotypes. In highlighting and revaluing wisdom and expertise, we need to make an effort to uncouple productivity, in purely physical terms, from personal worth and intrinsic value. We need to embrace diversity in our world, and that means a society of many races, ethnicities, individual and group preferences, but also age categories.

We need a *paradigm shift*.



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# Open-Ended Working Group on Ageing (OEWGA)

Seventh Working Session, 12-15 December 2016

By Demetrios Argyriades

Several of our AFICS/NY Governing Board Members attended the Open-Ended Working Group on Ageing (OEWGA) held from Monday through Thursday, 12-15 December, in Conference Room 4 of the General Assembly Building. The essence of this meeting was as follows:

Those of us who attended the International Day of Older Persons on Thursday, 6 October 2016 (see above), found little that was new in this four-day event. A highlight of the meeting was an extremely thorough and forceful presentation by Independent Expert, Ms. Rosita Kornfeld-Matte. It gave shape to the agenda and also set the tone for the discussion that ensued. Her presentation mainly reflected the findings of a research project based on a questionnaire applied to several countries. Although from the discussion of her report it appeared that the Expert had not elicited answers from more than small minorities of the populations targeted, none of her main conclusions were challenged by the Group, which was again comprised of delegations from the UN community and NGOs. Most of her concerns had repeatedly been voiced on the International Day, Thursday 6 October.

A principal concern, as well as salient finding of the Independent Expert was the continued prevalence of “Ageism” internationally. There could be no denying that “older people at large are under-valued, lumped together because they have reached a certain age and (therefore) also assumed to be unproductive and a burden” (according to a Statement from the International Association of Homes and Services for the Ageing (IAHSA). Rampant ageism indicates that age discrimination is both widespread and – contrary to sexism, racism, homophobia and misogyny – still largely tolerated and unchecked. But there are flickers of hope. The dark side of the picture features the proliferation of instances of violence, discrimination and wanton abuse, all of which target older persons, particularly women. On the brighter side, however, one cannot fail to notice the gradual – to be sure – but still progressive emergence of an institutional framework removing disabilities against old age and/or facilitating the inclusion of older men and women in the mainstream of society. Thus, mandatory retirement at 60 or 65 is fast becoming history although, it should be added, that previously taken for granted, the safety net provided

by pension schemes and social security programmes is also called into question both in the USA and other parts of the world.

The International Expert admitted that the road ahead was long and full of twists and turns. However, she was optimistic and justified her optimism by reference to trends which, without any doubt, will surely and significantly alter the balance between age groups by 2030 and 2050. Now at 900 million, the group of men and women older than 65 may reach 1.4 billion at 2030 and 2.2 billion by 2050, when close to one in four might be over 65.

One might hypothesize that, as a result of this trend, a significant potential for political action in favour of older persons could produce momentous changes broadly in the direction of known-discriminatory, inclusive, people-friendly socio-economic institutional frameworks. Taking the world as a whole, the necessary technology and know-how are available. Their application, however, is still very largely conditional on imponderable factors, which vary from country to country and from one region to another.

Some countries lead the way. Costa Rica, Singapore, France, Germany and Japan were mentioned in this connection. Others are known to be laggards. The challenge posed by ageing can certainly be addressed though this would call for significant realignments and transformations in politics, society, institutions and urban landscaping.

So far not all societies have demonstrated the *will* or the *capacity* to accept and meet this challenge. Capacity to address the challenges of ageing is circumscribed, in part, by age-old stereotypes and lack of education. But it is also limited by budgetary priorities that favour other interests and military pursuits. *Old people “root” for peace*. The prevalence of wars, civil unrest, massive movements of refugees, climate change and related migratory patterns add to the many imponderables that undermine security and peaceful co-existence. Rightly, the Working Group was “Open-Ended” because, other than trends in the world’s population, little else can now be taken for granted. It needs to be remembered that history is not linear. Sudden changes may occur.



The Independent Expert and the four-day debate left us with certain messages, which also serve as conclusions:

- ❖ The need to mainstream ageing in the fight for human rights;
- ❖ Inclusion, non-discrimination and equality for all;
- ❖ Leaving no-one behind;
- ❖ need for political action and re-ordering priorities;
- ❖ The need for capacity-building and for combating “silos” in securing a holistic and comprehensive approach to the issues of old age, including the requirement for integrated healthcare; and
- ❖ The need for education in combating stereotypes and training for care-givers, as well as for recipients.

## Annual Winter Luncheon Features Speaker On UN Food Garden

Delicious Cuban food was not the only treat in store for AFICS/NY members who attended our annual Winter Luncheon, this year held on 2 March at Victor's Café between Broadway and 8th Avenue.

Also on the menu was a visit from Heidrum (Heidi) Fritze, Vice-President of UN Food Garden, who stopped by to present and answer questions about this enterprise, which welcomes the participation of UN retirees.

A voluntary initiative of UN staff and partners, UN Food Garden aims to transform unused land at UN Headquarters into sustainable food gardens. By integrating small-scale food production into its own landscape, the UN translates global priorities related to increased biodiversity, good land stewardship, sustainable food systems and greener cities into action and leads by example.

Participants will establish small-scale food gardens and fruit-bearing trees on UN Headquarters property in mid-town Manhattan, NYC. Raised beds, an area for wild flowers and a kiosk with seating and shade will all be incorporated.

Here is the schedule for spring and summer. To learn more, visit [unfoodgardens.org](http://unfoodgardens.org) on the web or go to Facebook: UN Food Gardens.



<u>Spring Date and event</u>	<u>Location and time</u>
9 March: Meet up for new members	S2723BR, 12:30-1:30 PM
13 March: Clean-up in garden	UN Food Garden, 12:30-1:30 PM
22 March: Seedling kits distribution (8 weeks inside)	UN Food Garden, 12:30-1:30 PM
5 April: Seedling kits distribution (6 weeks inside)	UN Food Garden, 12:30-1:30 PM
3 May: Turn soil (?) (+summer seedling)	TBC
17 May: Spring planting! (+summer seedling)	UN Food Garden, 5:00-6:30 PM
<u>Summer Date and event</u>	<u>Location and time</u>
3 May: Seedling kits (8 weeks)	UN Food Garden, 12:30-1:30 PM
17 May: Seedling kits (6 weeks)	UN Food Garden, 12:30-1:30 PM
21 June: Summer planting!	UN Food Garden, 5:00-6:30 PM
19 July: Fall seedling (8 weeks)	UN Food Garden, 12:30-1:30 PM

## FAFICS Presents Views to Fifth Committee Re Managing After-Service Health Insurance

By Linda Saputelli, President of FAFICS

For the past several years FAFICS representatives have been actively participating in the Working Group on ASHI established by the Chief Executive Board for Coordination (CEB) and its subsidiary bodies.

In March 2017, the Fifth Committee resumed its deliberations under agenda item 134, Programme Budget for the Biennium 2016-2017, and took up the report of the Secretary-General, *Managing after-service health insurance* (A/71/696 and Corr.1) together with the related note (A/71/815) by the Advisory Committee on Administrative and Budgetary Questions (ACABQ).

**For the second consecutive year FAFICS requested and was granted access by the Fifth Committee to present its views.** This was a significant milestone in that heretofore retirees have had not previously had a voice in the Fifth Committee.

Please find below, the statement FAFICS delivered on 9 March 2017. We will provide you with an update when the Fifth Committee has concluded discussion on this item.

Madam Chair, members of the Fifth Committee,

It is my honour as President of the Federation of Associations of Former International Civil Servants (FAFICS) to address you today on the report concerning the management of After-Service Health Insurance (ASHI). First let me thank you, Madam Chair, as well your colleagues on the Bureau, for facilitating my address to you today. I am pleased to recall that FAFICS represents the interests of tens of thousands of retirees from the UN common system, in particular with respect to pensions and after-service health insurance matters. The Federation, established in 1975, acts on behalf of 59 component associations of former international civil servants. The report before you in document A/71/698 is the product of a collaborative process by the Working Group on ASHI convened under the auspices of the Finance & Budget Network (FBN) of the High Level Committee on Management (HLMC) of the Chief Executives Board for Coordination (CEB).

FAFICS is an integral member of the Working Group which drafted and adopted the Secretary-General's

proposals on a consensus basis. Indeed, as ASHI benefits are co-financed by contributions from participating retirees, it is only fair that retirees participate in the review of ASHI arrangements and have the opportunity to present their views to this distinguished Committee.

Detailed health insurance arrangements differ across the common system organizations. Nevertheless, all are based on the common principle that retired staff should have continuing access to health insurance if they have been enrolled in staff health insurance schemes for a significant period. Such insurance coverage is of crucial importance for the organizations when hiring staff in a competitive market and is an important element in the overall conditions of service. After-service health insurance should not be seen only as a liability, but also as a significant benefit for staff in the United Nations common system organizations. While the Committee considers this issue under the budget agenda item, it should not lose sight of the fact that its substance has a significant human resources dimension.

The Working Group puts forward seven specific recommendations in paragraph 4 of the Secretary-General's report, all of which FAFICS supports. FAFICS is pleased to note that the Advisory Committee for Administrative and Budgetary Questions (ACABQ) in its related report (A/71/815) recommends endorsement of five of the seven recommendations. FAFICS is, however, disappointed that the Advisory Committee does not presently support two of the seven, those (a) continuing to limit Pension Fund investment responsibilities to pension assets alone and not handle ASHI assets; and (b) the funding of some future ASHI liabilities on a "pay-as-you-accrue" basis as opposed to the existing "pay-as-you-go" basis. FAFICS particularly regrets this latter position as it exposes the organizations to the distinct risk that funds to meet unfunded ASHI liabilities will not be available at the time when future insurance premiums become due. FAFICS notes that the ACABQ position on "pay-as-you-go" is "for the present time" and trusts that the Advisory Committee's reservations to "pay-as-you-go" might be overcome with the passage of time. FAFICS reiterates its position taken last year that organizations still on a "pay-as-you-go" basis should move to a "pay-as-you-accrue" basis. This would be fully consistent with IPSAS principles and would enhance the ability of organizations to meet fully their obligations to ensure health benefits to serving and former staff. In light of this we would request the Fifth Committee to consider positively the "pay-as-you-accrue" option.

On the other point of difference between the Working Group and the Advisory Committee recommendations, it is recalled that while the Advisory Committee saw advantage in using the Pension Fund machinery to invest ASHI assets, the Working Group did not, bearing in mind also that the UN Joint Staff Pension Board opposed it. FAFICS fully shares the position of the Working Group and notes that the Advisory Committee's recommendation is directed not to the Working Group as such, but rather to system organizations whose governing bodies have approved setting aside assets to fund after-service health insurance benefits.

The Advisory Committee in its consideration of possible funding arrangements to meet ASHI liabilities has

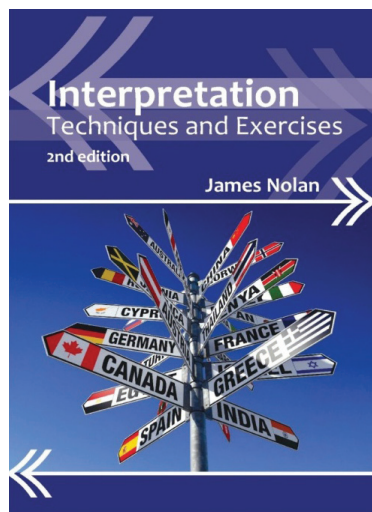
expressed the view that "scenarios with a reduced share of the premiums apportioned to the organizations could be explored." This suggestion was made despite the fact that the General Assembly approved the ICSC recommendation to maintain at their existing ratios the current apportionment of health insurance premiums between the Organizations and both active and retired staff.

FAFICS takes strong exception to the suggestion for reducing the contribution share by the organizations as it would require an increased share from retirees for a benefit that was clearly intended to be deferred compensation already earned. To impose a higher share of contributions on retirees after the fact would be inherently unfair. Further, it would undermine solidarity principles of social insurance which share burdens between young and old. Indeed, the intergenerational equity issue was addressed last year in Paragraphs 29 to 31 (and of the ASHI report (A/70/590). We also reiterate that significant acquired rights exist. In this regard, we call your attention to section VII of A/68/353 entitled *Financial and legal implications of changing the scope and coverage of the after-service health insurance plans and the contribution levels*. At the time FAFICS stated that it anticipated that these legal and financial rights would be fully respected when reviewing schemes in the future. FAFICS requests that no action be taken on the suggestion to consider changing sharing ratios.

FAFICS observes that the current report of the Secretary-General makes no recommendations regarding national health schemes as work is still in progress. FAFICS membership, nevertheless, has concerns that any recourse to national schemes should be undertaken only with the fullest agreement of the beneficiaries concerned and on the clear understanding that organizations would carefully evaluate plans on a case-by-case basis to ensure that the current quality of health care would be fully maintained.

Madame Chair, thank you for the opportunity to present these views on behalf of FAFICS. We look forward to participating in future Working Group activity on ASHI should the General Assembly approve proposals for such work.





## Interpretation

Techniques and Exercises

2nd Edition

By James Nolan

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Now in its second edition, this book provides a structured syllabus and an overview of interpretation accompanied by exercises in the main aspects of the art. It can serve as a practical guide for interpreters and as a complement to interpreter training programs, particularly for students preparing for interpreting in international governmental and business settings. It has been adopted as

a textbook by several universities worldwide, is used for training at European and American universities, by the European Parliament and the OSCE, and is cited as a study reference for the United Nations Interpreters' Examination and by the European Union.



Author, James Nolan, a consulting linguist, has served as Deputy Director of the Interpretation, Meetings and Publishing Division of the United Nations, Head of Linguistic and Conference Services of the International Tribunal for the Law of the Sea, Chief of the UN Verbatim Reporting Service, UN Senior Interpreter, and Linguist/Legal Writer with The Garden City Group. A graduate of the School of Translation and Interpretation of the University of Geneva and of New York Law School, Mr. Nolan is accredited by the interpretation services of the United Nations, the European Union, the U.S. State Department and the Government of Canada. He has 30 years' experience as a translator, interpreter, language services manager and trainer and has given lectures,

workshops, courses and seminars on interpretation at multiple universities and other venues.

Mr. Nolan has kindly donated to the AFICS/NY library a copy of his book, which has won rave reviews from numerous Professors of Communication and Linguistics and Specialists in Interpretation and Translation throughout the United States, Canada and Europe.

**MLH**

# REVERSING TRANQUILITY

By Abdur Rahman Chowdhury

Academic Press and Publishers Library

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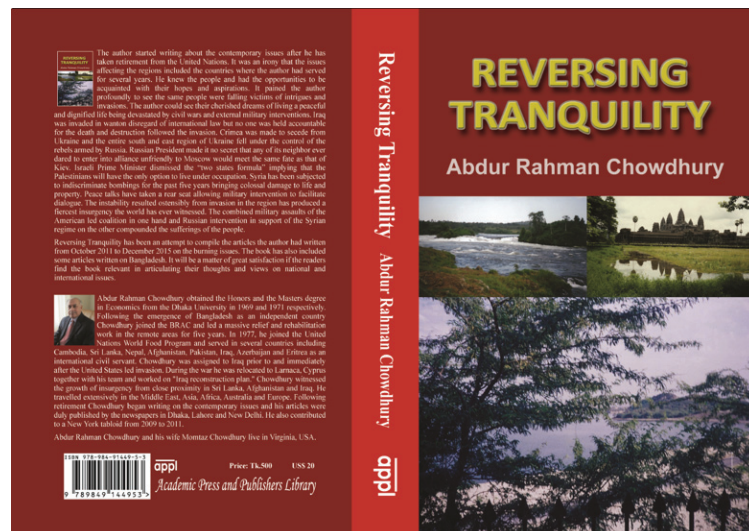
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"I found the language used in *Reversing Tranquility* to be lucid ... its author is adept at analysing with rigour, current events as they are taking place right before our own eyes."

Mohammad Karin, Provost & Executive Vice Chancellor, University of Massachusetts, Dartmouth, JSA

"... a wonderful compilation of excellent essays on contemporary issues. What makes the analysis fascinating is the author's familiarity with the Middle East ... I firmly hope and trust that *Reversing Tranquility* will be well received by the readers especially by those interested in international affairs."

Dr. Mizanur Rahman Shelley, Chairman, Centre for Development Research, Dhaka, Bangladesh

Abdur Rahman Chowdhury is no stranger to the reversal of tranquility, having encountered it multiple times during his long international service career – hence the title of his book.

Born in the region now comprised of Bangladesh, Mr. Chowdhury obtained Honours and Master's degrees in Economics from Dhaka University in 1969 and 1971, respectively, and joined BRAC in 1972, still a highly respected NGO, leading massive relief and rehabilitation efforts in remote areas for five years. In 1977 he joined the UN World Food Program (WFP), serving for 31 years in countries including Cambodia, Sri Lanka, Nepal, Afghanistan, Pakistan, Iraq, Azerbaijan and Eritrea.

Mr. Chowdhury witnessed the growth of insurgency from close proximity in Sri Lanka, Afghanistan and Iraq. He also observed reversals of tranquility on extensive travels in the Middle East, Asia, Africa, Australia and Europe. Assigned to Iraq prior to and immediately after the U.S.-led invasion, during the war he was relocated to Larnaca, Cyprus together with his team and worked on the "Iraq reconstruction plan."

Following his retirement in 2008, Mr. Chowdhury began writing on contemporary issues and his articles were published by newspapers in Dhaka, Lahore and New Delhi, as well as in NYC. *Reversing Tranquility* compiles the articles he wrote from October 2011 to December 2015, as well as some articles on Bangladesh. Though the theme of upheaval unites them all, each of the 100 chapters of this 444-page book can stand alone. Each also contains not only a specific event or political action but the historical and political context in which it needs to be understood. As many of the issues covered affected countries in which Mr. Chowdhury had served, knew the people, and understood their hopes and aspirations, he was able to add to facts of civil wars and military interventions normally covered by reporters, perspectives on why they occurred, whether dating back to the fall of the Ottoman Empire or recent events that have taken place in the Middle East, Europe, Canada and the United States.

A life member of AFICS/NY, Mr. Chowdhury has kindly donated a copy of his book to our library. Those interested to buy the book are welcome to contact the author through his email: [darahman.chowdhury@hotmail.com](mailto:darahman.chowdhury@hotmail.com).

MLH

## Polypharmacy: The Negative Effect of Taking Multiple Medications

By Joanna Leefer,  
Senior Care Advisor/Advocate

12 November 2016

The more medications a person takes, the greater the chance of drug interactions or enhanced side effects. The negative effect of taking multiple medications is referred to as **polypharmacy**. Seniors should be alert to the number and types of meds they are taking and understand which ones could interact poorly with others.

Many seniors take multiple medications to offset conditions associated with later years. There are medications for high blood pressure, low blood pressure, sleeping problems, pain, depression and many other conditions. Some of these medications are doctor prescribed while others are bought over the counter. According to a study published in *American Nurse Today*, approximately 44% of men and 57% of women over the age of 65 take five or more prescription medications per week and two over-the-counter (OTC) medications. With proper monitoring these medications provide relief from any number of ailments and can offer a better quality of life. Unfortunately there is a downside.

The more medications a person takes, the greater the chance of drug interactions or enhanced side effects. Seniors should be alert to the number and types of meds they are taking and understand which ones could interact poorly with others.

One of the most insidious medications that often interact badly with other medications is *diphenhydramine*, better known as Benadryl. Benadryl is an antihistamine and is advertised for fighting allergies and itchiness. It is often used as a sleeping pill as well because it causes drowsiness. Taken alone, Benadryl offers relief from congestion and skin



discomforts, but combined with some prescription drugs such as some antidepressant or blood pressure medications, the combination can trigger dizziness, anxiety and headaches.

Seniors are more prone to polypharmacy than young people due to changes in the body chemistry as a person ages. Younger people metabolize medications more quickly than older people. As a person's body ages, some of the organs crucial to removing waste and eliminating toxins begin to slow down. This is true particularly of the kidneys and the liver. Both organs function to transport blood and filter excess waste. These functions decline significantly with age.

For instance, by the age of 50, the kidneys function at half the capacity of a person in the 20s. This means it can take twice as long for the kidneys to rid the body of medications. The same is true of the liver. By age 60, the blood flowing through the liver declines 40% to 50% of its former level. This can cause the body to retain medication that can build up to dangerous levels.

A change in muscle mass adds to this decline. Muscle is the body's main container for transporting water through the body. Water, in turn, is essential for transporting medication and removes toxins from the body. As a person ages the percentage of muscle mass decreases while body fat increases. The U.S. National Library of Medicine reports that muscle tissue begins to decrease around the age of 50 and decreases more drastically after the age of 60. The less muscle mass the more time it takes for the body to transport medicines that increases the chance of polypharmacy.



The best strategy to ensure against polypharmacy is to be vigilante. Every senior should keep an updated list of all medications and their dosages. Be sure to include supplements and over the counter (OTC) medications like aspirin, ibuprofen or Advil to the list. Even some seemingly tame mineral supplements like ginkgo biloba, or zinc can interact negatively with prescription medications. Make sure your doctors have

the most up-to-date list and if he/she adds a new prescription, ask about possible side effects.

Be aware that the senior body is different from that of a young adult or even a middle aged person, and that the older body will respond differently to dosages. Being knowledgeable and insightful can mean a lot when it comes to living a long healthy life.

## New York's New Medicaid Home Care Regulation Offers Fast Turnaround For "Immediate Need"

By Joanna Leefer,  
Senior Care Advisor/Advocate

5 September 2016

New York State has launched a new fast track Medicaid home care procedure that processes applications in seven days. This is good news for many families. Home care applicants for New York's Medicaid programs often wait months before they receive required services. This can be a financial and emotional hardship for many low-income families who are forced to improvise for frail loved ones who can no longer live independently.

In July 2016 New York State implemented a new procedure that requires local Medicaid offices to process and approve applications for home care and the Consumer Directed Personal Assistance Program (CDPAP) in **seven days** and authorize services in **twelve**. This comes as a relief for many infirm seniors.

To qualify for this new fast-turnaround service, a Medicaid applicant must prove that he or she has an "Immediate Need" for home care and confirm that he/she is not currently receiving care through an agency or through an informal source. The person may also qualify if currently receiving Medicaid community services such as adult day care, but now has an immediate need for home care.

Even with these qualifications, there are some restrictions. This process does not apply to candidates who require special health care equipment such as respirators or suctioning equipment or to individuals receiving payment from long-term care insurance plans. Anyone who does not qualify must apply for Medicaid through traditional channels.

This new procedure is the result of a New York State law passed in April 2015 that requires all regional Medicaid

District Offices to accelerate the application turnaround time from months to days. Prior to this law, Medicaid home care application often remained unprocessed for weeks at a time. The new law was implemented to fix this problem.

New York City residents who qualify for immediate home care must fill out specific government forms. They include an Access NY Health Insurance Application form (DOH-4220), an Access NY Supplement form (DOH-4495A or DOH-5178A), a form submitted by a doctor confirming the applicant needs assistance (an M11Q form) and a statement of need signed by the applicant called an *Attestation* form (OHIP-0103).

All these forms are available by logging onto the New York's Department of Health website, [www.health.ny.gov/health\\_care/medicaid#](http://www.health.ny.gov/health_care/medicaid#). Once filled out, the forms must be sent to New York's Human Resource Administration (HRA) for processing. But beware! These forms will not be processed if they are not completely and correctly filled out.

Once the applications are approved for home care services, the Medicaid office is required to implement services in twelve days. The care recipient can choose between two care options: a Medicaid sponsored home care agency or New York's Consumer Directed Personal Assistance Program (CDPAP).

Traditional Medicaid offers home care to people who need assistance with activities of daily living (ADLs). These activities include dressing, mobilizing, eating, bathing, and toileting. A nurse first interviews the applicant, determines the number of hours requires and assigns a certified home attendant.

Applicants can also select care through New York's *Consumer Directed Personal Assistance Program* (CDPAP). This program allows adults with disabilities to hire and train a layperson to assist them and have Medicaid pay for the care. CDPAP is less restrictive than traditional home care. It does not limit attendants to doing conventional home care tasks such as housekeeping and personal care. These attendants are permitted to perform medical procedures usually restricted to nurses. They can administer medications, clean tracheotomies, and give injections or assist in intravenous feedings.

CDPAP was first created in 1977 to help young disabled individuals who did not wish to be confined to nursing homes. The service was originally named, *Concepts of Independence for the Disabled* but was changed to CDPAP in 1995 when it was expanded and became a state wide program. In the last several years, more and more frail elderly have adopted the program.

Originally Medicaid home care services were supplied through state agencies called Community Alternative Systems Agencies (CASAs). The CASAs were responsible for assessing a client's care needs, determining the number of hours of care required and supplying the individual with home health aides. In 2012 New York State shifted Medicaid home care from CASAs to private Managed Long Term Care

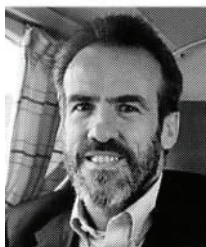
companies. It now subcontracts the care to these private companies and pays them a set rate per person.

To be eligible for Medicaid, candidates must meet New York State's income/asset requirement. For a one-person household the applicant cannot receive more than \$825/month in income and have no more than \$14,850 in savings and assets. For a two-person household the requirements are a limit of \$1209/month in income and \$21,750 in assets and savings. Once a person qualifies, he/she can apply for any number of Medicaid health services.

New York is considered one of the most progressive states when it comes to long-term care. It offers some programs that are not available in other states. The home care program is particularly generous because it allows applicants to apply and receive services through Medicaid with no look back period. This is different from Institutional Medicaid (Medicaid for nursing homes) that requires a five-year look back period before being eligible.

In spite of this liberal policy, the amount of paperwork and procedures involved in executing some of these services often bogs down their implementations. This new state law recognizes the need for faster services for infirm low-income individuals. It should bring relief for many seniors and their families who require fast efficient care services.

## OBITUARIES



Raymond Gieri  
1938 - 2017

Raymond Gieri, beloved father, grandfather and husband, passed away in his home on 6 February 2017. He is survived by his daughters, Michelle and Jackie, grandchildren, Finley, Dylan, Jackson, Griffin and Isabel, and his wife Katalin.

Ray served in the Peace Corps in Malaysia from 1963 to 1965, where he taught Mathematics at Malay College in Kuala Kangsar. He began his lifelong career with the United Nations in 1966, and retired as the Chief Executive Officer of the United Nations Joint Staff Pension Fund in 2000. He was a life member of AFICS/NY.

Ray was loved deeply by his family, colleagues, students and friends. He touched the lives of so many people with his wonderful mix of intellect, kindness and dedication to public service. His loss is felt profoundly by those who love him and miss him dearly.

Adapted from *The New York Times*

Anne M. Hughes  
1925 - 2017

Anne M. Hughes passed away on 2 January, 2017, following a brief illness.

Born 23 March, 1925 to John W. and Lena M. (Tondreau), Anne was a life-long New Yorker. Educated at McGill and Columbia Universities, she went on to a long and productive career in the translation department of the United Nations.

In retirement she devoted her time to portrait painting and travel, circumnavigating the globe several times east to west as well as north to south. On several occasions she visited the Arctic to see polar bears – a lifelong fascination.

Anne is sorely missed by her friends at The Circumnavigators Club, as well as in AFICS/NY, of which she was an active life member. She was predeceased by her parents and her brother John P. and his wife Patricia C. Hughes. She left behind, her memoirs, recently completed, giving a copy to the AFICS/NY Library. In the last chapter, Anne summed up her life as follows:

*Now that I'm 91 years old, nearly blind, have great difficulty speaking as a result of a stroke, and increasingly have trouble walking, I'm thinking back on my life and career. My life has spanned an era of enormous change. I don't think I'd change much. From my middle-class youth in the Bronx, I've lived through the Great Depression, World War II, seen Germany in ruins after that war, and helped in this grand ambition of the United Nations to prevent more World Wars. Though smaller wars continue to break around the globe, the effort to avert global catastrophes like WWI and WWII has been successful to this day. Now, after 37 years with the UN, and over 30 years of retirement, I feel happy. I did what I could, and I did everything I wanted to. I've seen a prodigious amount of the world, both in my official capacity with the UN, and as a private citizen. I've expressed my creative side in acting, playwriting, ballet and portrait painting. Thank God and the UN that I have a reliable pension, Social Security, a beautiful home, and many friends. What I enjoy most nowadays is giving away a lifetime of possessions to people who will enjoy them.*

A memorial service was held for Anne on 23 March at St. Patrick's Cathedral on Fifth Avenue in NYC, where she had been a lecturer, followed by a reception at the Harvard Club. Interment took place at Arlington National Cemetery.

Adapted from *The New York Times* and Anne's Memoirs.



Leticia Ramos-Shahani

1929 – 2017

It was never easy being the only daughter of “Letty” Shahani. Widowed at a young age, she was a single mom who struggled to raise three precocious children. She became a public figure at a time when women were expected to stay at home. A feminist in a universe that remained deeply patriarchal, Mom served during the administration of her cousin, Ferdinand Marcos, after which she openly broke from him, becoming a senator in the post-EDSA era.

Throughout her life, Mom dealt with all sorts of people in all sorts of situations: from communist strongmen to UN Secretaries-General, from presidents to activists, from the richest to the poorest of the poor. I cannot ever remember a time when my mom was not working: going to embassies, attending conferences, holding forth on TV or radio, formulating policies, campaigning for herself or for my brother Ranjit, and my Uncle Eddie (her beloved brother, the brilliant FVR), passing laws, lecturing, writing columns, and more.

Since work always took center stage, it's not surprising that I rarely saw her while I was growing up. We rarely did things that mothers and daughters normally do: go to the movies, play in the park, swim at the beach, or just linger over dinner inasmuch as our dining room often became an extension of her office, as staff members would scurry in and out with sheaves of paper and endless notebooks.

When I began school, my mother decided that I should go to Immaculate Conception Academy in San Juan so I could learn Mandarin and prepare for a world that she was certain would be dominated by the Chinese. How prescient indeed! This was in the 1970s – well before China became a superpower. Even our schooling was a matter of geo-political importance. When I did not study hard enough and fell behind in my Chinese lessons, often distracted by the fact that I was this strange-looking Indian girl in an ocean of Chinese girls, she would bluntly inform me that she simply expected me to shape up and apply myself.

Assigned to Bucharest as the first Filipino ambassador to a Communist country, my mom put my brother Chanda and me in the same school as the famous Olympic gymnast, Nadia Comaneci, where I quickly learned Romanian, while Ranjit was sent off to Rome to study. We moved around quite a bit: to Hungary, East Germany and later to Canberra, which, during the late 70s, was quite racist. Those were the years the Vietnamese boat people were coming to Australia in droves. Eventually, we went to Vienna for high school, where I spent



some of the more harrowing years of my life. Austria was not friendly to foreigners during the 80s, although I understand it has significantly changed since. But each summer I was sent to Paris – that glorious mecca where both of my parents finished their Ph.D.s – to learn French and explore the city, a beautiful respite during those difficult years. In Nairobi, Kenya, where Mom served as Secretary-General of the UN Conference on the Decade for Women – a decade before the now-famous Beijing conference – I saw first-hand how it was possible to be brilliant and female at the same time – a true eye-opener for me after masculinist Vienna. Later, I went off to college and grad school in the U.S. where I also worked. Eventually, I went to do my doctorate in England.

All the while, my mom had little time to spend with us. Her work kept her busy and distant. Often, I felt disconnected and abandoned. There were rare moments when we sang songs together while traveling through Eastern Europe. We went to Thessaloniki in Greece one glorious summer and one winter reveled in the snow in Brasov, Romania. In Austria, Mom and I learned to ski and I taught her to take each turn as it came, without worrying about the long-term outcome at the bottom of the hill. To the very end, she thanked me for this lesson. Still, those moments were few and far between. You might say I even resented the Philippines and my mom's international advocacies because they took so much of her time away from me.

It wasn't until I returned to the Philippines to work at its Cultural Center; taught in UP, AIM and the Ateneo; worked for the UN in New York, and later became an Assistant Secretary in the PNoy administration, that I finally realized just what my mom had had to go through her entire life: the endless hours of work, the constant struggles with male colleagues who thought less of you or suspected your abilities, regardless of how much or how well you did, the complicated process of designing and carrying out policy proposals, much less legislative initiatives. My mom thrived in this atmosphere where she accomplished so much but also had to go through so many frustrating moments.

But everything, throughout, was ultimately underscored by a deep love for the country of her birth. I slowly began to understand Mom in a deep, experiential way. When she was diagnosed with cancer about three years ago, I decided to move back home and live with her again. Retired from public service but not from working for the public good, she had plunged whole-heartedly into her new task: farming. Returning to her own version of Walden Pond in Pangasinan, she built a modernist, Mañosa-designed *bahay kubo* in Tulong. In cooperation with the Philippine Carabao Association, she purchased several Indian Murra buffaloes to supply her with her gatas kalabaw and *kesong puti*, which she sold to various outlets. She also set up a solar-powered organic farm that grew rice and all sorts of exquisite tropical

flowers. In between chemo treatments and vegetable juicing, she would insist on going to her farm to check on the delivery of a new batch of earthworms, pull out weeds, and supervise the construction of her last venture, a Pasalubong Center that would showcase goods from Pangasinan. At the farm, she was happier than she had ever been. Sundays were spent at her stall in Legazpi Market in Makati, selling her milk products and flowers with our faithful *kasambahays* Manang Glo and Manang Janet, and exchanging news and tips with other organic farmers.

Even in retirement, Mom was forever working. She took her work in the Philippine Navy – where she was a member of the board – very seriously. Still, she had significantly slowed down and we had more time together both in Bel-Air and in Tulong. She was delighted that I was working in government and, later, thrilled that I had decided to work for the Department of Foreign Affairs – her second home. For the first time, we went to movies, plays and concerts – and such a joy they were! Dinners were now a more leisurely affair and we spent hours talking about all sorts of things, especially her childhood. It was during those dinners that Vince (my fiancé) and I encouraged her to write her memoirs.

She had lived an extraordinary life, after all – certainly one that was worth remembering. But perhaps just as significant, she had lived a life whose quotidian tempo and material texture were long gone and difficult to retrieve. The sights and smells and tastes of her days growing up in Lingayen, the pre-war delights of living in Malate before it was destroyed by the war, the youthful days spent in Washington, and later teaching in UP's brand new and still sparsely filled-in campus in Diliman: all of these memories were in danger of disappearing unless she put pen to paper. And so, in between attending to her farm, writing on foreign policy such as EDCA and the West Philippine Sea, and regularly traveling to Taiwan as part of the MECO delegation, she began writing her memoirs.

Hearing and reading about her childhood, we bonded in a way that I didn't even think was possible. It was as if we were making up for lost time. Stories poured forth that I, and very few others, had ever heard about. She was fond, for example, of telling the tale of having crawled under the kulambo to join her grandparents as they smoked opium. She retraced the beatific looks on their faces and the delicate care with which they prepared their pipes. She recalled, too, the times she spent on the shores of Lingayen, collecting with her siblings sacksful of small crabs, laboriously collecting their fat and eating them with kalamansi over freshly-cooked rice made by her mother. The sea, indeed, was a focal point in many of Mom's memories. The salt water provided a kind of all-purpose curative for cuts, bruises and all sorts of other ailments. Small wonder, then, that she had such a strong attachment to the West Philippine Sea, since it was an integral part of the world in which she grew up. Whenever the question of

Philippine sovereignty over the islands was brought up, she would tell a story about Bajo de Masinloc. Growing up, it was common for the men to talk about going there to work, but also, with a knowing look, to visit the prostitutes.

When her father became a journalist, and later a politician, the whole family moved to Manila. During the days of the Commonwealth, they lived in an apartment building on the corner of Taft and Padre Faura. Shaded by large acacia trees, the neighborhood was made up of many professors from UP, and piano music from students taking lessons would often waft in through their windows. My mom herself was an avid pianist, even taking with her a piece of plywood with the piano keys precisely drawn in to practice her Hanon and Czerny silently as they escaped from the city during the Battle of Manila. Indeed, Mom was always deeply resourceful: when in grad school at the University of Edinburgh to study Middle English, she attached a motor to her bicycle so she could ride around Scotland more freely.

My mother was sent off to study at Wellesley where she was teased, tested, and eventually accepted by her white classmates, teaching her lessons about how to deal with foreign ways. She met my father, Ranjee, an Indian academic who had written several books and who was much older, while she was in India with her parents. What followed was a very long courtship – he had yet to disentangle himself from an earlier marriage to a French woman – that took place over three continents, from Europe to Asia to the U.S., and which lasted all of 15 years. And such a deeply epistolary relationship it was! They wrote volumes to each other during those years. Their marriage was cut short when he died of a cerebral hemorrhage when I was only a year and ten months old, forcing her to return to the Philippines to live with her parents with her three children in tow.

Listening to Mom's stories, I came to see a side of her that was kept from me while I was growing up. The image of my mother as a child at play, marveling at the natural world, keeping close to her own mother, my Lola Ilang, who had herself taken great care of me, fills me with great tenderness. As

the cancer ravaged her body, her mind remained sharp and her spirit, to the very end, unfailing. She would call me "Pen," short for "Penny," her term of endearment for me, because she and Dad had once thrown a penny in a fountain in Paris and wished for a baby girl, and that child happened to be... me.

One day at the hospital, as she lay in restraints and breathing with great difficulty, tears pouring from her eyes, I came by her side and caressed her forehead. I felt her relax. Never much for public displays of affection, my mom sat back, accepting my touch. It seemed like such a minor gesture, the most ordinary of affections. But it was also intimate in the most extraordinary way. Years passed in that touch, mutual forgiveness came forth, and so, too, an infinite love, a sudden joy amidst so much pain. I would caress her the way she had never caressed me, and that thought gave me lasting peace.

I wanted to birth her into the afterlife the way she had birthed me into this life. My only sentiment, throughout it all, was the deepest gratitude.

**Lila Shahani**

(Editor's Note: Leticia Shahani was a Life Member of AFICS/NY)

**Jean Surgi**

**1925 – 2017**

Jean Surgi, a resident of Rockville, Md., passed away on Sunday, 16 April, after a short illness and hospitalization. Jean was a Life Member of the Washington Chapter of AFICS/NY from its inception in early 1986 or very soon afterwards. We will surely miss her on both a personal level and as a major contributor to the affairs of our Chapter. She was a Board member – probably for more than 25 years – and seldom absent from our luncheons and other functions. Jean's UN service was all with PAHO in Washington, DC.

**Paul Belanga**

# IN MEMORIAM

We are pleased to report that the United Nations Joint Staff Pension Fnd has now resumed sending us information on UN system former staff members who have passed away, after being unable to do so during its transition to its new ERP system.

The United Nations Joint Staff Pension Fund has furnished AFICS/NY with the following information received during the period August—December 2016 concerning the passing of former staff members and their surviving spouses. We extend our deepest sympathy to the families and friends of the deceased.

*(Editor's note: We are grateful to UNJSPF for once again sending us such information, which as you know, they were unable to do while transitioning to the new ERP system. Please note that names may appear more than once if individuals worked for more than one UN organizations or agency. Also, ? indicates unknown date of death.)*

## UNITED NATIONS FAMILY

### ECLA/MEXICO

Villela, Montes Rafael	08 27 2016
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### ECLAC/SANTIAGO

Bocaz, A.	12 23 1015
Camisa, Zulma	10 25 2016
Gonzalez, Faustino	10 16 2016
Ibarra, Hector Ivan	11 20 2016
Kovach, Clara	07 10 2016
Mardones, Valdes Aida	02 22 2014
Mcphee, Teresa	?? ?? ?????
Nunez Del Prado, Arturo	07 12 2016
Ramirez, José Fernando	08 11 2016
Rosales, Juan F.	05 29 2015

### UNECA

Admasu, Bogale	09 19 2016
Amonoo, Petrina G.	05 30 2016
Bekele, M.	?? ?? ?????
Kebede, Wossen Yeleh Y	11 20 2016
Kimani, G.	02 24 2016
Lymon, Aster Zauday	10 11 2016
Teodorescu, Constantin	10 23 2016
Tesfamariam, Zeggai	12 19 2016

### UNESCAP

Ambekar, Sumati	12 02 2016
Fernando, Joyce Olivia	?? ?? ?????

Hollos, Margaret	07 11 2016
Jurado, Gonzalo M.	07 19 2016
Kabria, Asma	11 09 2015
Kaesakomol, Niran	10 12 2016
Kim-aree, Chamlong	12 18 2016
Masaphan, S.	10 08 2016
Phimlaw, Sunanthar	10 06 2016
Premmani, L.	11 21 2016
Thanyavimol, Thammanoon	04 26 2016
Wang, Chung Daw	08 07 2016

### UNESCWA

Nassar, Hazar	09 18 2016
Nassar, Marcelle	10 04 2016
Sayegh, Clemence	10 18 2015
Yassine, Nadia	09 30 2016

### MONUSCO

Kachelewa, Luchele	07 05 2016
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### UN/HQ

Aalders, R.	05 11 2016
Akologu, David	05 03 2014
Avalone, William	09 07 1016
*Ainagas, Olga	07 21 2016
*Al-khoury, Josephine	07 06 2016
Aristy, Hector Emigdio	07 23 2016
*Astre, Y.	09 03 2015



Bauchere Roethlisberger, Yvonne		Magnusson, Lars O.	08 29 2016
hEdith Denise	09 24 2016	Majoro, Dominique	?? ?? ????
Beliard, Guy	09 14 2016	Maljean, Jacqueline	09 26 2016
Bernardo, Maria	12 19 2016	*Maloney, J.T.	04 06 2016
*Binette, Marie	08 20 2016	Marecki, Thomas Edward	12 11 2016
Binnendijk-Pronk, Wilhelmina	10 25 2015	Marina, Jean	10 25 2016
*Bowen, Oswald E.	07 13 2016	Martin, Marcel	07 05 2016
Brady, Ellen Catherine	06 20 2016	*Melup, Irene	08 14 2016
Castillo, J.Q.	06 04 2016	Milley, R.H.	11 11 2016
Chandra, H.	07 23 2016	Millgate, Beryl	03 06 2016
*Collett, Elaine Lolita	?? ?? ????	Mladenovic, Miroslav	08 06 2016
Collson Van Hoek, Reine	06 14 2016	Moerenhout, Alain Christi	08 17 2016
Deane, Matthew S.	10 31 2016	Moore, Thomas	06 25 2016
*Dedring, Juergen	08 19 2016	Musonda, Aaron	10 18 2016
Diallo, Kouloumoulou	10 04 2016	Myint-U, Tyn	07 19 2016
Doudnikova, Tamara	10 17 2016	Nardini, Angela	03 13 2016
Dubruad, Yvonne	07 29 2016	Nelson, Leon	07 18 2016
Edgar, Helen	07 21 2016	*Nguyen Van, Thi Phuong	03 10 2016
Emerson, Lloyd David	?? ?? ????	Nieves, Adelfa	10 12 2016
Estay, Maria Teresa	05 21 2016	O'connor, Nancy	07 01 2016
*Factor, B.	02 01 2016	*Olayan, Mousa	08 25 2016
Fakhri, Abdulrehman	08 21 2016	Oliden, Lopez D.	09 26 2016
*Faridi, M.A.	10 06 2016	Paque, Ruprecht A.	11 25 2016
Findlay, Joseph William	08 05 2016	Perricos, Demetrius	11 21 2016
Fitzgerald, Denis	11 19 2016	Popovic, M.	01 27 2016
*Felix, Carin	07 29 2011	Prat-vincent, Christian	09 24 2013
Franceries, Ingegard Maria	08 30 2016	*Puig, Florenia	06 25 2016
Gale, V.E.	?? ?? ????	Redman, C.	12 18 2016
Gallagher, Caroline	11 24 2016	Riazantsev, Alexei	10 06 2015
Gara, Abdelmejid	12 26 2015	Rioux, Christiane	12 07 2016
Gonzalea, Faustino	10 16 2016	Ritchie, Helen M.	05 16 2016
Guyer, Roberto	02 15 2016	*Roosevelt, C.	09 26 2016
Hall, Paul D.	11 25 2016	*Russell, Esther	07 09 2016
Hanna, Nadia	09 30 2016	Ryan, Maureen	02 16 2016
Hartstein, D.	09 09 2016	Saleh, Ragga Moustafa	10 14 2016
Hecht, Alice	12 28 2016	Sarada, Kuchibhotla	09 09 2016
Hudicourt, Rose	08 08 2016	Sarma, Ramakantha	08 04 2016
Irisity, Jorge	09 15 2016	Sastry, Ramachandran G.	07 10 2016
Jacot, S.A.	09 28 2016	Solomon, Evelyn	06 28 2016
*Jumelle, P.	09 23 2016	Speransky, Kirill K.	08 25 2016
Keogh, James	06 27 2016	*Srinivasan, Embar R.	06 02 2016
Kluska, Jane W.	09 16 2016	Srisavasdi, Peter K.	02 22 2016
Kravanja, Giovanni	07 03 2016	Tadesse, Teku	07 29 2016
Krynska, Zofia	07 22 2016	Tagi, Beci	07 10 2016
Laraque, Franck	08 24 2016	Tang, Sheng	05 01 2016
Lataste, Alban	07 16 2016	*Tanzil, Daisy	07 19 2016
*Lee, Anna C.	04 30 2016	Tian, Baoyuan	07 09 2016
Lew, Eugene Wah-Fong	10 05 2016	Toji, Ken-Ichi	07 04 2016
*Lovejoy, Derek	09 13 2016	Traut, Robert E.	10 14 2016
Luke, I.	11 13 2016	Turner, Anthony G.	04 18 2016
*Luu, Daniel Mau-Thanh	07 16 2016	Uno, Masako	?? ?? ????
Magat, Loreto	09 03 2016	Villeronce-Mcdaniel, Vict	07 21 2016
*Maggs, H.L.	07 03 2016	Weyer, Eduard	07 28 2016

Wilson, V.	08 12 2016
Wilder, Leon	01 27 2016
Williams, Myrtle	08 22 2016
*Woods, Joseph P.	08 06 2016
Zheng, Yuzhi	05 27 2016

## UN/GENEVA

Almario, Christine B.	10 25 2016
Aubert, Pierrette	11 06 2016
Augsburger, Philippe	12 08 2016
Barkhordarian, Karen	12 21 2016
Betems, Denise	09 03 2016
Buga, Claire	09 07 2016
Clement, Michel	10 02 2016
Doudnikova, Tamara	10 17 2016
Eichner, Jane	09 30 2015
Fartache, Manoutchehr	10 24 2016
Fernandez, Maria Teresa	09 19 2016
Fischer, John	08 17 2016
Galway, Ann Marie	07 22 2016
Giry, R.	10 19 2016
Glitzner, L.	06 28 2016
Gorriz, Esmeralda Torres	11 01 2016
Goudard, Fernand	08 05 2016
Greco, A.	07 03 2016
Gudet, Louis	06 03 2016
Habtu, Yohannes	08 28 2016
Hermesen-Vidler, Wilhelmin	08 22 2016
Herrel, Karsten	11 20 2016
Husseini, Samira	11 16 2016
Jaukovic, Dragica	10 22 2016
Kandemir, N.	07 17 2016
Karmiloff, Igor Gary Alex	03 08 2016
Lacarte, Julio A.	03 31 2016
Levie, Guy	09 05 2016
Megevent, Charles Y.	11 16 2016
Meyer, Marcel	09 25 2016
Monnet Haselman, Jacqueline	11 05 2016
Monsalve, Leonor Corina	11 24 2016
Mucha, Yvonne-ellen	12 20 2016
Natarajan, Leela Vathi	08 26 2016
Neury, G.	08 15 2016
Neussl, Peter	05 09 2016
Nicolet, Anna Patricia	10 20 2016
Pellut, Andrée Eliane Ida	08 14 2016
Pommier, Juliette Rose	07 14 2016
Rasselma, M.	08 09 2016
Rizvi, Zia	11 02 2016
Rohitastira, Supanya	10 25 2016
Sanchez-Salcedo, Jean-Claude	09 22 2016
Schumm, Ursula Margarete	08 10 2016
Sonntag, Claudine Henriette	09 20 2016

Spevacek, Vojtech	08 06 2016
Venkatachari-Raju	06 05 2016
Verhagen, Frank	10 29 2016
Wiajayatilake, S.	08 15 2016
Woltz, Carralyn Millar	12 25 2016
Woltz, Theresa Maria	09 23 2016
Zusli, A.	10 27 2016

## UNAMA-OSGAP

Nasser, Mohammed	07 28 2016
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## UNCHS

De Silva Jinangali Manel	10 01 2016
Hasan, Khwaja Ahmad	07 05 2016

## UNDOF

Mostafa, Ahmad	09 23 2013
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## UNDP – ADMIN

Aarons, F.M.	06 08 2014
Ali, Zaran Bi	08 20 2016
Arezki, Rachida	08 17 2016
Barry, Ibrahima	07 10 2016
Becerra, Alvaro	04 13 2016
Belayneme, Araya	06 01 2016
Benrabah, Abdelkader	06 01 2016
Bernaza Burrowes, Raquel	?? ?? ???
Boctor, Alice	07 16 2016
Costa, Valnir De Assuncao	07 12 2016
Coutinho, Lucinda	08 13 2016
Delons, Claudine	08 25 2016
Diakite, C.	04 19 2016
Dite, Aitaba	06 08 2016
Douglas, Thomas	09 27 2016
Essoufi, A.	07 26 2016
Estrada, Ana Teresa	08 28 2016
Fernandez, Arturo	08 03 2016
Gomes, Charles Montu	11 28 2016
Gupta, Atul Kumar	09 29 2016
Harket, Helga	08 22 2016
Harze, O.	08 18 2016
Ismalaj, Sadbere	06 06 2016
Ismema, Milvois	07 28 2016
Kamboj, Bhupendra Singh	08 12 2015
Kingwaya, Antoinette	12 03 2014
Mbiya, Mujinga	10 08 2016
Muchai, Apollo Njenga	07 23 2014
Muhsina, Gul	?? ?? ????
Murthy, Subramanya Rama	08 17 2016
Nazir, Ousama	?? ?? ????

Njagi, Seraphin	10 19 2016
Oliva Black, Leonardo Cesar	12 24 2016
Pieters, Petronella Maria	10 05 2016
Rachim, Achmad	08 11 2016
Ramarojaona, Augustin	03 17 2016
Seachon, Romulos T.	10 16 2016
Shafiullah, Mohammad	10 09 2016
Shrestha, Babu K.	04 16 2016
Souilah, Farida	05 04 2016
Talib, Mohammad	06 15 2016

#### UNDP – HQ and INT

Beliard, Guy	09 14 2016
Benbouali, Abdenour	10 25 2016
Farooq, Ghazi M.	09 28 2016
Irisity, Jorge	09 15 2016
Kouwenhoven, W.	08 08 2016
Langston, Diane	11 19 2015
Magat, Maria Antonia	10 16 2016
Malhotra, Murth Raj	07 05 2016
*Mangun, Turhan	08 20 2016
Niwemfura, Usanase	02 16 2016
Perez-salgado, I.	08 22 2016
Polley, Francis	01 17 2016
Prins, Johannes	11 03 2016
Radovic, B.	05 28 2016
Rajner, Lucille	10 14 2016
Rana, Muhammad	10 07 2016
*Schuler-Repp, Jane	07 11 2016
Sheikh, Saad Raheem	11 12 2016
Silva-Aranda, Gustavo	07 23 2016
Thomas, Adebisi Babatunde	08 19 2016
Tibi, Rachel Elaine	07 28 2016
Wilmots-Vandendaele, André	10 22 2015

#### UNEP

Busuttil, Salvino	05 12 2016
James, Vere C.	08 15 2016
Milas, Seifulaziz Leo	01 19 2006

#### UNFICYP

Theophanous, Margaret	11 14 2016
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#### UNHCR

Al Labani, Salem Saleh	06 08 2016
Henriksen, Erna	05 31 2011
Kingazi, Halima	05 23 2016
Mshana, Gabriel Onesmo	05 14 2015
Rangan, Marimuthu	11 02 2015

#### UNIC

Nastasesu, Stefan	07 06 2016
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#### UNICEF – HQ/INTL

Audat, Paul L.	09 29 2016
Bouwmeester, J.	10 16 2016
Diogo, Manuel Luis	01 06 2016
Dutia, Gopal Krishna	08 10 2016
Fraser, Mary Louise	09 17 2016
*Hall, Donald R.	06 10 2016
Konig, U.	?? ?? ????
Magalamon, Casimir	09 06 2015
Makesalingam, Yogeswary	?? ?? ????
Marrato, Josefa	09 02 2016
Medina, Otelia	07 30 2016
Miranda, José	11 13 2016
Painter, Lotte	07 05 2016
Parkinson, Hylton R.	10 20 2016
Roy, Anil Prosad	07 03 2016
Sahak, Ghulam Sakhi	12 29 2015
Shekari, Bilhatu	09 13 2016
Salazar, Angela	10 31 2016
Stroander, Viggo	08 16 2016
Thalmann-hoerler, Marianne	10 23 2016
Toro, J.	11 23 2016
Valdecanas, Ofelia Cruz	07 30 2015

#### UNICEF – LOCAL

Affoudji, Julien	12 02 2013
Ajiboye, Oladosu	12 03 2013
Deegan, Angela Mary	09 18 2016
Djalo, Mamadu Boy	12 16 2014
Dore, R.C.	12 04 2016
Ekmekjian, Berjouhi	07 15 2016
French, Patricia	06 14 2016
Haggar, Renée Antoun	09 27 2016
Hamid, Sakina	09 23 2016
Iyele, Raphael Nwachukwl	01 04 2015
Kabore, Goamma Pierre	05 29 2015
Khatun, Sabiha	11 01 2016
Lamah, Peter	01 16 2015
Malhotra, Nilikh	09 04 2016
Lao-duang, Chua	11 02 2015
Nzenza, Marie	03 20 2016
Rangaswamy, Narayanswamy	06 05 2016
Sacheh, Saukat	08 25 2016
Sheikh, Alauddin	05 09 2016
Sirimars, Sopon	07 10 2016
Siti, Romlah	11 27 2016
Srivastava, Suresh Chandra	10 15 2016



**UNIFIL**

Khalaf, Alya Al Hounain	10 07 2016
Yazbeck, Salim I.	10 06 2016

**UNMIBH**

Petronio, Petar	09 24 2016
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**UNOV**

Anstee, Margaret Joan	08 25 2016
Davydov, Sergey	09 20 2015
Simpson, Anthony Kwesi	07 21 2016

**UNRWA**

*Geaney, Renée	06 27 2016
Gonzales, Joven Galicia	07 12 2016
Mcelhiney, Helen L.	?? ?? ????

**UNTSO**

Abu-khaled, Majed Hamed	07 31 2016
Attaya, Samir Hamid	12 21 2016
Nasr, May	10 29 2016

**SPECIALIZED AGENCIES****ILO**

Al-sawaf, Laila	08 20 2016
Bartolo, Robert	10 12 2016
Betems, Denise Lcea	09 03 2016
Boisard, Jacques	07 09 2016
Bongard, V.L.	05 27 2016
Chamberlain, I.	06 06 2016
Chamberlin, Ronald E.	10 02 2016
Chau, Tam Luan	09 04 2016
Churchward, Margaret	09 15 2016
Delons, Claudine	08 25 2016
Dhawan, Madhu	08 16 2016
Dida, Kuma	12 11 2015
Durantet, Jacqueline Augustine	07 14 2016
Fauchon, Carine Helga	10 29 2016
Gatza, Gisela	08 17 2016
Genoud, Emma J.	10 07 2016
Grandclement, Gisele Denise Y.	08 01 2016
Haselman, Jacqueline	11 05 2016
Hurtado Huyssen, Marco	09 13 2016
Isaffo, Jean	07 17 2016
Kalhoule, Tometo	06 27 2016
Lacroix, R.	02 03 2016
Larrue, Denise	10 16 2016
Malkani, Hiro Ramchand	08 30 2016

Mckenzie, Ian George	11 18 2016
Mezzera, Jaime	11 22 2016
Leveugle, Jacqueline M.-J.	07 17 2016
Milne, Raymond	08 29 2016
Morales, José Manuel	04 10 2016
Nakatani, O.	08 18 2016
Nussbaumer, M.A.	04 08 2016
Olsen, Ole	12 29 2012
Onfray, Baglieto	06 10 2016
Perruet, M.L.	08 25 2016
Pflucker, Violetta	01 31 2016
Pher, Ram	07 26 2016
Piccoli, Jane	12 21 2016
Pochmann, Betty	09 30 2015
Reyher, Marthe Stella De	08 23 2016
Roche, Clement	10 31 2016
Rona, Luigia	09 25 2016
Sethi, V	08 04 2016
Soares, Hubert Edouard	11 06 2016
Steegeen, Jean L. Leone	06 16 2016
Stein, Harry Zvi	11 14 2016
Sweeney, Ljudmila	08 02 2016
Szabo, Germaine Renée	11 07 2016
Tisserand, Luc Marie José	11 04 2016
Tuzii, Peyron Piera	09 02 2016
Vittori, Daniel	09 16 2016

**FAO**

Abdel-azia, Mahmoud H.	09 22 2016
Abeyagoonasekera, Harry J.	04 30 2016
Acevedo, Juan	11 11 2016
Almara, Luis Alberto	09 08 2016
Al-zuhair, Naziha Abul-aziz	09 28 2016
Antonelli, Joanne	11 16 2016
Arar, Abdullah	10 18 2016
Baldwin, Marguerite	09 10 2016
Barchiesi, Paolo Romano	11 22 2016
Bishop, R.A.	08 14 2016
Bocobo, Dulce	11 10 2016
Bonnemaison, P.	07 27 2016
Boyadjieva, Bezstenka Methodie	11 17 2016
Casanova, Cecilia	11 02 2016
Castagna, Eugenio	10 29 2016
Castellani, Angelo	12 04 2016
Catalano, Antonio	10 15 2014
Ciccoreli, D.	09 03 2016
Constantine, H.	01 01 2016
Dongu, Virgilio	09 28 2016
El Bahgaury, Fatima	06 23 2016
Essafi, Boubker	09 16 2016
Falcon Alled, Carmen	11 18 2016
Fila, Marian	09 01 2016



Fiorino, Salvatore	09 25 2016
Fitzgerald, L.	11 05 2016
Fogolino, Franco	07 25 2016
Fonchingong, Joseph	03 15 2015
Gara, Abdelmejid	12 26 2015
Gentile, Giuseppe	10 28 2016
George, Puthiaparampil Ch	08 27 2016
Grison, Michele	10 03 2016
Hajje, Hussein	08 10 2016
Halter, Lilian	08 08 2016
Helou-Marletto, Norma	08 15 2016
Hiel, Andrea M.	04 06 2016
Holt-fava, Christine	11 23 2016
Horning, Hans M.	08 16 2016
Jara, Jiri	11 20 2016
Jazzar, Alexis	11 22 2016
Juras, Ivanka	07 23 2016
Khamosh, Mohamad Aslam	01 10 2016
Knight, Joan	10 04 2016
Kraiker, Annemarie	07 01 2016
Kvaran, Clara	05 11 2016
Laurent, Clara Halsey	04 02 2016
Layzell, Donald	09 29 2016
Lenzi, Lea	08 24 2016
Le Van, Qui	09 07 2016
Marangoni, Maria	11 23 2016
Markioneski, Zorka	08 15 2016
Mazaud, François Luc Jacques	11 04 2016
Montasser, Mahmoud	03 24 2015
Morrell, René Robert	09 02 2016
Moseme, Daniel Tatai	04 22 2016
Nemezes, Karoly	06 21 2016
Nilsson, Ingrid	03 27 2016
Ong, Lihwa	10 19 2016
Pasi, Sergio	10 09 2016
Pennison, Joan Margaret	11 22 2016
Pierce, Patricia	09 01 2016
Pilo-moron, Irene	07 17 2016
Ragab, Mohamed Hassib H.	04 04 2016
Rahman, Mohammad Mahbubar	02 20 2016
Ramyar, Hamzeh	12 25 2015
Ratnam, Thana Velupillay	09 11 2016
Reizes, Stella	10 23 2016
Rossi, Alessandro	07 26 2016
Sala-nguyen, Thi-trach	10 02 2016
Salman, Soad	04 12 2015
Saw Borch, Ralph R.	10 31 2016
Scherer, A.	12 03 2016
Schlumbom, F.	10 21 2016
Segovia De Briones, Pilar	11 18 2016
Selvavinayagam, Kathirgam	09 01 2016
Shepherd, Elsie	07 10 2016
Sica, Goni Irene Esther	06 24 2016

Smart, John Kenneth	08 11 2016
Smith, Langdon	05 10 2016
Ssentongo, George William	08 07 2016
Swank, Waneta Joyce	?? ?? ?????
Tanyagate, Arunee	12 06 2016
Tunney, James	08 29 2016
Upton, Gillian	04 30 2016
Verma, Irene Ivy	10 24 2016
Vladut, Georges	09 10 2016
Watt, David Forbes	10 25 2016
Whitehead, Anthony Joseph	10 05 2016
Zanetti, Marina	11 16 2016

## UNESCO

Amabile, Julio	12 13 2016
Andrejew, Alexandre	05 07 2016
Arwidson, Christiane Marie	07 13 2016
Aylward, G.	09 27 2016
Barral, Francine	01 17 2016
Bencivenga, J.	11 06 2016
Burnard, Kathaleen M.	?? ?? ?????
Cassassoles, Fernande	12 12 2016
Chandler, James	11 23 2016
Chong, Seck Chim	11 17 2016
Derosch, M.	08 11 2016
De Souza Romano, Therezinha	07 27 2016
Domoraud Operi, Alfred	11 22 2016
Doumbouya, Bakary	05 04 2016
Drysdale, Kenneth	07 04 2016
Dudich, Endre	11 03 2016
Dunnage, Guillermina Emma	08 01 2016
Eches, Anne-marie	11 13 2016
El-Kahef, Hayat	06 17 2016
Elwood, David	08 26 2016
Emilsson, Ingvar	10 21 2016
Espeyrac, Marie Jeanne	08 15 2016
Etemadi, Tooryalay	06 19 2016
Fall, Yoro	09 13 2016
Fatermann, Robert	08 21 2016
Ferreira, Rafael	03 06 2016
Gilbert, Jean	02 07 2011
Gonzales, Joven Galicia	07 12 2016
Goutte, François	08 13 2016
Harari, Liliane	?? ?? ?????
Harty De Pierrebourg, Muriel	10 31 2016
Hugot, G.M.	10 16 2016
Insuasty, Ines Angelica	06 10 2016
Jondot, Frederic	06 26 2016
Kihlberg, Hedda	10 07 2016
Kimmins, Paulette Leonie A.	10 22 2016
Lagrué, Arlette J.O.	09 05 2016
Lao, Sunthar M.	08 16 2016

Lelahuth, Prasit	04 06 2016
Maingot, Jacqueline	07 06 2016
Marchant, Jean	?? ?? ???? ?
Martel, L.	10 27 2016
Maslamani, Ibrahim	08 20 2016
Morcos, Nadra	03 22 2016
Osman, El Sayed	11 08 2016
Oulimata, Ba Dia	09 17 2016
Rajan, Sundara N.	02 17 2016
Rimmen, Jacqueline	10 01 2016
Rodel, Olga	09 12 2016
Samarasinghe, Lincoln Earl	07 23 2016
Sanwidi, Ignace	09 14 2016
Sarofim, M.	12 10 2015
Schulte-Strathaus, Emma Helene Herta	07 15 2016
Schwendler, Friedrich	07 26 2016
Silvers, L.	07 17 2016
Sobremonte, Demetrio	05 26 2016
Thornborough, Denese N.	07 25 2016
Toutchkov, Tatiana	08 03 2016
Trautman, Deforest Lloyd	08 18 2016
Upraity, Satyawati	08 15 2016
Upton, Bernard Rollin	04 22 2016
Vegh, Ludevit	09 25 2016
Vidal, Vicente	07 26 2016
Vorontzoff. A.N.	07 29 2016
Vrioni, Mina Carpi	09 23 2016
Wolper, Lydia	09 08 2016
Worth, D.	08 03 2016
Ziadah, Mohamed	05 19 2016

## WHO

Abdallah, Abdul Sayed	07 22 2016
Adan, Gerardo L.	10 16 2016
Animi, Fereydoun	?? ?? ???? ?
Aranda Pastor, José	09 08 2016
Arango, Luis A.	09 16 2016
Barro, Tele	08 27 2016
Batangouna, Henrietta	02 04 2016
Berg, Morton	05 26 2016
Bertagna-Clivio, Paule	05 22 2016
Bilepo Mpenge, Henriette	08 29 2016
Bizebolo, Rose	01 21 2016
Blanco, J.	07 15 2016
Botti, Sonnia Maria	?? ?? ???? ?
Bres, Jeanine	10 13 2016
Buisson, Josée Jeanne	10 20 2016
Card, Jane A.	12 03 2015
Celinder, Cecilia	12 06 2016
Cereda, Angela	10 25 2016
Chalandon, Lucienne	08 29 2016

Chamsa, Mansour	08 31 2016
Chivers, Doris M.P.	07 06 2016
Coelho Neto, Antero	01 18 2016
Daoud, Mohamed	10 21 2016
Dayer, Ernest, C.	07 03 2016
De Almeida, Emilia Bispo	10 27 2016
De Cabarrus, Aida M.	11 15 2016
Delman, Patricia A.	09 10 2016
Dembele, Mamadou	10 09 2016
Demissie, Araya	07 20 2016
Diehl, Monnean Helene	?? ?? ???? ?
Escalante, Jorge A.	11 09 2016
Fares, Minora	08 24 2016
Fernandes, Mario Vasco	04 02 2016
Fisher, Orville Leroy Jr.	06 03 2016
Fulop, Tamas	10 03 2016
Garcia, Genaro Wilfredo	09 10 2016
Garcia-valenzuela, Rosali	10 13 2016
Garritano, Rodolfo Felice	02 13 2016
Grainger, Katheen N.	07 05 2016
Gueri, Miguel	?? ?? ???? ?
Hallaj, Zuhair	06 19 2016
Hartigan, Pamela Dearborn	08 12 2016
Heath, Laura Jean	07 23 2016
Idanpaan Heikkila, Ulla	02 27 2016
Katz, Cecily Noreen	12 02 2016
Kierzkowska, Stanislava	09 05 2016
Korff, Elisabeth	07 08 2016
Lambo, Dinah Violet	03 19 2016
Lambrecht, Dora J.M.	01 18 2016
Langford, Kenneth	09 23 2016
Laurindo, Izaura	10 01 2016
Lawler, Shirley M.	05 29 2015
Loulendo, Robert	11 29 2016
Lyonnet, Roger	07 13 2016
Mahler, Halfdan T.	12 14 2016
Manalili, Emigdio C.	09 22 2016
Marlowe, Patricia Joan	10 05 2016
Meek, Sylvia Rosalind	05 11 2016
Metwalli, Ezzeldin Mohammad	10 07 2016
Mitchell, Margaret I.	09 07 2016
Montoya Perez, Fabio	07 15 2016
Mossuz, Brigitte	06 21 2016
Mutambo, Helen Mukangwa	06 13 2015
Navia, Tomas	11 01 2016
Ndala, Bernard	08 02 2016
Ndoka, Joseph	07 24 2016
Nwogwugwu, Moses Chinedum	08 11 2016
Palazon, Maria Del Carmen	10 09 2016
Pitters, Ronald J.	04 26 2016
Rohrbach, Pamela	06 10 2016
Ouando, Suzanne	08 27 2016



Ouedraogo, Moussa	06 22 2016
Peck, Brenda	?? ?? ???? ?
Raman, Natesaiyer	12 07 2016
Rifka, Gabriel Elias	10 18 2016
Rustom, Ahmad	02 08 2015
Sadek, Mary Celine	07 31 2016
Salmon, Eliahu	04 02 2016
Sangui, Marie	12 02 2015
Sbuza, Tadeusz	07 21 2016
Sinclair-Loutit, Angela Helen	08 18 2016
Slooff, Rudolf	03 20 2014
Spruit, Gonella	10 01 2016
Staroverova, Kira	10 05 2016
Strudwick, Eva Lesley	11 29 2016
Stussi, Pericles Pedroso	?? ?? ???? ?
Tafur, Alejandro	08 07 2016
Traore, Moussa	09 25 2016
Valdes, Mayra D.S.	06 11 2016
Victorio, Sonia	08 07 2016
Viteri, F.	07 11 2016
Waddington, Joseph	09 18 2016
Walton, Dan W.	09 14 2016
Weber, Albert A.	11 18 2016
Wernsdorfer, Walther	09 19 2016
Westley, Norman	08 08 2016
Wong, Yoke Ping	09 20 2016
Woolman, Muriel	07 13 2016

## ICAO

Bravo, Carlos	05 26 2016
Coll, Joaquin Darne	10 24 2016
Demir, Betul	08 13 2016
Escrivano, M.	09 25 2016
Hakkenberg, Geertruida Maria	11 17 2016
Mcmullan, Shirley Janet	08 22 2016
Moore, Constance Margaret	10/20/2016
Pelletier, Roger	11 20 2016
Penney, Richard	10 12 2016
Peralta, Remedios Cano	08 10 2016
Smith, Vera Lavada	04 16 2015
Vaage, Dorothy	10 07 2016

## WMO

Bargman, D.	11 10 2016
Chamsa, Mansour	08 31 2016
Conforty-Ferreux, Nelly	09 19 2016
De Carvalho, Lilian	06 23 2016
Delsol, Fredric	10 04 2016
Fellague-Ariouaat, Mustapha	07 15 2016
Forestier, J.	09 11 2016
Kader, Semiha	10 18 2016
Meijer-Weemhoff, Hilligje	07 08 2016

Nandamudi, Krishna Kumari	07 20 2016
Oo, Cho Nwe	09 26 2016
Proffitt, Michael Herry	09 11 2016
Verona, Luigia	09 25 2016

## ICITO/GATT

Martin Lopez, Pilar	07 21 2016
Raisin, S.	10 11 2016
Rosset, Betty	10 01 2016

## IAEA

Abdel-Rassoul, Ossama Abdou	08 21 2016
Abdo, Ibrahim	09 01 2016
Ahmed, Kazi Fariduddin	10 28 2016
Bianco, Andrea	07 08 2016
Demtchenko, Elena	10 19 2016
Eiletz, Silvin	03 29 2016
Fichtinger, Josef	10 14 2016
Franzen, Nives S.	07 20 2016
Furhauser, Ingeborg	?? ?? ???? ?
La Rosa, Jacques	08 09 2015
Mcleod, Lois	07 16 2016
Miller, Aichholz	?? ?? ???? ?
Ollram, Eduard	07 24 2016
Perricos, Demetrius	11 21 2016
Pitt, Robert John	05 11 2016
Schaerf, K.	08 22 2016
Schubert, Augustine	07 03 2016
Seeliger, Gunther	11 08 2016
Self, Brigitte E.V.E.	09 23 2016
Shimajima, Hikaru	08 15 2016
Stock, Jocelyn	06 26 2016
Thorstensen, Svein	07 03 2016
Volodin, Yury	12 07 2016
Wilczek, Hannelore	07 19 2016

## IFAD

Bronzi, Piero	10 05 2016
Palombi, Giulio	?? ?? ???? ?
Rolland, José Maria	?? ?? ???? ?

## IMO

Brimcombe, Regine Marcel	08 22 2016
Fila, Marian	09 01 2016
Kofi-Smith, Hermione Mamle	06 01 2016
Nauke, Manfred	10 18 2015

## IOM

Choumchaerm, Paruja	07 14 2016
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**ITU**

Allebroeck, Henri	11 11 2016
*Ansari, Mohammad Aslam	09 13 2016
Ciron, J.	08 16 2016
Elter, Karl	10 04 2016
Fluck-Favre, Liliane	08 06 2016
Keijzer, Saartje	10 27 2016
Kemble, Rosemary	09 23 2016
Mahmoud, Laila Ibrahim	07 31 2016
Meylan, Jacques	09 26 2016
Mulugeta, Wubealem	09 16 2016
Perrin, Mary Isabel	09 01 2016
Provencher, Roger Arthur	10 20 2016
Reinhard, Raymonde	11 21 2016
Zenati, Claude	08 05 2016

**WFP - HQ & INT**

Daher, Nicolas	09 18 2014
Omer, Ismail	07 30 2016

**WFP - LOCAL**

Olobo-Ner, Hillary Saul	08 16 2016
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**UNIDO**

Bennani Baiti, Fatima	10 16 2016
Bhagowalia, Babir S.	07 12 2016
Bolderheij, Adriana	07 11 2016
Borretti, Pietro	11 09 2016
Bull, Eric C.	07 15 2016
Creydt, Hugo	05 11 2016
Davies, Lorna	07 22 2016
El-Behery, Sohair	08 28 2016
Fooks, Marjorie Denise	09 09 2016
Hasegawa, Kayoko	08 20 2016
Hegenbarth, Elfriede	07 07 2016
Jensen, Jette	09 19 2016
Karlsson, Bengt Olof	11 28 2016
Kehlhofer, Anita C.	04 27 2016
Lee, Kwon Young	07 26 2016
Malyan, Sake	07 21 2016
Nathan, H.	09 06 2016
Panis, Jean Claude M.	04 14 2016
Van Den Steen, Antoine	06 26 2016
Wijenaïke, Edmund N.	03 11 2016

\* Member of AFICS (NY)

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