

# AFICS BULLETIN

NEW YORK

ASSOCIATION OF FORMER INTERNATIONAL CIVIL SERVANTS

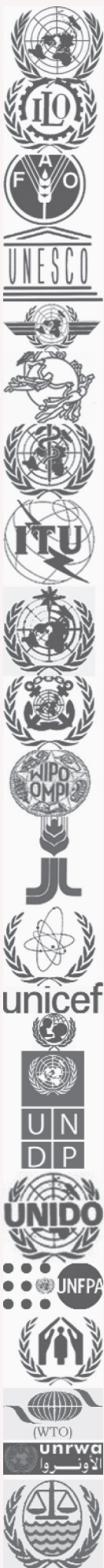
Vol. 49 ♦ No. 1 ♦ Spring — Fall 2017



## AFICS/NY recruits new members on UN Staff Day

See page 25

"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

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

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## 47th Annual Assembly of the Association of Former International Civil Servants In New York

The 47<sup>th</sup> Annual Assembly of AFICS/NY was held on Tuesday, 27 June, from 3:16 – 6:00 pm in Conference Room 3 at the United Nations, followed by a Reception from 6:00 – 8:00 pm at Piccolo Fiore Restaurant

### Remarks of Mrs. Maria Luiza Ribeiro Viotti, Chef de Cabinet

on behalf of UN Secretary-General António Guterres

Dear Mr. John Dietz, President of AFICS, Members of the AFICS Governing Board, Honorable former staff members of the United Nations System, Dear Colleagues,

Ladies and Gentlemen,

I am honoured to open the Annual General Assembly of the Association of Former International Civil Servants/New York on behalf of Secretary-General António Guterres. *(NB. The S-G was unable to attend due to a meeting in Washington.)* The Secretary-General has asked me to convey his deepest gratitude to you for your service. You collectively represent decades of effort to build the United Nations into what it is today. We all owe you our thanks for your immense contributions to the United Nations. You may have worked in different types of jobs or different duty stations around the world, but we are all part of the UN family. We all feel proud to serve the Charter. You may retire from the United Nations system, but you never retire from your commitment to our goals of peace, sustainable development, human rights and human dignity.

In these times of heightened tensions and instability, the Secretary-General is strengthening the UN's ability to prevent crises. This effort

advances the strong foundation you helped build. The Secretary-General also has a vision for a more responsible organization that can address the roots of crises by strengthening our core missions for peace and security, sustainable development and human rights. We are already seeing results. Interdepartmental cooperation is improving. And we are repositioning development at the centre of our activities.

We are improving management to simplify procedures, decentralize decision-making, increase transparency and ensure accountability. We have already improved protection for whistle-blowers – and we plan to strengthen them even more. We are reinforcing actions against the horrific problem of sexual exploitation and abuse by UN personnel. The Secretary-General has instituted a new approach to prevent violations and help victims. He is also giving priority to a new strategy to finally achieve gender parity across the UN system.

AFICS/New York is helping international civil servants to navigate and manage pension matters, after-service health care and much more. We value this role – and we are committed to doing our part. I was pleased to have very productive meetings

with Mr. Dietz, Ms. Landey and Mr. Karia last month. We discussed the issues that concern you.

The Secretary-General is aware of your concerns. The Pension Fund's backlog of actionable cases and management issues has caused hardships for thousands of employees. There has been progress. There are now fewer than 300 actionable cases related to initial separations that are still pending processing by the Pension Fund. That said, there are still other pending cases related to deferred pensions, special and recalculation cases as well as non-actionable cases pending receipt of additional information. We are doing what we can to encourage that these issues be resolved expeditiously. And we are encouraging a simplification of the processes.

When the Secretary-General met in March with the Chairman of the Pension Board and the CEO of the Pension Fund, he called for proactive follow-up on individual cases to expedite the receipt of missing information. Meanwhile, the Department of Management introduced measures to expedite the separation process here at Headquarters to ensure we do our part quickly. The Department of Field Services is addressing the large number of outstanding separation and pension cases for field personnel through an internal task Force. The UN Secretariat and the Pension Fund have established timely access to information on relevant separation actions for the Fund. The Secretary-General is looking forward to the results of an end-to-end review that was launched last October. It aims to streamline the process from separation to entitlements. The results will be presented to the Pension Board next month.

The Pension Fund remains strong, based on its long standing conservative investment strategy. Its governance is robust. Next month's Board meeting will also discuss an independent review of the Fund's investment practices, risk management, and investment performance, conducted by an independent third party. The Secretary-General, having fiduciary responsibility, is looking forward to the Board's consideration.

Allow me now to say a few words on the After-Service Health Insurance, which I know is very important to you. I appreciate AFICS/New York addressing this issue. Let me note that the Pension Board has taken a decision on the Pension Fund's inappropriateness to manage financial resources related to After-Service Health Care reserves. That decision endorsed a recommendation of the Fund's Assets and Liabilities Monitoring Committee. The Board noted that the investment objectives of the Fund differed from those of After-Service Health Insurance benefits. The Secretary-General shares the concern expressed by both the Pension Fund's management and its Board about a possible loss of focus that could affect delivery in its core mandate, which is pensions.

Ladies and Gentlemen, Dear Colleagues,

On behalf of the Secretary-General, I thank you for your continued support for the United Nations. Rest assured that we will always be open to a fruitful dialogue with AFICS/New York. Thank you.

## Remarks of H.E. Ms. Dessima Williams

Representing Ambassador Peter Thomson,  
President of the UN General Assembly

Distinguished members of this Panel,  
Distinguished former international civil servants,  
Ladies and Gentlemen,

What an honor it is for me to represent the President of the General Assembly, Ambassador Peter Thomson, today at this annual gathering of former international civil servants. I bring you warm greetings from Ambassador Thomson who very much regrets he could not be present today.

Just two weeks ago Ambassador Thomson led the world community in a global conference here at the United Nations on the plight of the world's oceans, another extraordinary example

of the convening power of this great institution. Governments and other key stakeholders including NGOs, scientists, academics, the business community and the media gathered to focus on the lamentable state of two thirds of our planet which poses an existential threat to us all. As we all worked day and night on this issue over many months, I was once again profoundly moved by the work of the United Nations on so many issues confronting our world and of the dedication and devotion of those who serve it.

And here today, I sit before a community of individuals who have served this great institution,

and most of you for a lifetime. Let me take this opportunity to thank you all for your service over those many years and across all parts of the United Nations system. I also know that international service is a family affair and often requires moving the family from one location to another as United Nations staff serve across the world. I know this takes a toll on families. In today's world, we have many dual career couples and juggling global mobility, dual careers and family needs represents a challenge. I also know that many of you served in difficult and challenging situations. We really cannot thank you enough.

Many of you continue to serve on a voluntary basis or as consultants and continue to make that love of United Nations goals, principles and values available to the world.

I also know that former international civil servants are concerned to ensure that their pensions and health care support remain robust. The Association of Former International Civil Servants (AFICS), accredited to ECOSOC and created some 45 years ago, continues to serve former international civil servants. I know members of AFICS work hard to bring to the attention of senior officials in the United Nations responsible for these issues, the major concerns you may have regarding processing of pensions, investment of the Pension Fund's assets and any issues about after-service health care

schemes and their administration. Another priority for AFICS I know is social interaction, ensuring opportunities for former colleagues and friends to continue to connect after they leave the United Nations. AFICS has also worked hard to ensure that the United Nations continues to run pre-retirement seminars for staff approaching this next chapter of their lives.

As member states, we know that people are living much longer and that a range of policies need to be in place in our countries such as social safety nets and ways to ensure social inclusion and interaction. Indeed at the very heart of Agenda 2030, including the Sustainable Development Goals (SDGs), is the fundamental principle that no one be left behind. Member states actively engage the full range of issues through the work of the Open-Ended Working Group on Ageing (OEWGA) and the International Day of Older Persons. We know that AFICS members attend both and follow our discussions carefully and we thank you for this interest and participation.

Let me thank you again for your dedicated service throughout your careers and wish you and your families the very best.

I wish you an interesting and productive Annual Assembly and social gathering afterwards. Thank you.

## Statement by John Dietz

President, AFICS/NY

Now I would like to turn to my report, as President of AFICS/New York. With the help of the Governing Board, its Committees, and particularly the two Vice-Presidents, Debbie Landey and Jay Karia, we have continued to advocate and raise issues of concern to UN retirees with senior management across the UN system. Not surprisingly, in all our discussions the focus has been on issues falling within the areas of pension administration, Pension Fund investments and health insurance.

Together with my two Vice-Presidents, I met repeatedly with the CEO of the Pension Fund, Sergio Arvizu, and with the RSG for the Pension Fund's investments, Carol Boykin; shortly you will hear from both of them directly. We also met with the transition team for the Secretary-General after his election, the prior and current Chefs de Cabinet,

the UN Controller and several senior officials in the UN Department of Management, OHRM and also UNDP. As stressed repeatedly in my past communications to you, I remain convinced that working constructively with Pension Fund and UN-system officials at all levels is the best way to advance, safeguard and protect the interests of UNJSPF retirees and beneficiaries whom AFICS/New York represents.

First, the good news: although we cannot claim credit for it, and as you have no doubt noticed, UNJSPF periodic benefits on the US-dollar track increased by 3.6%, as from the benefit for April 2017.

With respect to pension administration, the main topics we discussed included the time needed for processing new actionable benefits and dealing with any backlog; the handling of complex cases; follow-up for cases with incomplete documentation;

and client services generally. We noted the significant progress that has been made: to eliminate the past backlog in the processing of new pension benefits, to improve the Pension Fund's website and the handling of telephone calls by the Fund's secretariat, and to work with organizations to expedite the transmission of documents to the Pension Fund. With regard to the investment of the Pension Fund's assets, on every occasion we stressed: the need for a conservative investment strategy; continued internal management of investments and no increase in so-called alternative investments; the need for an effective Investment Committee with full membership; concern with long-standing vacancies for key posts in the Investment Management Division: the need for investment performance to be measured objectively against the established benchmarks for the various investment classes and also against meeting the actuarial assumption for long-term investment returns of 3.5% net of inflation. I will not go into more of the details, but have asked Warren Sach to summarize the significant developments concerning the Pension Board and the Pension Fund's investments; he is a member of the Governing Board, Vice-President of FAFICS and member of the Pension Board's ALM (Assets and Liabilities Management) Committee; Warren was part of the FAFICS delegation at the Pension Board last year and will be again this coming July. (A personal note: I was not yet President of AFICS/New York when the Pension Board met in July 2016 and was not designated by FAFICS this year to be one of the FAFICS representatives at the upcoming Pension Board session next month.)

With regard to health insurance matters, AFICS/New York is represented on the UN's HLIC (Health and Life Insurance Committee) by Jay Karia and Frank Eppert. I have asked Jay to report on developments concerning health insurance, including the work of the HLIC and our ongoing discussions with staff of the UN Insurance and Disbursement Section (IDB), on overall client services and on individual cases brought to our attention; shortly you will also hear directly from IDB staff. However, I feel that I need to at least mention one very significant development: due in large part to our persistent advocacy, the UN Controller has recently approved the establishment of two new posts in IDB, dedicated to assisting UN retirees with ASHI-related matters, including especially issues with Medicare Part B.

One other major success merits special mention: for some time AFICS/New York advocated strongly with the former Chef de Cabinet and ASG for OHRM that the UN Pre-Retirement Seminars, which used to be held regularly, be reinstated; staff members approaching retirement had always found them very helpful in preparing for the big change in their lives. I am delighted to inform you that those Seminars are now back, with active AFICS/New York participation, and the next one will be held on 14 July.

Now I would like to list briefly some things that we have started to work on, or have accomplished, since I assumed the AFICS/New York Presidency in August 2016:

1. We held two very successful complementary Open-House Wine and Cheese Receptions for AFICS members, on 7 December and 17 May, respectively;
2. We introduced an annual work plan for the Governing Board during 2016-2017 and will be preparing a second one for 2017-2018, based on the lessons learned during the work on the first work plan and collaboration from the Committee Chairs and the Governing Board itself;
3. With the pro bono assistance of UN/OICT, the IT Committee chaired by Joan MacDonald is working on revamping our website, to make it more informative and user-friendly;
4. We are making a strong effort to make our committees more active and to involve more members in their work;
5. We are interested in developing new programmes, both to serve the needs of our members better and to attract new members to join AFICS/New York—any ideas and suggestions in that regard would be welcomed by our Membership Committee;
6. We are working with the UNFCU leadership to assist them in improving the services they provide to UN retirees—in that connection, I would like to thank the UNFCU publicly for the generous financial assistance we have received from the Credit Union over the years, and particularly this year.

Following up an event on Estate Planning, the Ageing Smart Committee chaired by Barbara Burns and Christine Smith-Lemarchand arranged for a session on organizing financial documents that was held on 29 March. It was well attended and proved very informative as to what we need to do to ensure that “our affairs are in order.”

Turning to the social side, led by the Social Committee chaired by Barbara Linardo, we had our very pleasant and successful Fall Luncheon on 15 November, followed by our similarly successful Spring Luncheon on 2 March.

We completed two issues of the *Bulletin*, thanks largely to the untiring efforts of the editor, Mary Lynn Hanley.

On a sad note, we lost a number of members since the last Assembly one year ago, including Raymond (Ray) Gieri who died in February 2017; he had been CEO of the Pension Fund for 13 years, 1987-2000, and I am sure many of you knew him.

At the beginning of the year there was a change in our Office staff. Veronique Whalen relocated to Vienna and was replaced by Velimir Kovacevic. I am sure that you join me in thanking Veronique for the wonderful job she did while at

AFICS and welcoming Velimir, who is proving to be a great asset in running our Office together with Jamna.

Before closing I would like to thank all the Officers who worked with me closely over the past year: Vice-Presidents Debbie Landey and Jay Karia, Treasurer Angel Silva and Secretary Marianne Brzak-Metzler. I would also like to thank all the Committee Chairs and members, the entire Governing Board and all the volunteers (particularly Barbara Boyton, Irma Cerni, Monika Chambers and Mary Hussein) who made it possible for us to send out the various mailings

throughout the year, including the election materials we sent to all of our members.

Membership applications to join AFICS/NY are on a table in this conference room. You do not have to be already retired to become a member of our Association.

In closing, I would like to wish all of you a happy, healthy and long retirement and hope that many of you will decide to join us as active members of AFICS/NY.

## Report of Chair, Pension Committee Mr. Warren Sach

Madam Chef de Cabinet, Mr. President, Good afternoon.

As our programme this afternoon includes two other presentations on pension matters I am going to address just a few key topics of the greatest interest to AFICS/NY members. These include investments, client services, the next budget (2018-2019) and actuarial valuations. All of these will be addressed by the Pension Board at its upcoming July session where your interests will be pursued by FAFICS on behalf of all retirees, both U.S.-based and worldwide.

I am happy to begin by confirming to you that, currently the Pension Fund is in good financial shape with a slight actuarial surplus and a positive funding ratio. Nevertheless, the Pension Board, at its last session in July 2016, while pleased with the Fund's state at that time, expressed concerns as regards investment performance and delays in the payment of new pensions. In response to these concerns the Board will receive at its upcoming July session a report on an independent review of investments as well as the results of an end-to-end review of the separation to benefits process. Clearly the upcoming Pension Board will spend considerable time on these two major issues while also transacting on the budget for 2018-2019 and on the assumptions to be used in the next actuarial variation as of 31 December 2017. The Board will also make a decision with regard to the incumbency of the CEO post. Retiree concerns on all these matters will be pursued by the FAFICS delegation to the Board where retirees are present as full-time

participants, though non-voting members, of the Board.

On actuarial valuation issues the Board will consider proposals of the consulting actuary and the Committee of actuaries as regards economic and demographic assumptions to be utilized in the upcoming valuation. Current indications are that some adjustment of mortality tables will be recommended to take further into account increasing longevity of our participants and beneficiaries. While this is good news for those directly concerned it is likely to have a negative but manageable effect on the actuarial balance. Nevertheless, it is clearly in our interests as retirees that all liabilities are fully reflected in the valuation and accordingly we would expect to support the actuaries' recommendation. A change in inflation assumptions is also possible but this is likely to be more or less neutral as it affects both contributions and benefits jointly.

The proposed budget (2018-2019) of the fund secretariat and of the IMD will be before the Board this July. While the independent review of investments is not anticipated to impact the IMD budget it may reasonably be assumed that the end-to-end review will require new resources to ensure adequate client service in the future and an end to delays. AFICS/NY finds delay in payment of new pensions unacceptable. Prompt payment of pensions is a tripartite responsibility that depends on timely action in the first instance by the retiree, then by the separating organization and lastly, the Pension Fund. AFICS/NY trusts that the end-to-end review currently underway will overcome most

problems, because any delay in payment of new pensions, wherever the hold-up occurs, is clearly unacceptable. While we understand the past pressures created by the development and largely successful introduction of IPAS, there can be little tolerance for payment delays in the future. For several years AFICS has been advocating for improved client services and communications. We have now reached a point where we expect the Fund Secretariat to accord them the highest priority. We expect the new budget to provide for world class client services and accordingly will energetically support related budget proposals in the Board.

As regards investments the Pension Board will need to continue to pay close attention to performance levels vis-à-vis benchmarks. The Board at its 2016 session expressed concern at under performance of the investments and the Asset Liability Monitoring Committee (ALMC) drew the issue to the attention of the Secretary-General on several occasions. Now that the Fund is mature, and approaching 70 years existence, it is of increasing importance that returns meet benchmarks over the long term. Any long-term failure to meet benchmarks would have serious consequences for the health of the Fund. It is for the above reasons that AFICS/NY was disappointed with 2016 returns of 510 basis points (5.1%) which were 180 basis points (1.8%) below the policy benchmark of 690 basis points (6.9%). This shortfall

in 2016 performance means that the value of assets in the fund as at year end 2016 were nearly \$1 billion (\$937 million) below what they would have been if the pension fund portfolio performed as well as the market as measured by the policy benchmark. Do not be misled into thinking that a mere growth in assets of the fund to new highs in billions of dollars means that investments are performing adequately; it is performance relative to the market that matters. The Board will receive in July an independent review conducted by Deloitte and Touché under the guidance of the ALM Committee of the UNJSPB. The report will hopefully lead to solutions to remediate under performance of fund investment operations. Elements of this include formal strategies, risk management practices, Investment Committee arrangements and staff vacancies. AFICS/NY through its nominees to FAFICS has strongly supported the review process and will continue to press for improvements in investments until better results show up in the bottom line.

To close let me summarize. AFICS/NY is working now, and has worked over the last year, to improve UNJSPF operations for the benefits of retirees. Concrete actions have been supported for strengthened Client Services, a more realistic budget, sound actuarial practices and effective investment processes.

## Report of Chair Head of Health and Life Insurance Committee Jayantilal M. Karia

I am Jay Karia and it is a privilege to serve you in the AFICS Governing Board and as one of the Vice Presidents, together with Debbie Landey.

ASHI is of enormous importance to all current and future retirees. As UN medical insurance plans are self-insured, premiums are set based on projected claims experience from 1 July to 30 June based on experience of the previous year. Accordingly, we all have a collective responsibility to ensure that medical costs are kept at a minimum while ensuring that everyone gets proper health care through insurance plans that they have chosen. While representatives of the Insurance and Disbursement service will be providing more details on the use of insurance plans, I want to mention a couple of things on our individual responsibilities that we all have:

- Do not use Emergency Room facilities at hospitals for routine non-emergency types of medical conditions. For such services, first of all you have to pay a co-payment of \$75 and the average bill from the hospitals runs over \$850. It is better to use the many urgent care facilities available all over New York and various other parts of the country. Of course for any real emergencies, you should seek treatment at the closest medical facility.
- Use In-Network providers. Everyone should **try to use** in-network providers as the costs for services rendered have been pre-negotiated by insurance plan providers and are significantly lower than those

of out-of-network providers. Sometimes participants have to pay deductibles and out-of-pocket charges. This is specially the case with physical therapy and medical massage claims with out-of-network providers, which average around \$400, while in-network cost is just a little bit over \$100.

- Review the claim settlement documents provided by the plan providers to ensure that the charges for medical treatment are for the actual services provided to you. Unfortunately, sometimes there are mistakes and at times unnecessary charges claimed from insurance.

AFICS has two representatives in the Health and Life Insurance Committee (HLIC), represented by Frank Eppert and myself. We have attended over 12 meetings during the past year where we have actively participated in review of cases of staff and retirees who request exceptional consideration of medical payments which may not be fully covered by the health insurance plan in which they are enrolled. We ensure that all cases are treated in a fair manner.

We also actively participate in the review of plan experience and costs incurred during the plan year based on which HLIC recommends the premium level for the next period. We recently finished the review of all plans for the new period which will take effect from 1 July 2017. During this review, as AFICS representatives, we have ensured that premium increases are kept at a minimum with little or no change in the benefits covered, which you will hear about shortly from the insurance service representatives.

With the transfer to Medicare at age 65 for U.S. retirees or green card holders as their primary insurance, there is continuous need for proper guidance and assistance to retirees from the Insurance Service. While AFICS has tried its best to resolve individual issues faced by retirees with Medicare with the Insurance Service, it was recognized by AFICS that there was an urgent need to appoint staff in the Insurance Service dedicated to support the retired staff. Based on a proposal made by AFICS, HLIC has recommended financing these positions from significant savings accrued from the UN's participation in Medicare Part B. In this respect, I am pleased to inform you that based on our discussions with Senior Management in the Secretariat, the Controller has now approved the two positions and the Insurance Service is actively recruiting dedicated staff for service to ASHI participants. This will significantly improve the overall insurance services to the retirees.

## **REVIEW OF DIRECT PAYMENTS FOR MEDICARE PART B**

We have proposed the possibility of having direct payments for Medicare Part B made by the Secretariat. This will not only improve overall efficiencies but also avoid any participant from missing to make a payment. The administration is looking into this possibility, which is expected to be finalized within three months.

## **ASHI WORKING GROUP**

The General Assembly adopted resolution A/RES/71/271B which, inter alia, extended the term of the ASHI Working Group through the 73rd session of the Assembly. Accordingly, the (interagency) Working Group has continued to meet by video conference to pursue its mandate on outstanding matters. During 2017 it has met four times, with our FAFICS representative, Mr. Warren Sach, continuing to actively participate. Topics under discussion include: collective negotiations with health care providers; national insurance schemes such as Medicare Part B; terms of reference for a Finance and Budget (FB) Network sponsored Insurance Group to cover all aspects of insurance (property, casualty, etc.) not just health care; and plan design and eligibility matters. Common positions on these are yet to be arrived at but FAFICS is urging caution with regard to national schemes including the need to take Medicare B experience into account. The absence of data on national schemes currently limits activity in this area as many member states have not responded to questionnaires on availability of national insurance schemes that may be available to UN retirees. As regards a common insurance group, FAFICS' position is for a dual structure to govern insurance matters with health insurance under the HR network and other insurance matters under the FB network. FAFICS insists that ASHI matters cannot be handled solely as an FB matter but must reflect HR dimensions including entitlements and terms of service. It is anticipated that the ASHI Working Group will continue to meet, largely through video conferences, up until it completes its mandate for the 73rd session of the Assembly, FAFICS will continue to actively participate and monitor progress so the best interests of retirees are protected. This includes ensuring that benefits are not diluted and retiree contributions are limited bearing in mind the levels contributed during active service. The WG is mandated to complete its work for the 73rd session and currently there are no plans to report to the 72nd session of the General Assembly.

I hope this has provided information on insurance matters that your AFICS and FAFICS representatives actively represent our collective interests. The representatives of the Insurance Service will be providing further details on insurance matters. For any individual issues, please contact them via email at [ashi@un.org](mailto:ashi@un.org).

# After Service Health Insurance (ASHI)

ASHI also made a presentation to the AFICS/NY Annual Assembly, covering the information in the following memo:

United Nations  Nations Unies

INTEROFFICE MEMORANDUM

MEMORANDUM INTERIEUR

INSURANCE & DISBURSEMENT SERVICE  
304 EAST 45<sup>TH</sup> STREET, RM FF-335, NEW YORK, NY 10017

TO: All ASHI participants


DATE: 6 September 2017

A:

REFERENCE:

THROUGH:

S/C DE:

FROM: Elma Witherspoon, Acting Chief   
DE: Health and Life Insurance Section  
Insurance and Disbursement Service, OPPBA

SUBJECT: **1 July 2017 renewal of UN Headquarters-administered health insurance plans**  
OBJET: **plans**

1. This memorandum provides you with important information regarding changes in the benefit provisions and monthly premiums that came into effect on 1 July 2017. In addition, a statement is enclosed that shows the new ASHI contribution amounts effective 1 July 2017 based on your pension benefit that was available at the time of its preparation

**2. Please do not send any money based on the enclosed statement because it is not a bill. The statement is provided for your information only**

Health insurance rate increases effective 1 July 2017

3. The premium rates for some of the UN Headquarters-administered health insurance plans increased on 1 July 2017 in order to produce the funding necessary to meet expected claims and third-party administrator costs over the forthcoming 12-month period and to ensure that funding is set at levels required to sustain each of the plans going forward:

Aetna PPO/POS:	increase of 1.00 per cent
HIP Health Plan of New York:	increase of 11.60 per cent

4. There will be no premium increases for the Cigna US PPO Dental, Empire Blue Cross PPO, and UN Worldwide plans. You may access the 2017 schedule of premiums by clicking on the 2017 Annual Campaign link on our website at [www.un.org/insurance](http://www.un.org/insurance).

5. The UN Worldwide plan provides coverage for those located overseas. Therefore, a non-US address is required for enrollment in the UN Worldwide plan.

Premium holiday for the Aetna plan

6. Due to the recent unfavourable claims experience under the Aetna PPO plan, there will be no premium holiday for the plan year 2017/18 in order to avoid an increase in premiums.

### Changes to benefit provisions effective 1 July 2017

7. The following plan changes went into effect on 1 July 2017:

- (a) Empire Blue Cross plan: (i) reduction in the reimbursement rate for out-of-network physical therapists from 395 per cent of Medicare to 250 per cent of Medicare in order to better align reimbursement practices with current market standards; (ii) Increase in the number of occupational/speech/vision therapy visits from 30 to 60 per calendar years;
- (b) UN Worldwide plan: (i) introduction of a cap of 60 visits a year for physical therapy and 60 visits a year for combined occupational/speech/vision therapy; (ii) Increase in the annual deductible under the UN Worldwide Plan for medical services received in the United States of America from the current deductible of \$1,200 per person/\$3,600 per family to \$5,000 per person/\$15,000 per family; additional information is available in the Cigna member guide available on its website, [www.cignahealthbenefits.com](http://www.cignahealthbenefits.com).

8. Retirees currently enrolled in the UN Worldwide Plan who are considering coverage for family members residing in the United States or who intend to seek medical care in the United States on a regular basis are reminded that they should consider enrolling in a United States-based plan given that the UN Worldwide Plan does not provide adequate coverage in the United States.

#### Insurance circular

9. The 1 July 2017 insurance information circular is posted on the insurance website at [www.un.org/insurance](http://www.un.org/insurance). It is no longer the policy of the United Nations to print copies of information circulars that provide information on rules, regulations and policies.

#### Insurance Carrier Communications

10. Retirees currently enrolled in the United Nations health insurance programme should note that all carriers are increasing communications to staff members and retirees in an effort to improve their understanding of insurance. Staff members and retirees should therefore expect to receive increased mailings and/or emails.

#### Contact us

11. Should you have any questions, please write us by mail using the above address, by email using [ashi@un.org](mailto:ashi@un.org), or by fax at (917) 367-1670.

## UNJSPF Investment Management Division

### Presentation for AFICS/NY Annual Assembly

Here are the key points made by the Pension Fund in their Power Point presentation:

- ❖ Market volatility continues to be high, due to Central Bank and political events such as Central Bank announcements and election outcomes.
- ❖ Broad diversification across markets and asset classes has dampened the overall impact of this volatility on the Fund.

- ❖ We are focused on the long-term, and we believe that we are well positioned relative to our objectives.
- ❖ The Funds Market Value of Assets was \$59.393 billion as of 26 June 2017, with a year-to-date nominal return of 9.18 per cent.

*Editor's Note: As you will no doubt have noticed, under the UNJSPF Pension Adjustment System, for monthly pensions on the US dollar track there was a cost-of-living (CPI) increase of 3.6%, effective 1 April 2017; this increase was reflected in the monthly benefit paid by the Pension Fund at the end of April 2017.*

# Results of Election to Governing Board

The following persons were elected to the Board of Directors of AFICS/NY:

\*Mr. Thomas Bieler  
Ms. Susan de Souza  
\*Ms. Deborah Landey  
Ms. Nancy Raphael  
\*Mr. Angel Silva  
Mr. Steven Avedon

\*Denotes re-election

At its subsequent meeting on 8 August, the Governing Board decided unanimously to re-elect the current officers for another year:

John Dietz, President  
Debbie Landey, First Vice-President  
Jay Karia, Second Vice-President  
Angel Silva, Treasurer  
Marianne Brzak-Metzler, Secretary  
Demetrios Argyriades, Deputy Secretary

## NEW MEMBERS

We welcome the following new members, who joined AFICS/NY between 1 January and 31 October 2017

(\* Designates life member)

Zehra Aydin  
Senior Advisor

Barbara Bakry  
Legal Assist.

Gurmit Batra  
Finance & Budget Officer

\*Robert W. Boone

\*Craig Booth  
ERP Specialist

\*Joy Carol Brathwaite  
Consultant

Guy Candusso  
Communication Assist.

\*Kumiko Chaki-Kawamura  
Team Leader, HR/Travel

Anastasiya Delenda

\*Lena Dissin

Mariama Djibo  
Procurement Officer

\*Fred Doulton  
Social Affairs Officer

\*Anthony Drinkwater  
Logistic Officer

Elena Duce

Alison Eaton  
UNHQ, Pass and ID Unit Assist.

\*John Ericson  
OHRM, Chief Outreach Unit

\*Deborah Fairchild  
Research Assist.

Christine Rita Fakhoury  
UNHQ, Political Affairs Officer

\*Vilma Fernandes  
Admin. Assist.

\*Stephan Flaetgen  
UNDP/UNFPA/UNO, Vice Chair

Kimberly Gamble-Payne  
UNHQ, Office for International Par.

Irina Goryayeva  
UNHQ, Terminology Assist.

Nicholas Goude  
UNAIDS, Advocacy  
Communications

Jessy Goutler  
UNHQ, Protocol/Admin Assist.

\*Sylvia Gutierrez  
MSA Meeting Services Assist.

Hanafi Hadjeres  
Associate Life Member  
Editor

Deborah Hopper  
Human Resources Officer

\*Anne Hougaz-Laferla  
Procurement Officer

Sai Hseng  
Facilities Manager

Chitra Jayawardena

Carmen Johns  
Political Affairs Officer

\*Maria Asuncion Jordana  
Senior Admin. Assist.

Joseph Karmy

Florence Kovacevic  
Personnel Assist.

\*Velimir Kovacevic  
BCSS, Team Assist.

\*Trishatur Lagalia  
Benefits Officer

Zemenay Lakew

Chaim Litewski  
UNHQ, Chief, Television Section

Adey Makonnen  
Senior Admin. Officer

\*Ljiljana Miletic  
Computers Systems Analyst

Margaret Novicki  
UNHQ, Director, SCD/DPI

\*Valeria Criscione Olson  
Human Resources Officer

Dr. Florence Oni  
Nutrition Specialist

Dubravka Marijanovic Prolic  
ENG, Acting Chief

\*Rosalind Mark  
Senior Programme Manager

\*Evelyne Michaud  
Staff Assistant

\*Noriko Nagayoshi

Hemantha Perea

\*Bojo Bojidar Pinek  
Conduct & Discipline Officer

Luis A. Raspa

Hector E. Ribone  
Supervisor, Visa Office

\*Dolores Redding  
Personal Assist.

Christina Reyes-Scheifer  
UNHQ, Senior Reviser,  
Spanish Translation

Christine Roth  
Deputy Executive Secretary

\*Frehiwot Bekele Teguegue  
Public Information Assist.

Shenaz Thawer  
Human Resources Assist.

Dimitry Titov  
ASG

Josefa Velasco

Dr. Ivan Vera  
Chief, Water, Energy & Cap.

\*Maria Bernddette Walker  
UNHQ, English Editor

\*Daniel Bradford Willey  
Chief Compliance Officer

Maria Xavier

\*Xin Yang  
Budget & Finance Officer

\* Genene Zewge

\*Saijin Zhang  
GAAB, Chief

# WORLDWIDE REUNIONS



## FLORIDA CHAPTER OF AFICS/NY (JUNE 3, 2017) – FIRST MEETING

The first meeting of 2017 of the Florida Chapter of AFICS/NY was held on 3 June, 2017. Sixteen members were present at THAI THANI restaurant where we hold at least one meeting per year. This venue has been acclaimed by every member to be one of their favorites.

The meeting's main agenda was to learn about Heartfulness Meditation – its importance for mind, body and soul + Socializing. The special room we had at Thai Thani was the perfect venue for this event as it was nicely decorated with Buddha's statues/images; in fact the whole restaurant has a very holy atmosphere.

Madan welcomed everyone and started the meeting by introducing the guest speakers: Monika Sharma and Tushar Ghoshal from Heartfulness Orlando.

Monika gave a brief overview of the Organization “The HEARTFULNESS Institute” and presented everyone with a very informative folder. The organization is a non-profit, registered in Texas and affiliated with the Sahaj Marg Spirituality Foundation (SMSF), a non-profit organization registered in the U.S. and several other countries. Along with its sister organizations, Heartfulness serves millions of people in over 110 countries with tools and programs for promoting wellness, self-development, and meditation. The group also works with the United Nations Department of Public Information to promote peace and harmony throughout the world. The relaxation, meditation and purification techniques of Heartfulness are based upon the Natural Path system of Raja Yoga.

The slides presented by Tushar about Heartfulness were very impressive. Then came Monika's presentation, after which Tushar helped everyone get into the practical side of Heartfulness by making us meditate as follows:

*Sit comfortably and close your eyes very softly and very gently.*

*Begin with the toes – wiggle your toes and now feel them relax.*

*Relax your ankles and feet. Feel energy move up from the earth to your feet to your knees relaxing the legs.*

*Relax your thighs. The energy moves up your legs – relaxing them.*

*Now deeply relax your hips – stomach – and waist.*

*Relax your back from top to bottom – the entire back is relaxed.*

*Relax your chest and shoulders – feel your shoulders simply melting away.*

*Relax your upper arms. Relax each muscle in your forearms – your hands – right up to your fingertips.*

*Relax the neck muscles. Move your awareness up to your face. Relax the jaws – mouth – nose – eyes – earlobes – facial muscles – forehead – all the way to the top of your head.*

*Feel how your whole body is now completely relaxed. Move your attention to your heart. Rest there for a little while. Feel immersed in the love and light in your heart. Remain still and quiet, and slowly become absorbed in yourself. Remain absorbed as long as you want, until you feel ready to come out.*

*IMPORTANT: After closing your eyes, think of the source of light that is already present in your heart – rather than trying to visualize it, simply tune in to your heart – be open to any experience that you may have; simply wait and be an observer; if thoughts arise during the meditation, ignore them and gently bring your mind back to the idea of light within your heart.*

After ten minutes of the practical meditation, everyone felt GREAT and RELAXED.

Our food orders, which had been taken by the restaurant, arrived just after the meditation. Everyone enjoyed the usual THAI delicacies and said good bye until 23<sup>rd</sup> September, 2017 when we will have our next meeting.



## 2017 – REMAINING CALENDAR FOR FLORIDA CHAPTER OF AFICS/NY (REVISED)

- 09-23-2017 socializing and experience exchange – preparations for smooth exit and empowering our heirs – Argentinean, Mexican or Italian restaurant
- 12-09-2017 anniversary celebration – lunch – Brazilian, Cuban or Indian restaurant.

### MEMBERSHIP OF AFICS/NY

The word of the Florida Chapter of AFICS/NY is gradually spreading and we are receiving more new members who are subscribing to AFICS/NY as they do not have to pay any additional membership for attending the Florida Chapter's meetings.

### FLORIDA CHAPTER OF AFICS/NY (SEPTEMBER 23, 2017) – SECOND MEETING

The second 2017 meeting of the Florida Chapter of AFICS/NY was held on 23 September from 12.00pm to 3.00pm, with 15 members attending. Everyone was thrilled to see Mrs. Enid Olayan and Marian and Farris Awaad, after a very long time.

The venue was: BRAVO CUCINA ITALIANA  
7924 VIA DELLAGIOWAY  
ORLANDO FL-32819  
407-351-5880

The main agenda of the meeting was **Socializing & Experience Exchange re Preparations for Smooth Exit and Empowering our Heirs.**

Madan was there to welcome everyone and started the meeting by observing a moment's silence for the souls who had departed in recent disasters around the globe and especially Hurricane IRMA. We all THANKED GOD for keeping us safe.

Madan and Mr. Annalies emphasized the importance of empowering our heirs. We might consider that once our last Will and Testament has been prepared, our heirs will know everything needed to settle our estate. Unfortunately, that is not the case. Your heirs are unlikely to know essential details such as your: Social Security number, Bank Account numbers, Health Insurance plan details (those with ASHI and how they work), Life Insurance policy number, passwords to email accounts or other social media. Heirs will also need to know how to receive the Pension to which they may be entitled after a spouse expires, the whereabouts of your various documents, etc. etc.

It was recommended that each person prepare a folder listing various details and give it to his or her prospective heir/s. All present were asked to sit for a moment and consider that he/she were no longer available to their heir. What would he or she have to do, and where would they start? It was also recommended that, for every bank account, one should complete the form called "POD" or "TOD" and ensure that the bank has that form, which authorizes whomever you designate to gain access to your account after you are gone.

### MEMBERSHIP OF AFICS/NY

Word of Florida Chapter of AFICS/NY is gradually spreading. We are receiving more new members who are subscribing to AFICS/NY as they do not have to pay any additional membership for attending the Florida Chapter's meetings.

After the meeting, everyone enjoyed the delicious Italian food that had been ordered from the à la carte menu. Then we all said good bye until the 9<sup>th</sup> of December, 2017 when we will celebrate the 10<sup>th</sup> Anniversary of the Florida Chapter and plan our calendar for 2018.

**Madan Arora**

### 11th ANNIVERSARY CELEBRATION OF FLORIDA CHAPTER OF AFICS/NY 9 DECEMBER 2017

The 11<sup>th</sup> Anniversary Celebration of the Florida Chapter of AFICS/NY was held on 9 December, 2017 at the famous Café Minero (Brazilian Steak House) located at 6432 International Drive, Orlando FL-32819. Twenty-two members attended.

This was our maiden meeting at Café Minero. We had made reservations and requested a separate room, which was made available to us, and turned out to be a great hall that was very nicely decorated for Christmas. The whole staff of the restaurant gave us a very warm welcome. In fact, the great food, separate hall and caring staff all gave us a WOW experience, making us a customer for life! Many members have already said that they would be visiting the restaurant again with their whole family!

This being the 11<sup>th</sup> anniversary of the FL Chapter of AFICS/NY, Madan had printed the program of the event on very attractive bright yellow paper.

After everyone had enjoyed the delicious Brazilian delicacies, we started our meeting with a moment of silence to pay homage to all the departed souls who had given their lives in the service of UN or, after retirement, while protecting our country or had passed away due to some crazy killings or man-made natural disasters around the world. We prayed that the departed souls rest in PEACE and that there be LOVE, JOY AND PEACE worldwide.

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

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

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

Madan ended with the slogan “LONG LIVE AFICS/NY; LONG LIVE the AFICS FL Chapter; GOD BLESS AMERICA AND GOD BLESS US ALL IN EVERY RESPECT FOREVER. Amen



Madan advised all the members that they would be receiving an email from AFICS/NY asking them to update their personal address; telephone number/s and email address. He emphasized the importance of replying to this memo promptly as the information provided will enable AFICS/NY to publish a new Directory of Members. ***(EDITOR’S NOTE: If anyone does not want their contact information to appear in the new Directory please inform the AFICS/NY office. Your information will then be kept on file in the office but will not be included in the Directory.)***

As there were a few new members present at our luncheon, everyone was requested to introduce himself/herself. Two new members

(Diane Van and George Nooten) will soon be joining the Association.

Madan announced to those present that since he had been the coordinator of the Florida Chapter of AFICS/NY for eleven years, he would be glad to hand over this portfolio to anyone else who would like to take it on. All of the members present unanimously decided that Madan should continue to be the coordinator of the FL Chapter.

Then the FUN part of the meeting began! Kiron had arranged for a game of BINGO.

Bingo cards imported from India (where it is referred to as TAMBOLA) were distributed to everyone and Bingo numbers were drawn by Kiron and read by Madan over the microphone. 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, then followed the bottom line and the middle line and of course there was a winner of the FULL HOUSE – Nubia Soto. Every winner could select one of the packaged prizes of their choice.

After Bingo, we played a QUIZ game whereby all the remaining non-winners of Bingo could pick up a prize after giving a correct answer to a quiz; the questions were simple, for example, asking what various abbreviations stood for (e.g. IHOP; CVS; WWW; 3M; AT&T and OUC.) This enabled everyone present to receive a prize.

On that cheerful note, everyone wished each other HAPPY HOLIDAYS, SEASONS GREETINGS AND A HAPPY, HEALTHY, PEACEFUL AND PROSPEROUS NEW YEAR. Everyone was requested to note the dates of 2018 events on their respective calendars and also to advise all their friends – spread the word and get more and more members to attend.

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**The following calendar for 2018 was finalized by popular vote:**

- |                            |  |
|----------------------------|--|
| Saturday, 12 May, 2018     | Thai or Vietnamese lunch; topic: Meditation Techniques   |
| Saturday, 18 August, 2018  | Mexican or Greek Lunch; Seminar on How to Avoid Probate (if speaker is available) or Socializing and Implications of changes re: Health Insurance. |
| Saturday, 20 October, 2018 | italian or Peruvian Lunch; Topic: Food and Your Health   |
| Saturday, 8 December, 2018 | ANNIVERSARY LUNCH; Brazilian or Cuban food   |

## PAUL BELANGA RETIRES AS PRESIDENT OF AFICS/NY'S WASHINGTON CHAPTER

At noon on Thursday, 7 September, Paul Belanga was honored by his colleagues from the Washington D.C. Chapter of AFICS/NY. Paul has been President and then Officer-in-Charge of the Chapter for the past 15 years. During that time the Chapter had presentations from diplomats and UN officials, trips to museums like Hilltop and expeditions to Annapolis and other interesting places. Most of all, Paul provided a forum that enabled Chapter members to enjoy each other's company, experiences and interests. The Executive Board arranged a special meeting with Paul to recognize his dedicated leadership through the years. AFICS/NY President John Dietz, in a message delivered at the lunch, noted Paul's commitment to the goals of AFICS/NY and commended him as an effective leader who has performed with passion, aplomb and grace. Phil Reynolds noted "We couldn't have done it without you." He invited Paul to join the Chapter's Holiday Lunch on 6 December in his new capacity as "Member at Leisure." The group, pictured below,\* then presented Paul with a Plaque, which read:

**Paul Belanga**  
Our Friend and long-serving  
President and Officer-in-Charge  
With our gratitude for all the good times  
\*\*\*  
Your friends at AFICS/Washington  
August 2017



\*Left to right; Andrei Filotti, Wayne Wittig, Paul Belanga, Phil Reynolds and Karen Lee

*(Editor's note. Paul passed away on 18 October, 2017. See page 32 for his obituary.)*

## THE CHARITIES FOUNDATION OF AFICS/NY

### Charities Foundation Awards

The Charities Foundation of AFICS/NY has recently granted \$4,000 to a United Nations retiree in need of financial assistance and advice. The individual had been facing unexpected financial and health issues for the past two years, accumulated loan debts, and owed several months' rent. The grant was to help defray the person's rental and arrears payments in the short term. At the same time, the Foundation identified a pro bono financial adviser to help the grantee review and better manage a budget going forward.

We would like to remind you that the purpose of The Charities Foundation **is to provide grants to assist former international civil servants in coping with unforeseen, short-term financial emergencies.** If you experience or know of other members who are in such circumstances please do not hesitate to refer them to the Foundation.

Also, tax-exempt contributions to the Foundation are always most welcome. It may be reached as follows:

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

**Tel.:** 212 963-2943

**E-mail:** [afics@un.org](mailto:afics@un.org)

# AUDIT OF THE ACCOUNTS OF AFICS/NY AND THE CHARITIES FOUNDATION OF AFICS/NY

ASSOCIATION OF FORMER INTERNATIONAL CIVIL SERVANTS (NY)

Audit of the accounts of AFICS (NY)  
and the AFICS (NY) Charities Foundation  
and related financial statements  
for the year ending 31 December 2016

## AUDIT OPINION

15 June 2017

We have completed our audit of the accounts of the Association of Former International Civil Servants (AFICS) and its Charities Foundation and the statements prepared to reflect the status of the accounts as at 31 December 2016. The statements comprise the Statements of Assets, Liabilities and Fund Balance and the Statements of Income and Expenditure.

In our opinion, the financial statements have been prepared in accordance with generally accepted accounting principles and present fairly the financial position of AFICS (NY) and AFICS (NY) Charities Foundation as at 31 December 2016 and the results of operations for the period ending 31 December 2016.

Audit Team Members

  
Paula Saddler

  
Sergei Shishkin



## AFICS (NY) FINANCIAL REPORT

### ASSOCIATION OF FORMER INTERNATIONAL CIVIL SERVANTS Statement of Income and Expenditure for the Years Ended 31 December 2016 and 2015

UNAUDITED

	2016	2015
	\$	\$
<b>Income</b>		
Life memberships dues– Amortized	20,200.00	22,454.00
Annual memberships dues – Current Year	18,450.00	21,150.00
Associate annual memberships	350.00	450.00
Interest and dividends	1,750.00	2,279.00
Voluntary contributions	5,352.00 <sup>1</sup>	5,105.00
Bequest	5,000.00 <sup>2</sup>	
Payments for luncheons	5,771.00	10,710.00
Miscellaneous income	513.00	387.00
<b>TOTAL INCOME</b>	<b><u>57,386.00</u></b>	<b><u>62,535.00</u></b>
<b>Expense</b>		
Operating Expenses		
Secretarial assistance	31,127.00	33,386.00
Office expenses	15.00	1,207.00
Travel	2,495.00	4,300.00
Sub-total	<u>33,637.00</u>	<u>38,893.00</u>
Other Expenditures		
Contributions to FAFICS	4,570.00	4,494.00
Contributions to AFICS – Wash. D.C.	250.00	250.00
Write-offs	810.00 <sup>2</sup>	7,145.00
Cost of social activities	6,547.00	10,824.00
Sub-total	<u>12,177.00</u>	<u>22,713.00</u>
<b>TOTAL EXPENDITURE</b>	<b><u>45,814.00</u></b>	<b><u>61,606.00</u></b>
<b>Net Income</b>	<b><u>11,572.00</u></b>	<b><u>929.00</u></b>


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

2) Includes.

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

Reminders are being sent to Members owing more than one year before writing off further unpaid balances


**CERTIFIED CORRECT**


6/6/2017  


---

John Dietz
Date

President


June 6, 2017  


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Angel Silva
Date

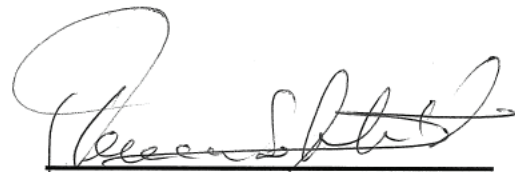
Treasurer


**AFICS (NY) CHARITIES FOUNDATION**

Statement of Assets, Liabilities and Fund Balance  
as at 31 December 2016 and 2015

**UNAUDITED**

		2016		2015
		\$		\$
Assets				
UN Federal Credit Union				
Share Savings Account		5,744.00		5,712.00
Draft Checking Account		9,696.00		10,972.00
Certificates of Deposit		<u>51,927.00</u>		<u>51,718.00</u>
Sub-total		<u>67,367.00</u>		<u>68,402.00</u>
<b>TOTAL ASSETS</b>		<b><u>67,367.00</u></b>		<b><u>68,402.00</u></b>
Fund Balance				
Fund Balance Brought Forward	68,634.00		71,650.00	
Total Equity	<u>(1,268.00)</u>	<u>67,366.00</u>	<u>(3,249.00)</u>	<u>68,401.00</u>
<b>TOTAL FUND BALANCE</b>		<b><u>67,356.00</u></b>		<b><u>68,402.00</u></b>

  
 \_\_\_\_\_  
 Fernando Astete                      Date  
 President

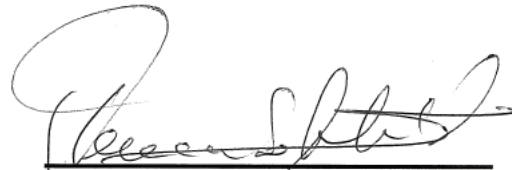
  
 \_\_\_\_\_  
 Angel Silva                              Date  
 Treasurer                              June 6, 2017


**AFICS (NY) CHARITIES FOUNDATION**

Statement of Income and Expenditures  
for the years ended 31 December 2016 and 2015

**UNAUDITED**

	2016	2015
	\$	\$
Income		
Donations	575.00	975.00
Interest Income	<u>157.00</u>	<u>276.00</u>
<b>TOTAL INCOME</b>	<b><u>732.00</u></b>	<b><u>1,251.00</u></b>
Expenditure		
Grants and Donations	<u>2,000.00</u>	<u>4,500.00</u>
<b>TOTAL EXPENDITURE</b>	<b><u>2,000.00</u></b>	<b><u>4,500.00</u></b>
Excess (shorfall) of income over expenditures	<b><u>(1,268.00)</u></b>	<b><u>(3,249.00)</u></b>

  
\_\_\_\_\_  
Fernando Astete                      Date  
President

  
\_\_\_\_\_  
Angel Silva                              June 6, 2017  
Treasurer                              Date

## Secretary-General Appoints Sudhir Rajkumar of India as His Representative for United Nations Joint Staff Pension Fund Asset Investments

United Nations Secretary-General António Guterres announced today the appointment of Sudhir Rajkumar of India as Representative of the Secretary-General for the investment of the assets of the United Nations Joint Staff Pension Fund. He will succeed Carol Boykin of the United States to whom the Secretary-General is grateful for her commitment and dedicated service to the Organization.

Mr. Rajkumar brings to the position more than 28 years of broad-based global investment experience, covering formulation and implementation of investment policies, and hands-on experience with global bond markets, private equity and project finance transactions, and corporate finance and privatization advisory engagements.

He is currently head of the global pension advisory programme at the World Bank Treasury, a role in which he has provided advisory services to the National Pension Fund of the Republic of Korea, Ministry of Finance of Brunei Darussalam, South Africa's Government Employees Pension Fund, KWAP — Malaysia's second largest pension fund and the Nazarbayev University Endowment in Kazakhstan — in addition to

other public investment institutions globally. He also currently serves as a member on the External Advisory Committee on Investments of the Food and Agriculture Organization (FAO), the Investment Committee of the United Nations Office for Project Services and as Vice-Chair of the Board of Directors of the International Centre for Pension Management.

Mr. Rajkumar began his career at the World Bank in Eastern Africa Operations as a Young Professional in 1988. Since then, he has worked in various regions and capacities with the World Bank and International Finance Corporation (IFC), including as Principal Investment Officer. Prior to this, he served in managerial positions with the Shriram Group in New Delhi and Kota, India.

Mr. Rajkumar holds a Master of Business Administration from the University of Chicago, a Master of Science in Economics from the London School of Economics and a Bachelor of Science in Engineering from the University of Delhi. He is co-editor and an author of the book *Governance and Investment of Public Pension Assets: Practitioners' Perspectives* published by the World Bank.

## AFICS/NY Initiatives on UN Staff Day

**As requested by UN Secretary-General Antonio Guterres, AFICS/NY President John Dietz delivered two messages at the UN on Staff Day, 8 September 2017, as follows:**

### MESSAGE OF AFICS/NY PRESIDENT ON UNITED NATIONS STAFF DAY

United Nations Staff Day is a long-standing and very special tradition for the staff of the United Nations.

As we all know, serving the United Nations is much more than an occupation; it is a vocation in service of the vision of maintaining peace and security, addressing economic and social issues and responding to humanitarian crises in the world. The international civil service is unique in its diversity and vital for the international role the United Nations plays. So it is particularly appropriate to have a day on which the dedication, commitment and professionalism of international civil servants are recognized and celebrated.

As President of the Association of Former International Civil Servants in New York (AFICS/NY), I assure you that, although retirement changes our status, we remain an integral part of the United Nations community in every sense – fully committed to its principles and goals and available to assist whenever required.

So, celebrate this day – celebrate us all – serving and former staff – for each has fulfilled, and continues to fulfill, an essential role in delivering on the promise of the United Nations to the peoples of the world.

**John P. Dietz**



**AFICS/NY members assemble to recruit new members on UN Staff Day. Left to right, Susan De Souza, Demetrios Argyviades, Jamna Israni, John Dietz (President), Dr. Sudershan Narula.**

## **MESSAGE OF AFICS/NY PRESIDENT AT MEMORIAL CEREMONY**

Mr. Secretary-General, dear colleagues,

It is a great privilege for AFICS/NY to have been asked to participate in Staff Day and most especially in this Memorial Ceremony, remembering those who have fallen defending the Charter and principles of the United Nations.

As we all know, United Nations system Personnel work and carry out the mandates entrusted to them around the world, and many staff and peacekeepers do so under extremely dangerous and challenging circumstances. Our staff are passionate about what they do, dedicated and committed to ensure that their missions are executed in the best interests of those whom they serve.

Tragically, we lose United Nations system personnel and peacekeepers every year while they carry out important life-giving and sustaining actions.

That is why today, on Staff Day and at this Memorial Ceremony, we honor those who have fallen, all of whom have sought to deliver on the promise of this great family of organizations, which strive to ensure sustainable peace and development, humanitarian support and respect for human rights, the world over.

Our thoughts and prayers are with all our fallen comrades, their families and friends. These heroes and their sacrifices will never be forgotten. Let us have a moment of silence in their honour.

At this time we should also recognize the dedicated services that are being provided by the United Nations system personnel who are presently serving and those who have served in the past and are now retired, all in the pursuit of a better world.

Mr. Secretary-General, we appreciate your vigorous efforts to protect United Nations personnel serving all over the world. We know how deeply you care about this issue and that you will continue with these efforts to protect the safety and security of UN-system staff.

I thank you on behalf of all members of AFICS/NY and UN retirees all over the world.



ASSOCIATION OF FORMER INTERNATIONAL CIVIL SERVANTS  
IN NEW YORK

## Why **JOIN** AFICS/NY?

- 1** Be a part of the unique community of former international civil servants with shared cultural diversity, ideals, and continued common links to the work of the United Nations system.
- 2** Make new friends and keep in touch with former colleagues through the AFICS/NY Website, Directory and *Bulletin*.
- 3** Stay informed on the latest developments on pension benefit management and investment issues. The AFICS/NY Governing Board actively advocates on behalf of member concerns and ensures no erosion of benefits.
- 4** Keep up-to-date on After Service Health Insurance (ASHI) benefits and premiums, including Medicare Part B. The AFICS/NY Governing Board actively participates in the Health and Life Insurance Committee (HLIC) to advocate that health benefits remain optimal and increases in premiums are kept at a minimum.
- 5** Enjoy social events/activities/workshops organized by AFICS/NY promoting the welfare and wellbeing of members.
- 6** Get up-to-date, easy to understand information on: a) volunteer opportunities; b) income tax issues; c) legal advisory services; d) assisted living facilities, senior centres, and nursing homes; e) services provided by State and Municipal governments; f) ways to keep personal information up-to-date; g) and, assist other members in need of support.
- 7** Contribute articles and news items for the AFICS/NY *Bulletin*.
- 8** Participate in the work of the AFICS/ NY Charities Foundation which provides short term emergency financial assistance to members in times of need.
- 9** These, and other opportunities for engagement, are available through membership in AFICS/NY.
- 10** What are you waiting for?

AFICS/NY Room DC1-580, United Nations, New York, NY 10017  
Tel 1-212-963-2943 Email: afics@un.org Website: www.un.org/other/afics

AFICS/NY also took advantage of Staff Day to recruit new members, spearheaded by the Co-Chairpersons of the Membership Committee, Dr. Sudershan Narula and Nancy Raphael. A very attractive photo collage showing members enjoying AFICS/NY activities, prepared by Mary Ann (Mac) Chiulli from photos she has taken, was set up in the United Nations main lobby along with a table, staffed by members of the Office staff and Membership Committee, who discussed the benefits of joining AFICS and elaborated on its activities to passersby.

In August 2017, members of the AFICS/NY Governing Board decided to offer a financial incentive to annual members for converting to life membership: Those who have paid annual dues as members for five years can convert to life membership for \$300. Those who have paid annual dues for 10 years can convert for a payment of \$150. (Regular dues are \$45 for annual membership - or \$25 for an Associate Member who is already a Life or Annual member of another United Nations Association - and \$400 for life membership.)

The AFICS/NY Membership Committee has recently prepared a new version of the document "Why Join AFICS/NY," outlining multiple benefits of being a member. Here is a copy you may wish to print and hand out to encourage former international civil servants you know who have not yet joined to do so.



60+  
COUNTS  
INTERNATIONAL DAY OF OLDER PERSONS

#UNIDOP | 5 October 2017 | New York  
**Stepping into the Future**  
Tapping the Talents and Participation  
of Older Persons



Permanent Mission of the  
Argentine Republic  
United Nations  
Ministry of Foreign Affairs and Worship



## United Nations International Day of Older Persons (UNDOP)

By Demetrios Argyriades  
Member of the AFICS/NY Governing Board

It befits an older person, as well as member of AFICS to report on this event, which he was asked to attend. The event, this year around, was shorter and more focused than in the past five years, on which it was my pleasure, as well as that of other Members' of the AFICS/NY Governing Board, to report.

### INTRODUCTION

As always, the Meeting in question was organized by the NGO Committee on Ageing in New York, in partnership with the United Nation Department of Economic and Social Affairs (UNDESA). As in the past, the Meeting has been sponsored by the Permanent Mission of Argentina to the United Nations, but in association with a group of Latin American and other Member States. Contrary to past practice, the Meeting was now limited to one afternoon session, which took place in the ECOSOC Chamber on Thursday, 5 October 2017. It held out no surprises but rather reconfirmed some major global findings which, slowly but progressively, are capturing the attention of the United Nations and governments of Member States.

In 2017, proceedings at the Meeting revolved around the triptych of:

- \* Rapid advances in technology and science;
- \* The Need for civic involvement; and
- \* The Importance of Entrepreneurship.

In a seminal report on *Population and Ageing*, prepared by the UNDESA Population Division and presented to the Meeting, as well as in keynote addresses that followed this presentation, the relevance and salience of technology, civic

involvement and entrepreneurship were explained and underscored. Briefly stated, advances in *science* have significantly slowed the ageing process, in developed countries especially. Not only does retirement at 60 or 65 no longer make good sense but, with appropriate *technology*, senior citizens are able to pursue productive lives, employment and activity past the time-honoured threshold of 60 or 65.

### AGEING, "AGEISM" AND ... RESISTANCE TO CHANGE

Although established habits and practices die hard, the urgency of reform is rising by the day, propelled by growing pressures from the elderly and ageing, who now have both the numbers and requisite resources to cause a change to occur. The needed preconditions of further onward progress are *organization* and active *civic engagement* by groups of old age people increasingly determined not to be cast to oblivion and marginalized. As with racism and misogyny, certain patterns of discrimination based on preconceived ideas and stereotypes are gradually receding, yielding to new realities... but only very slowly.

One such emerging reality is the fact that entrepreneurship, traditionally tied in people's minds to youth and middle age, is fast becoming a province of people 50+. Already, according to figures that have become available, 12 per cent of this age group, both women and men, claim to own a private business. We need to keep in mind that this remarkable trend is favoured by developments in science and technology, which opened possibilities to work from home without the need to travel, "outsourcing" some activities which, physically, are onerous. Increasing numbers of people beyond the age of 60

are self-employed because both the technology and business environment make this more and more possible.

*Empowerment* of old age that holds the key to progress, is clearly tied to culture and to political factors which vary from country to country, as well as from region to region. Thus, in a number of countries, advances notwithstanding, a backlash of sorts against old age is discernible. In the U.S., for instance, there have been steady pressures to cut back on Health Care and Medicaid, though they address the needs not only of poor elderly, but also of minorities and vulnerable groups like single mothers and children. Other than health concerns, *affordable housing* is rapidly now emerging as a formidable challenge to the elderly in big cities, on account of rising values in real estate and the high cost of leasing even a modest apartment.

The issue is very complex, demanding holistic approaches for different categories of homeless persons and needs (e.g. senior citizens, children, the disabled, mentally ill). Standing in the way, however, of such comprehensive approaches is lack of coordination among the various agencies and programmes that try to address the problem. Paradoxically, the unaffordability of housing in old age is most acutely felt in affluent urban centres of developed countries especially, where household living arrangements give prominence to a pattern of *independent living* and where “affordable housing” is, therefore, at a premium. It largely accounts for the incidence of homelessness in cities like New York, where the sight of older persons sleeping in makeshift shelters or on sidewalks in the streets, has become a daily experience. There are currently some 60,000 - 80,000 homeless people in New York alone.

The *indigence* and *homelessness* that menace growing segments of the ageing population in urban centres specially offer a sharp contrariety to the range of opportunities that empowerment of old age has opened up to others, far more affluent, educated and healthy among the aged. The “golden years” are real for those enjoying these requisites. At the other end however, the plight of older persons and other people living on the margins of society brings into sharp relief a striking disconnect between reality and rhetoric in political discourse and much of public life. Thus, in spite of some lip service to equality, democracy and human rights, the rights of older persons asking for “equal time” are still conceded grudgingly or not at all, in all too many places. The story of older persons refused handouts or services, routinely extended to others (“*No Donuts for You*”) has been featured to illustrate the way that “Fake Age Limits Target Ageism.”

The prevalence of stereotypes and “ageist” misconceptions regarding older persons remain a stumbling block that slow down needed progress towards more inclusive societies. The Meeting drew attention to various types of “*ageism*,” stereotyping and discrimination directed at individuals or

groups on account of their old age. They provide the underpinnings for prejudicial policies and practices that, in turn, perpetuate stereotypical beliefs from which they originate.

According to most speakers at the Thursday afternoon Meeting, such rampant stereotypes trace their source back to a persistent market-driven values system; a system according to which an individual’s worth is solely “based on ... output and productivity.” All “other important social contributions are viewed as secondary and often overlooked.” Many speakers aptly remarked on comparable stereotypes which affect the treatment of women. Similar considerations, that is to say, carry weight in deciding the worth accorded to homemakers who, because they may be unpaid for the work of taking care of parents or young children, are not considered “productive.” Though there is reason to hope that this skewed values system may now be on the decline, it still holds sway in many developed countries. There, it exerts an influence on how older people are treated in ways affecting their health but also their potential to make a contribution to social, economic and political life.

Although it would be dangerous to generalize, tackling “ageism” in some cultures calls for a *paradigm shift*, which has been slow in coming. But, as discussion showed, there is light at the end of the tunnel. *World Population Ageing* a recent publication of the United Nations Department of Economic and Social Affairs, adds credence to the view that, with population trends continuing in their present clear direction, change will soon become inevitable.

## THE WORLD IS AGEING UNEVENLY BUT FAST

Put simply and succinctly, the world is ageing fast but hardly ageing evenly. The regions ageing fastest are Europe and East Asia but, even in these regions, significant variations have shown up over time. Thus, while in 1980, the countries with the largest share of persons over 60 were all in Northern Europe, in 2017 Japan and Eastern Europe topped the list. If present trends continue, it has been estimated that by 2050, Japan will lead the way with 42.4 per cent of the country’s population above the age of 60. Close on its heels, however, will be Spain, Portugal and Greece and four East Asian countries or regions of countries (Republic of Korea, Taiwan, Hong Kong and Singapore), with more than 40 per cent over the age 60. While low fertility rates remain the paramount factor in this fast ageing process, important *migratory patterns*, in recent years, also account for changes, in Europe in particular.

Germany, currently number three in terms of ageing fast, expects to compensate for low fertility rates thanks to migratory patterns, which recently have brought more than a million refugees to settle in that country. Other nations,

which have gained in this regard, are Sweden, Norway and Denmark, which, as late as 1980, were prominently listed for declining populations. Scandinavian countries and Germany deserve our appreciation for their great success in welcoming and re-settling refugees, offsetting in this manner the effects of declining fertility. It should not be overlooked, on the other hand, that this comes at some cost to the “exporting countries,” mostly in Southern Europe, the Middle East and Africa.

Increasingly, this cost is measured both in terms of reproductive capacity, development potential and skills forever lost to countries at the source. In two years, at the height of the crisis (2015-2017), Greece and Italy primarily became reception centres for more than a million migrants and refugees fleeing *war* and *instability* in *fragile States*, in the Near and Middle East, the Horn of Africa, Libya and Southern Sudan. The islands of Lesbos in Greece and Lampedusa in Italy became internationally known because of waves of migrants and refugees washing on their shores but often also drowning in rough seas, during the winter months. Not altogether surprisingly, given a lingering crisis and high unemployment rates in all of Southern Europe, few migrants choose to stay. Most try to move to Germany, The Netherlands and France or Scandinavia, where some claim to have family members.

It can be seen accordingly that notwithstanding the Crisis which since 2008 afflicted much of the world, Europe has saved the day and somehow met the challenge of handling and resettling vast numbers of refugees occasioned by the turmoil and disarray provoked by “Endless Wars” (Bacevich 2016). This was accomplished, however, at the cost of “*robbing Peter to pay Paul*.” Of the millions that fled Syria, Iraq, Afghanistan, Yemen, Libya and Sudan, some will return eventually to their respective countries. The best and the brightest, however, will probably remain in their country of refuge, thereby depriving their homelands of reproductive capacity and scarce high-level skills required for their development. A victim of recession, though not, of course, of war, Greece, is a case in point. In less than a decade, it lost approximately 200,000 university graduates to Germany, Australia, Canada and Scandinavia. With such a hemorrhage of youth, capacity and talent, it is no wonder that current projections place Greece, along with Spain and Portugal, as well as Bulgaria and Poland among the leading countries having the largest shares of persons aged 60 years and over.

Overall, it seems that ageing is in inverse proportion to the level of development in particular countries and regions. Thus, most of the African countries and parts of Latin America remain in the early stages of the demographic transition. Net reproduction rates in both Uganda and Mexico are still relatively high although declining. Europe and North America with Republic of Korea and Japan lead the way in the ageing process. It has been estimated that, world-wide

by 2050, persons aged 60 or over will outnumber adolescents and children combined. The trend will be most pronounced in Europe where, by 2050, 35 per cent are expected to be at 60 and above.

The comparable rate for North America is projected to be at 28 per cent. Latin America and Asia are expected to follow closely with 25 and 24 per cent respectively, compared with only nine per cent for Africa. There, in spite of high mortality due to HIV/AIDS, political conflicts and persistently high risks at maternity and birth, life expectancy is projected to exceed 71 years by 2050. Globally, the number of those aged 80 or over is projected to increase threefold or even more between 2017 and 2050. Since by and large, this growth is due to better health and living conditions, its incidence will likely affect advanced societies in the Northern Hemisphere. However, on account of higher fertility rates, numbers of older persons are expected to rise faster in the developing countries of the South which, by 2050, will be home to 80 per cent of the world’s older persons population.

There is more than meets the eye and, manifestly, population ageing rates are susceptible to changes due to migration patterns, as well as other factors. Some of these were touched upon in the course of the debate though, due to time constraints, not in the hoped-for depth. In light of recent trends, it is becoming clear that, while for the world as a whole, the demographic patterns show a remarkable constancy, other major factors do not. It is striking, for example, how migratory patterns in Europe, abetted by a recession and by the effects of wars, have affected – even reversed – certain earlier trends observable from 1980 onwards.

## PUBLIC POLICIES AND GOVERNANCE CAN PLAY A CRITICAL ROLE

*Capacity to govern* (Dror 2001) is, therefore, bound to emerge as the most critical factor in the ability of countries to meet the emerging challenges as populations age. Some early signs of measures and programmes in favour of the ageing, we see all around us already. They take the form of kneeling buses, “assisted living arrangements” and health care in old age (e.g. Medicare and Medicaid, which largely address the needs of the elderly). Often overlooked, however, are the degree to which both adequacy and effectiveness are predicated on capacity to manage highly complex social services, as well as recognition of the needs of older persons in shaping public policies and priorities. While some were in existence during the 1960s and 1970s, when old age welfare programmes were being designed or still fine-tuned, conditions may have changed in some respects. It needs to be remembered that, as already mentioned, the range and weight of needs arising in old age are likely to increase both in the highly advanced and in developing countries. In the developed countries, where

independent living appears to be the pattern, *affordable housing arrangements* are likely going to prove a critical challenge for growing numbers of people. The urgency of this challenge (e.g. for assisted living but also studio apartments) may be compounded by *income insecurity*, which even in the countries of the Northern Hemisphere appears to be the rule rather than an exception. Because, in the world as a whole but in advanced societies especially, life expectancy among women is exceeding that of men — women now comprising only 54 per cent of the global population 60+ but *fully* 61 per cent of the global population aged 80+ — the lack of income security with all its attendant problems will likely afflict large segments of the female population which, for historical reasons, have been far less advantaged than their male counterparts.

There can be little doubt that, for the world as a whole, important policy changes will be required to adjust to demographic trends and a transition caused by the global ageing processes. Quite apart from *income security* and *health care* in old age, innovative approaches, as well as reordered priorities calling for more resources and public action in favour of old age, will almost certainly emerge. The Day of Older Persons provided opportunities to bring some of these needs into sharp relief. Among them, the debate highlighted the following:

- *Residual stereotypes* – sexist, ageist and some others that challenge common sense yet block participation in public life (e.g. rigidly fixed retirement age) or make it very difficult;

- *Empowerment* in old age: enabling older persons to take advantage of progress in science and technology in order to participate more fully in public life and to continue serving or being active in all spheres;

- *Leaving no one behind*. This may increasingly apply as much to older persons as to young children, if as it is projected, their number will exceed that of children and adolescents by 2050 (2.1 billion vs. 2 billion). Surprisingly, their needs are not so far apart. *Education, Health and Housing* rank high among priorities for both cohorts. Surprising though it seems, both children and the elderly are critically affected by homelessness in cities like New York, where *one in ten* schoolchildren in public schools are homeless. The need for affordable housing is particularly acute among older individuals living alone, on a pension or low fixed income. Increasingly, moreover, the elderly require refresher courses and other training arrangements in order to be able to adjust to rapid changes in every sphere of life, technology in particular.

- *Social protection* and other forms of *inter-generational solidarity* need to be explored much further. Progress has been accomplished in several countries world-wide but new pressing challenges emerge in the wake of climate change,

political unrest and economic recession. Discussion in the course of the Meeting on Old Age brought to light ongoing experiments in Japan and Singapore, which bring the young and the old into closer living proximity thus, *inter alia*, helping combat residual stereotypes. Physical vulnerability, on the other hand, is an abiding issue, for women in particular, who feel especially targeted when living alone.

## CONCLUSIONS

Of course, much can be done to remove or to reduce the fear that haunts the lives of the elderly in big cities and not in these alone. Likewise, technological progress and advances in medical science may help diminish the incidence or slow the progress of ailments particularly widespread in old age, such as Alzheimer's or dementia. They also greatly assist the seniors' participation in social, economic and political activity. *Activity* is important. Not only is it an antidote to depression and disease that disproportionately afflict old age in many countries; by raising income security, it also helps reduce dependency on the State for subsistence and survival.

Last but not least, politically active and proactive senior citizens may help to reorder priorities which currently fail to accord them a share of dispensations remotely corresponding either to their growing numbers or their inputs past and present, through taxation and in other ways, to the welfare of society. While, as we are all aware, Medicare and Social Security are increasingly under attack, by comparison little is said about outsize expenditures for military purposes and war. Few people know that: “[T]he current U.S. defense budget, approximately \$600 billion, is more than 53 per cent of the Federal Government's total discretionary budget. Those numbers do not include \$210 billion for nuclear weapons, the Coast Guard and veteran services ... a fact not generally acknowledged. *Our defense spending is more than the next eight countries combined*, nine times the size of Russia's and three times the size of China's” (Keevey 2017:6).

Bringing down those outsize costs should make resources available to better address needs as our societies age but also meet requirements of children, homeless persons and urban infrastructures, which may have been neglected. Additionally, savings on military spending might be applied to endeavours of the United Nations toward the timely accomplishment of Sustainable Development Goals (SDGs). Current estimates suggest that, if these are not attained in timely fashion, phenomena of *fragility* will multiply, “ungovernability” spread and, with *climate change* upon us, waves of refugees or migrants from the South to the Northern Hemisphere will significantly increase, gravely compounding the challenges that both advanced societies and the developing countries are facing due to demographic trends.

# NEW BOOKS AVAILABLE



## BOOK DONATIONS TO THE AFICS/NY LIBRARY

By Dawne Gautier, AFICS/NY Librarian

Three books have recently been added to the collection. The first two, by Ariel François, are entitled “Memorias de Cuba” and “Let’s get rid of growth: moving away from capital-led globalization.” The third book, “Around the World in Eighty Years,” is by Anne Hughes, who recently passed away. It was donated by Rose Benoit. We thank both donors for their contributions.

As a reminder, the Library seeks donations of works by members of the UN system family. To donate please contact me by telephone at 212-963-2943 or via e-mail at [afics2@un.org](mailto:afics2@un.org). You can also e-mail me at home at [dawnegtr@yahoo.com](mailto:dawnegtr@yahoo.com).

The Library is open the first Wednesday of the month from 10 a.m. to 4 p.m. A deposit of \$10 will be required and the borrower will be reimbursed once the item is returned.

### A WORLDLY AFFAIR

By Pamela Hanlon

The Department of Public Information held the book launch of “A Worldly Affair” with author Pamela Hanlon at the United Nations Bookshop, UN Headquarters on Thursday, 7 September at 1:00pm.

For more than seven decades, New York City and the United Nations have shared the island of Manhattan, living and working together in a long, successful bond that can be rocky from time to time.

“A Worldly Affair: New York, the United Nations and the Story Behind Their Unlikely Bond” (Fordham University Press) is the first book to chronicle this hot and cold romance, from the 1940s when Mayor Fiorello La Guardia was doggedly determined to bring the UN to New York, to the UN’s flat rejection of the city’s offer and its abrupt change of heart in the face of a Rockefeller gift, and on to the sometimes tense, troubling decades that followed.

As a writer, communications consultant and longtime resident of East Midtown Manhattan, Pamela Hanlon hopes readers will see that beneath the 70-plus years of New York-UN partnership lies “a metropolis so resourceful and resilient that has been able to host the world body without sacrificing its own special character, while providing the cultural diversity and inclusiveness essential for an assembly of diplomats striving to achieve their global goals.”

As the UN moves into its eighth decade in New York – with its headquarters freshly renovated and the city committed to smooth relations with the Organization – it seems clear the decades-old relationship will last. Whatever the inevitable spats and clashes along the way, the worldly affair is here to stay.

The discussion was moderated by Mr. Maher Nasser, Department of Public Information and joined by Ms. Penny Abeywardena, Commissioner at NYC Mayor’s Office for International Affairs.

Watch this event live or on-demand on the UN Publications Facebook page (<http://www.facebook.com/unpublications>)

# OBITUARIES

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## PAUL BRYAN BELANGA

1936 – 2017

Paul Bryan Belanga, 80, of Alexandria, died Wednesday, 18 October, 2017 after a three-month struggle with pancreatic cancer. Paul passed away while listening to prayer and surrounded by his wife of 43 years, Solveig (Balleby), and his three children, Natalie, Sean, and Kevin.

Paul was born the youngest of four on October 22, 1936 in Creswell, NC. Growing up on a farm in rural North Carolina, Paul proved capable of greater things. He excelled as a student and athlete and eventually realized his dream of attending the University of North Carolina at Chapel Hill, from which he graduated in 1959. He went on to a distinguished career in public service and retired from both the Overseas Private Investment Corporation and the Food and Agriculture Organization of the United Nations. Always curious and adventurous, Paul traveled extensively with his wife, Solveig, and for a time worked in Rome, Italy.

Paul was a giving person who volunteered in many capacities once he retired. He was an active member of Saint George's Episcopal Church where he served on the Outreach Committee and supported the HOST Program to help feed the homeless. Paul spent many hours working with Samaritan Ministries and visiting with the elderly and infirm. He served as President of the Association of Former International Civil Servants for over a decade. Paul was an ardent Democrat who contributed his time to various campaigns and the smooth functioning of the electoral process. An avid conversationalist with a sincere interest in the ideas and perspectives of others, he especially loved talking politics and world affairs. Paul enjoyed all things Tar Heels, Redskins, and Nationals. Paul was also a proud amateur genealogist and enjoyed continuing his sister Evelyn's efforts to trace the Belanga lineage.

Paul is survived by his wife, Solveig; sister, Norma; three children, Natalie, Sean, and Kevin; daughters-in law, Alisha and Yumi; and 11 grandchildren, Jehane, Gabrielle, Tyler, Jeremy, Christine, Sophia, Dominic, Sonya, Evelyn, Maeve and Alessia. He was preceded in death by two sisters, Evelyn Sindelar and Frances Mitchell.

A funeral service was held at Saint George's Episcopal Church, 915 North Oakland Street Arlington, VA 22203 on Saturday, October 21 at 9 a.m. Jefferson Funeral Chapel will be handling all arrangements. Donations in Paul's memory can be made to the UN Refugee Agency ([www.unrefugees.org](http://www.unrefugees.org)).

## ALICE (ALICIA) T. MEYER CSJ CONSOCIATE

1 May 1921–28 April 2017

Alice Theresa Meyer was gifted with an adventurous spirit, lived life fully and savored her many experiences. Alicia (as she preferred to be called) was the fourth child in a family of seven, of whom six were girls and one was a boy. Born and raised in Chicago, Alicia, the daredevil, rode the trolley cars to the end of the line and from there once dared to board a moving freight train going south. When a train employee scolded her, she and her friend jumped off the train and then had to hitch-hike back to Chicago.

She attended boarding school at St. Joseph's Academy in Tucson, Arizona. Again her daring spirit nearly caused her expulsion from the school after she and another friend dared to take a long night stroll just to enjoy the beauty of a cool, balmy Tucson night under the stars.

After the family moved to Ventura, California, Alicia entered the Los Angeles Province of the Sisters of St. Joseph of Carondelet, a decision inspired by the open CSJ spirit. Alicia received the Habit in 1940 and made her first vows in 1942. She achieved a Bachelor of Science degree in 1952, and a Master of Science in Nursing in 1955, both from the University of California, Los Angeles. During these years, she served in the LA Province hospital system with a specialty in nursing education.

In 1962 Alicia was among the first three sisters chosen from the four provinces to found the CSJ mission in Peru. She headed the School of Nursing at the Military Hospital in Lima. During these years of "Vatican renewal" Alicia challenged the patriarchal dominance and helped women take their place in society.

The Pan American Health Organization invited Alicia and Pat Deiman to participate as short-term consultants in seminars sponsored by the United Nations World Health Organization (WHO) in Central America in 1967. While in Managua, Nicaragua for a Health Conference, their hotel was held by rebels in an uprising against the Somoza regime. The two sisters were among some 50 guests held as hostages by the rebels from 5:30 pm until the following day. They experienced heavy gunfire throughout the night, forcing them to take refuge under mattresses. About noon the rebels asked for volunteers to plead the cause for amnesty. Alicia and Pat responded immediately. Risking their lives, they carried a white sheet at waist level and walked nervously into the plaza and crossfire and made their way to a National Guard tank. This stressful

ordeal ended late in the afternoon with their being transported by jeep to the American Embassy. They were relieved to know that the desired negotiations began soon after.

After serious discernment Alicia decided to withdraw from the CSJ Congregation in April of 1968. After more discernment she took a full-time job with WHO, working in the Central American countries. Her specialty was to improve the Schools of Nursing. In 1980 she took a position with the U.S. Department of Health and Human Services in Washington D.C. that lasted until 1985, when she retired. Until 1991 she lived in California and then moved to St. Paul and became a Consociate of the St. Paul Province in 1994.

As a Consociate, she volunteered countless hours in several areas of service – as a driver for Sisters Care, a well-experienced interpreter in St. Mary’s Clinics, a dedicated caregiver at Bethany, and a gifted friend to just anyone in need.

Alicia valued friendship as was especially shown through her faithfulness to her dear friend, Patricia Deiman, with whom she had the joy of sharing over 50 years of cutting edge experiences from Peru, throughout Latin America, and to their time together in Bethany and Carondelet Village. She also had many other good friends whom she cherished. Her love and service to others and inclusivity were visible in the frequent gatherings she initiated within Sharing of the Heart groups or tasty meals she prepared in her apartment at Carondelet Village.

In 2009 Alicia initiated a private Covenant of Solidarity with the St. Paul Province Leadership Team in which she pledged herself to “charity, humility, inclusivity and service to others.” She did this within the context of “solidarity with the CSJs as we live through the turbulence of our times.” In spite of increasing vision failure, Alicia subscribed to the *Tablet* (the International Catholic News Weekly) in order to keep up with the present situation within the Church and Religious Life.

Alicia was preceded in death by her parents, Ben Franklin and Mary Connor Meyer, and by five siblings, Marjorie, Dorothy, Marion, Virginia, and her brother Ben. She is survived by one sibling, Helen Meyer Warren, who lives in California, by 19 nieces and nephews – four others pre-deceased her – and by many great and great-great nieces and nephews, all of whom love her. She is also survived by the staff and residents of Carondelet Village, the caregivers of Symphony Senior Home Care, and the Sisters of St. Joseph and Consociates, St. Paul Province.

In lieu of flowers, memorial gifts can be made in support of St. Mary’s Health Clinics. The Clinics are a ministry of the Sisters of St. Joseph of Carondelet that provides health care services to those who cannot access them elsewhere. Send a check made out to St. Mary’s Health Clinics to: CSJ Ministries Foundation, 1884 Randolph Ave., St. Paul, MN 55105-1700.

**(Written by Alice T. Meyer, assisted by Kathleen Judge, CSJ and Linda Taylor, CSJ)**

## STAFFORD KING MOUSKY

UN Official, Humanitarian, and Mentor to Many  
1932 – 2017



UNFPA has lost one of its most colourful, committed and generous staff members. Stafford King Mousky passed away on the morning of December 6 after a long battle with Parkinson’s Disease. He was 85. Stafford was legendary for his wit, his smile and his feared red-ink pen, which he used liberally to turn any paper that crossed his desk into a sea of red. “I read it with a pencil in my hand,”

he’d say. One pundit called them the nine most frightening words in the English language. Stafford distinguished himself among his peers in various UN interagency networks, demonstrating an ability to master complex issues with ease and establishing himself as a first-rate thinker. The UN’s best and brightest looked forward to his pronouncements, often honouring him with the last word.

He joined UNFPA in 1977 as Chief of the Office of the Executive Director, and later became Chief of the Governing Council for the then-UN Liaison and External Relations Branch. Stafford concluded his career at UNFPA on a high note as Senior Adviser for the Secretariat of the International Conference on Population and Development (ICPD), witnessing the adoption of the Programme of Action at ICPD in Cairo in 1994.

Stafford graduated magna cum laude with a B.A. in History and Political Science from Hamline University in his beloved St. Paul, Minnesota. He then went on to serve in the United States Navy before joining the US Government, where he served at the US Agency for International Development in Washington DC and in Latin America. He then served as Economic and Social Adviser to the United States Mission to the UN before joining UNFPA.

Stafford remained very active following his retirement from the UN in 1994, serving as a member of the AFICS Governing Board, a Senior Adviser to the International Organization for Migration, a board member of the then-US Committee for UNFPA (now Friends of UNFPA), and a member of the DPI/NGO Executive Committee.

A larger-than-life figure, Stafford was one of a kind, a true original. Articulate, intelligent, and fun-loving, he was a music lover, a devoted sports enthusiast, and a world-class entertainer who will be sorely missed.

He is survived by his wife Laurence Mousky (née Melhem (coutouti@aol.com), his son Marc Mousky (marc.mousky@gmail.com), and his sister Carol McCall.

A celebration of his life will take place on 20 January 2018 at the UN Church Centre (777 UN Plaza, New York, NY) from 12 to 3 p.m. He will be laid to rest at Fort Snelling National Cemetery in his native Minnesota in Spring 2018. Details to follow from Marc.

May his soul rest in peace.

**Abubaker Dungus**

# IN MEMORIAM

The United Nations Joint Staff Pension Fund has furnished AFICS/NY with the following information received during the period January - Sept. 2017 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 organization or agency. An \* before the name indicates that the person was a member of AFICS.)*

## UNITED NATIONS FAMILY

### ECLAC/SANTIAGO

Berner, Olivia	02 10 2015
Calderon, H.	28 12 2016
Chackiel, Juan	04 07 2017
Gonzalez, N.	15 01 2017
Prado, Emma Erlandsen	04 05 2017
Reyes, Guillermo E.	26 05 2017
Torrealba, Cesar	07 01 2017
Velasco, Juan C.	16 05 2017

### UNECA

Azede, Yohannes	24 06 2017
Banda, Kampion A.	27 04 2017
Berce, Avgusta	16 06 2017
Beyene, Zawditu A.	24 01 2017
Boateng, Kwabia	22 02 2016
Bongoy, Mpekesa	27 03 2017
Fall, Amadou	11 02 2017
Gardiner, Linda	24 03 2017
Gebre Egziabher, Issac G.	27 11 2016
Helleberg, Guiletta	01 10 2016
Horvathova, Maria	26 08 2017
Kayiganba, Theobald	14 09 2016
Lal, Swarn	04 02 2017
Makonnen, Haile Selassie	04 06 2017
Makonnen, Selamawit	07 12 2016
Moutia, L.	02 05 2017
Negash, S.	20 01 2017
Panait, Lionel Vlad	04 06 2017
Retta, Amsale	08 04 2017
Tsigie, Wengelawit	19 12 2016

### UNESCAP

*Beyda, Henry	20 06 2017
Callow, J.	08 15 2017
Kantha, Thidaratana	01 02 2017
Koomsup, Aua-Aree	06 02 2017
Lee, George Chong-Sin	21 04 2013
Loetsuraphibu, Wichien	27 05 2014
Narkwongs, Wantana	18 06 2017
Nguyen-Thi-Yen, Lucienne Madeleine	26 02 2017
Ovseenko, Galina Ivanovna	28 08 2017
Radford, Russel M.	07 07 2017
Sarakulawatana, Sachee	13 06 2017
Satyavati, Vedula Murti	28 06 2017
Vespry, Marianne D.	06 04 2017
Wongvisvakit, S.	13 05 2017
Workman, David Richard	04 09 2017
Wu, Guoxiang	14 10 2016

### UNESCWA

Ahmed, Ahmed Humeida	15 06 2016
El-Mash-Hadai, Abdel-Hadi	Unknown
Hajjar, Emile	16 08 2017

### MONUSCO

Bukasa, Oscar	18 04 2017
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### UN/HQ

Abdelrahman, Ahmed Ali	19 07 2017
Abdelsamad, A.	25 03 2017
Agdebo, Leonard	24 01 2017

*Alfonso, R.	08 04 2017	*Guest, Jean Haden	10 02 2017
Allan, Majid Al-Khazraji	29 12 2016	Haensel, Gerhard W.	18 06 2016
Amores, José	12 12 2016	*Hansson, Karl	18 04 2017
Angunawela, Malini	14 04 2017	Harris, Margaret	31 01 2017
Arditi Beredjick, Esther	05 05 2017	Harrison, Winifred Joyce	21 08 2017
*Aylen, Muriel	26 07 2017	Hayes, Thomas	06 03 2013
*Babcock, Marian	20 07 2017	Hilmy, Afaf	06 08 2017
Bergan, Louise	01 04 2017	*Hinestrosa, Jorge H.	04 08 2017
Bertorelli, Giacomo	22 12 2016	*Hernandez, Pedro	08 06 2017
Bespolka, Karin	20 02 2017	Helton, Mary	06 05 2017
Bidiak, Anna H.	16 01 2017	Honnold, Annamarie K.	16 08 2017
Bilik, Jozef	24 05 2017	Hoshina, Hideaki	07 01 2017
Bludole, Rupeni	08 01 2017	Hsu, Sue Whei	18 12 2016
Bolte, Solange	12 03 2017	*Hughes, Anne	02 01 2017
Bovay, Rayetta	24 02 2017	Huneeus, Paz	24 10 2016
*Brasel, Charlotte	19 09 2017	Ibarra, Oscar A.	26 04 2016
*Brea, Elvire	15 02 2017	Insua, Amelia	09 10 2016
Bull, Inga-Lisa	12 06 2017	Inton, Rufus	03 05 2017
Capone, Simone M.	17 01 2017	Iriarte, Isabel	09 05 2017
Cella, Ines K.	05 08 2017	*Jama, Mohamud	05 05 2017
Cepeda, Maria	23 09 2016	*James, Seymour W.	14 09 2017
*Chavier, Dolores	08 05 2017	Jaramillo, Ines	16 11 2016
Chen, K.	10 07 2016	Kahn, Elizabeth	22 08 2017
Chen-Ohnouna, David	27 12 2016	Kalian, Florence	17 03 2017
*Chia, Kitty	02 12 2016	Kalimba, Canisius	08 06 2017
*Chowaniec, Jan	01 03 2017	Kanchanagom, Priya	01 09 2017
Chryssafidis, Anastasia	18 12 2015	*Kearns, James	11 06 2017
Chudley, Frederick John	24 01 2017	King, Iris Sylvia	04 03 2017
Cintron, René	Unknown	Krassiakov, Alexander	25 01 2017
Cook, Elise	25 03 2017	*Kusen, Caroline T.	04 01 2017
Cuello Borau, Maria Jesus	28 03 2017	Lal, Ram Naresh	07 04 2017
*Dal Dosso, Lydia	18 08 2017	Landon, Heather	24 01 2015
*Danisman, Hasan	18 12 2016	Landon, Joseph William	18 06 2015
Dean, Allan	27 07 2008	Latrique, M.	20 08 2016
Delgado, Dolores	21 09 2016	Lawerman, Gisele Paulette	10 07 2017
*De Looz, Jaqueline	02 06 2017	Lerman, Ruth	28 06 2017
De Perez, Cecilia	26 12 2016	Lyimo, Wilbald S.	21 08 2016
Dmitrichev, Natalia	05 05 2017	*Maass, Ann	06 07 2016
*Dodici, Lino	01 09 2017	Makharita, Afaf	13 08 2017
Durand William, Elizabeth Jane	31 12 2016	*Malvestiti, Josephine	08 05 2017
Elinbabi, Magdi Ahmed	15 03 2017	Maloney, Bridget	01 05 2017
El-Mawardy, Magdi A.	26 08 2016	Mangui-Mbeh Pigui, Dieudonne	16 06 2017
Erngren, Roland	27 05 2017	Manson, Douglas	08 01 2017
Evdokimova, Valentina	24 10 2016	Mason, Eduardo E.	20 01 2017
Fairall, Robert J.	22 05 2016	Mcgloine, John	01 01 2017
Florentin, Carmen	10 07 2017	Mckee, Stephen E.	15 04 2017
Foster, Brian John	23 08 2017	Mendez, Pilar Nina	13 05 2017
Frigolett-Rodriguez, Hern	03 03 2017	Miliband, George	17 09 2017
*Friscic, Dusica	08 07 2017	Mir, Della	14 08 2016
*Gieri, Raymond	06 02 2017	Mishra, Pushpa	25 02 2017
Gierycz, Jadwiga D.	19 06 2017	Mokgethi, Shala Sheila	20 08 2017
Gines, Noriko, Kimura	14 04 2017	Molina, Marta Moemi	21 05 2017
Gonzalez, Mavis	12 02 2017	Morinelli, Jorge R.	25 03 2017

*Motz, Dorothea Veronica	10 03 2017
Myhre, Gjertrud	09 11 2011
Nguyen, Quoc-Lan	30 04 2017
Niedert, Kenneth N.	23 03 2017
Nkomo, Aubrey	22 03 2017
*Noriega, Flora Leila	05 01 2017
Nusenbaum, Sonia	15 02 2017
Oberlin, Jean Jacques	18 07 2017
Ohlsson, Marianne	04 10 2016
Ormeno, Gaston	27 06 2017
*Orvad, Yrsa	16 12 2016
*Palekar, Suman	15 02 2017
*Paquin, I.	08 04 2017
*Pardo-Gutierrez, Alfonso	14 01 2017
*Patriota, Antonio	19 08 2017
Pattillo, Martha	14 12 2016
Paulino, Fernando	29 01 2017
Peeters, Annie	17 04 2012
Pelena, Violeta Bretana	04 02 2017
Petro, Belestia M.	30 11 2016
Pierre Antoine, Micheline	20 06 2016
Poccianti, Giuliana	29 01 2017
*Portser, Janet C.	03 03 2017
Pourtauborde, Jeanne	29 06 2017
Pozzi, Hector R.	07 08 2017
Raiwalui, Peni	08 04 2017
Ramirez, Boettner Luis M.	25 07 2017
*Resuma, Rolando	08 01 2017
Robles-Guillen, Jaime	06 06 2017
Rodrigues Monteiro, Vera	06 09 2017
*Rodriguez, Milagros Z.	13 12 2016
Rumbaoa, Napoleon	10 04 2017
Salem, Abdel-Naby	24 02 2017
Sarazin De Villers, Erick	04 07 2017
Sattar, Mohammad Kasem	01 08 2017
Schroeder, Joan	10 06 2017
Sekulic, Sonja	11 11 2016
Seldon, Mary	24 09 2017
Sethia, Ashish	25 11 2015
Shapiro, Joseph Yehoash	Unknown
Sinclair, Noel	04 02 2017
Singh, Sheila	19 08 2017
Smalling, F.	20 08 2017
Smith, Marguerite	25 03 2017
Smith, Megane	16 07 2017
Sollewijn-Gelp, Elena	26 04 2017
Steing, Simone Mari	29 05 2017
Stojanovic, Lazar	04 03 2017
*Sutterlin, James S.	08 05 2017
Sweeney, Patrick	09 08 2017
Tadesse, Teklu	29 07 2016
Tchoulkov, Y.	15 06 2017
Thacker, Helen	02 07 2017

*Tognetti, Paula	07 03 2017
Toledano, Florence	29 03 2017
*Tombelaine, Michel	Unknown
Tsegaye Teser, Tesfaye	21 04 2017
Van Baelen, Diederik C.M.	16 04 2017
Van Brabant, Miyuki	30 04 2017
Van Riemsdijk, Anthony H.	20 12 2015
Varughese, Leelamma	18 10 2016
Vassiliadis, Mary	27 06 2017
Vega, Hector	07 05 2017
*Vegega, Helen Constance	06 12 2016
*Villate, Jean Claude	31 01 2017
Viteri, José	07 06 2017
*Von Ruckteschell, Ingo	15 12 2016
*Vukanovic, Elisabeth	30 12 2016
*Watts, Joan	05 03 2017
Williams, Michael	23 04 2017
White, Thomas	04 06 2017
*Worrell, S.R.	02 04 2017
Yang, Yusheng	Unknown
Yin, M.	24 07 2017
Ylitalo, Jaakko J.	03 09 2017
Zasepa, Helena	02 08 2017
Zitek, Bohus	21 06 2017

#### UN/GENEVA

Acosta, Miguel Angel	22 03 2017
Almaraz Merir, Elena	23 04 2017
Arditti, M.S.	12 11 2016
Ashiabor, Alex	19 05 2017
Astier, Alexandre	24 06 2017
Avettand-Fenoel, Bernadette	15 08 2017
Baertschi, André	24 08 2017
Balabeau, Suzanne	29 01 2017
Bise, Maria	19 11 2016
Bouayad Agha, Annick	11 10 2016
Brandon, Claudette	22 05 2017
Bulliard, Gabrielle	25 06 2017
Cambray, José	13 04 2017
Campoy, Martine	19 08 2017
Cayolle, Yvonne Adele	30 01 2017
Colliard, Thérèse	14 01 2017
Conteh, Abu	12 03 2017
Conti, Nadia	27 03 2017
Curnow, Anthony	09 01 2017
Da Cunha Ferreira, Larissa	14 07 2017
D'arif, Paul	08 02 2017
De Bellis, Gerhard	16 06 2017
De Kalbermatten, Gregoire	24 12 2016
De Miguel Y Del Saz, José Maria	19 01 2017
Dunning-Roth, Anthea	17 01 2017
Ecuivillon, Anne Marie	08 01 2017

Errazuriz, Olaya	14 11 2016
Etier, M. S.	17 12 2016
Eussler, Eva Maria	13 02 2017
Evdokimova, Valentina	24 10 2016
Feldmann, Klaus	25 01 2017
Fellague Ariouat, Maria Rosa	09 02 2017
Fontaine, Jean-Jacques	Unknown
Freyre, Nelly Jeanne	12 01 2017
Friedlander, Marie	08 01 2017
Gabriel, Jiri	27 03 2017
Gilly, Janine Denise	06 01 2017
Godini, Elise Candide	05 06 2017
Goodman, Pamela	28 11 2015
Gregoire, Gerald Albert Edouar	23 08 2017
Grishaev, Felix	04 08 2017
Hadjiyianni, Salomi	26 06 2017
Hefnawl, Mohamed	25 12 2016
Hellberg, Inger Margareta	09 04 2017
Herrel, Karsten	20 11 2016
Herve, Jean-François	17 08 2017
Imperatori, Anna Lusie	04 03 2017
Ionescu, Lordache	17 11 2016
Ioseliani, Georgy K.	24 06 2017
Kapigawasi, Esther N.	29 12 2016
Kennedy, Barbara	16 09 2017
Kasme, B.	02 02 2017
Kawahara, Toshiyuki	29 01 2017
Khan, Nurul Islam	25 04 2017
Khaba, Elijah M.	29 01 2017
Kluser, Katharina	18 04 2017
Kremer, Henri	22 08 2017
Kryspin, Benoit	29 07 2017
Kuhn, Frederic	09 02 2017
Lehti, Teuvo Tapio	01 03 2017
Leveille, Andre	07 13 2017
Louvet, Lucienne	30 03 2017
Mace, Claude	12 03 2017
Mcgregor, Ursula	23 05 2017
Megali, Georgette	03 09 2017
Mengotti, Disnarda Ramirez De	Unknown
Miron, Marilyn	12 02 2017
Molander, Sam I.	31 03 2017
Morris, Elizabeth	12 06 2017
Nawas, Farid Hasan	30 12 2016
Nichols, Elise	31 01 2017
Nypan, Erling K.	25 02 2017
Oueichek, Emma	07 03 2017
Pankratov, Vladimir	26 11 2016
Pernoud, Charles	11 04 2017
Petrovic, Katarina	06 07 2017
Philibert, Genéviève	07 01 2017
Pier, Anna	22 03 2017
Recour, Jean	29 03 2017

Ribas Villavere, Maria	06 12 2016
Saenger, Anne	09 08 2017
Savina, Marguerite Marie	11 01 2017
Schambeck, Irene	14 06 2017
Sobran, Anahit Elda	06 12 2016
Taliani, Archilde	05 01 2017
Terlin, Jacques	01 02 2017
Tezak, Visnja	19 03 2017
*Tom, M.	11 02 2017
Toscani-Pignal, Candida	04 05 2017
Vasa, Shantilal Dalichand	11 04 2017
Vigli, Robert Marcel	21 05 2017
Wieczorkiewk, Thomas	02 06 2017
Willemsen, Diaz	Unknown
Younossi, Malalai	22 07 2017
Zeller, Maria	11 06 2017

#### UNAMA-OSGAP

Aram, Ahmad	Unknown
Aman, Mohammad Ali	26 02 2015
Khosti, Asil Khan	23 06 2017

#### UNCHS

Bohr, Peter H.	13 01 2017
Bouda, Gertrude	20 06 2017
Hababou,, Lucien Nessim	03 01 2017
Karim, Shahjehan Syed	17 07 2017
Stepniowski, Zenon Karol	18 06 2017

#### UNDOF

Al-Sedawi, Assad	14 02 2017
Nakka, Mouhammad Ali	07 09 2017
Samur, Jamileh	Unknown

#### UNDP – ADMIN

Affonso, Concecao Marsiana	10 04 2017
Aguirre Ramirez, Genaro	31 01 2017
Ahmad, Nasir	02 01 2013
Ahmeti, Xhemajl	10 01 2017
Alcala, Concepcion Del Rio	23 06 2016
Ali, Rabab Ibrahim	Unknown
Al-Kadri, Farouk	Unknown
Amanmuradov, Bayram	11 08 2017
Amin, Mohamed O	27 12 2016
Arumugam, Rasis	02 11 2016
Ascorbe, A.	08 08 2017
Assadourian, N.	05 02 2017
Atriss, I.	28 01 2017
Bernardo, E.R.	13 02 2017
Bhatia, Ved P.	19 01 2017
Bitorosa-Botala, Rafael	23 07 2016

Blanco, Sr. Gregorio	09 04 2017
Boly, Bery	05 06 2017
Bonomi Lavalle, Maria Luz	21 03 2016
Brohier, B.	27 02 2017
Calisaya, Paula Elena	26 03 2017
Cornelio, Margarita	12 02 2017
Curiel, Tayde	31 07 2016
Dakhlaoui, Hassine	19 12 2016
Daud, Sulaiman	15 01 2017
De La Cruz Questra, Carmen Gloria	23 07 2017
Djibo, Oumarou	24 09 2016
Egwuatu, Bertram	17 09 2016
Fagerman, Barbara	12 01 2017
Faty, Idrissa	11 02 2016
Glaizal, C.	07 08 2017
Guachamin, Abraham	05 01 2017
Hallouda, Awad Mokhtar	05 01 2017
Hossain, Mohammad	02 02 2017
Jahanshir, G.	25 12 2016
Kanyomozi, Dorothy	10 03 2015
Kareem, Eva	28 11 2017
Karimov, Tavarali	22 11 2014
Lohourignon, R.	03 03 2017
Lopez De Leon, José Lisandro	23 06 2017
Louvet, Georges	24 12 2016
Lwin, Khin Ma Ma	21 08 2017
Maharjan, Ram	07 10 2015
Marfadi, Abdulla Saleh	13 04 2017
Mahal, Bertram Andreas	09 07 2017
Mejri, Beya	04 08 2017
Mitchell, Mavis Iceline	05 03 2017
Mohamed, Hilmy	23 02 2017
Mpingo, Salum Ahmed	05 05 2016
Mulumba, Peter Josephati	22 08 2016
N'ganare. Clarise	14 10 2016
Nguema, Filomena Mba	Unknown
Nimineh-Logan, Comfort T.	03 04 2014
Obare, Mary Aloo	28 02 2017
Oda, Woldemariam Bekete	22 02 2017
Odouchimeg, Demid	04 01 2017
Ogbaledet, Tareke	07 01 2017
Olaio, Joaquim Dionizio	Unknown
Ozbey, Mehmet	08 07 2015
Purification, James	16 08 2016
Raghe, Abdirahman	06 03 2017
Rajasegera, Angela	12 01 2017
Ram, Ayodha	06 04 2016
Rebello, Hylla Fatima	15 06 2017
Rojas, Ignacio	31 01 2017
Salgado, Chintamani, Manga	20 01 2017
Sangar, Khady	13 02 2017
Sarr, Jessica Anita	06 04 2017
Sawyers, F.	12 02 2017

Shrestha, Raj Narayan	29 05 2017
Singh, Jasbir	10 07 2017
Sud, Krishna Devi	23 01 2017
Tafula, Juliao Paindane N.	06 01 2017
Tall, Mamou Mariam	21 05 2017
Thapa, Mohan Krishna	08 03 2017
Thapa, Parvati	24 04 2016
Traore, Aissata	23 12 2016
Ugbogu, Beatrice	08 08 2015
Vander-Pallen, Benjamin	19 12 2015
Vera-Cruz, Natalia Correia	06 06 2017
Wilmot, Anne Marie	13 12 2016
Zurghani, Mohamed	27 04 2017

#### UNDP – HQ and INT

*Bazin, H.	04 08 2015
Cabanting, José	11 01 2017
Currie, James	14 07 2017
*Dayan, Olga	25 10 2016
*Halsey, G.	22 04 2017
*Joubert, Benoit	06 09 2017
*Kelly, R.	25 01 2017
Kobayashi, Etsuko	22 02 2017
Kunitzberger, Hélène	07 01 2017
Lechtig, Aaron	12 07 2017
Mac Eachen, Roberto	07 12 2016
*Malonga, Germain	09 03 2017
Markowski, Gloria	01 08 2017
*Musgrave, Rebecca	12 05 2017
Nerman, Lars	08 10 2016
Nordstrand, Odd Arne	26 06 2017
Nyambi, Samuel	02 02 2017
Olcese, Orlando	25 08 2016
Onitri, Herbert	16 12 2016
Opio-Odongo, Joseph	26 06 2017
Oyaide, Omoefe James	06 01 2017
Razafindrakoto, Raymond	16 07 2017
Rogues, René Joseph	10 09 2016
Sims, Thomas	29 04 2017
Tejno, Soren	12 11 2015
Thyness, Paul	30 03 2016
Vlassoff, Michael	24 11 2016
*Worku, Debebe	21 12 2016

#### UNEP

Jomni, Mahmoud	03 07 2016
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#### UNHCR

Balakrishnan, Ponnudurai	31 07 2017
Berhane, Mekonnen	07 09 2016
Blancke, Monique Eugenie	20 01 2017
Budo, Kastriot	05 01 2017

Deschamp, Bryan	28 02 2017
Dixon, John Frederick	03 08 2017
Farvolden, John	31 03 2017
Gebremariam, Yemane	08 09 2016
Khan, Nafeesullah	21 11 2016
Kirton, Elizabeth	04 09 2017
Lambo, David	17 03 2017
Okalo, Japheth	24 06 2017
Troeva-Radoukova, Tatiana J.	10 11 2016
Zombwesa Ambaweseke, Brigitte	07 09 2015

#### UNIC

Blazkova, Anna	14 01 2017
Delombre, Thierry	22 03 2017
Elgharari, Abdurrahman Ah	18 09 2017
El-Tohamy, Samira	12 05 2017
Mariscal Jimei, Salvador	08 10 2015
Nikiforos, J.	28 08 2017

#### UNICEF – HQ/INTL

Al-Nammari, Said	11 07 2017
Assanoh, Alfred Johnny	02 07 2016
Aung, Khin Nyo Nyo	22 10 2016
Badham, Dennis R.	16 01 2017
Bech-Hansen, M.	Unknown
Biredinc, Ekrem	04 08 2017
Bushell, Ida	25 03 2017
Charriere, Jean	06 07 2017
Chin, Faye	Unknown
Cobanoglu, Suat	20 06 2017
*Davelaar, Maria	03 08 2017
Dydo, Joan A.	13 11 2016
Fang-Chen, Ann	03 07 2017
Gonzalez, Aurelio	12 02 2017
Hamid, Sukma Dewi	09 12 2016
Jiyono	07 04 2017
Kgosana, Philip Ata	19 04 2017
Khadir, Ahmed Zaki	17 01 2017
Lelah, Rosalyn Vera	09 10 2016
Lunkenheimer-Maclay, Elfriede	Unknown
*Lyckholm, Gerhard	07 05 2017
Mcnab, Stewart	27 07 2017
Miah, Md. Alamgir	26 08 2017
Njagi, Priscilla Wambul	13 04 2014
Noorlander, Tanna Adriana	22 07 2017
Omari, Asha	09 04 2017
Orr, Harry	26 06 2017
Pandian, Chandra	22 08 2017
Pattillo, Martha	14 12 2016
*Porter, Arthur L.	25 03 2017
Rahman, Azimur	13 05 2017
Ramachandran, Kavasseri G.	18 09 2017

Ruzibiza, Hildegard	21 08 2017
*Sallah, Mohamed Chafik	14 03 2017
*Salzberg, Toshiko	31 07 2017
Sayno So, Corazon	23 08 2017
Shamwindabantu, Lainah H.	19 05 2017
Sitzmann, Walter	11 02 2017
Soulivong, Khamphoune	03 04 2017
Sroka, Beryl	27 02 2017
*Van De Flier, Ruth	08 12 2016
Warren, Keith W.	16 08 2017

#### UNICEF – LOCAL

Alimi, Tijani	13 12 2016
Amogu, Joan Inyang	08 11 2016
Arias, Fernando	22 03 2017
Begum, Suraiya	27 04 2017
Bhattacharjee, Krishna Dhan	08 01 2017
Boonyathistan, Prasert	10 06 2017
*Bull, Veronica M.	14 02 2017
Bustamam, Hanantoyati F.	22 06 2017
Carcelen, Maria Eugenia	Unknown
Dhongdi, Geeta	22 08 2017
Dias, Hazel Mary	Unknown
Giray, Alkin	30 07 2016
Guzman, Salguero	18 12 2016
Hernandez, Maria De Los Angeles	13 09 2017
Hossain, Abul	01 02 2017
Islam, Nurul	28 02 2017
Khatoon, Shafiq	02 08 2017
Langballe, Vibeke	16 03 2017
Lourenco, Gaspar Damiao	14 02 2017
Maculuve, Eugenia M.	08 03 2017
Narayanaswamy, Titunelveli, S.	05 08 2017
New, Mary	01 02 2017
Rakotarivelo, Bernardin	24 02 2017
Sachdev, Tarlochan Singh	14 06 2017
Sharma, Satya	10 01 2017
Siddiqui, Nazma Begum	01 10 2016
Sultan, Mirza Ulagh	16 04 2017
Thamdumrong, Prayoon	20 12 2016
Tin, Win	01 06 2017
Toure, Fatou	05 06 2017

#### UNICEGEB

Tewari, Krishna	17 03 2017
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#### UNICTY

Mikhailov, Nikolai	03 05 2016
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#### UNIFIL

Abou Ezzi, Deeb N.	26 04 2017
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Al-Samman, Salim	21 07 2017
Alwan, Intanis	24 12 2016
Cule, Zivko	14 05 2017
Hayek, Hussein Khalil	24 02 2017

#### UNMIK

Arllati, Naim	12 09 2017
Joanovic, Mirjana	17 04 2017
Thaqi, Asaf	29 03 2017

#### UNMISS

Tipo, Urbano Tito	30 08 2017
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#### UNMOGIP

Bhatt, Ghulam Mohammad	11 01 2016
Tak, Abdul Salam	27 12 2016

#### UNOCI

Soro, Tenena	07 09 2014
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#### UNOMIL – UNMIL

Baker, William	15 05 2016
Evans, Harry	12 05 2017
Gaye, Kenneth	07 01 2017

#### UNON

Kamau, Josephine	Unknown
Lohse, Uwe Heinrich	26 05 2017
Obura, Margaret	26 07 2016
Sander, Jayne	04 09 2014

#### UNOPS

Engelbrecht, Diek Mostert	25 09 2016
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#### UNOV

Almoslechner, Heldelore	27 02 2017
Bentinck, Margarete	02 05 2017
Caloa-Madzia, Leone	08 01 2017
Drechsler, Peter	07 12 2016
Fikre, Elizabeth W.	11 04 2017
Giacomelli, Giorgio	08 02 2017
Harmankaya, Ozciek	20 03 2017
Kilibarda, Momcilo	02 09 2017
Sanchez De Al, Maria De La Paz	14 02 2017
*Shahani, Leticia R.	20 03 2017
Steindl, Hélène	06 04 2017
Valenzuela, Carlos	16 09 2017

#### UNRWA

Caswell, Peter Gerald	30 05 2017
El-Moj, Maurice Nayef	17 11 2016
O'Donoghue, Denis Edward	02 02 2017

#### UNTCED

Bossoukpevi, Mahinou	01 09 2016
Ibrahim, Aminata	10 05 2017
Mazier, Henriette	Unknown
Nadarajathural, Sinniah	08 07 2017
Nandwani, Rama	04 07 2017
Salem, Y.	Unknown
Shrestha, Adarsa	08 05 2015

#### UNTSO

El-Khatib, Anwar H.	26 03 2017
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#### UNU

Sato, Hideo	Unknown
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#### SPECIALIZED AGENCIES

#### ILO

Agostinone, Edda	25 08 2017
*Al Damaluji, Letteria	08 04 2017
Alloyau, C.	11 05 2017
Aparu Cavoli, Zoia	07 12 2016
Badawi, Abou Bakr	27 06 2017
Bakir, Hamdi	05 08 2017
Bawa, Kartar Singh	06 08 2017
Benete, Lucie	02 05 2017
Beral, Jeannine	01 01 2017
Bergmann, Ralph	09 06 2016
Blue, Sheila	18 01 2017
Boardman, Phyllis	07 06 2017
Bockstal, Christine Blanche L.	03 07 2017
Bode, Edith	15 07 2017
Bossio Rotond, Juan Carlos	27 04 2017
Bouscarle, Jean-Laurent	29 03 2017
Brejneva, Enessa	03 07 2017
Brunatto-Sandrucci, Maria Teresa	29 12 2016
Bru Varas, Liia	14 06 2017
Buffard, Pierrette	12 01 2017
Burgan, Blanche	26 04 2017
Ceflau, Alma Tortia	19 05 2017
Cervantes Mo, Vicente	01 03 2017
Chitrukrob, Phaiboon	28 07 2017
Cottet Dumoulin, François	06 09 2017
Da Cunha, Jean	19 12 2017

D'Afghanistan, U.	28 07 2017
D'alauro, Rose Mary	22 04 2017
De Blaquiére, Flora	12 04 2017
De Cabarrus, Aida	15 11 2016
De Vermes, Lorna	23 12 2016
Ekpo, Joseph Sampson	31 01 2017
Even, Jean	19 04 2017
Ferman, Olga	20 12 2016
Ferrara, Giovanna	21 12 2016
Ferreira Da Silva, Antonio	02 09 2017
Fillinger, Donald Bertran	04 04 2017
Garcia Fernande, Norberto	14 08 2017
Gonod, Solange	10 01 2017
Grandjean, J.O.	27 11 2016
Grannall, Raymond Brian	17 03 2017
Guha, Sunil	10 07 2017
Gunther, Marianne Karolina	16 07 2017
Hardman Zoel, Freda	04 07 2015
Hetata, Cherif	22 05 2017
Hossain, Mohammad M.	27 12 2016
Hussain, Afzalunessa	05 12 2016
Inderbitzin, Robert	05 03 2017
Kabeli, Moise	22 01 2016
Kempnaer, P.	19 12 2016
Kirkman, Ronald	20 11 2005
Kornilova, Svetlana	05 06 2017
Lagergren, Stina	24 03 2017
Langeoire, Jacques Franco	13 02 2017
Le Bail, R.	10 12 2016
Lindqvist, Ing-Marie Elisabet	02 12 2016
Loukos, Constantin	03 08 2017
Lugo, Macias, Adolfo	06 06 2016
Mackinlay, Horacio	20 04 2017
Manton, C.	10 07 2017
Max, Eyshe Abbas	03 01 2017
Mazraani, Adib Mohammed	16 05 2017
Monat, J.	17 01 2017
Morisseau, Annick Marcelle	03 03 2017
Mortensen, Peter	30 04 2017
Nogues, Jeanine	17 03 2017
Ones, Marguerite	04 08 2017
Onho, Yoko	21 02 2017
Palmioli, Domenico	29 01 2017
Paul, Des Raj	16 10 2016
Payro, Roberto Pablo	18 07 2017
Pecaud, Jean	Unknown
Peel, Diana Mary	09 01 2017
Phongmorakot, Malini	10 03 2017
Price, Evangeline R.	29 04 2017
Schenk, S.M.A.	30 12 2016
Sharma, Devki Nandan	25 11 2016
Speich, Claude Gustave	20 05 2017
Spicer, Clarice	11 07 2017

Spichiger, Odette	17 04 2017
Startl, Flora	15 08 2017
Sundin, Bengt	14 01 2017
Thomas, Julia	26 02 2017
Urao, Takeaki	28 02 2017
Van Imschoot, Marc	09 07 2017
Vehrling, Ernst Wilhelm Egon	08 02 2017
Villanueva Luc, José Manuel	10 02 2017
Villegas, Maria-Adriana	06 02 2017
Volatier, Fernand	21 10 2016

## FAO

Abd El-Hadi, Bozena-Gajane	18 08 2017
Abusineina, Mohamed E.A.	26 09 2016
Afifi, S.	25 03 2017
Aguilar-Lopez, Joaquina	16 01 2017
Allan, Richard Grant	23 03 2017
Andersen, Ehm	28 07 2017
Appleyard, Jill	05 06 2017
Archambault, Miche	24 01 2017
Baccaro, Maria Settimia	02 02 2017
Ashburner John	05 05 2017
Bagshaw, P.	20 03 2017
Barnsdale, Florence	17 05 2017
Bano, Gar	27 12 2016
Bautista, Roberto C.	21 06 2017
Ben Djenana, Mohamed	21 12 2016
Bessis, Juliette	18 03 2017
Biondi, Giovanni	19 05 2017
Blaga, Ljubica	26 01 2017
Boland, Dolores M.	25 03 2017
Bommer, Erdmuth Henriette	01 08 2017
Borret-Pierrar, Marcelle H.	12 06 2017
Bowen, R.P.	20 01 2017
Brauer-Herrera, Oscar	16 12 2016
Briceno, R.	02 04 2017
Brito, Josefina	18 01 2017
Buenafior, Victor	01 08 2017
Bueno, Alvaro	06 03 2017
Burgess, Henry	06 01 2017
Charbonnier, Daniel	29 03 2017
Cordemans, J.	14 02 2017
Correa, Pedro	29 06 2017
Costil, Jacqueline Germaine	03 07 2017
Cox, Maximiliano	08 01 2017
Crockett, John	26 07 2017
Crone, Erik Ravnholdt	16 12 2016
Cubello, Giuseppe	Unknown
*Dale, Michael	11 03 2017
D'Alessandro, Sergio	19 06 2017
Daniel, P.	06 05 2017
Darre, Susan	10 03 2017

Dayan, Rita	Unknown	Leimena-Poetiray, Thelma	21 07 2016
De Alth, Laura	15 08 2017	Leoto, Teboho Tyrone	16 06 2017
De Carli, A.	Unknown	Lezmi, Elie Joseph	23 04 2017
Dev Bharwaj, Bhup	15 12 2015	Liang, Li-Ching	03 06 2017
Diack, Amadou Makhtar	26 01 2017	Lindley, Doreen	04 04 2017
Di Giovanni, Teodolinda	12 12 2016	Lindquist, Armin	21 09 2016
Di Banella, Nadia	14 12 2016	Lo Iacono, Mario	21 07 2017
Dobbert, Helga	26 04 2017	Luongo, Patrizia	20 01 2017
Dobrilla, Davida	22 04 2017	*Madiman, S.G.	02 02 2017
Dorbor, Thomas Gizie	Unknown	Mangiagalli, Luigi	04 05 2017
Dow, Margaret	26 03 2017	Marica Zigiott, Gabriella	Unknown
Dubreull, Jacques	27 01 2017	Mather, Thomas H.	18 06 2017
Dula-Navarrete, José	04 06 2017	Mathieu, Alfred	27 03 2017
Duckworth, Bertram	02 02 2017	Mazaud, François Luc Jacques	04 11 2016
Ebel-Ferrara, Sheila	27 08 2017	Mazzucca, Vincenzo	21 11 2013
Ekaba-Itoua, Bernard	25 01 2017	Mclaughin, Christine	03 01 2017
Elissa, Yehia	20 02 2017	McNally, James Henry	19 02 2017
Ertola, M.	Unknown	Merlo, Vittore	26 02 2017
Eybergen, Meint Jan	22 07 2017	Millican, John Ross	24 01 2017
Fagard, Paul Maria	31 08 2017	Milne, John	29 05 2017
Fantauzzi, Maria	25 04 2017	Mincione, Giuseppina	23 05 2017
Filippello, Fabio	12 02 2017	Mokhtarzadel, Ahmad	07 03 2017
Fong, Chu Chai A.	28 11 2016	Mongi, Hussein Omari	26 07 2017
Forero De Saouma, Ines	29 08 2017	Moodie, Peter Alexander	20 02 2017
Gaaya, Abdallah	25 07 2017	Moormann-Van Der Ber, Juliana	27 08 2017
Ganci, Roberto	09 02 2017	Moumbe, Paul	05 03 2017
Gence, Pierre	27 07 2017	Moyse, Lucia	07 01 2017
Geuting, Elfriede Marie		Munzone, Silvana	20 07 2017
Giannini, O.	10 01 2017	Naegele, Antoine	15 05 2017
Gilmore, James Andres	23 02 2017	Nastorg, Jean Pierre	09 07 2017
Goethals, Ghislaine	08 03 2017	Nhassengo, Fernando	30 04 2016
Grebaut, Simone Denise	25 05 2017	Noyce, Rae P.	01 08 2017
Guckian, William Joseph	14 08 2017	Nsimba, Pezo	21 05 2010
*Hamblin, F.B.	09 03 2017	Odel, Seth	22 11 2016
Hameed, A.N.	17 08 2017	Ossinga, Etienne	16 07 2017
Hauck, Helga Elisabeth	30 05 2017	O'Sullivan, Shelia Bernadette	13 08 2017
Hettema, Arjen	17 04 2017	Palmaccio, Giovanni	23 06 2017
Higgins, G.M.	25 07 2017	Pardo, Richard Douglas	30 05 2014
Hjort, Howard	26 07 2017	Pecci, Adolfo	08 06 2017
Holly, Agnes	30 12 2016	Pella-Sette, Franca	08 02 2017
Hummel, Floriana	12 06 2017	Peppicelli, Stefania	20 05 2017
Hutchison, Harry	06 01 2017	Perch, Claus	28 04 2017
Ivereigh, M.	09 01 2017	Percy, Patricia	11 04 2017
Jasiorowski, Henryk Anton	16 08 2017	Pergola, Roberto	06 04 2017
Jenkins, Ludmilla	06 02 2017	Petricevic, Pavo	13 02 2017
Jia, Xuan	01 01 2017	Philippe Bonamy, Jeannine	02 02 2017
Jonasson, Gisli	30 07 2016	Price, Sylvia Patrice	14 08 2017
Juton, Geneviève	16 12 2016	Prioetti Frasca, Luigina	17 12 2016
Khan, Ahmed	17 11 2016	Prior-Palmer, Diana	31 07 2017
Khan, Majid H.	11 05 2017	Quarshie Moses	Unknown
Kifle, Sefora Yohanes	26 08 2017	*Rahn, Gerhard	30 01 2017
Kwiaton, Stanislaw	16 12 2016	Rakotonandrianina, Andrian	19 02 2017
Laudani, Luciano	25 03 2017	Ramanankatsoina, Jean Armand	21 03 2017

Ramasamy, M.	25 11 2016
*Ramirez, Georgina	08 12 2016
Riccardi, Maria Ludovica	27 03 2017
Ritchie, John	08 03 2017
Rivetta, Tito	28 01 2017
Rose, W.V.	07 08 2017
Saleh, Amal	19 11 2016
Samad, Ziaus	15 02 2017
Samsoen, Marcel	27 04 2017
Santhirasegara, Mary Geneviève	14 03 2017
Schotman, Charles Yves Le	11 12 2016
Schreckenber, W.	25 03 2017
Sergi, Pietro	24 06 2017
Seth, Saroj	20 09 2015
Shaw, Ileana	02 09 2015
Soave, Gloria	12 03 2017
Sole-leris, Amadeo	24 10 2016
Somai, Rachid	19 04 2017
Sperling, Harry	01 01 2017
Stancliffe, Jeanne	21 06 2017
Szarf, Anne Marie	27 12 2016
Thomas, G.	Unknown
Thompson, James	18 02 2017
Tilahun Sahlu, Wossene	26 12 2016
Tissino, Romano	15 03 2017
Thomas, Gillian Sara	07 02 2017
Tona, Leda	11 07 2017
Van Den Bergen, Trudel Tanja	01 02 2017
Van Swinderen, H.	08 07 2017
Vergara, Napoleon	29 04 2017
Vespa, Jean	12 12 2016
Vivekananthan, Thambimuttu	14 12 2016
Volcker, Harbord	28 04 2017
Von Aufsess, Eckart	10 04 2017
Woodland, Elaine Marian	23 06 2017
Wright, Brenda, Green	30 05 2017
Zakhariev, Svetlomis	17 02 2017
Zottola, Giorgio	06 01 2017
Zuniga, Teresa	02 07 2017

## UNESCO

Ahmad, Maraj	14 08 2017
Ali, Fatheya	29 01 2017
Anglarill, Nilda	27 02 2017
Appleyard, Brenda	21 01 2017
Balkan, Aydemir	19 01 2017
Barr, Alan George	12 02 2017
Begum, Fatima	26 06 2017
Beretta, Claude	01 05 2017
Bordage, Roger	05 08 2017
Brolin, Ruth Margareta	15 04 2017
Burnard, Kathaleen M.	30 09 2016

Caloudis, Jacqueline	05 02 2017
Celiset, Jacques	31 05 2017
Cevaer, Laetitia	20 06 2017
Charconnet, André	25 10 2016
Chase, Daisy	26 06 2017
Cohen, Michel	13 06 2017
Conde, Garcia D.	04 05 2017
Dagerholt, Carl	01 03 2017
De Prittwitz, Tatyana	13 01 2017
Desvignes, Josette	12 07 2017
Deziel, Dolores	11 01 2017
Di Pasquale, V.R.	Unknown
Dubois, Giselle	03 04 2017
Du Peloux, Elisabeth	Unknown
Faget, Claire	28 01 2017
Fehl, Vera Agnes	19 06 2017
Ferrant, Marc	20 12 2016
Friderich, Nicolle Marguerite	08 06 2017
Garnier, Yolande	20 08 2017
Gerard, Gregoria Emilia	Unknown
Gide, Simone	19 07 2017
Giraldi Gracy, Patrick	18 02 2017
Goodship, Jean E.	28 01 2017
Gutierrez, Miguel	14 01 2017
Hachem, Hélène	13 01 2017
Hauet-Mercier, Germaine	10 12 2016
Hauville, Geneviève	23 10 2016
Hein-Caceres, Arturo	10 06 2017
Hervieux, T.	06 04 2017
Hodson, Sonia	17 03 2017
Hogg, David	11 04 2017
Ilosvay, Colette Anne	17 02 2017
Ivankiv, Jean Roger	16 08 2017
James, Clara Ruth	06 02 2017
Kamian, Bakari	11 12 2016
*Khoshkish, Anoush	28 05 2017
Kitaka, George	24 11 2016
Kjurciev, Aleksandar	27 03 2017
Klimes, Bohdan	26 07 2017
Koundioub, Aleftina	26 04 2017
Krapf, Dieter	11 12 2016
Kwende, Tieba	19 08 2017
Labuthie, Franck	17 07 2017
Lauwens, Yvette Louise	02 04 2017
Leaton, Eamond Harold	05 12 2016
Lecroart, Peggy Moira Angela	09 12 2016
Lefebvre, Suzanne	26 05 2017
Lefevre, Francine L.	07 08 2017
Mahshi, Khalil	01 01 2017
Mairot, Michel	05 08 2017
Mampouw, Ronald	22 04 2013
Manima, Valentine	16 04 2016
Manohar, Vrinda	05 05 2017

Manzi, Italo	02 04 2017
Mauclerc, Suzanne	04 11 2016
Mauny, A.	21 05 2017
Meheu, André	10 02 2017
Merigoux, P.	31 07 2017
Montana, S.	23 02 2017
Morris-Bell, Barbara	27 02 2017
Muka, Stanley	29 05 2017
Munjanganja, Leonard	14 07 2017
Mutal, Sylvio	18 02 2017
Nassif, Beatriz	28 06 2017
Nercessian, Margaret	11 01 2017
Ngoma, Arthur	05 10 2016
Nolte, Raoul	24 02 2017
Ntibandetse, Patrice	Unknown
Oguse, Jacques L. R.	26 06 2017
Olejniczak, Barbara	14 01 2017
Operi Domoraud, Thierry	22 11 2016
O'Sullivan, Jean	08 09 2017
Ouannes, Alice	31 07 2017
Padgaonkar, Dileep	25 11 2016
Paiani, Valentin	09 06 2017
Pauvert, Simone Marie-Thorise	14 06 2017
Perez Hernandez, Gabriel	02 08 2017
Philippon-Tulloch, Natalie	08 12 2016
Popovici, M.	09 04 2017
Porras-Zuni, Juan	15 02 2017
Proust, Pierre Claude	10 05 2017
Radic, Vera	08 12 2016
Rajaona, Ratompohary	15 12 2016
Ravault, Margaret Helen	22 12 2016
Richard, Michele	02 07 2017
Rosembaum, J.	12 01 2017
Rossignol, Mireille	27 08 2017
Roux, P.	08 02 2017
Ruivo, Mario	25 01 2017
Salsamendi, Asdrubal	10 03 2017
Selim, Mohammad	29 12 2016
Shatton, Maxine Anne	Unknown
Skrzypkowska, H�el�ene	24 04 2017
Smith, Lilian	09 09 2017
Tabackman, Norton	13 02 2017
Tabart, Ren�e	21 03 2017
Tchoue, Jeanne	04 02 2017
*Tedesco, Juan Carlos	08 05 2017
Thiraux, J.	23 03 2017
Tlaucouf, M.T.	10 05 2016
Tochtermann, Wolfgang Dieter	25 08 2017
Trifunovic, Alexander	03 03 2017
Vasilescu, Colette	21 02 2017
Velasco Calvo, Maria Elena	28 03 2017
Waayeret, Maryvonne Delphine	22 09 2016
Yu, Shijun	14 05 2017
Zachau, Ursula Anne	11 12 2016

## WHO

Abaracon, Daniel	11 01 2017
Abcede, Catherine	05 03 2017
Agthe, Gabrielle	14 12 2016
Ahiaba, Gideon Dide	22 01 2017
Akiwumi, Zainab Jeneba	15 07 2017
Aldama, Dulze	24 07 2016
Ali, Salyed Younus	12 01 2017
Almeida, Ivanilda	04 08 2017
Alvarez, Celia	11 09 2017
Araujo, Lindalva Rodrigues	21 06 2017
Arbab Bagration De, Ola	12 02 2016
Augsburger, Liliane G.	06 07 2017
Baldry, David A.T.	14 01 2017
Barton, Elisabeth	39 07 2017
Basu, Rabindra N.	11 03 2017
Bauhoffer, Ruth	15 05 2017
Beausoleil, Edwin George	Unknown
Bellenger-Dodat, Bernard	04 01 2017
Bernerdo, Encarnacion Reyes	13 02 2017
Bertaux, Julien	30 06 2017
Bhandari, Ramesh Chander	07 06 2017
Biegel-Hartzel, Susan Margaret	18 05 2017
Bispo, Francisco	Unknown
Blavo, Emmanuel Menash	09 06 2017
Bodger-Taylor, Valerie R.	18 11 2016
*Bruch, Hans A.	20 05 2017
Burgos, Amparo	13 07 2017
Calheiros, Lelio B.	Unknown
Carmeli, Lea	06 12 2016
Cartant, Louis A.	11 01 2017
Causse, Georges Y.	15 07 2017
Carefoot, N.	11 03 2017
Chawla, Jagdish M.	08 02 2017
Chitimba, Nicholas Matthias	03 01 2017
Colins, Ernest	07 09 2016
Collas, R�en�e	04 03 2017
Collazo De Do, Maria-Antonia	11 04 2017
Cooreman, Jeanne	21 05 2016
Cotand, Gilbert S.	28 12 2016
Cross, Margaret	23 05 2017
Culvera, Roberto A. Jr.	14 05 2017
D'almeida, Ayite	01 03 2017
Darfoor, Samuel Ntiamao	19 04 2017
Dassa, Zakia	18 03 2017
De Lucia Tucci. Adriana	27 05 2017
Delvaux, Hubertine	09 02 2017
DeMaeyer, Paule-Elizabeth	09 02 2017
De Moerloose, Simone	01 04 2017
De Weber, Claudine C.	05 04 2017
Doberstyn, Edward B.	05 09 2017
Dobrescu, Alexandru G.	12 04 2017
Donoso, Rosa	02 03 2017

Duarte, Ivair	05 03 2017	Meyer, Alice T.	28 04 2017
Ecuwillon, Anne Marie	08 01 2017	Mitchell, Jane	24 05 2017
Eggs, Yvonne	13 07 2017	Mohamed, Hassan Osman	22 02 2016
Equagoo, Augustin	04 09 2016	Mokhemer, Soheir Abdel	Unknown
Escalante, Olga	13 02 2017	Mokono, Martine	Unknown
Etienne, Beatrice	05 12 2016	Mouhtare, Ahmed Charif	21 05 2017
Fall, Nafissatou	25 01 1999	Mounzeo, Marcel	23 08 2017
Farfan Moreira, Nelly	Unknown	Muktader, Syed Ghulam	03 07 2017
Ganguillet, Fernand P.	27 05 2017	Nagpaul, D.R.	Unknown
Garcia, J.	04 01 2017	Nasir, Ahmad S.	16 08 2017
Gates, Peter Edwin	20 04 2017	Ndiaye, Abdoulaye	21 05 2017
Gboho, Christophe-Robert	31 07 2017	Neury, Y. Marie	15 12 2016
Ghosal, Kanak	16 10 2016	Nielsen, Henny	29 02 2016
Gottofrey, Louis Noel	07 04 2017	Nielsen, Inge Marie	26 05 2017
Grant, Mary	Unknown	Niewiadomska, Wanda	31 08 2017
Gras, Desiree P.	12 08 2017	Nikeoua, Pascal	24 09 2016
Gremaud, Jean-Pierre	08 05 2017	Nowinski, Aron Jacobo	28 12 2016
Haddad, Martha Esperanza	03 08 2017	Nypan, Erling	25 02 2017
Haefeli, Nancy	04 06 2017	O'Colmain, Hilda	07 02 2017
Harrington, Wayne H.	26 04 2017	Orting, Judith M.	14 05 2017
Hernandez, Regina	21 08 2016	Palma, G.	Unknown
Hoge, Senta	09 12 2016	Payne, Margaret	09 03 2017
Hornez, Dominique	09 01 2017	Pennacchi, Guglielmo	10 04 2017
Hossey, Cecil Marie	25 11 2016	Perkins, Kathleen	23 05 2017
Howard-Jones, Marie Louise	13 04 2017	Perrin, Paulette Hélène	01 11 2015
Hurt De Gago, Juana Micaela	23 02 2017	Perrot, Antonia	28 06 2017
Husain, Muhammad Zakir	07 02 2017	Phillips Avril P.	30 01 2017
Jackson, Mary Sarah	30 04 2017	Prochorskas, Remigijus	08 10 2017
Jartved, Else	30 12 2016	Puget, Gabrielle	28 06 2017
Jenkins, Alejandro	30 06 2013	Racoveanu, Nicolae T.	16 01 2017
Jenny, Nelly	18 04 2017	Ramakrishna, Sarada	25 08 2017
Jensen, Erik	04 03 2017	Ramanohisoa, Clodine	29 07 2017
Jesuthasan, Emmanuel	28 07 2017	Rattan, Uma	11 02 2017
Jones, John	31 01 2017	Rawat, Lall Singh	15 08 2017
Kabore, Hamadou	13 01 2017	Reinius, Marianna	30 01 2017
Kern Godal, Ann	26 05 2017	Reyes, Maria Cecilia	23 01 2017
Lamm, Gyorgy	30 12 2016	Rolland, Regine F.	20 06 2017
Lapha, Adirek	07 12 2016	Romero, Dolores	06 04 2017
Larghi, Oscar P.	29 04 2017	Romero Ramos, Maria De Carmen	16 12 2016
Larrea-Alba, Luis	29 08 2017	Roslin, Jesus A.	07 07 2017
Larrea, Gylda Castelo	05 05 2017	Ross-Smith, Chaarles J.	11 12 2016
Lassen, Knud	15 04 2017	Sadique, Belkis	20 02 2017
Le Roy, Claire A.	Unknown	Sakya, Gautam Man	24 03 2017
Lopez Castillo, Vicente	28 07 2017	Salmon, Eliahu	02 04 2016
Lopez, Ceide L.	23 11 2016	Samba, Ebrahim Malick	28 07 2016
Loyola, Luis Antonio	23 03 2017	Samba, Jean-Marie	16 12 2016
Lynch-Keep, Pauline	21 01 2017	Sankaran, Lakshmi	06 08 2017
Malafatopoulos, Irene	05 05 2017	Sato, Eiko	Unknown
Malin, Michel	20 05 2017	Savtchenko, Irina	18 07 2017
Markovic, Ivanka	27 03 2017	Saw, Jesse	29 05 2017
Marquez De Escalante, Olga	12 02 2017	Schmunis, Gabriel A.	09 04 2017
Marr, James	17 11 2016	Seck, Gana	14 08 1998
Mercado, Olga	04 11 2016	Serra, Paolo A.	12 02 2017

Seshadri Ayyangar, K.	15 01 2017
Silva, Jurandir	01 08 2017
Silverman, Alan Frank	15 04 2017
Soares, Marie	16 11 2016
Sobeslavsky, Otakar	16 11 2016
Speck, Claus	07 11 2016
Stevens, Prescott Allen	07 01 2017
Subra, Yvette-Elise	25 08 2017
Sundram, Shantha Mary	08 02 2017
*Surgi, Jean S.	16 04 2017
Szreniawski, Zbigniew	24 03 2017
Taylor, Valerie	18 11 2016
Tchobkreo, Bagamla	27 04 2017
Thapalyal, Indira	24 08 2017
Thuriaux, Michel	27 07 2017
Tow, Arthur C.	21 04 2017
*Towle, William	23 06 2017
U, Kwan	09 12 2016
Uleh, Grace	28 12 2016
Vargas, Calderon Humberto	23 04 2017
Venkatesan, Coimbatore	28 10 2016
Vilar De Navia, Clara Ruth	16 12 2016
Waight, Peter James	14 08 2016
Wallart, Hannelore	09 04 2017
Watson, Eleanor	15 01 2017
Westley, Barbara	27 04 2017
Wielander, Daniel	29 09 2015
Woodall, John P.	24 10 2016
Zweschper, Hans Dieter	17 02 2016

#### PAHO

Gherardi, Alejandro	04 06 2017
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#### ICAO

Albertsdottir, Kristin Era	25 06 2017
*Bradbury, John	20 08 2017
Bratten, Joseph J.	26 03 2017
Brown Plowman, Joy Mary Diana	06 11 2015
Bryson, Albert K.	23 03 2017
Cheong, C.Y.	22 01 2017
Cording, Gerald Walter	31 05 2017
Dagar, Dhir Singh	02 06 2017
Daniel, H.F.	05 06 2017
Ferris, R. Boyd	29 10 2016
Fouquet, Jacqueline	11 10 2016
Fritsch, Isabel Emilia	16 05 2017
Galotti, Katherine	28 08 2017
Gibson, Claudia Eloise	01 12 2016
Hawco, Timothy J.	07 06 2017
Hourcade-Lamarque, Denise	15 12 2016
*Hutchison, Mary	11 03 2017
Ioseliani, Georgy K.	24 06 2017

*Laiassy, Roger	29 08 2017
Le Blanc, Joseph B.A.	29 05 2017
Le Boeuf, Paul E.	17 06 2016
Llanza, Gloria	21 06 2016
Martin, Heather A.	19 02 2017
Maze, Rut Kerstin	Unknown
Oliveira, Fernando A. Lopes	02 06 2017
Perrault, David George	24 05 2017
Rakvong, Utai	20 02 2017
Rees, Coleen	23 01 2017
Robinson, Marjorie R.	07 01 2017
Seribat, Alice	20 02 2017
Shilling, Franklin Lane	12 09 2017
Szavka, Wilma	04 11 2016
Tousignant, Jacqueline	22 11 2016
Veneik, Amar	17 11 2016
Zhang, Zhiliang	26 07 2017

#### WMO

Favre, Raymond Leon	25 02 2017
Fellague Ariouet, Maria Rosa	09 02 2017
Glasscock, Wanda Carla	27 01 2017
Heneberg, Djordje	08 01 2017
Prabhakar, Nirmala	10 03 2017
*Shak, Gerald L.	02 06 2017

#### ICITO/GATT

Ansah, Isaac Kweku B.	02 07 2017
Beral, Jeannine Louise	01 01 2017
Davies, John	15 01 2017
Dresti, Louis	01 04 2017
Gines, Maria Isabel	12 01 2017
Haefeli, Nancy S.	04 06 2017
Lopez-Noguerol, Osvaldo O.	28 09 2016
Mercier, Claude	22 12 2016
Neuwerth, Celine	11 01 2017
Ogaard, Mary	09 03 2017
Richard, Yvonne	06 03 2017
Van Tuinen-Bake, Elisabeth Julie J.	27 12 2016
Woodruff, I.	11 12 2016

#### ICJ

Pronk, Jacobus	25 08 2016
Vollebregt, Petrus Hendricus	21 12 2016

#### IAEA

Adamson, Alexander Scott	01 02 2017
Amano, Etsuo	10 05 2017
Ambrus, Mary Theresa	26 06 2017
Baerlocher, Annemary	28 03 2017
Beer, Friedrich	08 07 2017

Bentinck, Margaret	02 05 2017
Bernert, Eleonora	27 09 2016
Bouckley, Jean May	17 01 2017
Byszewska, Anna Barbara	28 12 2016
Dular, Janez	29 03 2017
Duodo, George Darling	21 01 2017
Fiedler, Rudolf	08 12 2016
Gadjokov, Vassil	27 02 2017
Hazard, Daniel	25 02 2017
Heidenrich, Brigitte	09 03 2017
Higashi, Hiroko	Unknown
Holoubek, Heinrich	16 01 2017
Ilosvay, Johanna	21 01 2017
Jansson, G.	31 01 2017
Kashyap, Ravi	15 12 2016
Kern, Karl	30 08 2017
Klimenko, Vladimir	02 06 2017
Klose, Dilani	15 04 2017
Kocian, Christa	05 06 2017
Kulundzic, Tatjana	11 12 2016
Larkina, Elena	12 08 2017
Latorre Sanchez, Marta	01 05 2017
Lendval, Ottone	07 02 2017
Mahmoud Fouad, Maha Refaat	24 11 2016
Milosavuevic, Uiubisa	Unknown
Nakicenovic, Dobrila	05 12 2016
Nechutny, L.	04 09 2017
Patterson, Janice	20 05 2017
Pocock, Ian Thomas	22 07 2017
Rogova, Zoja	26 04 2017
Rometsch, Heidi	29 12 2016
Sahanaja, I.	05 06 2017
Schaerf, Renate	22 06 2017
Schwarz, Peter	24 08 2017
Seiler, Gertrud	27 04 2017
Spens, Susan	13 04 2017
Starlinger, Rosemarie	11 07 2017
Villeneuve. Jean-Pierre	23 01 2017

#### IFAD

Abhyankar, Uday Narhar	25 03 2017
Doeff, Marianne	07 04 2017
Kelly, Pauline Elizabeth	18 01 2017
Mohamed Abdalla, Rahman Abdalla	10 01 2017
Palombi, Giulio	Unknown

#### IMO

Agos, F.	20 01 2017
Costa, Rui Mario E.	16 08 2017
Dutton, Magdalena	27 02 2017
Hamilton, Terrie Angela	07 02 2017
Hornstein, Charlotte	10 07 2017

Kohn, Heather	07 12 2016
Ruz Garcia, Eduardo	22 01 2017
Singh, G.S.	09 03 2017
Tabaillou, Alice Kathleen	17 02 2017
Turner, Edith Winifred	16 03 2017

#### IOM

Boucault, Regina	16 09 2017
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#### ITU

Allebroeck, Henri	11 11 2016
Alonso Garret, Maria Angeles	30 04 2017
Bartel, Gunther	01 01 2017
Bohm Jimenez, Ximena E.R.	28 05 2017
Bucher, Josiane	09 06 2017
Capitan, Hélène	30 03 2017
Fox, Jean Ellen Amelia	14 02 2017
Garcia, Casar Josefina	05 03 2016
Habel, Charles A.	07 07 2017
Herrero Villapadiern, Car	07 02 2017
Johner, Pierre Gottfried	13 07 2017
*Khouri, Mary George	23 01 2017
Killeen, Norma Jessie	29 06 2017
Kirby, Ardis Elaine	26 07 2017
Kumar, Sushil	27 03 2017
Kunz, Roland	03 01 2017
Liardon, Rosa	21 03 2017
O'Shea, Teresa	16 01 2017
Raje, Pramod	20 03 2017
Schaffner, Arthur	06 01 2017
Serra, Paolo R.	12 02 2017
Sevilla Del Valle, Fernando	24 12 2016

#### WFP - HQ & INT

Henze, Bodo Dietmar	02 04 2017
Von Roehl, Claudia	07 03 2017

#### WIPO

Bourdin, Georges	01 01 2017
Grare, Paulette	13 07 2017
Lamb, John	30 08 2017
Lopez Olivares, Dolores	14 12 2016
Mccreadie, Pauline	11 04 2017
Moukhra, Thamara	26 09 2016

#### WTO - TOURISM

Boncy, Adrienne	21 06 2017
Soriano, Agueda	27 12 2016

**UNIDO**

Beer, Maria	03 07 2017
Bellerby, Helga	03 04 2017
Binder	, Joachim
07 09 2017	
Chehade, Sabri	Unknown
Clark, Mathilde	08 07 2017
El Nadi, Medhat	25 04 2017
Flory, Joseph	03 05 2017
Ghosh, Ashis B.	19 03 2017
Giannicopoulos, Dennis	18 08 2017
Gomes, Pattiyage Owen	06 04 2017
Hoelbl, Felix	03 08 2017
Kinney, Leo Vincent	16 11 2016
Kopytowski, Jerzy A.	01 05 2017
Kosch, Hans	07 01 2017
Krajenbrink, Lambertus Franciscus	27 05 2017
Krassiakov, Alexander	25 01 2017
Lethmayer, Erich	03 06 2017
Loguinov, Igor M.	17 08 2017
Mayerhofer, Rudolf	03 05 2017

Mokaddem, Mejid	28 07 2017
Nanayakkara, Mary Malkanthi	25 04 2017
Newton, Agneta	02 02 2017
Pruvost, Elisabeth Helga	31 08 2017
Quan Schneider, Genéviève Marie	09 01 2017
*Rahmey, Joseph	21 11 2015
Salem, Aziza	14 05 2017
Sastry, Garikipati	16 07 2017
Sipos, Laszlo	19 02 2017
Strasser, Walter	08 05 2017
Sturgeon, Ines	05 08 2017
Tchamitch, Elsa	25 11 2016
Thiam, Samba	12 04 2017
Thomanek Andrée	Unknown
Toifl, Annelies	07 03 2017
Wessely, E.	16 02 2017
Widhani, Narendr	Unknown
Woods, G.A.	25 07 2017
Walcindag, Halime Seniz	23 12 2016

**\*Member of AFICS (NY)**

**As the *Bulletin* entered its production phase, we received the following end-of-year message to staff from the United Nations Secretary-General. We are adding it here for your information.**

UNITED NATIONS



NATIONS UNIES

**THE SECRETARY-GENERAL**

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**END-OF-YEAR LETTER TO STAFF**

**December 2017**

Dear Colleagues,

At the end of my first year in office, I would like to express my deep appreciation for your warm welcome, your hard work and your willingness to embrace change in our Organization.

This past year has seen no let-up in global crises, and the United Nations has been at the centre of seeking solutions across the spectrum of our work for peace, sustainable development, human rights and humanitarian support.

I would particularly like to highlight the exceptional sacrifices made by United Nations peacekeepers in 2017. I pay tribute to the fallen. Their families and friends are in all our thoughts. I am taking steps to ensure that we are doing everything possible to protect all those who serve under the United Nations flag.

Building on the efforts of my predecessor, we have made significant progress on mobilizing climate action around the world in 2017, but there is still far more to be done. Projections indicate that carbon dioxide emissions rose in 2017 after a three-year plateau, while atmospheric levels of CO<sub>2</sub> are higher than they have been for 800,000 years. We need greater ambition to protect people and planet.

Humanitarian agencies and their partners have managed to stave off famines in Yemen, South Sudan, Somalia and Nigeria – but the threat remains and we must intensify our efforts. Improving humanitarian action will mean working more closely than ever with development agencies. Reducing needs, managing risks and preventing and ending protracted and recurrent crises will be vital to implementing the 2030 Agenda for Sustainable Development. Support for gender equality and women's empowerment is an integral part of these efforts, and of all our work.

I have spoken out regularly about the horrific conditions faced by many migrants and refugees, including the commercial sale of human beings, which is an affront to our common humanity. The absence of a global strategy to deal with millions of people on the move who lack the most basic protections has had very serious consequences. The global compacts on refugees and migrants, to be adopted in 2018, will provide a framework to better manage this situation.

A new deal for migrants and refugees is just one of our efforts to support fair globalization. The benefits of greater prosperity have reached many of the world's people – but far from all. The 2030 Agenda is our opportunity to bring people in from the margins and build truly cohesive societies in which all feel they have a stake.

We will also continue our efforts to counter violent extremism and terrorism in 2018, building on the work we have already done to align the United Nations entities and initiatives. We will push for greater coordination of counter-terrorist activities, with a firm basis in human rights.

Our reform agenda, aimed at making the Organization more effective in delivering our mandates, is making progress and I look forward to seeing its results in 2018 and beyond. We are reinforcing our efforts to prevent and end conflicts, to build resilience and restore hope in crisis zones, and to support human rights and fight bigotry and intolerance around the world.

As we implement our mandates on behalf of peoples and States, I would like to stress that I expect the United Nations to be a safe and respectful workplace for all staff, without discrimination or harassment of any kind. I have instructed senior leaders to review policies and support to victims across the United Nations system to ensure that this is the case.

The year ahead will test our Organization and our partners. But I am confident that we can face these challenges together for the people we serve. The basis for my confidence is you: our dedicated women and men striving to advance the goals and values of the United Nations Charter in every corner of the globe. I thank you all for your service, and I wish you and your families a peaceful, healthy and happy New Year.

Yours sincerely,

*with my warmest regards*



António Guterres

## USEFUL INFORMATION

**AFICS/NY E-mail:** [afics@un.org](mailto:afics@un.org)

**AFICS/NY telephone:** 1-212-963-2943

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

Send us your up-to-date contact information if you move or change your telephone number or E-mail address.

Contact the AFICS/NY Office for advice/information on legal, tax, and medical matters, or assisted living facilities.

Participate more fully in our vibrant and energetic Association by joining one of the **Standing Committees of AFICS/NY: Ageing, Communications/IT, Insurance, Legal, Membership, NGO Relations and Information, Outreach, Pension, Social.** E-mail or call the AFICS/NY Office and your interest will be passed on to the relevant Committee Chair.

### GO TO THE AFICS/NY WEBSITE FOR

Governing Board By-Laws; information on Standing Committees

Information on the Charities Foundation

Membership; membership application form

U.S. Tax Booklet

US Social Security } ("2004 version still valid")

Death issues }

**PENSION website:** [www.unjspf.org](http://www.unjspf.org)

**PENSION e-mail:** [unjspf@un.org](mailto:unjspf@un.org)

**PENSION Fund Secretariat telephone:** 1-212-963-6931

### INSURANCE

ASHI Website: [www.un.org/insurance](http://www.un.org/insurance)

ASHI e-mail: [ashi@un.org](mailto:ashi@un.org)

ASHI telephone: 212 963 5804

### UN CLUBS/LANGUAGE COURSES WELCOME AFICS MEMBERS

Interested in Art? Ballroom Dancing? Chess? Or perhaps Yoga? Travel? The UN Symphony Orchestra? The UN has 57 active clubs in which retirees are welcome to participate. For further information, visit the AFICS website, or contact Taina Glaude: Tel: 212 963-0331; E-mail: [glaude@un.org](mailto:glaude@un.org).

For information on UN language courses (Arabic, Chinese, English, French, Russian, Spanish), Tel: 212 963-7056 or [www.un.org/depts/OHRM/sds/lcp/](http://www.un.org/depts/OHRM/sds/lcp/)