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



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ANNUAL ASSEMBLY AND RECEPTION

MONDAY, 25 JUNE 2018

Opening Remarks By
Assistant Secretary-General For
Human Resources Management,
Martha Helena Lopez,
on Behalf of UN Secretary-General
António Guterres

Members of the AFICS/New York Annual Assembly,
Honorable former staff members of the United Nations System,
Ladies and Gentlemen,

It is an honor for me to open the Annual General Assembly of the Association of Former International Civil Servants/New York on behalf of Secretary-General António Guterres.

As you know, we are in a time of great challenge but also great opportunity. The world is witnessing a global landscape of continuing conflict, humanitarian crises, human rights abuses, natural disasters, increasing environmental challenges, and economic and social inequities. Now more than ever, multilateralism is essential and the purpose and principles of the United Nations remain relevant and vital.

Yet, to maintain the confidence of the international community, the United Nations must demonstrate its ability to adjust in order to keep pace with and address, effectively and accountably, these contemporary challenges to international peace and security, sustainable economic and social development and respect for and protection of human rights.

Prevention is central to the Secretary-General's vision – aiming for a comprehensive approach across the three pillars of the United Nations – Peace & Security, Sustainable Development and Human Rights. This emphasis on cross pillar work is to promote increased strategic and focused efforts to address the root causes of instability, vulnerability, and conflict. The Secretary-General's vision for the UN promotes holistic approaches and integrated action to address many interlinked challenges. Each organization and the UN system itself needs a higher degree of integration, coordination, accountability and transparency.

Reform is not an end in itself. The purpose is simple and clear: to best position the United Nations to do the work the Member States ask us to do to better serve people. Three strategic priorities for reform: in our work for peace, our support for sustainable development, and our internal management. Reform of the peace and security architecture is aimed at ensuring that we are stronger in prevention, more agile in mediation, and more effective and cost-effective in peace-keeping operations.

Development system reform is about becoming much more field focused, well-coordinated and accountable to better assist countries in implementing the 2030 Agenda for Sustainable Development. To underpin all these efforts – through management reform – the SG’s vision is to simplify procedures and decentralize decision-making, with greater transparency, efficiency, agility and accountability. The focus is on results rather than processes.

AFICS is an important partner and stakeholder in this reform process. The invaluable knowledge and wealth of expertise possessed by the members association is crucial in strengthening and modernizing the fabric of the international civil service. Your voice has already been heard on a number of important issues over the years, in particular in relation to staff pensions and after-service health care.

AFICS/New York is represented in the FAFICS delegation in the working group on After-Service Health Insurance (ASHI). On behalf of the Secretary-General I would like to thank you for your active and constructive involvement. Participation in the ASHI working group has been essential for the successful presentation of reports to the General Assembly and the Secretariat is counting on this participation for the final report that will be presented to the GA on its 73rd session, to ensure that the rights of staff, retirees and their dependents are maintained.



Ladies and Gentlemen,

The Secretary-General understands that you have concerns. In particular, the importance of ensuring that new pensions are processed and all pensions are paid on time and without delay, the elimination of the backlog in pension benefit processing first identified in 2015, ensuring continued maintenance of a conservative investment strategy for the Pension Fund’s assets, and the need to ensure the continued leadership of the Fund.

While the number of actionable cases related to initial separations pending processing by the Pension Fund has steadily reduced, we continue to closely monitor the situation. Going forward, we are working with the Pension Fund to ensure processes are made easier. For example, we are working with the Fund to create an interface between our two processes, which will eventually be made available to staff so they can monitor their status. The Organization values your interaction and is committed to meeting regularly with your leadership to discuss issues that are of concern to you.

Ladies and Gentlemen,

Thank you, also in the name of the Secretary-General, for your continued support for the goals of the Organization.

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

Thank you very much.

STATEMENT BY JOHN P. DIETZ, PRESIDENT, AFICS/NY

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

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

We met and communicated repeatedly with the Deputy CEO of the Pension Fund, Paul Dooley, and the new RSG for the Pension Fund's investments, Sudhir Rajkumar; soon you will be hearing from both of them directly. We also met with a number of senior officials in the UN and UNDP administrations. I remain absolutely certain that working constructively with Pension Fund and UN-system officials at all levels is the most effective pathway to advancing and protecting the vital interests of

the UNJSPF retirees and beneficiaries whom AFICS/NY represents.

Now some good news. As those affected no doubt already know, UNJSPF monthly pension benefits payable on the U.S.-dollar track under the Pension Fund's two-track Pension Adjustment System increased by 2.2% as from April 2018. This followed on the heels of the 3.6% increase of U.S.-dollar track pensions implemented exactly one year earlier, as from April 2017.

With respect to pension administration, the main subjects we discussed included the time required by the Pension Fund to process new pension benefits; clear and accurate information on the nature and size of the backlog in pension benefit processing; the need for systematic follow-up in incomplete cases with both the employing organizations and the Pension Fund participants concerned; the need for the employing organizations to transmit all the required separation documentation to the Pension Fund much more rapidly, particularly from field duty stations; practical application of the lessons learned from the end-to-end review of the entire pension benefit process, for both standard and complex cases; and improvement in client servicing and generally in communications with Fund participants and beneficiaries. The persistent gap in the leadership of the Pension Fund secretariat has also been unsettling: the CEO has been on continuous sick leave since last fall and the Deputy CEO expects to retire in August! Most recently we also expressed serious concerns about the ongoing OIOS audit of the Pension Fund's governance and stressed the need for effective substantive participation and input both by the Pension Board and by the Pension Fund's stakeholders before any decisions or actions are taken on any OIOS recommendations. On the investments side, we stressed: the need to remain conservative and very cautious with so-called alternative investments, always

bearing in mind the fundamental criteria for investments applied since the inception of the Pension Fund; the need for an effective Investments Committee to provide advice to the RSG; and meeting long-term the actuarial assumption of a real, net-of-inflation return of 3.5 per cent on the Fund's investments.

As already mentioned, you will be receiving detailed and updated information shortly, from the Deputy CEO of the Pension Fund and the RSG for the Pension Fund's investments. But before that, I have asked Warren Sach to summarize the significant developments concerning the Pension Board and the Pension Fund's investments. Warren is a member of the AFICS/NY Governing Board, Vice-President of FAFICS and member of the Pension Board's ALM (Assets and Liabilities Management) Committee; he has also been one of the FAFICS representatives on the Pension Board.

With regard to health insurance, we have continued to draw the concerns of UN retirees to the attention of top officials in the UN administration. Furthermore, AFICS/NY is represented on the UN's HLIC (Health and Life Insurance Committee) by two very experience Governing Board members, Jay Karia and Frank Eppert. They are very active participants in all meetings and discussions of the HLIC, striving for the best possible coverage at the lowest cost to retirees under ASHI (After-Service Health Insurance). I have asked Jay Karia to report on developments concerning health insurance, including the work of the HLIC, client services to retirees and the resolution individual cases brought to our attention. Within the UN, ASHI administration is the responsibility of the Insurance and Disbursements Service (IDS); soon you will also hear the latest about ASHI from two key staff members of IDS, Sunitha Korithiwada and Elma Witherspoon.

Turning now to the functioning of AFICS/NY itself, we provided advance notice to the membership of the upcoming election for six members on the Governing Board. In fact there was enhanced interest, resulting in 12 nominated candidates for the six slots, including one candidate who was nominated through petition. The election results will be announced later today.

Based on input from Committee Chairs, Officers and Governing Board members, a Workplan is now prepared annually for the Governing Board as a working document and modified as appropriate during the year. There are now six established Standing Committees of AFICS/NY: Pensions; Insurance; Membership; Aging

Smart; IT; and Social and Other Events. We continue to make strong efforts to make all the Committees more active and to involve more members in their work; please consider joining any Committee of interest to you and become an active participant in its work - we welcome both new members and new ideas. We are now an integral part of the UN Pre-Retirement Seminars, resumed in no small part because of our successful lobbying efforts with senior UN officials; we provide advice to retiring staff members on how to prepare for the transition and what they need to do with regard to receiving their pensions and ASHI enrollment. Work has continued to develop a new website for AFICS/NY and we hope go live with it sometime over the summer; we are also exploring establishing a presence on social media, like Facebook. I believe for the first time, AFICS/NY participated in the activities of UN Staff Day on 8 September 2017. We continue working with the UNFCU to assist them in improving the services they provide to retirees - in that regard, I would like to thank the UNFCU for its generous financial assistance to AFICS/NY in this and past years, for its activities.

With regard to social activities, led by Barbara Linardo we have continued with our very successful fall and spring luncheons and look forward, with those of you who have registered and paid, to the reception tonight in the new Zaika Restaurant. On 17 April 2018 the Aging Smart Committee, chaired by Mac Macchiuli, organized a successful and well-attended workshop on the subject "Get Healthy, Stay Healthy" and is planning to hold similar events in the future. Two issues of our *Bulletin* were issued, thanks largely to the efforts of its long-time editor, Mary Lynn Hanley. Among the documents for this meeting you will find an information flyer about our library, administered by Dawn Gautier.

Before closing, I would like to thank the Officers who have worked with me closely over the past year: Vice-Presidents Debbie Landey and Jay Karia, Treasurer Angel Silva and Secretary Marianne Brazak-Metzler. I would also like to thank the Committee Chairs and Co-Chairs, all the members of the Governing Board, and the volunteers who helped us with all the mass mailings from the office (especially the ageless Barbara Boynton and Irma Cerni).

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

PRESENTATION BY JAYANTILAL M. KARIA, AFICS/NY, VICE PRESIDENT AND CO-CHAIR INSURANCE COMMITTEE

Dear Members of AFICS/NY,

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

First of all I would like to assure you that AFICS/NY is very much involved with the Administration to ensure that the ASHI and any issues related to Health and Life Insurance programmes are addressed expeditiously without negative impact on the retirees. I would like to take this opportunity to thank the Insurance and Disbursement Service (IDS) representatives, Ms. Sunitha Korithiwada and Elma Whetherspoon and their staff who continue to provide very good service to all participants and address the concerns raised by us in a proactive manner.

AFICS/NY has historically had two observer positions in the Health and Life Insurance Committee (HLIC) where Frank Eppert and I are the current representatives. Dr. Sudershan Narula and Dr. Agnes Pasquiere are alternate representatives from AFICS. The HLIC has representatives of the Administration, Staff Union, and observers from UNDP, UNICEF and AFICS. We have requested that the Governance of the HLIC be changed to allow AFICS full membership together with UNDP and UNICEF. This is being reviewed by the Administration. While AFICS provides continuous assistance to retirees on an individual basis, some of the main issues being addressed by AFICS and HLIC during the 2017/2018 period are as follows:

1. As AFICS representatives, we had proposed to have two dedicated resources in the Insurance Service to address the individual issues brought up by retirees promptly. Based on our continuous discussions with

senior Secretariat officials and follow-ups in the HLIC, I am pleased to inform you that two GS staff will be joining the Insurance Service in the next few weeks to improve client service for the retiree community.

2. Medicare part B premium reimbursements: As you are aware, Medicare Part B premiums paid by retirees are reimbursed by the Secretariat based on the claims filed by the retirees with appropriate documentation submitted to IDS. Based on a few cases that have come to our attention and which we had followed up with IDS, it appears that some retirees are not being reimbursed as they have not submitted appropriate documentation and their reimbursement is being held in suspense accounts. We have requested IDS to proactively work on these cases and ensure that all amounts held in the suspense accounts are fully reimbursed to the individuals concerned. Therefore, we suggest that retirees enrolled in any of the medical insurance plans as well as Medicare Part B, verify that they are being reimbursed for Medicare premiums paid by them directly or through deductions from their social security payments. Anyone still having problems on Medicare Part B premium reimbursement should inform the Insurance Service. Also, please pass on this information to fellow retirees.

3. In the HLIC, as per its on-going mandate, a number of cases for exceptional reimbursement were reviewed where medical costs for some participants were higher than established thresholds of various insurance plans. As AFICS representatives, we ensured that all cases were treated in a fair manner.

4. For the last three months HLIC has been having weekly meetings to review overall experience in the use of various medical

plans by the Participants, in preparation for the 2018 renewals, for the period July 2018 to June 2019. The representatives of various Medical plans such as Aetna, Blue Cross, Dental and Cigna International provided detailed statistical information on the overall usage, trends of medical costs including financial results of the plans and future projects. Some of the main issues reported were:

- Escalating cost of medical treatments especially for **Pharmaceuticals**, which continues to increase significantly in double digits;
- Use of Emergency rooms** in hospitals also shows an increasing trend;
- Use of out of network physicians and other service providers such as physical therapists.**

5. In order to ensure that the current benefits are not changed in any significant manner, HLIC reviewed various options presented by the Administration. After a number of intense discussions, the HLIC **has agreed with some changes in the premiums and benefits ensuring that these are kept to a minimum with adequate reserves for each plan.** The Administration has just announced changes in the rates and benefits effective 1 July 2018 which has been posted on the AFICS website and will also be announced by the Insurance representatives later on.

6. In order to ensure that future premium increases are kept at a minimum we all have a collective responsibility to ensure that we use the plans most effectively and efficiently. As you know, **UN medical plans are self-insured by the Organization so the premiums are established based on forecasted usage of the plan. If medical costs go up, obviously the premiums increase. So the question is what can we individually do to minimize overall costs:**

- As pharmaceutical costs are increasing rapidly, it is important to ensure that participants discuss with their physicians **use of generic medicines**, which are significantly less expensive. (E.G., some commonly used medications for high cholesterol are or will be available as generics shortly.) So please mention this to your physician.
- Emergency Room Visits** – The number of ER visits shows an increasing trend. Each ER visit costs over \$1800 on average and participants also pay \$75 as a co-pay. It is better to use Urgent Care Facilities, which are now available everywhere, and which provide basic medical services with much less waiting time compared to hours in the ER. These Facilities provide the basic services and

besides being much less expensive, the co-pay for the participant is around \$20.

- It appears that a number of participants are still using out-of-network providers with significant higher costs, especially for physical therapists with average costs of about \$300 compared to about \$150 for in-network providers.
- Use of Active Health Programme**, which allows management of chronic conditions such as diabetes, hypertension etc.

AFICS/NY will continue to address issues related to Health and Life Insurance programmes. It will also continue to work closely with the Insurance Service in the Secretariat. The Insurance Service will continue to communicate with details of various changes and services available. Please ensure that both your e-mail and physical mailing addresses as well as your current banking information are on file with the Insurance Service.

ASHI INTER-AGENCY WORKING GROUP

After Service Health Insurance (ASHI for short) continues to be an important topic for all retirees, ASHI/NY and indeed for FAFICS. The General Assembly has been seized of the topic for many years, received a detailed report at the 71st Session of the GA, and is due to receive a further report from the Secretary-General at the 73rd session this fall. The reports by the Secretary-General draw heavily on the work of a Working Group convened under the auspices of the Chief Executives Board/High Level Committee on Management (CEB/HLCM) in response to a broad General Assembly mandate. The members, working for the last three years, have been drawn from common system organizations and cover insurance units of administrations as well as representatives of UNJSPF, FICSA, CISSUA, and FAFICS. Retiree interests are monitored and taken care of by four members designated by FAFICS and based in Paris, Geneva, Vienna and New York. We are represented by Warren Sach on the Working Group. The work to improve ASHI operations has proceeded on the clear basis that Acquired Rights will be fully respected with regard to any proposals for changes in ASHI. At the 71st session in 2016 the report addressed and disposed of the topics of Broadening the UNJSPF mandate to cover ASHI, Underwriting reviews, Negotiations with insurers, and the Investment of reserves. The Pension Fund mandate is not recommended to be extended to cover ASHI.

Other topics initially reported to the Assembly in 2016 but not yet fully disposed of include Collective agreements with Third Party Administrators, negotiations with health care providers, National Health Insurance Schemes (like Medicare B), ASHI liability valuation methodology, and funding of the billions of dollars of ASHI liability. The General Assembly is yet to fully pronounce on these and could in principle do so this fall.

This fall in 2018, the new, yet to be issued report of the Secretary-General, drawing on the working group discussions will address Insurance Groups, cost containment measures, portability measures and entitlement measures including the number of years of service required to establish a right to ASHI participation. The working group continues discussing these with four more planned audio/video conferences in addition to the 12 held since June 2017 as well as two face-to-face meetings.

The outstanding topic of greatest interest and importance appears to be the use of National Health Insurance Schemes following the use of Medicare B in the United States. As this U.S. experience has yielded significant savings, interest has grown with regard to any other opportunities for use of national health schemes elsewhere. Accordingly, the working group has devoted considerable energy towards this topic. Thus cost benefit data and opportunity information was collected for nine countries that represented, as a group, a little over half of pension fund beneficiaries (50.5% of 77,242). Member states were also queried in these matters but provided little useful information. The conclusions agreed unanimously by the working group were that it would not be beneficial to use other national schemes. However, it is appropriate to enter a word of caution here. The report of the Secretary-General is yet to be issued. It will draw on the Working Group findings but could differ in some respects as consultations on several topics continue with both the FB and HR groups of HLCM. You can be assured, however, that we will remain fully engaged and closely monitor developments at the AABQ and Fifth Committee stages remembering that Acquired Rights are to be respected in full and any future ASHI changes must be fair.

AFTER SERVICE HEALTH INSURANCE (ASHI) MATTERS

ASHI was represented by Ms. Sunitha Korithiwada, Acting Chief of Insurance and Disbursement Service and Ms. Elma Witherspoon, Acting Chief of Health and Life

Insurance Section. Using a Power Point Presentation, Ms. Witherspoon relayed the following information:

Overview of the post plan year

Expenses increased at a higher rate than in previous years, including an increase in the use of out-of-network providers by plan members of self-funded U.S. health plans and UN WWP participants obtaining care in the U.S.

As a result, the contributing organizations and all plan participants will see an increase in contributions. Premiums for 1 July 2018 – 30 June 2019 are:

| | |
|--------------------------|------------------------|
| Aetna | 3.50% increase |
| Empire Blue Cross | 4.75% increase |
| HIP | 9.17 % increase |
| Cigna Dental | 2.50% increase |
| UN Worldwide | 2.50% increase |

Benefit changes effective 1 July 2018 (Aetna)

Benefits reduced by \$2,500 if plan members fail to obtain pre-authorization for in-patient hospitalization services; in-network providers are responsible to obtain pre-authorization; you or your provider are responsible to obtain pre-authorization if you go to an out-of-network provider.

Benefit changes effective 1 July 2018 (Empire)

Reduction in the reimbursement rate for out-of-network providers (except physical therapists) from 395 per cent to 275 per cent of Medicare in order to better align reimbursement practices with current market standards.

Benefit changes effective 1 July 2018 (UN WWP)

Increase of ceiling for annual check-ups from \$750 to \$1,050

Introduction of Cigna' Telehealth service to all Cigna Worldwide Plan participants.

How to minimize the impact of the benefit changes

- ◆ Use in-network providers
- ◆ Use Urgent Care Centers instead of ERs when possible

- ◆ Refrain from travelling to the U.S. for medical treatment if enrolled in the UN WWP

Teladoc (Aetna) and LiveHealth Online (Empire) are currently available. Live video consultations with a U.S.-based certified doctor 24/7 using smartphone, tablet or computer to discuss non-emergency health issues from home, work or wherever one may be with internet access. Pay same \$15 co-pay for primary care provider. Sign up for these services by going to Aetna's or Empire's website.

Use Nurse Care Programme for management of chronic conditions. This offers Personal health coach (U.S.-registered nurses); one-on-one education and support; Regular calls arranged at your convenience; information by mail; covers 40 chronic conditions including hypertension, diabetes, asthma, COPD, osteoporosis, chronic hepatitis B or C, Crohn's disease, migraines and cancer. Available through 24 hour informed health line (800-556- 1555) with access to registered nurses and audio library.

Telehealth (Cigna International). Cigna's Telehealth connects patients to licensed doctors around the world via telephone or video for non-emergency health issues. There is 24/7 access, with appointments set within 48 hours for General Practitioners. The doctor assigned is based on date, time and language preference in your particular time zone. Sign up for these services by going to Cigna's website.

All plan participants are responsible for using benefits wisely

- ◆ Use in-network providers
- ◆ Research and understand costs prior to treatments
- ◆ Consider alternative treatment facilities (stand-alone facilities vs hospitals and urgent care centers vs emergency rooms)
- ◆ Secure prior approval when required
- ◆ Use of generic drugs whenever possible Compare cost of mail order drugs to cost of retail drugs.

YOUR ASHI PLAN

Your ASHI plan is the same one you had as an active staff member. Plan changes for ASHI participants are allowed once every two years. You should enroll in a U.S. plan if you intend to seek care in the U.S.

The plan is a self-insured programme. Member behavior/choices influence premiums. Insurance companies have no incentive to deny coverage. Carriers are paid fees of 3% to 4% of plan cost for administrative services, provider networks and expert services.

Change in reimbursement process:

Medicare premiums are paid directly to retiree's bank account; they are no longer applied against ASHI contributions deducted from your monthly pension. So pension payments now reflect the true cost of your ASHI contributions.

Changes in pension amounts take place in April if there is a Cost of Living Adjustment (COLA); in July if there are rate increases; or if there are changes to coverage level or plan, e.g., from family to retiree and one family member.

Timely reimbursement of premiums (instead of off-setting, which can take months if retroactive amounts are involved) require *updated banking information*.

Important reminders for current Medicare retirees

If not yet provided, submit banking information to ASHI and ensure correct bank account numbers and the correct routing information of your bank. If possible provide a voided check. The bank account must be in the retiree's name, even if a spouse is the one enrolled in Medicare. Provide updated banking information if there are changes and an updated mailing address to ASHI.

U.S.-based retirees and their spouses must enroll in Medicare Part B at age 65. This is only applicable for plan participants of Aetna, Empire Blue Cross and HIP.

Only Medicare Part B monthly premiums are reimbursed. **DO NOT enroll in Medicare D.** UN's plans provide just as good as or better coverage. Ignore advertisement and media hype about Medicare Advantage plans or Medicare Part D (prescription drugs).

Existing Participants: Submit cost information from Medicare early only if your premium is not the standard amount or is a fourth quarter payment made in the current year for the following year. Submit once a year only unless there are adjustments mid-year. You have the responsibility to be current with your Medicare payments.

New Medicare Enrollees: Enroll if you have legally resided in the U.S. for the past five years. U.S. citizenship and Social Security benefits are not required to

enroll. Enroll at any SS office before you turn 65. Claims adjudication will assume you have Medicare B even if you do not enroll.

REMINDER

Eligibility to ASHI ceases when a former staff member re-enters UNJSPF as a participant following re-employment. You must re-enroll and contribute as an active staff member. Upon separation, you must re-enroll in or activate your ASHI plan in order to reinstate Medicare benefits. No automatic reinstatement is in effect.

Ensure that contact details (mailing and non-UN e-mail address) are current. Notify the Health and Life Insurance Section in writing. The Pension Fund will not notify the Health and Life Insurance Section of your change in status.

Social Security and Medicare are separate programs. It is not necessary to be a U.S. citizen to be covered by Medicare Part B. It is not necessary to contribute to Social Security to be eligible for Medicare Part B. Medicare Part A and Medicare Part B benefits are only provided to ASHI participants who reside in the USA.

The UN reimburses Medicare Part B premiums. It does not reimburse Medicare Part B penalties, nor Medicare Part A, C, or D premiums.

For further information, contact the Health and Life Insurance Section Website: www.un.org/insurance.

AFICS representatives to the Health and Life Insurance committee have been instrumental in getting two new posts to provide customer service to retirees enrolled in Medicare. The selection process is completed and staff will be on board within two to four weeks.

REPORT FROM UNITED NATIONS JOINT PENSION FUND (UNJSPF)

Mr. Paul Dooley, Deputy CEO of the UNSPF, reported on the status of the Fund, aided by a Power Point Presentation. Highlights of his presentation included the following:

In 2018 the Fund is in a good financial position. It is processing 80% of cases within the same month it receives them.

Many new initiatives have been implemented. They include a call center, a new member self-service and dashboard, a liaison office in Nairobi, expanded outreach activities, increased processing rates, an agile approach and a new website.

Growth in participants, retirees and other beneficiaries since 1998.

The UNJSPF population reached 205,000 in 2017 (127,000 participants and 78,000 retirees and beneficiaries.) Since 1988 retirees and beneficiaries increased by 86% and active participants by 76%. Number of actives per retiree declined from 3.12 to 1.60 from 1980 to 2017, meaning that the Fund is maturing. Investment performance above 3.5% real is key to the Fund remaining solvent since retirees and beneficiaries require more resources to service than active participants.

The Fund enhanced and has introduced new client services mechanisms to ensure client queries are addressed in a timely fashion. They are as follows:

Walk-ins – 100% served

Telephone calls – 80% of calls answered; 100 % of death-related calls addressed

E-mails answered – 80% emails handled within 15 business days

Enhanced Member Self-service launched August 2016

89,187 registered users: 64,434 participants and 24,753 beneficiaries; new, more user-friendly website

For more comprehensive information on UNJSPF, go to their website (www.unjspf.org). Also, look at the UNJPF Newsletter, Edition dated June 2018, and sent to all concerned; as well as their Newsletter published on 15 September 2018.

INTRODUCTORY STATEMENT TO AFICS/NY GENERAL ASSEMBLY

By Sudhir Rajkumar,
Representative of the Secretary-General (RSG)
for Investment of UNJSPF Assets

I am very glad to be here. It is an honor to be appointed by the Secretary-General as Representative to manage the assets of the UN Joint Staff Pension Fund.

I understand concerns have been expressed in the past by some of our stakeholders about aspects of the Fund. To the extent that the issues raised relate to investment aspects, I want to assure everyone that we are reviewing and addressing them in an active, considered, and thoughtful manner.

I strongly believe that we in the Investment Management Division and all our stakeholders have the same objectives – to ensure that the assets of the Fund are managed prudently and optimally. The ultimate objective is for the Fund to be able to fully discharge our obligations to current and future beneficiaries, who number over 200,000 active and retired staff of the UN and the 22 other member organizations of the Fund from around the world.

Proactive and open, two-way communication with stakeholders and oversight bodies can go a long way in helping us achieve our objectives. Together, we will strive to move towards this goal.

Let me also say that our aspiration is to have the Fund's investments organization counted among the most well-regarded, long-term institutions globally. I am confident that we can make this aspiration a reality.

Working in harmony with our sister organization, the Fund Secretariat, is a core objective. Both the Fund Secretariat and IMD are here for the same purpose – to provide a social safety net to the hundreds of thousands of UN and other member organizations' staff who toil day in and day out, often in challenging locations and circumstances, to make this a better world. We owe it to them to find ways to collectively serve them better.

As part of my on-boarding process, the Executive Office of the Secretary-General shared with me the Terms of Reference of the RSG, as approved by the General Assembly in 2014. Please rest assured that I will

follow these Terms of Reference closely, even as I am committed to foster harmonious functioning internally and externally, and to proactive and open communication with all our stakeholders.

A few words now on investments: Last year, we added US\$7.9 billion to the Fund's assets, marking the biggest increase in the history of the Fund. My colleague, Herman Bril, will provide additional details. Of course, financial markets are known to be quite volatile from one year to the next, and can easily take away the gains which they may have bestowed on us the previous year. Since the beginning of 2018, despite increasing market volatility – primarily related to the strength of the U.S. economy and resulting increases in U.S. interest rates – the Fund's value has remained stable. The assets of UNJSPF were valued at US\$64.2 billion as of 31 March 2018 (based on preliminary unaudited data). The Fund's investment returns exceeded the policy benchmark's investment returns during the first quarter of 2018.

Annualized returns on the assets have comfortably exceeded the Fund's Long-Term Objective of 3.5% real (net of inflation) in USD terms – for 1,3,5,15,20, and 50 year periods ending 31 March 2018. Only the 10-year period is slightly below this target, due to the 2008 Global Financial Crisis. Measuring returns over long time-periods (15 years or more) is the most appropriate for pension funds because pensions are paid out over a very long time.

It is in the best interests of beneficiaries that pension fund investments maintain a long-term focus. UNJSPF is financially healthy and is in a good position to meet all its obligations to its beneficiaries.

During the first quarter of 2018, we took important steps within UNJSPF investments to improve communications, and institutionalize incremental improvements in investment, risk management, and operational processes. We have successfully closed a significant number of audit recommendations, and enhanced tracking of our HR processes for recruitment and on-boarding

of new staff. We have started weekly meetings with my entire Senior Management Team, opened up our weekly investment meetings to all staff, and initiated quarterly All-staff meetings. We have established an Internal Investment Committee (IIC), and operationalized a Risk Committee (RC) and a Compliance Committee (CC).

An anonymous survey of all investments staff (69% response rate) revealed that 71% of staff felt “things were changing for the better since the beginning of 2018,” and no staff felt that things were changing for the worse. We hope to build on this good beginning by regularly engaging in proactive, two-way communication with all staff.

Since taking office on 1 January 2018, I have emphasized the importance of incorporating Sustainable Investing practices in the Fund’s global investment

portfolio, and making every effort to incorporate Environmental, Governance (ESG) metrics and the UN Sustainable Development Goals into the Fund’s investment process wherever feasible. I have added resources to this effort. UNJSPF Investments is in the process of evaluating additional measures to strengthen our efforts in this area under the leadership of the Director, Herman Brill.

Our approach is grounded in the belief that portfolios which integrate material ESG metrics in their investment decision-making process have the potential to provide returns that are superior to those of conventional portfolios, while exhibiting lower risk over the long term. You can find more details on the Fund’s Approach to Sustainable Investing at our website: www.unjspf.org

Results of Election to AFICS/NY Governing Board

Results of the 2018 election were announced by Dr. Sudershan Narula, Co-Chair of the Nominating Committee. The following six members (in alphabetical order) were elected to a three-year term, from 1 July 2018 – 30 June 2021:

Argyriades, Demetrios
Brzak-Metzler, Marianne
Dietz, John
Flanders, Lowell
Karia, Jayantilal
McDonald, Joan

All of the above were re-elected with the exception of Lowell Flanders, who was newly elected. AFICS/NY President John Dietz congratulated all of the winners and welcomed the newcomer, Mr. Flanders.

At its subsequent meeting on 8 August, 2018, the Governing Board unanimously elected the following officers for the coming year:

President: John Dietz (re-elected)
Vice-Presidents: Deborah Landey,
Jayantilal Karia (re-elected)
Secretary: Demetrios Argyriades
Deputy Secretary: Susan DeSouza
Treasurer: Angel Silva (re-elected)
Assistant Treasurer: Mary Ann (Mac) Chiulli

REPORT OF THE TREASURER

AFICS/NY Treasurer, Angel Silva, provided the following report to meeting participants:

AFICS/NY accounts are maintained under the supervision of the Treasurer. The Auditors, like the Members of the Board and AFICS Management, provide their services on a voluntary basis and render an independent opinion on the Financial Statements of AFICS/NY and the Charities Foundation. Every effort is made to ensure that audited financial statements are ready for presentation at the Annual Assembly.

The explanations below refer to both – the Financial Statements of AFICS/NY and its Charities Foundation.

AFICS FINANCIAL STATEMENTS

For the period ending 31 December 2017, AFICS/NY counted 2,866 active members, consisting of life members, annual members, associate life members, and associate annual members. AFICS/NY has also granted honorary memberships, and honorary life memberships to persons over the age of 85 years.

AFICS/NY total income for the 2017 calendar year was \$57,852, which represents an increase of 0.1% over 2016 income of \$57,386. By comparison, total expenditures for 2017 amounted to \$44,151, versus \$45,814 in 2016, representing a reduction of 3.6%. As a result the surplus was \$13,701.

Membership dues

Most annual members pay their dues voluntarily. As a matter of policy, AFICS/NY Treasury writes off the accounts of non-paying members who reach three years in arrears. Efforts are made to seek their interest in continuing membership. In the future, AFICS/NY will bill members their dues on an Annual basis with the expectation that this will improve the write-off experience.

Annual members have the opportunity to convert their membership to life membership by paying a lump sum, based upon their payment history.

Payment of dues is acceptable only in U.S. currency by cheque or money order drawn on a U.S. financial institution. We are exploring the feasibility of implementing the capability to accept credit cards for

payment, and will report in the future on our progress in this area.

Assets

Assets at year-end 2017 were \$239,770 as compared to \$227,477 at the end of 2016. This represents a year-to-year increase of 5.4%. Accounts receivable, representing unpaid membership dues, increased by \$4,594 and cash assets increased by \$7,698.

Liabilities and Fund Balance

The distribution of accounts between Liabilities and Fund Balance has been simplified by transferring \$4,543 directly to Fund Balance from accounts that were separately maintained for the Erian Stamp Account credit (\$12), the miscellaneous accounts payable (\$26) and the Unearned Membership Dues that belong to years before 2014 that were not recognized as income in a timely manner (\$4,505).

CHARITIES FOUNDATION FINANCIAL STATEMENTS

The Charities Foundation total income for the 2017 calendar year was \$6,614, which represents an increase of 334.2% over our 2016 income of \$1,523. By comparison, total expenditures for 2017 amounted to \$9,000, versus \$4,000 in 2016, representing an increase of 125.0%. As a result there was a shortfall of income by \$2,386.

The reason for the significant increase in income relates to a bequest made by an AFICS/NY Member to the Foundation during 2017.

Assets

Assets at year-end 2017 were \$63,772 as compared to \$66,158 at the end of 2016. This represents a year-to-year decrease of 14.9%.

AUDITED FINANCIAL STATEMENTS

We should like to take this opportunity to thank our auditors, Ms. Paula Saddler and Mr. Sergei Shiskin for their continued service to the Association. Their advice and guidance has been invaluable throughout the audit process.

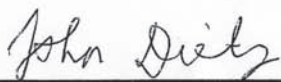
Here is Information relating to the financial accounts for the calendar years 2017 and 2016:

AFICS (NY) FINANCIAL REPORT

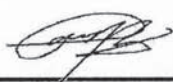
ASSOCIATION OF FORMER INTERNATIONAL CIVIL SERVANTS
Statement of Assets, Liabilities and Fund Balance
as at 31 December 2017 and 2016

Unaudited

| | 2017 | 2016 |
|---|--------------------------|--------------------------|
| | \$ | \$ |
| Assets | | |
| UN Federal Credit Union | | |
| Share savings account | 6,800.00 | 6,799.00 |
| Draft Checking account | 39,058.00 | 33,333.00 |
| Certificates of Deposit | <u>181,582.00</u> | <u>179,609.00</u> |
| Sub-total | 227,440.00 | 219,741.00 |
| | | |
| Accounts receivable | <u>12,330.00</u> | <u>7,736.00</u> |
| Sub-total | <u>12,330.00</u> | <u>7,736.00</u> |
| | | |
| TOTAL ASSETS | <u>239,770.00</u> | <u>227,477.00</u> |
| Liabilities and Fund Balance | | |
| Liabilities | | |
| Stamp account credit | — | 12.00 |
| Payroll Liabilities | 1,143.00 | 346.00 |
| Other Payroll Liabilities | 2,521.00 | — |
| Accounts payable - United Nations | <u>—</u> | <u>26.00</u> |
| Sub-total | <u>3,664.00</u> | <u>384.00</u> |
| Fund Balance and reserves | | |
| Unamortized life memberships | 189,400.00 | 195,327.00 |
| Deferred Income | 950.00 | 4,505.00 |
| Fund balance | | |
| Fund balance brought forward | 27,512.00 | 10,129.00 |
| Adjustment of Fund Balance | 4,543.00 | 5,560.00 |
| Excess (shortfall) of Income 930.00 | <u>13,701.00</u> | <u>11,572.00</u> |
| Sub-total | <u>45,756.00</u> | <u>27,261.00</u> |
| Sub-total | <u>236,106.00</u> | <u>227,093.00</u> |
| | | |
| TOTAL LIABILITIES AND FUND BALANCE | <u>239,770.00</u> | <u>227,477.00</u> |


5 June 2018

John Dietz
Date
President


4 June 2018

Angel Silva
Date
Treasurer

AFICS/NY CHARITIES FOUNDATION

Statement of Assets, Liabilities and Fund Balance
as at 31 December 2017 and 2016

Unaudited

| | | 2017 | | 2016 |
|------------------------------|-------------------|-------------------------|-------------------|-------------------------|
| | | \$ | | \$ |
| Assets | | | | |
| UN Federal Credit Union | | | | |
| Share Savings Account | | 5,737.00 | | 5,725.00 |
| Draft Checking Account | | 5,248.00 | | 8,277.00 |
| Certificates of Deposit | | <u>52,787.00</u> | | <u>52,156.00</u> |
| Sub-total | | <u>63,772.00</u> | | <u>66,158.00</u> |
| TOTAL ASSETS | | <u>63,772.00</u> | | <u>66,158.00</u> |
| Fund Balance | | | | |
| Fund Balance Brought Forward | 66,158.00 | | 68,635.00 | |
| Total Equity | <u>(2,386.00)</u> | <u>63,772.00</u> | <u>(2,477.00)</u> | <u>66,158.00</u> |
| TOTAL FUND BALANCE | | <u>63,772.00</u> | | <u>66,158.00</u> |



| | | | |
|--|------|---|--------------|
|  <hr style="width: 100%;"/> Anthony J. Fouracre President | Date |  <hr style="width: 100%;"/> Angel Silva Treasurer | Date |
| | | | May 23, 2018 |

AFICS (NY) CHARITIES FOUNDATION

Statement of Income and Expenditures
for the Years ended 31 December 2017 and 2016

Unaudited

| | 2017 | 2016 |
|---|--------------------------|--------------------------|
| | \$ | \$ |
| Income | | |
| Donations | 5,968.00 | 1,125.00 |
| Interest Income | <u>646.00</u> | <u>398.00</u> |
| TOTAL INCOME | <u>6,614.00</u> | <u>1,523.00</u> |
| | | |
| Grants and Donations | | |
| To individuals | 8,000.00 | 4,000.00 |
| To Organizations | 1,000.00 | |
| TOTAL EXPENDITURE | <u>9,000.00</u> | <u>4,000.00</u> |
| | | |
| Excess (shorfall) of income over expenditures | <u>(2,386.00)</u> | <u>(2,477.00)</u> |

| | |
|--|---|
|  <hr style="width: 100%;"/> Anthony J. Fouracre Date President |  <hr style="width: 100%;"/> May 23, 2018 Angel Silva Date Treasurer |
|--|---|

NEW MEMBERS

We welcome the following new members, who joined AFICS/NY between 1 November 2017 and 31 July 2018 (* Designates life member)

Robert G. Abbott
UNDP, Chief, Systems Development

*Asfaha Beyene
UNFCCC, Coordinator, Administrative

Brenda De La Fuente
DPA, DPR, Meeting Services Assistant

Maria Giovanna Drago
UNDP, Communications Specialist

Edward Gillin
FAO, Chief, Global Statistics Services Div.

Ana Maria Gonzalez
UNHQ, Editorial Assistant

Carlos Guerra
USAID, Senior Advisor

*Boyd Haight
FAO, Planning and Resources

Claire Jobin
DGACM, Associate, French Text Process Unit

*Elba Lages
UNHQ/OITC, Information Systems Officer

*Lisa Langlois
UNHQ/DFS, Administrative Management

Juanita Llanto-Barnett
UNHQ, Sr. Admin. Assistant

Joyce K. Mafabi
UNHQ, Information Technical Assistant

Anita Cano Malpelli-Ferrara
UNHQ Secretariat

Linda Musa
UNDPKO, Procurement Officer

Ronald Pinto
UNHQ, Admin. Assistant

Rudy Sanchez
UN/DFS, Director, Information and Communication

Krzysztof Spizewski

Patience Stephens
UN Women, Special Adviser on Education

Zelda Tangonan-Fourcade
UN/UNJSPF, Acting Chief, Operations

*Dongdong Tian
UNHQ, Translator

*Ho Yong
DM/OHRM, Chinese Language Supervisor

COMMITTEE REPORTS

SOCIAL COMMITTEE

Over the past year the Social Committee, led by Barbara Linardo, organized its traditional bi-annual luncheons, which are always well attended and continue to attract an increasing number of participants. Our spring luncheon took place on 20 March at the lovely Al Bustang restaurant, where we enjoyed delicious Middle Eastern cuisine.

On 3 April 2018 we enjoyed a **mix and mingle reception**, held in the AFICS/NY office conference room, to which we invited our new members. This reception was jointly arranged by the Social and

Membership Committees. While extremely inclement weather kept away many members who had expressed an intention to attend, those who did show up enjoyed this wine and cheese reception. AFICS/NY plans to hold such get-togethers periodically to afford new and Governing Board members a chance to know each other, as well as to learn in what kinds of activities those who have recently joined the organization would like to participate.

On 25 June 2018 we held our Annual Assembly Reception at the Zaika Indian restaurant which offered a variety of hors d'oeuvres, enjoyed by all.

AGEING SMART COMMITTEE



Seminar on Joint Health

On 17 April, from 10:00 – 1:00 PM, the Ageing Smart Committee of AFICS/NY presented a seminar entitled “Get Healthy, Stay Healthy - Joint health: Understanding your aches and pains,” which was very well attended and much appreciated.

This very informative program was conducted by two doctors whose practices complement one another, Dr. Eric Turk, a Chiropractor, and Dr. David Neuman, an orthopedic surgeon. Both emphasized that good balance and flexibility are key to staying healthy and active. However, as we grow older, unfortunately, aches and pains in our joints begin to plague many of us, and over time, limit our mobility and mood.

The doctors went on to demonstrate exercises recommended to keep our joints in good shape and tighten up our muscles, saying that even from 7 – 5 minutes a day of certain movements could be helpful if incorporated into a regular routine to stave off aches and pains and keep us strong and mobile for years to come.

Those interested in home exercises for healthier joints and better living are encouraged to go to the website, **Pop-Doc.com**, an on-line resource developed for motivated, mature adults who may benefit from exercising at home while under the care and guidance of a Specialist. It offers hundreds of exercises to achieve, maintain and preserve joint function, including a focus on moving, toning, stretching, conditioning, strengthening, endurance and flexibility.

Making preventive orthopedics part of your life by using Pop-Doc. Com is an easy-to-use effective, mobile subscription service that reduces the risk of incurring a serious joint injury, can speed recovery after a joint injury, and is able to improve the quality of your life.

Pre-Retirement Seminars

AFICS continues to participate in Retirement Seminars organized by OHRM. The latest took place on 24 May, 2018 with 55 participants, though more were able to view the proceedings as they were broadcast live and later on the AFICS/NY Website. Of the 38 participants who filled out a questionnaire, 90% were highly satisfied with the presentation.

Need For Speakers on the United Nations

The United Nations Speakers Bureau is a team within the Outreach Division of DPI that coordinates briefings for High Schools, Universities, NGOs and Business and Government representatives. We receive a large number of requests for both in house briefings as well as outside speaking engagements. Briefings are one hour long and allow participants to receive greater insight on a specific topic relating to the work of the UN from an official UN speaker. We are always looking for new speakers to be added to our roster! If you are interested in being contacted for briefings and outside engagement requests, please email us at briefings@un.org. Thank you for your support!

Tiffani Anzalone

WORLDWIDE REUNIONS



Canada Chapter of AFICS/NY

Report of First Meeting, 12 June, 2018

The first luncheon meeting of the Canada Chapter of AFICS/NY was held at the enchanting Aura Waterfront Restaurant, nestled inside the Inn at Laurel Point in Victoria, with the beautiful view of the Inner Harbour of Victoria. The location was perfect! The food was excellent, so were the drinks. We discussed current global issues and solutions, aside from meandering down memory lanes. We also talked about the Christmas Lunch, to be held on Tuesday, Dec. 11.

Annabella Morrell



From left to right: Linda and Warren McGillivray, Annabella Morrell and Noreen Sochor.

DEMOCRATIC REPUBLIC OF THE CONGO

Report of 10 March Elections

We recently received the following information from the Association of Retirees of the United Nations System in Congo, based in Kinshasa, and known by its French Name: "Association des Retraités du System des Nations Unies au Congo (ARNUC).

In accordance with its statutes, on 10 March 2018, the Association held general elections for its Directorate. According to a secret ballot organized for this purpose, the new Committee was elected for a period of four years, with the possibility of one renewal. Results were as follows:

President: M. Kiala N dofunsu Joly Victor
Vice President: M. Lionzo Mpia Roger Paul
Secretary/Treasurer: M. Lemba Ndala Guy Joseph
Advisors: M. Sunda Pierre
M. Kimobana Ekial Alois
M. Mawala Jean

Lemba Ndala

FLORIDA CHAPTER OF AFICS/NY

Report of 12 May 2018 Meeting

The first 2018 meeting of the Florida Chapter of AFIC/NY was held on 12 May at Thai Thani restaurant at 12.00 noon. The meeting's topics were "Plant uses in Health and Medicine" and "Medicare reimbursement from ASHI."

While 18 members had signed up for the event, four could not reach the restaurant due to a serious road accident on the Turnpike.

The guest speaker for the topic "Plant uses in Health and Medicine" was Dr. Rani Vajravelu, Department of Biology, University of Central Florida (UCF). Even though she had a luncheon appointment elsewhere, Dr. Rani volunteered to give us a short seminar before leaving. All members of the Florida Chapter very much appreciated this gesture of Dr. Rani, who has previously given several lectures at UCF, for the Orlando community, and internationally on this subject. In the very limited time available, she gave us extremely useful information on various common substances used as remedies for various conditions. At the same time, however, Dr. Rani emphasized that people react differently to various remedial substances, as well as to interactions among them. **Therefore, no one should use any of the compounds listed below without first consulting his/her doctor.**



Mormon Tea = very useful for respiratory conditions. The drug Sudafed contains an active compound that is naturally found in this plant.

Foxglove = has toxic chemicals that are employed in hospital emergency situations to relieve heart attack symptoms.

Sweet Clover = contains compounds that are anti-coagulants. Also acts like a blood thinner. Drug Warfarin is derived from compounds found in this plant.

Saw Palmetto = a palm tree that produces a fruit useful for prostate conditions including nocturia.

Soy = contains phytoestrogens that some women find useful to treat menopause conditions.

Valerian = helpful for getting enough sleep as it helps to cure insomnia.

Neem = its bark and leaves work like natural insecticides.

Chinese Rubab = a natural laxative that helps to detoxify (for occasional use only.)

Ginkgo plant = believed to be good for memory and reduce dementia.

St. John's wort = proven to be effective for treating occasional depression.

Ginseng = a general tonic.

Dr. Rani also mentioned some herbal medicines that are also used as spices:

Cilantro and Coriander seeds = good for insulin control.

Garlic = an anti-septic; anti-bacterial and blood thinner.

Turmeric = very useful for its anti-inflammatory properties (add black pepper so that turmeric is easily absorbed in the body).

Having given us only a very brief synopsis of the subject, Dr. Rani promised the group that she would come back at some future event and give us more in-depth details.

The group unanimously THANKED Dr. Rani for her valuable time and the advice she gave us.

After the seminar, Madan gave us the following community news:

Samir Badawi had undergone hip replacement and is gradually recovering.

Dr. Wale Omawale had been subjected to sudden head surgery after a fall but luckily had recovered and was attending today's meeting.

Mary Bahizi has not been well and was thus unable to attend.

Siva, the wife of Dr. Arumugam Thavarajah, had passed away recently; everyone conveyed heartfelt sympathies to Dr. Thavarajah.

Regarding reimbursement of Medicare premiums, Madan reminded all members to make sure that they submit their claims to ASHI in time on the prescribed forms. Those who registered late for Medicare are paying higher premiums than the standard rate and are therefore entitled to get reimbursement of the actual Medicare premium paid.

Everyone enjoyed the usual THAI delicacies ordered from the à la carte menu. We exchanged some lively jokes and posed for a few group photographs. Then it was time to say good bye until the next meeting.

WASHINGTON DC AREA CHAPTER OF AFICS/NY

Report of 30 September 2018

The Washington DC area chapter of AFICS held two luncheon meetings this year and another luncheon is scheduled for 11 December to celebrate the end of this year and welcome the new one.

At the spring luncheon held on 17 April, the committee invited Jayant Karia, Vice President of AFICS/NY to join and brief the members on the global activities of AFICS and to share his ideas on how to attract newly retired colleagues to the association. He made a very good presentation on a broad range of subjects of interest to the members. Questions were raised and answers

were provided on the pension fund, the credit union and medical coverage.

At its luncheon on 26 September, one of the members, Naigzy Ghebremedhin (former UNEP staff from Eritrea) made an interesting presentation regarding his current experience of being the oldest person on record to climb Mount Kenya, the highest mountain in Kenya and second highest in Africa. His presentation was an inspiration to all retirees to stay active and keep on moving.

Recently retired former international civil servants who have settled in Maryland, Northern Virginia and Washington DC are warmly invited to join the association by visiting the AFICS/NY website and by completing the required form. For further information on the Washington DC chapter, please feel free to contact Asfaha Beyene at asfahabeyene@gmail.com.



AFICS/NY Washington Chapter luncheon, 26 September 2018

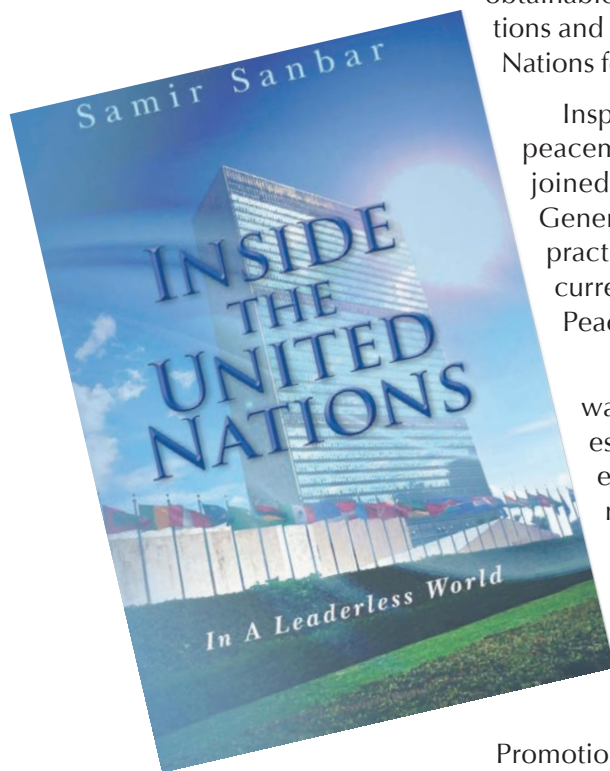
BOOK REVIEWS



FOR IMMEDIATE RELEASE

33-Year United Nations Veteran Casts a Critical Eye On UN Operations, Providing Fresh Insight into Historical Events

The Book Reads at Times Like a Thriller, at Times Like a History Book,
And Other Times Like a Satirical Magazine



“INSIDE THE UNITED NATIONS IN A LEADERLESS WORLD” — obtainable via Amazon.com — offers an account of personal observations and inside anecdotes by SAMIR SANBAR who worked at the United Nations for 33 years in varied assignments with Five Secretaries-General.

Inspired as a student reporter by an encounter in Beirut with a peacemaking Secretary-General, Dag Hammarskjold, Samir Sanbar joined the UN as a press officer and left as Assistant Secretary-General and Head of the Department of Public Information. In a practical perspective, he contrasts an earlier vital role of the UN to a currently less relevant one, giving examples of a once Nobel-Prized Peacekeeping mission and recent embarrassing reports.

Mr. Sanbar worked at UN Headquarters in New York, and was also an active representative in field missions, helping to establish the UNIFIL peacekeeping force in South Lebanon, the extension of UNDOF along the Syrian-sraeli border, serving on a mediating team during crisis over U.S. hostages in Teheran and an Iraq-Iran ceasefire. He strengthened the world-wide network of UN Information Centres, organized world television summits, launched “Voices for Peace” where popular stars like Maestro Pavarotti highlighted human issues, and initiated gatherings to encourage dialogue among professions, regions and cultures. As chairman of the Appointment and Promotion Board he implemented the designation of women in senior positions, raising their representation to 60 percent in his own department.

The opening chapter, “Crossing First Avenue,” recounts what happened at Headquarters on the East River, particularly when New Yorkers, mainly, experience traffic jams. “Absolute Power” displays how usually

sensible individuals turn insensitive. "Misunderstanding the World" recounts examples of conflicts caused by unintended consequences. Lighthearted chapters "A Name is Just a Name," "A Song on the Side" and "Watch Your Language" are followed by an insider's perspective on electing a Secretary-General.

Examples of performance by peacekeeping missions are recounted during a changing pattern of war and a changing nature of peace, pointing out a new tendency to inflate the number of Special Envoys: "never so many had accomplished so little." The impact of digital communications in international relations is evaluated in "E-Diplomacy; Where's That Bridge?" pointing to a claimed accomplishment of preparing effectively for the 21st Century. "Where are the Leaders" notes, while viewing "high-level" gatherings, the erosion of national leaders with international appeal. "Are Haloes Out and Selfies In" is one of many questions raised, reviewing the lack of effective handling of current, extended expanded conflicts.

While ending with a description of the visitors' area at the UN compound, the unique role of a credible international civil service is highlighted with a need to invigorate it with young women and men with equitable representation. The author adds that a revived, dynamic UN is worth a special effort. In a conflicted, leaderless, fragmented world with pressing issues requiring concerted action across national borders, a credible UN would offer a hopeful role.

Inside the United Nations: In a Leaderless World

by Samir Sanbar

Category: Memoir, International Politics, Diplomacy;
ISBN: 978-0692770184, Soft Cover, 482 pages, \$19.95

Available: Amazon.com

Contact: Samir Sanbar s.sanbar@verizon.net

NEWS YOU CAN USE

Fighting Fraud: Seven Best Practices

By James Iovino, AVP, Security and Investigations,
United Nations Federal Credit Union (UNFCU)

Though fraud may be on the rise, there are easy steps you can take to protect yourself. Here are some of the most popular fraud schemes and how you can avoid these threats:

1. Email scams



Fake emails, also known as phishing emails, are fraudulent emails which appear to be from a trusted source, such as your financial institution. They may ask you to verify your personal or financial information, or to provide your login ID and password to a secure site.

They may also try to encourage you to open an attachment or click on a link in the email. Once you take the requested action, the link or attachment automatically installs malicious software onto your computer.



Here is what you should look for in an email before taking any action:

- Many times, phishing emails will try to instill a sense of urgency. Fraudsters want to make you believe you must act fast. Instead, take your time and scrutinize the email carefully.
- If you do not see your name, be suspicious.
- The slightest misspellings are a red flag.
- Legitimate institutions do not send you unsolicited emails requesting that you verify personal information.
- Unusual content or unexpected attachments should first be verified.

Tip: If you see any of the above, or have any other reason to question the validity of an email, please contact the sender by phone to ensure the message is legitimate.

2. Computer repair scams



In this scenario, also known as the Tech Support Scam, you may receive a pop-up message on your computer advising that a virus has been found. The message will include a phone number for you to call to fix the problem. Alternately, you may receive a phone call from someone who claims to be tech support from a well-known computer company.

In either case, the individual will try to convince you that your computer is infected and needs immediate attention. They can be very persistent and can become abusive.

If they are able to convince you, they will ask for remote access to your computer and will give instructions on how to provide that. Once they obtain control of your computer, they will have access to all information on the computer, and the ability to download malicious software onto that computer.

As if that's not enough, they may also ask for payment at the end of the call for fixing your computer! This way, they can collect your personal and account information, or a credit card number.

Tip: Whenever you receive an unsolicited phone call, or see a pop-up on your computer asking you to contact a phone number, do not take the risk. Hang up or close your browser. Please note, there are legitimate pop-ups from security software that may ask you to do things like update your operating system or other software.

3. Online friendship scams

Online scammers pretending to be someone they are not may try to engage you into an online friendship or other relationship. After establishing trust, they will send an email to report some type of crisis in their life for which they need money immediately. They will ask you to lend them the funds by sending the money through wire transfers or by purchasing pre-paid gift cards. After getting as much money as possible, they will disappear.



BEWARE OF FRIENDSHIP SCAMS

Tip: It is said that you should avoid lending money to family or friends. With that in mind, you definitely should never lend money to someone you have never met in person and who you only know online, inclusive of dating sites. Remember that gift cards are never an authorized type of payment, unless of course you are going shopping. If someone initiates contact with you and requests payment in the form of pre-paid gift cards, it is most definitely fraudulent.

4. Property scams

The internet has made it convenient to browse listings for apartment, housing, or vacation home rentals. As



BEWARE OF PROPERTY SCAMS

As a result, scammers frequently attempt to find their victims by posting phony listings on legitimate rental websites. They may even create a fictitious website displaying photos, descriptions, pricing, and fake reviews. The fraudster may advertise excessive amenities for substantially lower rates. They will ask for payment in advance via wire transfers to cover both the rental and security fees. Once the funds are sent, the scammers will disappear with the money.

Tip: Be suspicious of rentals that are below the market rate or of someone who is insisting you send money for a sight unseen property. Always conduct extensive research to ensure the legitimacy of the property and the person with whom you are dealing.

5. U.S. Internal Revenue Service (IRS) scams

This particular ruse almost always starts via a direct phone call from the scammers who claim that they are agents of the IRS or some other law enforcement agency. They will alarm you by stating that you owe unpaid taxes and that there is possibly a warrant for your arrest. They may be abusive and will threaten arrest or deportation if the taxes are not paid immediately. Payment in the form of pre-paid gift cards is most always the requirement.

Tip: Remember that the U.S. Internal Revenue Service will never make initial contact with a taxpayer by email or phone, and will never make threats of arrest to obtain payment of U.S. taxes.



6. Fake check scams

This con can take several forms. It may start as a result of an advertisement you posted online to sell an item. Or you may be contacted that you are the winner of a lottery or even the recipient of an inheritance from a long lost relative.

In each of these scams, the criminal will send you what appears to be a very legitimate looking check; maybe as payment for the

sale item, or as the proceeds of the lottery winnings or inheritance. The check may be in a larger amount than what was supposed to have been sent. The fraudster will ask you to deposit the check and return a certain amount to them by money transfer. The check, however, is actually counterfeit. If you already transferred the requested funds, the amount will be debited from your account before the check is returned unpaid, leaving you with a loss.

Tip: If the offer is too good to be true, it probably is. Listen to your intuition. It is never appropriate to be asked to return money to a stranger after receiving a check from them.



7. Using social media



Facebook®, Twitter®, and LinkedIn® are convenient and engaging ways to stay in contact with family and friends. Social media can also be an identity thief's best resource for locating information about their victims.

Tip: Ensure that you set your online profiles and personal pages with adequate privacy and security settings. Also, try to minimize the amount of personal information you post online. Always be careful with whom you connect on any social networking site.

RESOURCES

Here are some additional best practices we recommend to help keep your accounts secure:

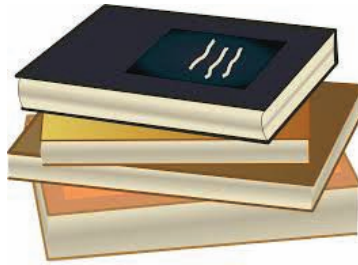
- ✓ Set up 'Transaction Alerts' on your UNFCU accounts using Digital Banking in order to receive instant notification for unusual transactions.
- ✓ Review your statements regularly.
- ✓ Cover the ATM keypad with your hand while entering your account information.

Visit www.unfcu.org/Retirees for more resources that can help you protect your assets and build your legacy.

You can also visit us in person at our New York branches:
2 UN Plaza, 3rd floor, or
UN General Assembly Building
Visitors Center, 1B

ABOUT THE AUTHOR

James Iovino is the assistant vice president of Security and Investigations at UNFCU. He has over three decades of law enforcement and fraud prevention experience.



AFICS/NY LIBRARY

You are invited to patronize the AFICS/NY Library of books by UN authors. These books range from novels and memoirs to analyses of world problems, viewed from the perspective of long-time international civil servants.

The Library is located in the AFICS/NY office (DC1-580) and is open on the first Wednesday of the month, from 11 a.m. to 4 p.m. Books may be borrowed and returned at that time and kept for a period of one month.

Four new books have recently been received by the AFICS/NY Library and we would like to thank the donors. Here are their names and the titles of their contributions:

Mr. Roger Geaniton – *“L’impact des mythes sur l’évolution social contemporaine”*

Ms. Ana Maria Gonzalez – *“A estudiar, carajo!”*

Ms. Claudette Jacks-Nancoo – *“At home in foreign places”*

Mr. Samir Sanbar – *“Inside the United Nations”*

Mr. Walter Shearer – *“Speakers of the non-Han languages and dialects of China”*

The Library welcomes both fiction and non-fiction works from the UN family and is constantly seeking contributions. If you would like to donate a copy of your work, please contact me at 212-963-2943. Since I am in the office only once a month, you can email me at dawnegr@yahoo.com.

Dawne Gautier
Librarian

OBITUARIES



OFRE CORE

1920 – 2018

Our AFICS/NY colleague and lifetime member, Mrs. Ofre Core, passed away on 3 April, 2018, in Harrison, New York.

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

and her granddaughters Sara and Kara and great grandchildren.

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

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

Central Registry, and Chief of Records Management and Services, including UN Archives.

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

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

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

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

Andrés Castellano

PHILOMENA GUILLEBAUD

1926 - 2017

From 1940-44 Philomena was an evacuee in the USA, after which she attended Girton College, Cambridge, being one of the first women to graduate in Economics. Following an MA in Economics and Russian studies at Columbia University, she joined the UN at headquarters to work temporarily on the World Economic Report.

This led to a successful career in New York, firstly with the UN and later with UNDP, where she served as a project officer in the Regional Bureau for Africa,

and as Deputy Resident Representative in Angola during 1976-79. Her subsequent written contributions to the UN Career Records Project reflect these times. She made an impact with her "formidable presence," "wry sense of humour," kindness towards others, and as being "the best d.. editor in the building!" as described by former colleagues.

Upon retirement she returned to Cambridge, where she was a pillar of the BAFUNCS Cambridge Region for many years, hosting many a lively lunch in her delightful mini-botanic garden.

As well as continuing to enjoy her love of opera, theatre and working with a local homeless charity Philomena also developed an interest in local history. Her book, *Cambridge's West Side Story: Changes in the Landscape of West Cambridge 1800-2000* won a Local History Award. During her research she discovered the existence of the First Eastern General Hospital during WW1 on the site of the Cambridge University Library, built on a sports ground. Hence her second book was entitled *From Bats to Beds to Books*. Thanks to her fundraising efforts, an engraved memorial on Clare College wall was inaugurated in front of Cambridge University Library.

Philomena will be remembered for her intellect, her cultural interests, strong personality and achievements at a time of female discrimination when women professionals were rare. She will be greatly missed by all those who were inspired by her generosity of spirit and *joie de vivre*.

Nichola Rodgers and Therese Bruce
From *BAFUNCS Bulletin*

JANE JOPLING

1932 - 2018

Jane Jopling died peacefully in London on 23 May, 2018.

After graduating from Cambridge (Newnham College) where she read Classics, Jane worked in journalism in London and San Francisco before moving to New York. She joined the UN in 1961 and had a very distinguished career in economic and social affairs, leading to a position as Principal Officer in the Office of Secretary-General Boutros Boutros-Ghali, and then as the New York Representative of the World Food Programme.

After retirement, Jane went into election monitoring in new democracies, going on missions for the OSCE to many countries in Africa, Eastern Europe and the Former Soviet Union. She took up the challenge with gusto. She learned Russian and made many friends, especially with younger people whom she helped.

Born in Amersham, England, where – her sister Louise writes - “my parents lived in a beautiful Elizabethan barn (1607) which they had converted into a comfortable house with a two-acre garden. They filled it with pretty things, lots of books, pictures and porcelain, treasures from India, plus a Steinway concert grand piano! Louise Jopling, the painter (Jane’s grandmother), lived next door in the elegant Queen Anne Manor House. My parents created a lovely garden with masses of roses and clematis, and drifts of daffodils in spring.” No wonder. Jane recreated the same environment of art, music, and garden at her homes in New York and East Hampton, where she entertained friends with lively conversation and wonderful food.

Whether colleague, friend, or family, we will all remember Jane as someone special: generous, fun, private, reliable, modest and loving. Jane was tremendously talented intellectually and her professional accomplishments were rare for a woman of her day. She loved people and we were all touched by her generosity of heart. We will miss her.

Sakiko Fukuda-Parr

KATSUhide KITATANI

1931 – 2018

Kit, as Katsuhide was called by his friends, passed away peacefully with his wife Akiko at his side in the early morning of Friday, 6 April, 2018, at his home in Tokyo. He was 86 years and 6 months old. He is survived by Akiko, his wife of 56 years, his twin sons Jun and Ken, their wives Nicole and Nina (Mami) and Jun and Nicole’s two children, Noah and Laila.

In 1962 Kit joined the UNDP and served first in Indonesia and Pakistan and then moved to New York. He enjoyed his work at the UN and good food in New York, admitting that his passion for good food was due to his adolescence during World War II with little or nothing to eat. Kit was then stricken with stomach cancer and was told he had just a few months to live. But thanks to his strong will and the macrobiotic cuisine he

adopted, he survived and after three years returned to work in Myanmar, where he spent five years. He later moved back to New Year to serve as Deputy Executive Director of UNFPA until his retirement in 1993.

Kit was born in Kawazu Village, Izu in Shizuoka Prefecture in 1931. He was an only child and grew up in a small village in the Izu mountains. Kit’s father was an official in the Manchurian Government (presently North China) and he attended his first years of schooling there until his father’s reassignment to the Manchurian embassy in Tokyo. Later he graduated from Tamagawa University with a degree in American Literature and continued his studies at St. Paul’s University (Rikkyo). Both institutions gave him a good Christian education, which influenced him throughout his life.

After retirement from the UN, Kit established NPO 2050 in Tokyo and NGO WINI (Women In Need International) in New York. His mission was to help women in need in developing countries, as he and his wife Akiko believed that if all the women in this world were educated, the world would change for the better and this would help create lasting peace. The three main projects of NPO 2050 were the scholarships for women in developing countries, the Eri-Silk project in Palawan, Philippines and the Tree Planting project in Guanjo, China. Kit organized study tours throughout Asia, which influenced many young women and men who followed his path all over the world and continue to do so this day. Kit loved music and photography.

NINA MINESS

1923 – 2017

Nina Miness died surrounded by her loving family on 12 December 2017 at the age of 94. She leaves behind her daughter Joan, son Robert, daughter-in-law Jane, and granddaughter Melissa.

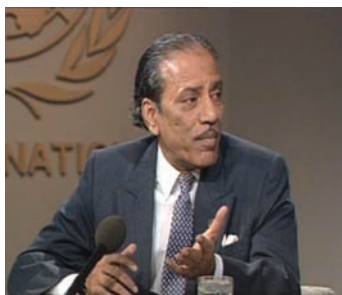
Nina arrived in the United States in 1940, fleeing France on the SS Quanza, and immediately embraced her new life as a New Yorker. Her UN career spanned almost 40 years and started in 1952, when she joined the first class of UN Guides after reading a job announcement in the newspaper. She became the dispatcher and then the supervisor of guides and was later promoted to the post of Chief, Group Programme Unit, in DPI.

After retirement in 1985, Nina worked as a consultant for INSTRAW. When one thinks of Nina (and one

often does), the words that come to mind are: generous, supportive, loyal, elegant and – above all – fun. Nina was always there for her friends in bad, sad and good times. Her friends are legion and they miss her very much.

PLN

ARCOT RAMACHANDRAN
First Executive Director of UN-HABITAT
April 6, 1923 – May 17, 2018



UN Under-Secretary-General (USG) Arcot Ramachandran, who died on 17 May 2018, at the age of 95, was the first Executive Director of the United Nations Centre for Human Settlements, UNCHS (Habitat), now the United Nations Programme for Human Settlements (UN-Habitat). A national of India, he was appointed Executive Director, at the level of Under-Secretary-General when UNCHS (Habitat) was established in 1978 and served until 1992. He was the longest serving Executive Director of UN-Habitat.

The late USG Ramachandran will be remembered for proposing the idea of World Habitat Day, which was established in 1985 by the United Nations General Assembly and was first celebrated in 1986. World Habitat Day is observed every first Monday of the month of October as a special day to reflect on the state of human settlements as well as on the basic right of all to adequate and affordable shelter.

He was instrumental in the proclamation of the year 1987 as the International Year of Shelter for the Homeless as part of the Global Strategy for Shelter up until the Year 2000. At the core of this Strategy was the *enabling approach* and the goal of widening the range of housing choices available. Shelter, in its broader sense inclusive of building materials, water and sanitation, was among his top priorities.

USG Ramachandran also launched three significant global programmes: the UNCHS-Danida Training

Programme in Community Participation in 1984, which sowed the seeds of what was to become UN-Habitat's 'people's process'; the Urban Management Programme in 1986, the largest global urban programme ever, implemented jointly with UNDP and the World Bank; and the Sustainable Cities Programme in 1990, a pioneering programme on the road to the recognition of the role of urbanization in sustainable development through Goal 11 of the Sustainable Development Goals adopted by the UN Member States in 2015.

Before his appointment as the first Executive Director of UNCHS (Habitat), USG Arcot Ramachandran was an accomplished scientist. He graduated from the University of Madras, India, with a Bachelor of Engineering degree. He then pursued an M.S. degree in Engineering at Purdue University, USA, where he also completed his Ph.D. in 1948. During the 1950s, he carried out post-doctoral research at both Purdue and Columbia Universities and worked as a research engineer at Babcock and Wilcox Research and Development Centre in Scotland. He was a faculty member of the Department of Power Engineering at the Indian Institute of Science, Bangalore, and later became Director of the Indian Institute of Technology, Madras. In 1973, he was nominated by the Government of India as Government Secretary and Director-General of the Council of Scientific and Industrial Research.

Ramachandran's research and publications covered a wide range of areas, including heat transfer, energy, construction technology, and shelter, as well as urbanization and the development process. A measure of his illustrious work and contribution to the scientific and human settlements fields was the number of significant honours and awards that he received. In 2003, the Government of India conferred upon him the *Padma Bhushan*, the third highest civilian award, for his services to the fields of Science and Engineering. Other awards that he received included the Sir M. Visvesvaraya Life Time Achievement Award, the INAE Lifetime Achievement Award, the World Federation of Engineering Organizations' Award, the Shanti Swaroop Bhatnagar Gold Medal, the World Habitat Trophy and the Heat Transfer Memorial Award.

His tireless efforts over the years to raise international awareness and support concrete national actions for the millions of homeless across the world were reflected also in the Millennium Development Goals of the UN and the WEHAB (Water, Energy, Health and Agriculture) plan of action adopted at the World Summit on Sustainable Development in 2002.

An extensive collection of his policy addresses delivered during his years at the UN published under the title: *The Urban Challenge* (2003) gives a good glimpse of the multifaceted nature of the urban challenge facing the developing World and the diverse responses some of which were shaped under his stewardship at UN Habitat.

USG Ramachandran is remembered fondly by staff who worked under him, many of them now retired. For example, Mr. Daniel Biau remembers him as "... adept of strict and vertical management ... was fair with everyone, recognizing excellence and tough on mediocrity. Being a scientist, he knew how to count and was on

top of UNCHS finance, never overspending, meticulous... He...was a good diplomat, firm and respectful. He was stylish, elegant ... I was often impressed by his calm authority." Mr. Biau further expresses his pride in having worked "... under this no-nonsense, humble and smart ED who established the solid foundations of UN-Habitat."

USG Arcot Ramachandran is survived by two sons, Prof. Arcot R. Balakrishnan and Dr. Mahendra Ramachandran, and their families. May his soul rest in eternal peace.

Lila Patel
UN-Habitat, Nairobi, 25 May 2018

IN MEMORIAM

The United Nations Joint Staff Pension Fund has furnished AFICS/NY with the following information received during the period 1 October 2017 to 31 March 2018 concerning the passing of former staff members and their surviving spouses. We extend our deepest sympathy to the families and friends of the deceased. (Information on those who worked for more than one UN organization is given more than once.)

UNITED NATIONS FAMILY

ECLAC/MEXICO

| | |
|------------------------|------------|
| Jaime De Egli, Yolanda | 12/09/2017 |
| Torres, Olga Esther | 02/10/2017 |

ECLAC/SANTIAGO

| | |
|--------------------------|------------|
| Hoffman, Rodolfo | 27/07/2017 |
| Monardes, Maria Angelica | 24/08/2017 |

UNESCAP

| | |
|---------------------------|------------|
| Daguplo, Margarito B. | 23/09/2017 |
| Hastings, David A. | 13/11/2017 |
| Rukanuddin, Abdu Razzaque | 30/05/2015 |
| Sherif, Romisha | 20/11/2017 |

UNESCWA

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|--------------------|------------|
| Chalak, Christiane | 28/07/2017 |
|--------------------|------------|

UN/HQ

| | |
|----------------------------|------------|
| Abdelrahman, Ahmed Ali | 19/07/2017 |
| Ahmed, Sayed I. | 31/01/2017 |
| Anthonioz, Madeleine Josep | 05/10/2017 |
| Anwarzada, Homayoon | 05/04/2017 |
| Baddour, Essam E. | 15/10/2017 |
| Barakat, Ahmad | 24/11/2017 |
| Beaumont, Geoffrey | 01/11/2017 |
| Beer, Stephane | 16/12/2017 |
| Bender, Brenda | 09/12/2017 |
| Berliner, R.L. | 09/10/2017 |
| *Birch, Noel | 17/11/2016 |

| | |
|------------------------------|------------|
| Bohm, Ximena | 28/05/2017 |
| Boymond, Mary Barbara | 02/11/2017 |
| Brugman, M.L. | 05/10/2017 |
| *Campbell, Ronald F. | 10/10/2017 |
| Castro, Miguel | 04/11/2017 |
| Chalak, Christiane | 28/07/2017 |
| Chu Chang, Chia-Hwa | 06/11/2017 |
| Connolly, Anne | 30/09/2017 |
| Cortiello, Ersila | 30/11/2017 |
| Daguplo, Margarito B. | 23/09/2017 |
| *Dalton, Delia M. Col. | 04/10/2017 |
| Davies, Suzanne.F. | 28/11/2017 |
| Diab, Subhi Y. | 18/03/2017 |
| Dickerson, Betty | 24/09/2017 |
| Domecq, Roberto N. | 04/09/2017 |
| *El-Badry, M. | 18/09/2017 |
| El Rifai, Samiha M. | 08/10/2017 |
| Epstein, H.T. | 05/11/2017 |
| Fraczek, Edward | 10/11/2017 |
| Fraser, Florabelle | 08/07/2017 |
| Gasser, Hans | 26/09/2017 |
| Geertsen, Kjeld K. | 09/11/2016 |
| Gonzales, Melchor | 30/09/2017 |
| Gorbunov, Sergei | 23/09/2017 |
| Gunn, Eleanor | 11/10/2017 |
| Harlan, Robert | 13/11/2017 |
| Hastings, David A. | 13/11/2017 |
| Hester, Janet Rodes | 29/09/2017 |
| Hoffman, Rodolfo | 27/07/2017 |
| Hyman, Paul | 01/11/2017 |
| Jaime De Egli, Yolanda | 12/09/2017 |
| Jarosinski, Barbara | 13/11/2017 |
| Jourovski, Evgueni | 02/12/2017 |
| Kanamori, Ikuko | 18/11/2017 |
| Kandare, Joza | 09/12/2017 |
| Kourchidian, Ardache | 12/09/2017 |
| Lavry, Jacques André G. | 09/04/2017 |
| Leeks, Courtney N. | 07/08/2017 |
| Makumbi, Thomas A.K. | 03/11/2017 |
| Manby, Peggy | 06/11/2017 |
| *Mcdonald, Eleanor | 11/12/2017 |
| Miller, J. | 08/06/2016 |
| *Miness, Nina | 12/12/2017 |
| Monardes, Maria Angelica | 24/08/2017 |
| *Napoli, M. | 17/11/2017 |
| Narapalasingam, Supiramaniam | 17/08/2017 |
| Okigbo, Bede Nwoye | 31/03/2017 |
| Oteiza, Enrique | 28/09/2017 |
| Paillet, Marie-Madeleine | 09/10/2017 |
| Palm, Yngve, Johan | 14/10/2017 |
| Parisod, Charlotte Louise | 11/10/2017 |
| Pedrosa, Juan José | 09/09/2017 |
| Perera, Bodiabaduge | 12/07/2017 |

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|---------------------------|------------|
| Pisani, Francesco | 29/11/2017 |
| Pisarski, Jerzy Bogumil | 30/04/2017 |
| Prigioni, Micheline Marie | 19/11/2017 |
| Prodhom, Sophie | 16/11/2017 |
| *Rahman, A.H.M. Mahfuzur | 15/11/2017 |
| Rao, Metlapalli Venka | 28/11/2017 |
| Rubio, Hector José | 14/08/2017 |
| Rukanuddin, Abdu Razzaque | 30/05/2015 |
| Salter, Muriel D. | 17/08/2017 |
| Samur, Jamileh | 12/09/2017 |
| Shaaban, Shaaban M. | 29/09/2017 |
| Shaban, Elizabeth | 16/10/2017 |
| Sharma, Tara | 14/12/2017 |
| Sherif, Romisha | 20/11/2017 |
| Shikita, Minoru | 12/09/2017 |
| Sion, Yvonne | 18/09/2017 |
| Smith, Donald R. | 05/11/2017 |
| Stefanov, Nikolai | 12/11/2017 |
| *Stoessinger, John | 20/11/2017 |
| Tangalele, Ousmane | 08/05/2016 |
| Torres, Olga Esther | 02/10/2017 |
| Van Der Merwe, Carel | 13/09/2017 |
| Vann, Molyvann | 28/09/2017 |
| Watler, Lillian | 21/10/2017 |
| Wijayatilake, Violet | 01/12/2017 |
| Yan, A. | 23/09/2017 |

UN/GENEVA

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|----------------------------|------------|
| Anthonioz, Madeleine Josep | 05/10/2017 |
| Beer, Stephane | 16/12/2017 |
| Bender, Brenda | 09/12/2017 |
| Bohm, Ximena | 28/05/2017 |
| Boymond, Mary Barbara | 02/11/2017 |
| Cortiello, Ersila | 30/11/2017 |
| *Dickerson, Betty | 24/09/2017 |
| Fraser, Florabelle | 08/07/2017 |
| Gasser, Hans | 26/09/2017 |
| Jourovski, Evgueni | 02/12/2017 |
| Kourchidian, Ardache | 12/09/2017 |
| Lavry, Jacques André G. | 09/04/2017 |
| Manby, Peggy | 06/11/2017 |
| Oteiza, Enrique | 28/09/2017 |
| Paillet, Marie-Madeleine | 09/10/2017 |
| Palm, Yngve, Johan | 14/10/2017 |
| Parisod, Charlotte Louise | 11/10/2017 |
| Pedrosa, Juan José | 09/09/2017 |
| Prigioni, Micheline Marie | 19/11/2017 |
| Prodhom, Sophie | 16/11/2017 |
| Salter, Muriel D. | 17/08/2017 |
| Shaban, Elizabeth | 16/10/2017 |
| Stefanov, Nikolai | 12/11/2017 |
| Wijayatilake, Violet | 01/12/2017 |



UNAMA-OSGEP

Anwarzada, Homayoon 05/04/2017

UNCHS

Vann, Molyvann 28/09/2017

UNDOF

Samur, Jamileh 12/09/2017

UNDP – HQ/INTL

De Raad, Adrianus 18/11/2017
 *El Heneidi, Roushdi 27/09/2017
 *George, William 12/09/2017
 *Gernay, Jean-Pierre 28/10/2017
 Houzer, Leonard 17/09/2017
 Milewski, Juliusz Kamil 21/09/2017
 Mossawir, Marion 14/11/2017
 *Mousky, Stafford K. 06/12/2017
 *Shallon, Elsie 15/08/2017

UNDP – LOCAL

Amin, Amna 10/11/2014
 Arokiam, John Anthony 20/03/2017
 Begum, Riaz 24/07/2017
 Bibawi, Samira Zakhary 30/07/2017
 Brown, Beverly 21/10/2017
 Carvalho, Yolanda Maria 19/08/2017
 Chimidregzen, Dolgor 04/10/2017
 Conejares, Florencio Villaner 13/07/2017
 Demiryurek, Ayse 15/10/2017
 Ebourconi, Aicha 17/10/2017
 Gnoutou, Theodore 08/12/2016
 Gulaid, Hussein H. 20/09/2014
 Karimi, Masooma Unknown
 Karuppiah, Samban 18/10/2017
 Koceic, Jadranka 27/09/2017
 Mamoedi, Fredericke 26/07/2017
 Nartomo, S. 08/06 2017
 Omar, Ali-Abdi 07/12/2017
 Onyambu, Andrew Otiso 26/07/2017
 Sahin, Fahri 14/07/2017
 Shyllon, Georgiana H.T. 27 /07/2017
 Toos, Kadhimiya Jasir 05/12/2017
 Toure, Ibrahima 14/09/2017
 Wol, Benjamin Binda 28/03/2016
 Zainabun, Ratu 03/10/2017

UNHCR

Cvitkovic, Stjepan, 23/10/2017

Diane, Mamadou 25/02/2017
 Nemeth, Dora 18/09/2017

UNIC

Pisani, Francesco 29/11/2017

UNICEF – HQ/INTL

Bayeme, Daniel 05/09/2017
 De Vos, Leonard 24/09/2017
 Gbewonyo, Sylvestre 22/09/2017
 *Grant, Margaret Elizabeth 05/12/2017
 Nay-Myo, Michael 26/10/2017
 Ortiz Bru, José Juan 01/11/2017
 Phanapavudhikul, Sumalee 28/10/2017
 Shah, Usman Aziz 28/10/2017
 Silang-Cruz, Maria 19/11/2017
 Silmi, Mustapha 29/10/2017
 Swahn, Rune. B. E. 31/10/2017
 *Yung, Wan-Fai Frances 27/11/2017

UNICEF – LOCAL

Bamorniyama, Nonglak 13/12/2017
 Dossou-Yovo, Florence 15/11/2016
 Escobar Valbuena, Gabriel 03/10/2017
 Ngendo, Anastase 16/07/2017
 Pillon, Simone Irma Mar. 23/09 2017
 Rabago, Abelardo Riray 14/10/2017
 Roy, Datta Tray 27/09/2017
 Tissot, Chantal 11/12/2017

UNIFIL

Barakat, Ahmad 24/11/2017
 Diab, Subhi Y. 18/03/2017

UNOV

Shikita, Minoru 12/09/2017

UNTSO

El Rifai, Samiha M. 08/10/2017

SPECIALIZED AGENCIES**ILO**

Boaglio, Leda 31/07/2017
 Carre, Marine Dite Mari 12/10/2017
 Choin, Arlette Sabine A. 15/10/2017
 Cisse, Rolland 24/10/2017

| | |
|----------------------------|------------|
| Depret, Jean-François | 23/10/2017 |
| Desbiolles, M. | 15/11/2017 |
| Dia, Manuel Abaya | 21/08/2017 |
| Dugourd, Jean Louis | 16/11/2017 |
| Dunning, Doris Annie | 06/10/2017 |
| Emmanuel, André | 30/05/2017 |
| Feffere, Marc A.F. | 30/09/2017 |
| Forcieri, Leda | 31/07/2017 |
| Gavaggio, Rosa | 09/10/2017 |
| Goh, Felix | 26/10/2017 |
| Hastings, Violet | 22/10/2017 |
| Iannilli, Giuliano | 17/10/2017 |
| Landvix, A. | 06/11/2017 |
| Lelievre, Pierre | 30/11/2017 |
| Mezzera, Jaime | 22/11/2016 |
| Morizot, Raymonde | 21/10/2017 |
| Munoz, Manuel | 05/07/2016 |
| Nadeau, Robert William | 12/12/2017 |
| Nedelnikova, Vera | 14/09/2017 |
| Phillips, Clara | 14/12/2017 |
| Robertson, Albert H. | 07/03/2017 |
| Seal, John Baumgardner | 10/10/2017 |
| Singh, Ram | 21/10/2017 |
| Smith, Brenda Christina | 13/11/2017 |
| Turloot, Ferdinand Paul R. | 03/08/2017 |
| Vandenbergh, André | 24/10/2017 |

FAO

| | |
|--------------------------|------------|
| Alsaffar, Ahmed Abdullah | 02/11/2017 |
| *Belanga, Paul | 18/10/2017 |
| Biancardi, O.M. | 03/10/2017 |
| Biet, Bernard | 12/10/2017 |
| Cenacchi, Carmen | 25/09/2017 |
| Chami, Joseph Khalil | 06/07/2017 |
| Chevallier, Simone | Unknown |
| Collazo, Delia Maria | 04/10/2017 |
| Corsanego, C. | 01/06/2017 |
| Cosentini, Wanda | 20/11/2017 |
| Davis, Eunice | Unknown |
| De Girolamo, Vincenzo | 08/08/2017 |
| De Man, Paula | 25/10/2017 |
| Del Piero, Fabrizio | 03/07/2017 |
| Fernandez-Baca, Saul | 10/11/2017 |
| Galli, Mario | 18/10/2017 |
| Garcia, Joaquin M. | 05/12/2017 |
| Guidoni, T. | 01/11/2017 |
| Hamlisch, Rosetta | 13/11/2017 |
| Hesse, Peter Ralston | 12/11/2017 |
| Ista, Marie Joseph | 31/10/2017 |
| Jones, Arfona Katharine | 01/10/2017 |
| Khan, Iqbal | 05/07/2017 |
| Lintern, David Albert | 18/07/2017 |

| | |
|---------------------------|------------|
| Lobry, Michel | 25/09/2017 |
| Lombardo, Rosa | 04/07/2017 |
| Longo, Mirella Luigia | 19/10/2017 |
| Manrique, Aida | 25/09/2017 |
| Martellacci, Ferruccio | 22/09/2017 |
| Milliken, Morris | 08/05/2017 |
| Padmindra, Osra | 06/11/2017 |
| Patamia, Carmine | 26/09/2017 |
| Pintus, A. | Unknown |
| Preston, Eileen Elizabeth | 12/11/2017 |
| Raymond, Nicholas | 16/09/2017 |
| Renzi, Arrigo | 19/09/2017 |
| Rivera Mangas, Manuela | 28/09/2017 |
| Rossetti, Tullio | 30/11/2017 |
| Ryhanen, Pentti | 10/11/2017 |
| Salaris, Giovanna Luisa | 24/12/2017 |
| Subrahmanyam, Manohar | 26/09/2017 |
| Teffer, Yeshewadar | 28/11/2017 |
| Tzou, Youeh-Ou | 05/11/2017 |
| Wright, Patricia | 04/10/2017 |
| Yamamoto, A. | Unknown |
| Zobairi, Rameeza | 06/11/2017 |
| Zwankhuizen, Marlise | 01/11/2017 |

UNESCO

| | |
|------------------------------|------------|
| Alpert, M.C. | 29/11/2017 |
| Ardill, Françoise Madeleine | 20/11/2017 |
| Ariyanayagam, Donald | 20/07/2017 |
| Berney, Liliane | 10/10/2017 |
| Britton, M. | 20/11/2017 |
| Bruyere, Simone | 31/10/2017 |
| Cenacchi, Carmen | 25/09/2017 |
| Cramer, Hélène | 05/11/2017 |
| Dajani, Haseeb | 11/11/2017 |
| Defaye, Jean | 18/10/2017 |
| Djoehana, M.A. | 11/10/2017 |
| Garvey-Williams, Frank Henry | 07/10/2017 |
| Hoareau, Margaret | 13/09/2017 |
| Iskender-Mochin, Irene | 05/11/2017 |
| Jacquot, Marie-Madeleine | 11/10/2017 |
| Joureau, Mireille Hélène | 17/11/2017 |
| Kamer, M. A. | 11/09/2017 |
| Khan, Mohammad | 09/10/2017 |
| Labuthie, Franck | 17/07/2017 |
| Lam, Ho Hien | 11/11/2017 |
| Larsen, Wiepske Roselaa | 09/11/2017 |
| Linehan, Philomena | 16/07/2017 |
| Locard, Henri Marcel | 19/09/2017 |
| Loewald, Sharon | 08/10/2017 |
| Markovic, Vera | 16/09/2017 |
| Michelone, Jacqueline Marie | 06/11/2017 |
| Morcos, S. | 21/11/2017 |

| | |
|---------------------------|------------|
| Mulot, Anne Marie | 27/10/2017 |
| Palade, Lucia | 26/10/2017 |
| Piotrowski, Jerzy | 19/04/2017 |
| Prabhakar, Saroja | 16/11/2017 |
| Quellenec, Roger-Emmanuel | 03/09/2017 |
| Reynaud, Marcelle Louise | 01/11/2017 |
| Riviere, Françoise | 04/11/2017 |
| Rokadiya, Bankelal | 22/09/2017 |
| Schakhowskoy, Hélène | 27/09/2017 |
| Serrano, A. | 15/11/2017 |
| Simpson, Marion | Unknown |
| Toulze, Sylvie Andrée | 12/10/2017 |
| Tresor, Nelly | 07/11/2017 |
| Verny, Micheline | 19/10/2017 |
| Vladymyrov, Volodymyr | 14/08/2017 |
| *Volcy, Jean | 21/10/2017 |
| Zahran, Yasmine | 23/10/2017 |

WHO

| | |
|------------------------------|------------|
| Adam, Maria Rosa | 22/06/2017 |
| Agnihotri, Narain Sarup | 26/09/2017 |
| *Aguilar, Orlando R. | 01/11/2017 |
| Amat, Alberto E. | 02/11/2016 |
| Arceivala, Sorab Jal | 12/11/2017 |
| Bewinde, Amidou Anatol | 09/10/2017 |
| Braga, Odile Sylvia | 29/11/2017 |
| Caldeyro, Ofelia | 12/09/2017 |
| Carlsson Hopper, Ewa | 20/09/2017 |
| Castro, Nerida | 12/09/2017 |
| Daspres, Robert Cesar. | 27/10/2017 |
| Davies, Robert | 09/11/2017 |
| Dicancro, M. | 08/04 2015 |
| El Baroudi, Hassan M. | 04/10/2017 |
| Farina, Jeanne | 20/11/2017 |
| Gera, Om Parkash | 13/11/2017 |
| Goudal, Monique | 20/11/2017 |
| Hagley, Knox | 19/08/2017 |
| Hala, Palindi | 20/06/2015 |
| Huguet, Vincent | 21/11/2017 |
| Kapoor, Ram Parkash | 23/10/2017 |
| Kasonde, Joseph Mwenya | 25/08/2017 |
| Keller, Irmgard | 28/09/2017 |
| Kossofsky, Samy | 11/10/2017 |
| Kyaing, Nyo Nyo | 29/10/2017 |
| Laiz, Antonina B. | 21/11/2017 |
| *Lanoix, Sophie | 21/11/2017 |
| Lekie, Botee | 25/07/2017 |
| Liu, Josephine | 24/08/2017 |
| Marillier, Magali Therese L. | 11/10/2017 |
| Monekosso, Gottlieb L. | 19/11/2017 |
| Morales, E. | 29/10/2017 |
| Mortara, Paula | 15/10/2017 |
| Nicolet, Marcel F. | 14/09/2017 |

| | |
|----------------------------------|------------|
| Nitoumbi, Dominique | 14/09/2017 |
| Nkombo, Marcel | 22/10/2017 |
| Okpeicha, Antoine | 05/11/2017 |
| Ong, Renate E. | 06/10/2017 |
| Pereira, Joao Batista | 19/11/2017 |
| *Perez-Esandi, Miguela V. | 26/10/2017 |
| Postiglione, Mariano | 14/10/2017 |
| Rodriguez-Ogarrio, Teresa | 30/01 2016 |
| Roget, Mavis Rita | 21/08/2017 |
| Sanou, Daouda | 24/08/2017 |
| *Sathianathan, Sivadevi | 29/10/2017 |
| Sauter, Janine G. | 20/09/2017 |
| Spirit, Norman (PAHO) | 07/08 2017 |
| Stibbe, Thérèse | 25/12/2017 |
| Strauli, Anita Hélène | 22/09/2017 |
| Tavera, Jorge | Unknown |
| Tigre, Clovis Heitor | 23/08/2017 |
| Torrent Brunet, Maria De La Sole | 20/11/2017 |
| Traore, Gaoussou | 21/06/2017 |
| Vartanian, Felix E. | 30/08/2017 |
| Vidal, Carlos | 24/09/2017 |
| Weiss, André | 19/12/2017 |
| Young, Marion Joan | 21/10/2017 |

ICAO

| | |
|-------------------------------|------------|
| Aubry, Pierrette | 28/10/2017 |
| Beswick, Anthony James | 15/08/2017 |
| De Miranda, Florinda Claudine | 07/10/2017 |
| Di Fiore, Joseph | 04/10/2017 |
| Ekram, Barka | 16/11/2017 |
| Galler, Peter | 19/10/2017 |
| Goyette, Madeleine Eliza | 23/09/2017 |
| *Hendershott, Evelyn | 13/10/2017 |
| Langdon, Sylvia | 19/11/2017 |
| Mcbean, Sylvia Mary | 10/09/2017 |
| Morales-Fernand, Luis | 15/10/2017 |
| Sarmiento, Senen | 26/10/2017 |
| Sesma, Ricardo Luis | 28/06/2017 |
| Westrin, Astrid | Unknown |
| Wright, Robert | 13/08/2017 |

WMO

| | |
|-----------------------|------------|
| Patel Calutas, Bharti | 15/10/2017 |
| Van Egmond, Jan | 11/10/2017 |

IAEA

| | |
|-------------------------|------------|
| Aichinger, G. | 13/11/2017 |
| Anthofer, Patricia Anne | 15/10/2017 |
| Beyer, Ann Evelyn | 24/10/2017 |
| Dolnicar, Jozef | 26/09/2017 |
| Gubler, Barbara | 11/10/2017 |

| | |
|---------------------------------|------------|
| Honischek, Ernst Leopold | Unknown |
| Malek, Richard | 14/10/2017 |
| Mundy, Gordon | 26/09/2017 |
| Ruckenbauer, Elisabeth Maria P. | 23/10/2017 |
| Willstatter-Greig, Pablo | 19/11/2017 |

IMO

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|-----------------------|------------|
| Thompson, Audrey June | 03/10/2017 |
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ITU

| | |
|--------------------------|------------|
| Berghorn, Barbel | 03/12/2017 |
| Bezencon, Odette | 20/11/2017 |
| Chiosoig-Morin, Aine | 14/09/2017 |
| Collett, Grace | 13/09/2017 |
| Comic, Dragica | 28/03/2016 |
| Ganchinho, Antonio | 20/09/2017 |
| Julia Marquez, Maria Del | 20/09/2017 |
| Kovacs, Gabor | 26/08/2017 |
| Shami, Hilda | 18/11/2017 |
| Velazquez Saez, Adolfo | 05/09/2017 |

UNIDO

| | |
|-----------------------|------------|
| Al-Hafedh, Mehdi | 02/10/2017 |
| Brod, R. | 07/12/2017 |
| Buehler, Gertraude | 12/09/2017 |
| Caude, Roland | 17/09/2017 |
| Evstatieva, Ekaterina | 27/10/2017 |
| Holten, Jon | 30/10/2017 |
| Judt, Joan | 12/11/2017 |
| Mautner, Djurdja | 17/10/2017 |
| Schleederer, Josef | 11/11/2017 |
| Singer, Elfriede | Unknown |
| Thulin, Stig Ake | 17/09/2017 |
| Wotava, Eva | 08/12/2017 |

* Member of AFICS/NY

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