



# AFICS BULLETIN

## NEW YORK

ASSOCIATION OF FORMER INTERNATIONAL CIVIL SERVANTS

Vol. 53 ♦ No. 1 ♦ Spring–Fall 2024



## AFICS/NY *Celebrates UN Day*

*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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**AFICS/NY BULLETIN**

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# Message from the President of AFICS/NY

Dear AFICS/NY Members,

It is my pleasure to welcome the relaunch of the AFICS/NY *Bulletin*, and to provide you with information and updates on our work carried out over the last six months. In the pages that follow, you will find a great deal of important information on pension and health issues, but also about our get-togethers, our webinars and our Annual Assembly where members reconnect with friends and colleagues. In the many pictures throughout the Bulletin, I am sure you will see familiar faces that will bring back good memories of days spent in our UN offices. At the same time, I invite you to continue to make new memories by attending our events, participating in our annual Assemblies, and joining in the work of our many Committees.

We count on you to help us in our mission of supporting you, former international civil servants, and your families. Not only can we use your expertise to help in our mission, but you can also lend your expertise to our larger Federation (FAFICS) where you can continue professionally in support of the wider goals of all international civil servants by getting on their experts list (for further information please contact [afics@un.org](mailto:afics@un.org)). In fact, the Federation will be celebrating its 50th Anniversary in July 2025. We look forward to being part of the planning of this event and invite you to follow the information that will be sent out about the celebration.

Let me now provide you with some news regarding AFICS/NY. First, a new leadership team was named after the Governing Board elections of 2024 and was announced at our Annual Assembly in May 2024. At the next Governing Board meeting, held in June 2024, I was elected President, following the conclusion of Debbie Landey's successful terms. The Board then approved the slate of officers as follows:

First Vice-President	Nancy Hurtz-Soyka
Second Vice-President	Jay Pozenel
Treasurer	Mac Chiulli
Secretary	Pilar Fuentes Conte
Deputy Secretary	Marianne Brzak-Metzler

Our new team will continue the strong relationships developed over the past years with senior UN officials, including the Chief Executive of the Pension Administration and the Representative of the Secretary-General on the Investments of the United Nations, as well as the CEO of UNFCU. In this connection, we will continue to monitor the situation of visa retrogression and how the Secretariat is dealing with this difficult issue for those who have recently retired or are about to retire.

Our emphasis for this term is on communications and moving from a review of a communications strategy to actual deliverables, including this Bulletin and the revamping of our website.

We are also committed to continuing the process of updating the terms of reference for the Association, through revisions to the Board's Rules of Procedure concerning matters of conflicts of interest, honorary members, and other changes to align with the updates made in 2024 to the Association's bylaws.

Through our participation in pre-retirement seminars and other venues, AFICS/NY continues to grow in its membership and its strength in supporting retirees' health insurance and pension benefits.

I look forward to hearing from you and seeing you at our next event. In the meantime, I would like to thank all the Chairs of our Committees and Working Groups, especially the Communications Committee, led by Gail Bindley-Taylor, for their hard work and collaboration in reconnecting our members through this welcome and informative Bulletin which will continue to be issued on a regular basis.

**Darshak Shah**  
*President, AFICS/NY*



FEDERATION OF ASSOCIATIONS OF FORMER INTERNATIONAL CIVIL SERVANTS  
FÉDÉRATION DES ASSOCIATIONS DES ANCIENS FONCTIONNAIRES INTERNATIONAUX  
FEDERACION DE ASOCIACIONES DE EX-FUNCIONARIOS INTERNACIONALES  
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Celebrating 50 Years of Representing Retirees and Families in 2025

Bureau du  
Président

Room C0249B, PO Box 100, Vienna International Centre, Vienna Austria  
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## Message from the President of the Federation of Associations of Former International Civil Servants (FAFICS)

To: AFICS/NY Governing Board

I am very pleased to know that AFICS/NY is resuming publication of its Bulletin, especially at a time when some Member Associations are curtailing their publications due to rising costs.

As President of FAFICS, I have placed particular importance on communication. FAFICS has revamped its website, prepared an information brochure and bookmark containing information about FAFICS. I issue a regular President's Newsletter to keep Member Associations informed of the work FAFICS carries out on behalf of retirees. I also issued a detailed [letter](#) on the results of this year's FAFICS Council.

I know how much work AFICS/NY does for retirees, including careful monitoring of pension related issues, advocating for the broadest possible health insurance benefits with the lowest possible premiums through its participation in the UN Health and Life Insurance Committee (HLIC) and supporting individuals with any pension or health insurance issues they may have.

The Association's focus on increasing and maintaining membership, participation in pre-retirement seminars, organizing social and other events for its members, and communicating with its members through its website and letters from the President demonstrates its commitment to making its members feel valued, informed and

empowered. I also just learned that more people joined AFICS/NY in 2024 than in the previous 5 years. This is testimony to the work being done.

AFICS/NY Governing Board members serve in the FAFICS Bureau, on the FAFICS delegation to the Pension Board and on some of its Subsidiary Bodies. AFICS/NY also plays an important role in the annual FAFICS Council.

I commend AFICS/NY for its plans to enhance communication to include a revamping of its website, continuing regular letters from the President and the resumption of the Bulletin, among other planned efforts. I note that the information on your website regarding US taxes is valuable not only to your members but is also frequently mentioned by other Associations when questions are raised by their members are subject to US income taxes.

I also am very thankful for your efforts to keep me informed of the work AFICS/NY does, especially the work of the AFICS/NY pension committee.

With appreciation for all your hard work and warm wishes to you all.

Sincerely,

**Jerry Barton**  
FAFICS President

## Report from the Immediate Past President

What an enormous privilege it has been for me to serve as the Vice-President (8 years) and President (2 years) of AFICS/NY. It has been a whirlwind of activity with a wonderful, dedicated, hardworking Governing Board, AFICS/NY Committees, Office staff, and extremely active participation in the work of members from across AFICS/NY, all to support retirees. I would also like to recognize the extremely hard work and dedicated service of prior Presidents and Vice-Presidents on which we have been able to build.

We are proud of what we have been able to accomplish over these years. We have managed an ambitious annual work plan that keeps us on target, on budget, and accountable to you.

Our various AFICS/NY Committees are empowered and supported in their important work, reporting back to the Governing Board and then all of you at the Annual AFICS/NY Assembly.

On the important subject of ASHI (After-Service Health and Life Insurance), the AFICS/NY Health Insurance Committee monitors developments very closely in order to advocate for retirees. During the renewal periods for health insurance plans each year, the UN's Health and Life Insurance Committee (HLIC) carefully reviews past usage, new benefit programmes and specific expenditures to determine the plans' new premium rates. At least twice in the past four years, overall expenditure for one of the two plans was higher when compared to the previous year, leading to proposed double-digit premium increases. Our AFICS/NY representatives stepped in to suggest other ways to deal with the increases. After deliberations by the other groups on the HLIC—staff, management and representatives of the Funds and Programmes—the HLIC agreed to these suggestions and, while not eliminating the increases, did reduce them considerably. This has saved staff, retirees, and

the organizations from higher than usual increases, a good outcome for all of us!

On pension matters, AFICS/NY has made recommendations to FAFICS and directly to the Pension Fund's management, on the Fund's operations as well as investment and actuarial matters. AFICS/NY has focused on monitoring the governance of the Pension Fund by reviewing the Pension Board's decisions, its recommendations to the General Assembly, and tracking significant developments. AFICS/NY has also monitored the long-term financial and actuarial sustainability of the Fund and provided recommendations to FAFICS and the Fund on investment and actuarial matters. A careful eye is kept on how the Fund services new retirees or other beneficiaries, such as surviving spouses, and recommendations were brought to FAFICS to bring to the Pension Board for improving client services, client information and communications. We have also partnered with the Pension Fund in jointly run dedicated help sessions for retirees, to assist them in enrolling in the Digital Certificate of Entitlement (DCE), reaching some 200 retirees.

Our role as a key Member Association of FAFICS is so important to us. We have brought the views of AFICS/NY on health insurance, pension, and a range of management issues to the annual FAFICS Council. We have made a series of recommendations to the FAFICS Council Working Group on the establishment of new FAFICS Rules of Procedure. Members of our AFICS/NY Governing Board have been members over the years of the FAFICS pension delegation to the Pension Board and participated in the work of its Subsidiary Bodies.

AFICS/NY updated the AFICS/NY [By-Laws and Rules of Procedure](#).

AFICS/NY has continued its work of conducting the elections to the AFICS/NY Governing Board.

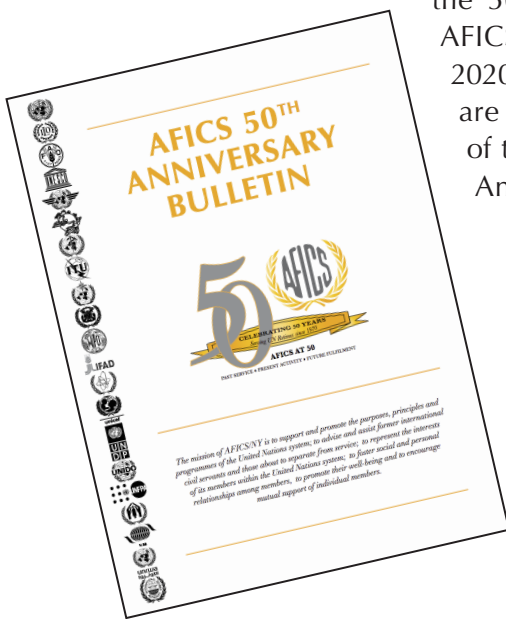
AFICS/NY set up a Working Group on the issue of visa retrogression, liaising with senior management in the United Nations, on this issue that is so important for many colleagues already retired and those who will retire.

AFICS/NY has kept our partnerships strong. We have maintained excellent communication with senior officials in the Pension Fund, UN Secretariat, Programmes and Funds, and UNFCU. We have secured their financial and in-kind support for our work and have initiated discussions on issues of concern to retirees such as visa retrogression. We have co-organized, with UNFCU, seminars on topics of interest to retirees, including on fraud and digital banking, and we have continued to advocate within the UN for pre-retirement seminars in which we actively participate.

We have worked hard to increase our membership numbers over the past 5 years and saw a record number of new AFICS/NY members in 2024. We have updated our membership database, collected past dues and issued an updated Membership Directory. And you can help us get the message out to other retirees, so please join the effort to bring more new members on board!

Improving communications has been an important focus. We have issued regular President's Newsletters, updated the AFICS/NY website, and established a Communications Committee with a new Communications Strategy. We commemorated

the 50th Anniversary of AFICS/NY in December 2020 and May 2021, and are particularly proud of the commemorative Anniversary Bulletin.



AFICS/NY has continued to bring members together in a range of wonderful social activities, and always encourages you to come along to these fun and festive occasions, including our ageing smart seminars on various topics of interest to retirees.

AFICS/NY continued to maintain its library which contains a good number of publications by our fellow retirees.

With the wonderful support of the United Nations Department of Operational Support (DOS), we have moved to new premises. We encourage you to visit our new AFICS/NY Office at 801 East 45th Street. The move enabled us to digitize most of our historic records, divest ourselves of multiple hard copies of documents, and send FAFICS-related material to the FAFICS Office in Geneva. This was a herculean effort on the part of us all!

So, thanks to all retirees, the hard-working Governing Board, Office staff, and AFICS/NY Committees, AFICS/NY has had a busy and productive number of years.

I am so pleased to see the great new leadership team of AFICS/NY that is continuing this critical work in service of us all. I feel extremely privileged to have been elected by the Governing Board as an Honorary Member and to be able to continue to contribute to the work of AFICS/NY through participating in the work of some of its Committees. Here's to more good work and fun events with our great group of retirees in the remainder of 2024 and beyond!

## **Deborah Landey**

*Immediate Past President, AFICS/NY*

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**AFICS/NY AT WORK**



**COMMITTEE REPORTS  
&  
ACTIVITIES**

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## AFICS/NY Pension Committee

The AFICS/NY Pension Committee has met 10 times so far this year, holding discussions about the Cost of Living Adjustment (COLA); a range of UNJSPF updates, including virtual discussions with the Representative of the United Nations Joint Staff Pension Fund (RSG) and the Chief Executive of Pension Administration of the United Nations Joint Staff Pension Fund (CEPA). AFICS/NY was well represented at the FAFICS Council this July in Bangkok, and the Co-chairs of the Pension Committee, Suzanne Bishopric and Jay Pozenel, gave presentations, both in person and virtually.

One key success for this calendar year was the collaboration with the FAFICS Bureau in approaching the UNJSPF Board to request that it address the plight of retirees with Small Pensions and Minimum Pensions. Although the issues were raised initially by our counterparts in Addis Ababa, the President of FAFICS, Jerry Barton, led an array of AFICS associations, including FAFICS delegate Gerhard Schramek from the Association of Retired International Civil Servants in Austria (ARICSA), to write a proposal to the Pension Board in time for the February 2024 virtual meeting. The CEPA immediately began to address the plight of retirees receiving Small Pensions, and at the Pension Board, a recommendation was made for a one-time

ad hoc adjustment of 35 per cent. In addition, the Board recommended that the CEPA develop a longer-term solution to align the systems for adjusting Small Pensions and Minimum Pensions.

The Pension Committee will continue to discuss issues such as the Fund's investment performance, actuarial situation, and the timely processing of benefits.

We look forward to continuing our lively discussions with the aim of ensuring that AFICS/NY members are well-informed. It should also be noted that the majority of our members started their lives in other countries and/or have worked in many duty stations, making AFICS/NY truly representative of FAFICS retirees worldwide.

**Suzanne Bishopric**  
**Jay Pozenel**

*Pension Committee Co-chairs*



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# Health Insurance Committee

The AFICS/NY Health Insurance Committee (HIC) advocates in the best interest of members on issues relating to health and life insurance. It keeps members informed of relevant developments and strives to ensure effective and efficient management by the UN of After-Service-Health Insurance (ASHI), to achieve the best possible coverage and quality of client services to retirees at affordable contribution levels.

To date, we can report several key achievements:

— AFICS/NY's Health Insurance Committee (HIC) has held six meetings which reviewed several issues to ensure that the concerns of retirees participating in ASHI and Medicare Part B were addressed.

— The representatives of AFICS/NY continued their active participation in the UN's Health and Life Insurance Committee's (HLIC) monthly and sometimes bi-monthly meetings, including the plan review and renewal of the 1 July 2024-30 June 2025 period for Anthem Blue Cross Blue Shield, Aetna, Cigna WWP and Cigna Dental plans, where a number of further reviews and analysis of costs were requested by the AFICS/NY representatives in order to keep the contribution levels affordable.

— For some plans, the overall expenditure showed increasing costs compared to the previous period. Deliberations were again unusually difficult for the Anthem Blue Cross plan, which showed an initial double-digit projected increase in premium at over 13%. The representatives of AFICS/NY provided suggestions to adjust the projections based on the increasing number of retirees participating in Medicare Part B, which results in lower expenditures for the ASHI plans and also made other suggestions. The final conclusion on the Anthem Blue Cross Blue

Shield Plan, while still high, was brought down to a single digit at 9%.

— Noting the large increase in one of the plans, an obvious question is how do we continue to keep future premium increases at a minimum? As UN health plans are SELF-INSURED plans, premiums are based on both the level of expenditures as well as ensuring adequate reserves for each plan. As a result, it is our collective responsibility to ensure that medical expenses are kept at a minimum. Some of the actions we can take are listed below:

▶ Emergency Room (ER) visits for actual emergency treatment are of course necessary. However, it has been found that some ER visits are for non-emergency medical treatments, and such visits still remain quite high. Each ER visit costs over \$2,300 on average and participants also pay \$100 as a co-pay. Analysis shows that some members repeatedly use ER facilities for routine medical treatment, which should be avoided. It is better to use Urgent Care Facilities, which are now available everywhere, providing basic medical services at much lower costs and with much less waiting time compared to waiting for hours in the ER.

▶ While most members use In-Network providers, it appears that a number of participants are still using Out-of-Network providers with significantly higher costs. One such example is the use of Out-of-Network providers for physical therapy at a cost which is over four times higher than In-Network providers. It appears that some of the Out-of-Network providers may be providing such services without charging the normal co-pay; however, they charge signifi-

cantly higher amounts for their services. So, in the end, this results in all of us paying higher premiums. All participants should use In-Network providers for such services and ask the service providers to file their claims as In-Network.

— AFICS/NY also continued to assist a number of retirees with their client service issues with the Health Insurance Section of the UN Secretariat, as well as advocating for improvements with our third-party providers—Aetna, Cigna and Anthem Blue Cross—in processing of healthcare claims submitted by participants for services provided by In-Network/Out-of-Network providers that have opted out of Medicare Part B.

— Another key accomplishment involved difficulties faced by retirees covered by the Medical Insurance Plan (MIP), which provides health insurance coverage for locally recruited staff in the field and eligible retirees. AFICS/NY provided background information to the Health and Life Insurance Committees (HLIC) and senior management of the UN Secretariat and UNDP with a view to urgently addressing the deficiencies in the MIP.

— The AFICS/NY representatives on the HLIC also participated in the review of exceptional cases for various plans to ensure that beneficiaries are provided with adequate support for high-cost medical treatments which are over the normal limits within the plans.

— AFICS/NY's Health Insurance Committee (HIC) prepared a paper on the criteria for membership in this Committee. The HIC is usually comprised of no more than 10 members who have become subject matter experts (SMEs) on health insurance during active status or are SMEs based on their professional experience elsewhere, including former members of the Health and Life Insurance Committees, at Headquarters or in the field, medical professionals, or those with non-UN health insurance experience. The Committee would welcome those with the necessary health insurance experience to join us in achieving our goals. If interested, please contact [afics@un.org](mailto:afics@un.org)

**Jayantilal Karia**  
**Dr. Sudershan Narula**

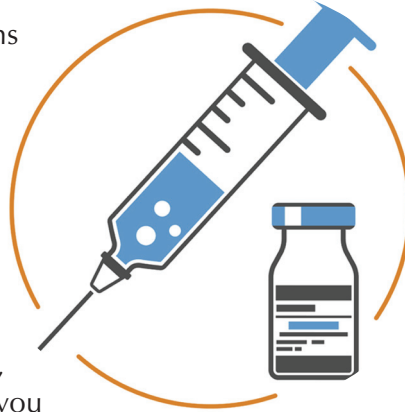
*Health Insurance Committee Co-chairs*

## Priorities for 2024/25

- ▶ HIC will continue to support members on health insurance matters and play an important role in the HLIC meetings.
- ▶ HIC will also continue to advocate for improvements in the MIP for retirees.
- ▶ To ensure that members of AFICS/NY have input into the HIC agenda, and are able to voice their concerns, HIC plans to dedicate up to a half hour of some of its meetings to an open session, to hear these concerns. HIC will be sending out separate communication with details on the timing of such meetings and inviting members to raise any concerns that they may have.

## Useful information on vaccine coverage for ASHI participants of UNHQ-administered health insurance plans:

— The UNHQ-administered health insurance plans —Aetna PPO, Anthem PPO and UN Worldwide Plan—cover all recommended vaccines including Flu, Covid-19, Pneumonia, Shingles and RSV. Below is an explanation of how these vaccines are covered for ASHI participants, depending on your coverage options and where the vaccine is administered:



— Medicare Part B covers the vaccines for Flu, Covid-19 and Pneumonia with no co-payment. If you are participating in Medicare Part B, you can get these vaccines fully covered at any pharmacy that accepts Medicare Part B, without a co-payment.

— Vaccines at the pharmacy: ASHI participants covered under the US-based plans Aetna PPO or Anthem PPO are encouraged to go to an in-network pharmacy to receive the best coverage. Anthem PPO offers direct billing for vaccines administered at pharmacies, while Aetna PPO participants may be requested to pay upfront and submit a claim for reimbursement. UN Worldwide Plan participants are required to pay for vaccines at pharmacies and file a claim for reimbursement. A co-payment may apply, depending on your plan.

— Vaccines at a doctor's office: If a vaccine is administered as a part of a physical examination, no additional co-payment is required beyond the co-payment for the consultation to a primary care practitioner or a specialist. If you go to a doctor's office specifically for a vaccination, there may be an administration fee in addition to any applicable co-payment.

Website links:

AFICS/NY: <https://www.un.org/other/afics/content/health-insurance>

ASHI: <https://www.un.org/insurance/content/retirees>

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# Nominating Committee

AFICS/NY conducts the Governing Board elections through its Nominating Committee in accordance with the relevant provisions of the Association’s By-Laws and the Rules of Procedure for the Governing Board, and with the help of an online elections company.

The Nominating Committee for 2024 was Co-chaired by Dr. Sudershan Narula and Jay Karia, and the two other members were Gulden Turkoz-Cosslett and Furio de Tomassi.

The Committee, although designated by the Association’s President, works independently of both the Governing Board and the Bureau to ensure a credible and fair process.

For the 2024 AFICS/NY Governing Board elections, ten (10) candidates, including three (3) incumbents, from the UN Secretariat, UNICEF, UNDP, and UNFPA, were nominated for six (6) open positions. The election results were announced at the 54th Annual Assembly.

The six candidates listed below, in the order they appeared in the ballot, received the greatest number of votes and were elected:

- 1. **BISHOPRIC, Suzanne**
- 2. **HAJI-AHMED, Sandra**
- 3. **KARL, Judith**
- 4. **NYE, Andrew**
- 5. **SHAH, Darshak**
- 6. **ZILBERG, Michael**

This is the first group that has been elected for a four-year term instead of a three-year term, according to the Association’s amended by-laws as proposed by the Governing Board and adopted by the Association at the same Annual Assembly.

In 2023, the Nominating Committee suggested that the Association’s By-Laws should be amended to provide for biennial rather than annual elections to lessen the Association’s burden of administering annual elections and reduce the costs for doing so. Therefore, the next Governing Board elections will be held in 2026.

**Dr. Sudershan Narula**  
**Jay Karia**

*Nominating Committee Co-chairs*



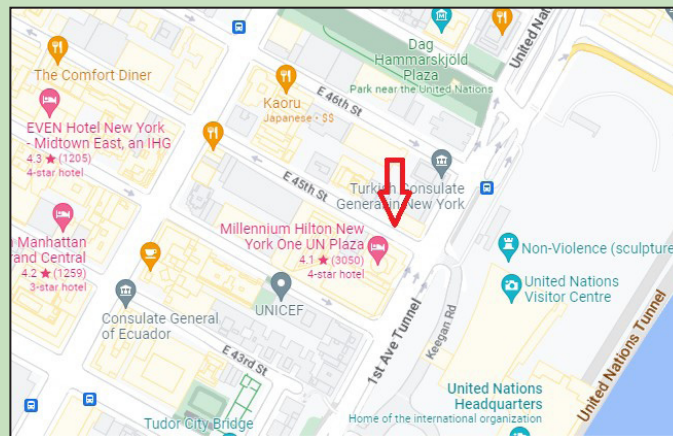
# AFICS/NY Finds a New Home

By Elba Lages

After more than 40 years at our fifth-floor offices in the DC-1 Building, the Association moved to a new home in March 2023, to the building known as the UNITAR Building, located on the corner of 45<sup>th</sup> Street and First Avenue. The AFICS/NY Governing Board's *Move Task Force*, under the leadership of Darshak Shah, was made up of Nancy Hurtz-Soyka, Velimir Kovačević, Andrés Castellanos del Corral, and Mac Chiulli. The *Move Task Force* also worked in close partnership with the UN Department of Operations Support to ensure a smooth move to the new location. Huge thanks to them for their herculean efforts!

Note that the entrance to our office is on 45<sup>th</sup> Street, and a valid UN ID "R" Grounds Pass is required to enter the building during business hours.

We look forward to welcoming you to our new premises!



## Office Hours

Tuesday through Friday, 10:00 a.m. to 4:00 p.m.

## Walk-in Address

801 East 45<sup>th</sup> Street, 4<sup>th</sup> Floor, New York NY 10017

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**Website URL:** [www.un.org/other/afics](http://www.un.org/other/afics)

# News From Our Librarian

By Dawne Gautier

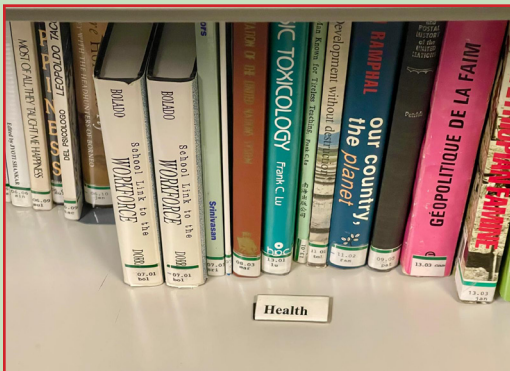
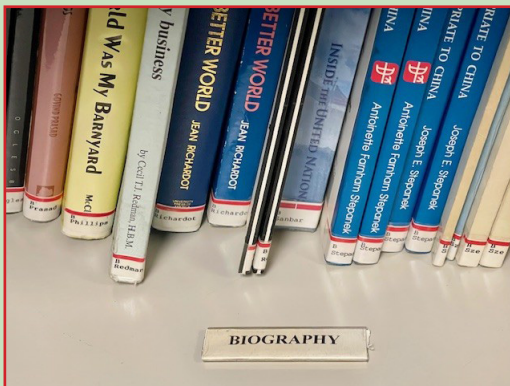
You are invited to patronize the AFICS/NY Library of books by UN authors. These books range from novels and memoirs to analyses of world problems, viewed from the perspective of long-time international civil servants.

The Library is located in the AFICS/NY office (801 E 45th St., 4th floor) 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.

We would like to thank the following authors for their contributions: Jan Walton for *The Bookkeeper* and *River Avenue*; Roy Morey for *A United Nations Family Odyssey* and *The United Nations at Work in Asia*; Richard Gordon, *Africa and Asia*; Loraine Sievers, *An Unwilling Spy*; Shirley Hazzard, *People in Glass Houses*; Joseph Stiglitz, *The Roaring 90s*; and John Northcut, *Air Texas World*.



The Library welcomes both fiction and non-fiction works by the UN family and is constantly seeking contributions. If you would like to donate a copy of your work, please contact me at [dawnegtr@yahoo.com](mailto:dawnegtr@yahoo.com).



## Did You Know?

In 1998, on behalf of FAFICS, AFICS/NY presented the UN with a marble plaque commemorating the 50th anniversary of the adoption of the Universal Declaration of Human Rights. The plaque was placed in the northeast section of the UN garden at the base of a large stone bearing the human rights flame emblem. The plaque pays homage to the Universal Declaration, to all persons involved in its formulation and adoption, and in particular, to Mrs. Eleanor Roosevelt, whose tireless efforts helped to make the Universal Declaration a reality.

*From the archives of the AFICS Library*

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# Social Committee

The Social Committee, under the Chairmanship of Barbara Linardo, holds wonderful events that bring our membership together! Join us for a mix and mingle, a luncheon, a reception or a boat cruise, just to name a few events that have happened over the past year.

Our most recent event was the superb lunch cruise around Lower Manhattan which had over seventy-five members participating. It included the cruise on The Bateaux, just like those on the Seine (but on the Hudson!), and a great luncheon where we toasted to members over a glass of prosecco. It was so special to see colleagues and learn of their full lives since retiring from their responsibilities as international civil servants.

During the pandemic the activities of the Social Committee were severely curtailed, but the Committee is now back in full force with more events planned for early in the new year.

Earlier this year, a luncheon was organized in Midtown Manhattan with over 80 participants in attendance. It was an enjoyable event, and some important birthdays were celebrated.

One of our most important events is the enjoyable reception held immediately after our Annual Assembly in May or June each year. After hearing from senior UN and other UN Agency officials, as well as from the Heads of the Pension Fund and the Health Insurance Group, everyone heads over to our Offices in the UNITAR Building. Here we celebrate the elections of the AFICS/NY Governing Board, and once again meet and greet colleagues. We also make new connections based on our longstanding and mutual commitment to the goals of the United Nations. Our new offices in the UNITAR Building are the perfect place to reconnect and renew our friendships.

The Social Committee plays an important role in keeping AFICS/NY's membership strong and supportive of each other. Why not join us for our next event? We hope to see you soon!!

**Barbara Linardo**  
*Social Committee Chair*



## Ageing Smart Committee

The Ageing Smart Committee was most fortunate to have our member, Paula Saddler, as well as two colleagues—Shoba Mani and Liz Huntington—all certified Viniyoga Instructors trained in Yoga Therapy and Clinical Applications—make themselves available to our members via online sessions throughout the pandemic and beyond. Topics included bone health, breathing, meditation, sleep, breast cancer recovery and better decision-making. The sessions were well received and were recorded for continued viewing on the AFICS website at any time. In addition, we held other virtual sessions relating to topics concerning the pandemic and matters of general concern to seniors. We are exploring the presentation of a very useful online resource we hope to share shortly, and we hope to resume the in-person seminars we held previously now that the campus is accessible again.

**Mac Chiulli**  
*Ageing Smart Committee Chair*

## Welcome Remarks by Darshak Shah, President of AFICS/NY, on October 24, 2024, on the occasion of the cruise on The Bateaux



My name is Darshak Shah. I am the new President of AFICS/NY. Good afternoon to AFICS members on board today, on The Bateaux, for the much-awaited cruise. This is a beautiful day for the cruise—special order from Barbara, Chair of the Social Committee!



Today is UN Day!

United Nations Day is celebrated annually on October 24th. It marks the anniversary of the entry into force of the United Nations Charter in 1945. This day is a global celebration of the UN's mission to promote peace, security, human rights, and development around the world. This mission continues to be relevant; in some cases, it is even more relevant. The mission of the UN has become even more complex with additional priorities in tackling current global issues, such as peacebuilding, sustainability, human rights, and climate action. The 2024 theme is likely to highlight key challenges the world faces today, with a focus on multilateralism, global solidarity, and international cooperation. This underscores that the world needs the UN even more!

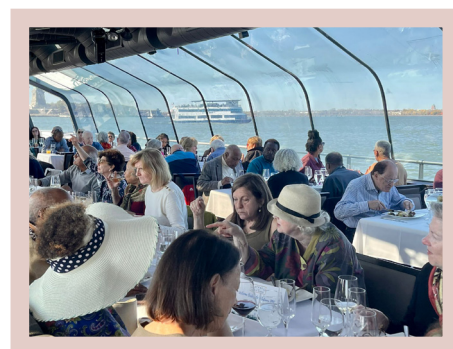
Celebrate in style UN Day on The Bateaux, but do not forget the unfortunate people in Ukraine, Sudan, Lebanon, Israel, Gaza, and many other countries.

There will be more events in the future organized by Dr. Narula and the team. Stay tuned!

The second 2024 Bulletin will be released in December with thanks to Gail (Chair of the Communications Committee) and her team.

Thanks to Barbara, Velimir and Veronique, Nancy and Mac.

Mix, mingle and enjoy the cruise.



# Communications Committee

## AFICS/NY Approves Name Change and Its First Communications Strategy

After two years of intensive work and engagement, as of October 2024 AFICS/NY now has a Communications Strategy approved by its Governing Board. This strategy will assist the Association to carry out its stated goals and mission more effectively; allow for better communication of its vision to its members; and give its members opportunities to express their views.

What's next? Well, the Communications Committee, which boasts a current membership of 13 members, will become a standing committee of the Board. The Committee, which has been meeting since February 2022, first as an ad hoc group, had as its initial remit to review the situation of communications within the Association and come up with a strategy that would help AFICS/NY achieve its goals and mission by developing and delivering messages that are consistent with the Association's values and goals, to reach our members around the world.

An ad hoc committee of 12 members was formed, representing members not only from the New York Tri-State area, but also from outside of the US: one member is based in Thailand, and another in Trinidad and Tobago. The Committee prepared a survey that would give our membership an opportunity to voice what they were seeking from their Association. The results of the survey formed the basis for focus groups which met online and in-person in January/February 2023, with a diverse group of members providing suggestions and strategic thinking on how to improve our Association's communications.

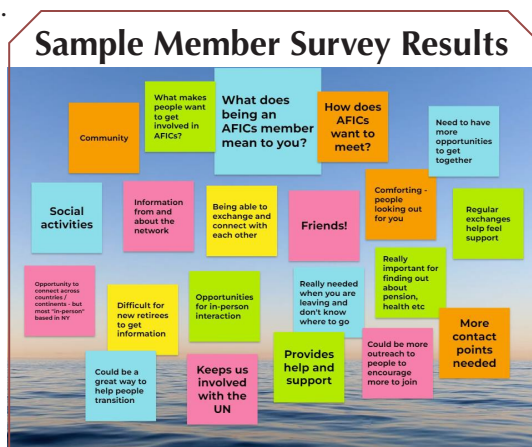
The resulting consultant's report was presented to the Governing Board for its consideration in June 2023.

After considering the recommendations from the focus groups and consultant, the Committee began prioritizing its work, including: a revamp of our website; the

reintroduction of our AFICS/NY Bulletin as an e-publication; the possibility of using social media; more use of "iSeek" to reach out to those about to retire; and greater information sharing with our members. Other interesting proposals included: creating an experts pool of members within their various fields of expertise; establishing a space outside of the annual meeting to enable members to ask questions in person and online of the Governing Board; developing a mentoring programme that would engage retirees in advisory capacities with younger staff in the Secretariat, as well as the UN Agencies, Funds and Programmes; and creating action-oriented opportunities where retired members could continue engagement with the UN and each other through the hosting of regular in-person, hybrid and virtual events and reunions. There was also a strong appeal for regular wellness checks for our members over age 80 and establishing a programme that would recognize and honour them.

The committee conducted extensive reviews of both the website and the Quarterly Bulletin and decided that its immediate priorities should be on creating job descriptions for the positions of Editor of the Bulletin and Webmaster for the website. The Editor role would provide editorial support, assure the publication of regular Bulletins, and serve as content manager for all AFICS/NY messaging and publications. The Webmaster role recognizes that though extensive changes have been made to the website to make it more user-friendly and intuitively navigable, there remains much more work to

make it cleaner, more attractive and more modern. The committee did extensive research on what was happening in the marketplace before coming up with the job descriptions, including one for an intern for support of social media efforts. Job descriptions were provided to the Board for approval in February, and the Editor's position



was sent out to our membership for recruitment. We were also able to secure a review of our website by an External Consultant, but hiring is on hold largely because of cost.

Another first for the Communications Committee was its successful collaboration with Columbia University, which approved our proposal to have students in its Capstone Project assist in drafting our communications strategy.

2024 saw the commencement of work on the drafting of the Communications Strategy, which was ultimately approved by the Governing Board at its October meeting.

Implementation steps will include putting together a pilot of an e-version of our revamped Bulletin; approaching the UN Office of Information and Communications Technology for support for our website upgrade and redesign; and coming up with a proposal for the use of social media as a means of communicating across our associations and between our members. 2024 also saw a name change and status for the ad hoc Committee which was made a Standing Committee of the Governing Board. Stay tuned for more developments!

**Gail Bindley-Taylor**

*Communications Committee Chair*

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## Membership Committee

The strategic objectives of the AFICS/NY Governing Board Membership Committee are to:

- increase the number of new members in AFICS/NY;
- retain existing members and encourage retirees to opt for lifetime membership, either at the time of joining or upon renewal of annual membership;
- draw the attention of Governing Board Standing Committees to new members who have expressed interest in working on their issues;
- prepare and publish the Directory of Members; and
- co-organize social events for members.

There are many benefits to joining the Association. Membership in AFICS/NY offers a wide range of activities, from participating in our social events, to educational workshops and seminars on health and lifestyle-related issues including tips for ageing smart, opportunities for serving on the AFICS/NY Governing Board where you will be able to make a substantive contribution to issues of concern for all retirees, or volunteering on any of our seven Standing Committees.

Two new members who joined this year had expressed their interest in becoming members of the Governing Board and, having met the established criteria, were nominated to run for the 2024 Governing Board Election. One of them was elected.

Members are kept informed of AFICS/NY activities and developments through blast emails, The President's Newsletter, and information on our website. Help can be sought to resolve member issues, especially in the areas of health insurance and pension.

Many members join because of these benefits. Others join to be able to continue to contribute after retirement and maintain the connection with the UN. I, as Co-chair of the Membership Committee, joined AFICS/NY to cope with my retirement as I needed a structure, a routine, and a purpose in my life. I am a people person! Getting involved in the activities of AFICS/NY gave me the structure and community I was seeking.



The Membership Committee has made an enormous effort to both increase and maintain AFICS/NY membership. The greatest achievement in 2024 has been that a greater number of new members have joined the Association this year as compared to the last 5 years. So far 81 new members have joined in 2024 and 17 have changed from annual to lifetime membership.

**AFICS/NY  
new member count**

<b>2024</b>	<b>81</b>
<b>2023</b>	<b>49</b>
<b>2022</b>	<b>21</b>
<b>2021</b>	<b>31</b>
<b>2020</b>	<b>37</b>
<b>2019</b>	<b>42</b>

The leadership of AFICS/NY strongly advocated for the reinstatement of regular pre-retirement seminars. These seminars provide vital information to those preparing to retire. They are also an important forum for AFICS/NY to explain the benefits of belonging to the organization and the essential role AFICS/NY plays on health insurance and pension issues for retirees.

There have already been two pre-retirement events so far in 2024: a seminar organized by the UN Staff Union on January 31 and February 1 for UN Secretariat staff preparing to retire; and a webinar organized by the UNICEF Human Resources team in Budapest for their worldwide staff on May 29 and 30. Members of the leadership of AFICS/NY and Membership Committee Chair made presentations at both these events to showcase the added value of joining AFICS/NY and offer support. The membership application forms and the flyer “Why Join AFICS/NY?” were distributed electronically to all participants.

Another pre-retirement seminar is being planned by the UN Staff Union during the month of December for UN staff, and AFICS/NY will be present.

Outreach efforts were also made to the UN Programmes and Funds in November and December 2023.

The leadership of AFICS/NY along with the Membership Committee Chair met with the Directors/Deputy Directors of UNDP, UNICEF and UNFPA to seek their help in increasing their staff members’ awareness of AFICS/NY. They agreed to have a link to our website on their intranet and to share our information material with their soon-to-retire staff. This may also have a positive impact on the increase in AFICS/NY membership.

This year, during the annual in-person health insurance campaign on June 12 in the UN Secretariat Lobby (the first since 2019), members of the AFICS/NY Governing Board used the opportunity of their presence in the Secretariat Lobby to engage with soon-to-retire staff, some of whom joined AFICS/NY at that time.

There is now enhanced visibility of the membership information on the landing page of AFICS/NY website, with easy access to the membership application form and other related information material. On iSeek, if a United Nations staff member clicks on quick links, AFICS/NY is the very first listing on its dropdown menu and it takes you to the AFICS/NY website.

The Membership Committee is currently working on updating, publishing and disseminating an updated Directory of Members.

The Membership Committee also hopes to host a Wine & Cheese Members Mingle before the end of this year.

We have a number of priorities for 2025. We will partner with colleagues in the UN to ensure at least two pre-retirement seminars are held. Efforts will continue to attract new members through our participation in these seminars.

Social activities will continue to be organized. There will be outreach to encourage annual members to continue to renew or change to life-time membership.

**Two new activities will be launched:**

- An Open House organized twice a year at the AFICS/NY office for those preparing to retire, highlighted by coffee and round table discussions aimed at giving retirees a better understanding of the benefits of joining the Association and listening to their suggestions. The events will be advertised on the organizations’ websites.
- Joining UNFCU seminars to talk to attendees about the added value of joining AFICS/NY.

**Dr. Sudershan Narula**  
**Deborah Landey**  
*Membership Committee Co-chairs*

## Retrogression Working Group

The Retrogression Working Group is working with the UN Secretariat Senior Management and Staff Council on the matter of changes in the application of United States Immigration Laws and Regulations concerning adjustment of status to permanent residence (Green Card). As background, in April 2023, the USA Department of State, on short notice, changed its interpretation of applicable regulations on the availability of immigrant visas in categories subject to numerical limits.

This change affected those applying for Green Cards under an employment-based category (“EB-4”), which includes former officials and employees of international organizations and their eligible family members. The change in interpretation has led to a retrogression in the availability of special immigrant visas for several years. As a result, retired international civil servants applying for special immigrant status (“Green Card”), no longer have a visa immediately available to adjust their status from G-4 while awaiting action on the applications for a Green Card. Consequently, they must wait years for a visa to become available to apply for a Green Card. Because of such delay, their eligibility for adjustment of status, which requires physical presence in the USA before applying for the visa and the Green Card, may forever be lost. The UN Secretariat estimates that over the next five years, this situation could annually affect some 70 to 100 retiring staff members and their eligible family members living in the New York, New Jersey, and Connecticut tri-state area.

AFICS/NY constituted a Working Group, chaired by Darshak Shah, that has met several times. It has also met with immigration lawyers and senior management of the UN Secretariat. A letter was sent by AFICS/NY to the Secretary-General.

It is important to recognize that the interlocutor with the State Department and other Government entities must be through the UN Secretariat. AFICS/NY will continue to provide input. Over the past several months, AFICS/NY and the Administration of the UN Secretariat have worked very closely with UN Secretariat staff representatives to coordinate actions.

The UN Secretariat has also reached out to other entities, such as the International Monetary Fund (IMF) and the World Bank (WB), to ensure a coordinated approach. In parallel, the Secretariat has also reached out to various representatives at the USA Department of State, Department of Homeland Security, Department of Treasury, as well as with IMF officials at the working level. Based on those interactions, it would seem that the only realistic way forward for potentially affected staff members is to find an appropriately individualized legal solution.

Accordingly, information has been shared on a regular basis with staff members so that potentially affected staff members may plan ahead of their retirement, including seeking appropriate legal advice.

Going forward, AFICS/NY will continue to work with UN Secretariat senior staff, staff representatives and other concerned entities, and will continue to monitor the issue to understand what measures may potentially be under consideration at the administrative or legislative level and to coordinate appropriate action. We remain very concerned about this matter.

**Darshak Shah**

*President, AFICS/NY*

# 2024 GA Summit of the Future

by *Sandra Haji-Ahmed*



Following tough behind-the-scenes negotiations, world leaders at the UN's Summit of the Future on 22 September 2024 adopted three landmark agreements: The Pact for the Future, Global Digital Compact, and Declaration on Future Generations. The Declaration establishes an important basis for action and stepped-up global cooperation. United Nations Secretary-General Antonio Guterres had this to say on the occasion:

“ I called for the Summit of the Future because our world is heading off the rails, and we need to take tough decisions to get back on track.

People everywhere are hoping for a future of peace, dignity, and prosperity. They are crying out for global action to solve the climate crisis, tackle inequality, and address new and emerging risks that threaten everyone.

The Summit of the Future sets a course for international cooperation that can meet their expectations.

I welcome the adoption of the Pact for the Future, the Global Digital Compact and the Declaration on Future Generations, a step-change towards more effective, inclusive, networked multilateralism.

I have been fighting for the ideas in these documents since the first day of my mandate, and I will be totally committed to their implementation until the very last day.

We have unlocked the door to #OurCommonFuture.

Now it is our common responsibility to walk through it.

That demands not just agreement, but action.

I challenge all @unitednationsmember countries to take that action.”

Next steps? While a global summit lays a new foundation for global cooperation, its impact will depend on the energy and commitment of Member States to take the reforms and proposals forward. As the UN reaches its 80th anniversary in 2025, let us lend our voice and actions towards the UN mandate and its Charter.

See the link below to the Summit documents, including the three landmark agreements:  
<https://www.un.org/en/summit-of-the-future>

## UN AT 80 ANNIVERSARY NEWS

2025 will mark a significant milestone in the history of the United Nations—its 80th Anniversary.

Atul Khare, the Under-Secretary-General of Operational Support, in his message in June 2024 to the Permanent Representatives and Observers of Specialized Agencies, highlighted the year's significance by inviting them to “join the United Nations Postal Administration in issuing postage stamps to commemorate this special occasion of the United Nations.” He reminded them that “The anniversary will be an important opportunity to reflect on the history of the United Nations and take stock of its enduring achievements. It will also be an opportunity to spotlight where the United Nations, and the international community as a whole, can focus its efforts to meet current and future challenges across the three pillars of our work: peace and security, development, and human rights.”

The UN's Anniversary coincides with the marking of another milestone—the 80th Anniversary of the end of World War 2. Many of us know family or friends who were affected directly or indirectly during World War 2, and several Member States are planning events to commemorate the 80th Anniversary of the War's end.

We asked Robert Skinner, Deputy Director and Chief of Partnerships and Global Engagement, Outreach Division, Department of Global Communications (DGC), about the Department's plans for the Anniversary. He explained that DGC is formulating plans for specific dates for commemorating the year including “the Charter Signing Day, various activities during High-Level week, and UN Day”. He shared that the UN80 logo is being developed and that “UN 80 activities will be linked to the Pact for the Future and its implementation. We will also be encouraging events at national level through our country teams and UN Information Centres.”

AFICS/NY will be sharing news of upcoming events and ways in which our members can participate. Stay tuned!



UN Photo/Loey Felipe

The following article originally appeared in the *UN Chronicle* which is produced by the United Nations Department of Global Communications. Maher Nasser, the author, is the Director of the Outreach Division in the United Nations Department of Global Communications.

For those of you who wish to receive the *UN Chronicle* directly, you can sign up for the mailing list here: <https://www.un.org/en/un-chronicle/page/join-our-mailing-list>.

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## The United Nations in a World of Rising Global Challenges



Recently this year, I had the honour of being the invited speaker at the Mayor's UN Day dinner in Kansas City, Missouri, the oldest such event in the United States. What follows below is an adapted version of my remarks.

For the event, I was asked to respond to the question: "At 79, is the United Nations still fit for purpose?" For anyone expecting a yes or no answer, I fear that you will be disappointed. I approach the question by separating the concept of the United Nations from how the Organization fulfils the role envisaged in that concept today.

If we define multilateralism as adherence to a common political project based on respect for a shared system of norms, rules, values and founding principles, such as consultation, inclusion and solidarity, then the United Nations would be the ultimate home of multilateralism. With the widest membership of any intergovernmental organization and the sovereign equality of its Member States, the United Nations remains the most successful political creation in recent history. That idea will always be fit for purpose.

No country in the world can deal with global challenges alone. Countries large and small need a framework of cooperation to address such problems as the negative effects of climate change; threats caused by pandemics, transnational organized crime, terrorism and large displacements of people; and anxiety and uncertainty about new technologies, including artificial intelligence (AI).

At the time of its founding 79 years ago, the United Nations was made up of 51 Member States, and the world's population stood at around 2.3 billion. Today, there are 193 Member States and two Observer States: the State of Palestine and the Holy See. The global population is now 8 billion.

By the end of this century, the United Nations projects that the world's population will stabilize at around 10.4 billion, nearly 4 billion of whom will be living in Africa (38 per cent), up from 1.4 billion today (17.5 per cent). The populations of Europe and the Americas will, for the most part,

remain as they are today, while several countries will experience shrinking populations with a higher proportion of older people.

Decolonization, a process that was facilitated by the United Nations, allowed former colonies that were exploited under colonial rule to join the club of independent States, mostly in the 1950s and 1960s. But the development of such countries has been stifled by the legacy of colonialism and geopolitical tensions during and after the cold war. Many of these nations have been held back by interference in their internal affairs by former colonial powers, foreign control of the exploitation of resources, corruption, internal conflict, etc. Other factors include debt and interest payments that often far exceed what these countries can spend on health, education and infrastructure combined. The international financial system in its current form is unable to address this legacy.

In 1945, not a single artificial satellite orbited earth. The first satellite was launched in 1957, and the first human was not sent into space until 1961. According to the United Nations Office for Outer Space Affairs, there are currently more than 13,700 objects orbiting the Earth.

At the end of the Second World War, there was no Internet, no mobile phones, social media or AI. Today, most of us live a parallel life on digital platforms and rely on digital technologies for most of our communications, financial transactions, entertainment, news and more. Yet none of that is regulated in a way that safeguards our privacy, human rights, free speech distinct from hate speech, or mis- and disinformation. AI technologies have great potential, but there are no guardrails in place to guarantee that they do not become a threat to our very existence.

Gender equality, sustainability and human rights were alien concepts at the end of the Second World War. In most countries, women did not have the right to vote or to hold political office, and in some cases, they were not seen as equal members of society. Human rights were not recognized as a universal value. Across the world, literacy, life expectancy, maternal health and child mortality were much lower

than they are today. But over the years, inequality has increased between States and within them. In a rapidly changing world, many have observed that global governance has not kept pace in adjusting to new realities.

In the Declaration on the commemoration of the seventy-fifth anniversary of the United Nations (the UN75 Declaration), Member States recognized that the world has changed. In the Declaration, which was adopted by the United Nations General Assembly on 21 September 2020, amid the COVID-19 pandemic, Member States pledged to strengthen global governance for present and future generations. They requested the United Nations Secretary-General to report back with recommendations to respond to current and future challenges.

In September 2021, Secretary-General António Guterres responded with his report, Our Common Agenda, a wake-up call to speed up the implementation of the Sustainable Development Goals (SDGs) and advance the commitments contained in the UN75 Declaration.

Our Common Agenda addressed the gaps that had emerged since 2015, the year the 17 SDGs were adopted. It called for inclusive, networked and more effective multilateralism to better deliver for people and planet, and to get us back on track to achieving the SDGs by 2030. In addition to setting out possible solutions, Our Common Agenda called for a Summit of the Future to forge a new global consensus on how humanity could ready itself for a future rife with risks that differed from those of previous decades, and how it could best tap into new opportunities created by technologies such as AI and more.

After almost two years of negotiations, Member States met at the Summit of the Future in New York on 22 and 23 September 2024 and adopted the Pact for the Future, which includes the Global Digital Compact and the Declaration on Future Generations. The Pact for the Future covers a broad range of themes, including peace and security, sustainable development, climate change, digital cooperation, human rights, gender, youth and future generations, and the transformation of global governance. Now comes

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*“Gender equality, sustainability and human rights were alien concepts at the end of the Second World War.”*

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the hard work of implementation and ensuring that leaders follow through on these commitments and pledges.

There is wide recognition among Member States that the United Nations needs to be nimbler and faster in responding to the world's biggest problems, and that it needs to be more inclusive, meaningfully bringing in voices from civil society, the private sector and academia.

The true strength of the work we do is in how it positively impacts the lives of people around the world, not just the agreements and commitments made in New York. Changes that affect people's lives and matter to them directly often happen at the local and community levels, so there is a need to empower, amplify and replicate ideas and solutions coming from regional and local governments.

The direction of the work of the United Nations in the coming months and years will focus on how our institution can better address peace and security, sustainable development and human rights for all, including future generations. These were the three main pillars of the work of the United Nations at its founding in 1945 and remain the core of its mission today.

I'll address each of these three areas briefly.

It is fair to say that the United Nations has effectively helped avoid a third world war, but other armed conflicts have erupted over the years and continue to be of grave concern to the international community. In February 2022, the Russian Federation, one of the five permanent, veto-holding members of the Security Council, invaded neighbouring Ukraine; the ensuing war continues unabated, with massive suffering for civilians. The impacts of the war in Ukraine are felt not only in Europe but throughout the world, which is experiencing rising energy and food prices.

A year and a half ago, civil war broke out in the Sudan, resulting in the displacement of over 8.6 million people from their homes and causing what

several observers have called the world's largest hunger crisis.

A year ago last month, conflict flared up in the Middle East following the attack by Hamas on Israel on 7 October 2023, in which some 1,200 people were killed and around 250 hostages were taken; the Secretary-General has demanded the release of all hostages whenever he speaks about this issue. The physical reoccupation of Gaza by Israel and the continuing bombardment has led to the deaths of over 43,000 people in Gaza, a majority of whom are women and children. It has also resulted in the

displacement of over 90 per cent of the population, and according to some estimates, two thirds of all structures in the Gaza Strip have sustained damage. Despite multiple

calls for a ceasefire by the Secretary-General and others, there seems to be no end in sight for this nightmare, which has now expanded to regional proportions.

With a view to enabling the Security Council to better address and resolve these and other conflicts, the Pact for the Future includes the most progressive and concrete commitment to Security Council reform since the 1960s. It sets out plans to improve the effectiveness and representation of the Council, including by redressing the historical underrepresentation of Africa as a priority. The Pact contains the first multilateral recommitment to nuclear disarmament in more than a decade, with the clear goal of totally eliminating nuclear weapons. It also includes an agreement to strengthen international frameworks that govern the use of outer space, setting out a commitment to prevent an arms race in space and taking into account the need to ensure that all countries can benefit from the safe and sustainable use of outer space. Finally, the Pact for the Future outlines steps for avoiding the weaponization and misuse of new technologies, such as lethal autonomous weapons, and affirms that the laws of war should apply to the use of any new technologies.

We also need to do better on the sustainable development agenda, and the Pact addresses this issue, as well. It is aimed at turbocharging the implementation

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*“The Declaration on Future Generations outlines concrete steps for taking future generations into account in our decision-making.”*

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of the SDGs and contains the first-ever agreement at the United Nations on the need to reform the international financial architecture so that it better represents and serves developing countries. On climate change, the Pact reconfirms the need to hold global temperature rise at 1.5°C above pre-industrial levels, and to transition away from fossil fuels in energy systems, with the goal of achieving net-zero emissions by 2050.

The Pact for the Future includes pledges to strengthen our work on human rights, gender equality and the empowerment of women, and a clear call for action to protect human rights defenders. Importantly, the Pact contains strong signals on the importance of engagement of other stakeholders in global governance, including local and regional governments, civil society, the private sector, academia and others.

The Global Digital Compact, also part of the Pact for the Future, represents the first comprehensive global framework for digital cooperation and AI governance. It contains a commitment to design, use and govern technology for the benefit of all.

Finally, the Declaration on Future Generations outlines concrete steps for taking future generations into account in our decision-making. It contains a commitment to provide more meaningful opportunities for young people to participate in decisions that shape their lives.

While the Pact for the Future sets out provisions for follow-up actions to ensure that the agreed commitments are implemented, history tells us that those in power will always need to be reminded of their obligations and held accountable to ensure implementation.

You are now “in the know”, so you too are now accountable to advocate for the implementation of the Pact for the Future.

Working to fulfil the ambition of a world in which everyone thrives in peace, dignity, equality and justice on a healthy planet is not only the responsibility of the United Nations. It is yours, too.

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## UN Retirees Reflect on GAs Past and Present

By Viola Morgan

The 2024 General Assembly (GA) opened at UN Headquarters with complex unresolved crises and conflicts and uncertain global consensus on how to move forward. This year’s General Debate, from Tuesday, September 24 through Monday September 30, saw Heads of State and Government and ministers addressing a range of issues, including ongoing conflicts, climate action, human rights and inequality.

A key highlight of the GA session was a preceding two-day Summit of the Future. This resulted in the adoption, on 22 September, of Resolution A/RES/79/1, titled the Pact for the Future, intended to be a hopeful path forward to reinforce collective agreements. It sets forth action-oriented resolutions on, among others, global governance and financial systems reforms, peace and security, digital cooperation, human rights, and gender. The session provided a space for stakeholders from all corners of the world, including the budding youth movement, to be part of the process. As Secretary-General Antonio Guterres noted, “Our collective problem-solving mechanisms do not match the pace or

scale of the challenges we face.... We cannot create a future for our grandchildren with a system built by our grandparents.”

The Pact aims to reaffirm commitments to the Sustainable Development Goals (SDGs), which are also prominently reflected in this year’s GA theme of “Leaving no one behind: Acting together for peace, sustainable development and human dignity for present and future generations.” This, of course, is dependent on the actions of UN members and stakeholders at all levels.

Further, the Pact enables Member States to reaffirm the principles of the UN Charter, notably its Preamble which begins: “We the peoples of the United Nations” collectively aspiring to prioritize peace, economic and social progress (<https://www.un.org/en/summit-of-the-future>).

Preparations for the Summit of the Future were long and intense, as documents were consolidated for negotiations and various meetings. According to reports from serving staff, all hands were on deck in the months leading up to the Summit: Member States, as well as Heads of Agencies and Programmes and Country Offices.

For me and other retirees, this brought back memories of GAs past:

A former staffer of the Department of Global Communications (DGC, formerly the Department of Public Information, DPI), offered these impressions. “Working with the media was hectic: seeking real-time interviews, racing to report on the passing of a resolution, and issuing press releases on current topics were the order of the day. The work goes beyond mainstream media to online platforms and social media nowadays,” he added.

According to a former high-level Secretariat official, “this 2024 session reaffirmed that there is no other gathering comparable to the GA, and its convening authority is second to none.” He also pointed to the sessions that convened for the adoption of the 2000 Millennium Development Goals (MDGs) and the 2015 Sustainable Development Goals (SDGs).

A UNDP staffer was elated, stating “Whether directly or indirectly involved, the euphoria among staff at Headquarters is palpable, because being a few steps from such a massive global presence breaks the predictable monotony of work schedules.” This GA session demonstrated that the COVID restrictions were no longer a hindrance, she added.

A Secretariat staffer recalls rushing from the cafeteria, making a quick stop at the Credit Union while taking a quick bite from her lunch, then wolfing her food down at her desk.

“I look back on my experience at the GA as a life lived,” quipped a senior staffer who worked at Headquarters and in Country Offices, now happy to be in retirement.

Another, a UNDP Programme Manager, recalled a special boat ride treat, followed by an evening of entertainment that was organized by the Management team to celebrate UN Day. These experiences were embedded in her mind. “It brought us all together and gave us a break from very hectic schedules.”

Perhaps what resonates with many people was succinctly put by a former Chief of Department who observed: “The UN is like an iceberg. There is a tendency for people to see the top but not the bottom layers.” Indeed, the GA sparks a journey towards the realities of turning pacts, goals, conventions etc. into implementable outcomes not only on the international stage but at national, regional, sub-regional, community and individual levels with all stakeholders. In short, we all must play our part.

Looking forward, a participant at the Pact had this food for thought: “The question is, are we ready and willing to implement these lofty sentiments embedded in the Pact for the Future? If so, is the UN system fit for purpose? Can it continue to attract the attention of world leaders? And are Member States committed to address the issues of the day?”

Next year, the UN will celebrate its 80<sup>th</sup> anniversary, and the corresponding GA session will take place. To former staff who joined many decades ago, what are your memories? And for current staff, what impressions will you share in the years to come?

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# RETIREES IN ACTION: STORIES FROM FAR AND WIDE



UN Retirees are certainly active. We are teaching, consulting, advocating, volunteering, writing, painting, serving on Boards, golfing, traveling, hiking, enjoying friends and family, and so much more. We are privileged to be able to share a few personal stories submitted by our AFICS members here, and we support all our contributors in living their best retirement lives!

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Thanks to a tip from Cindy Issac of OCHA, we have learned of the launch of a new OCHA podcast series called “I Was There—Voices of humanitarian leadership”. This 21-episode series, produced by the Humanitarian Leadership Strengthening Section (HLSS) in collaboration with the UN’s Information Services/UNTV, features former colleagues and retirees who share their personal stories, lessons and experiences and reflect on their direct and indirect involvement in the major events and changes that impacted the humanitarian system in the last 40 years. The main objective of the project was to record the institutional memory and rich experience of former leadership and relay this information to colleagues, including current and future humanitarian leaders. The episodes are now available on Spotify and can be accessed [here](#).



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## John Mathiason Initiated Into International Honor Society



John Mathiason was initiated into Pi Alpha Alpha, the International Honor Society for Public Affairs and Administration, on May 1, 2024, by the Cornell University Chapter. John has taught courses on international public administration, evaluation of international programs and projects and international human rights in master’s programs at the Brooks School of Public Affairs at Cornell since 2012. Previously he taught the international administration courses at the Maxwell School of Citizenship and Public Affairs at Syracuse University from 1998-2012. He also prepared annual commentary chapters on the General Assembly in the Oxford University Press, Annual Review of United Nations Activities, 2012-2021. He also undertook evaluations and results-based management training for diverse entities through a consulting firm that he established in 1997, after retiring from the United Nations Secretariat, where he was the Deputy Director of the Division for the Advancement of Women.

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## James Nolan Publishes Next Book

Greetings! Since retiring from the UN, I have been working to strengthen international communication by writing and lecturing. Now I am pleased to announce the publication of my second book on multilingual communication, *Essays on Conference Interpreting*,



[Du métier admirable  
et admiré qu’est  
l’interprétation](#)

starting from a hopeful vision of digital humanism in our future, offering a perspective on multilingualism as a prism that widens humankind’s prospects rather than artificially narrowing their focus. This book condenses important lessons learned at key points during a 30-year career as an intergovernmental conference interpreter and trainer, seeking to define what constitutes good interpreting and how to develop the skills and abilities that are conducive to it, as well as fostering practices and technologies that help to maintain high professional standards. It highlights the importance of English as a global lingua franca and as a relay language used in multilingual events and institutions. The book places interpreting in its historical context as a time-honored discipline and discusses the *effect of modern technology on translating and interpreting*, identifying areas where it is most useful (electronic communications media, broadcasting) while stressing that professional education and training of linguists are more important than reliance on technological shortcuts. It is a *valuable resource* to all those working or training in interpreting and related forms of cross-cultural communication. <https://www.le-mot-juste-en-anglais.com/2020/05/du-m%C3%A9tier-admirable-et-admir%C3%A9-quest-linterpr%C3%A9tation.html>

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## Edward Omotoso Gets Highest Honour in His Hometown



Former AFICS/NY President and current Governing Board Honorary Member Edward Omotoso has been conferred with the High Chieftaincy title of “**Balogun of Esa Oke Land**” by the rulers and community leaders of his hometown, Esa Oke, a city in Osun State, Nigeria. (**Balogun** translates to High Commandant or Generalissimo.)

In honouring him with the Balogun Chieftaincy—one of the community’s highest and most prestigious titles—the township said he was given it “after careful consideration and in recognition of (Omotoso’s) unwavering dedication, significant contributions and steadfast commitment to the development of the Esa Oke community.”

Among those good services, for many years his **Edward Omotoso Foundation** has awarded scholarships and bursaries to hundreds of the town’s indigenes who were or are still students at universities or other institutions of higher learning throughout Nigeria. The Foundation also has a **Women Empowerment Initiative**, which awards financial grants to the town’s market women to sustain and grow their trading and other business enterprises.

Moreover, the new Chief Balogun Omotoso is the Co-Founder, Publisher and Editor-in-Chief of the town’s pioneering newsmagazine, **ESA OKE TODAY**, a widely popular periodical which highlights and promotes the activities of the town’s citizens, in Nigeria and the Diaspora. The magazine has a print and an online edition: [www.esaoketodayonline.com](http://www.esaoketodayonline.com)

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## George Floyd Saddler Former President of both AFICS/NY and FAFICS, Turns 99



On Friday, 27 September 2024, the former President of FAFICS and AFICS/NY, George Floyd Saddler, celebrated his 36,160th day on this good earth since he was born in Memphis, Tennessee, to Henry R. and Ludorn M. Saddler, on Sunday, 27 September 1925.

George, as he is known only to close family and friends, chose the X20 Xaviers on the Hudson Restaurant in Yonkers, New York, to celebrate with his family—his daughters Paula and Paulette, his granddaughter Rebecca—and several former UN colleagues and AFICS/NY members, including Huntley George Anderson, John Dietz, Lola Costa Esnard, Lydia Ontal, Somar Wijayadasa and John K.C. Wong, as well as a number of his close friends in person and in spirit. The former President of both FAFICS and AFICS/NY shares with us some photographs from this unforgettable occasion which will remain indelibly etched in his memory, as inexplicably the X20 Xaviers on the Hudson Restaurant was permanently closed shortly after his birthday event.

At 99 the nonagenarian looks back on his life with fond remembrance for all the paths taken and all the adventures experienced. George's career, as his life, spans several decades from his graduation from New York University in June 1950 to his beginnings in Chicago, Illinois, as Supervisor of the Accounting Department in a large mid-western corporation. He would serve another seven years as the Senior Accountant in The City of Chicago Controllers' Office before being appointed, in 1965, by US President J.F. Kennedy as a Foreign Service Officer assigned to the UN Bureau in the US Department of State. George accredits this appointment to his

diversifying the Department of State as well as other prior financial, economic and management experiences.

George Saddler's career has been filled with a series of interesting happenstances. For instance, in 1968 while on assignment to the US Mission to the UN in New York as a Member of the US Delegation to the UN General Assembly, he was asked by the UN Controller to join his staff in the Financial Department as the Chief of the Economic & Social Section in the Budget Division. Subsequently, from 1974 to 1978, George held the post of Director of Finance in the United Nations Development Programme (UNDP) and later, from 1978 to 1981, was a member of the UN's Advisory Committee on Administrative and Budgetary Questions (ACABQ). On his return to the US Mission to the UN, he served as the Minister Counselor for Resource Management, and in 1981 he became the Assistant Director General for Administration and Finance at UNESCO in Paris. George has the distinction of having served in every duty station of the United Nations. But his attachment to the UN continued for several years following his retirement from the UN Secretariat. From 1986, he served as a Consultant for several UN Agencies and Programs.



At the urging of several strong stalwarts of AFICS/ NY including the late Alfred Landau, Mollie Bruce, Al Weinstien, Patricia Tsien, Bill Goodkind, Jane Weidland and Freddie Friedgut, George Saddler joined AFICS/NY in 1989. Shortly after joining the Association, he was elected Secretary and then its President in 1990—a position he held until 1998. He was simultaneously elected the President of FAFICS, which he served from 1992-1998.

George says it is his involvement in both AFICS/NY and FAFICS that have given him a very strong affinity for UN system retirees. He saw his role in heading both Associations as a payback for the benefits, contacts and experiences obtained during his career. He also felt a special affection towards the various associations of retired UN staff members (AFICSs) because of their dedication, diversity and devotion to the principles contained in the UN Charter. UN staff members and retirees, George declares, are among the most competent, efficient, hardworking and loyal group of workers, both the professional and locally recruited, that he has encountered in his diverse professional working experience.

When asked about his long life and to what did he attributes his longevity, George believes that in addition to his ancestrally inherited strong human genes, a positive attribute was that as a youngster he was schooled in the principle “to do unto others as you would want someone to do unto you.” He also attributes his 99 years on this earth as being the result of excelling in hard professional working conditions and having the privilege of functioning collaboratively with congenial, friendly colleagues in the UN; in his previous USA Government Service as well as in the private sector; and added to that his secret weapon: a glass of wine with his dinner each and every day.

George feels strongly that for all International Civil Servants in the UN System, the opportunity to join and participate in one or more of the Associations of UN Retirees within the Federation is an important benefit that should be exploited to the maximum extent. In retirement, he remarks, “a former international civil servant will most likely find themselves in an entirely different environment peopled by individuals whose living and working experiences are so very different from their prior living and working

experiences in the international community that they could be terribly unhappy dealing with such circumstances on a constant or daily basis.” This situation, he maintains, has been faced by many former UN system staff members who have preceded current active staff into retirement.

George is convinced that AFICS/NY and FAFICS offer the retiree several unique ways in which to keep involved and informed about their benefits, including monitoring closely the actions and decisions of the UN Joint Staff Pension Fund (UNJSPF) that provides the major financial resource for many retirees. FAFICS, he assures us, is statutorily a Member of the Board of the UNJSPF and is a very alert, concerned and conscious representative of the overall best interests of all UN system active and retired staff members, which should inspire confidence and peace of mind of all Former International Civil Servants in Retirement.

George is convinced that retirees need to be well informed about their rights and benefits and sees AFICS/NY and FAFICS as critical for keeping abreast of developments. A very beneficial and extremely helpful service to retirees of the UN system in keeping up to date, claims George,

is the After Service Life and Health Insurance Scheme that provides a safety net for the continued healthy life of retirees. George explains that while the UN Pension Fund is globally available to all UN system staff members and retirees equally, both professional and locally recruited, the UN system insurance schemes are quite different and are not globally applied or operated. Instead, he informs us, there are numerous often quite different types of insurance

schemes based primarily upon the country in which UN system staff members and retirees work or live. FAFICS, he asserts, plays an important role in the Health and Life Insurance benefits’ schemes that UN system retirees receive and is another important asset to the working conditions that are available to them.

According to George, in addition to the UNJSPF and the UNASHI mentioned above, there are other reasons for all UN system staff members and retirees to actively join and participate in a retiree association



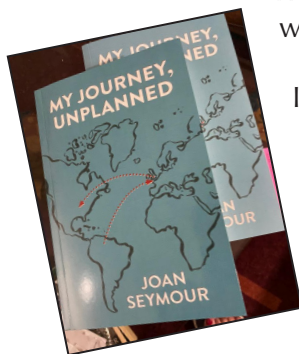
that is a member of the Federation and that includes receiving information on the whereabouts of former colleagues, new ventures with which they are involved, as well as those who may have passed on. He contends that the AFICS/NY Bulletin that you are currently reading, regular Newsletters by one's former UN Agency or Programme, as well as retiree Association or Federation events, get-togethers or meetings improve and maintain the spirit and zest of both the working "UNER" or one in retirement.

George has enjoyed living independently for all his life, but in 2021 he had to move to an Assisted Living Facility because, at 99, he now requires 24/7 care. He likes his new residence, but his situation has also made

him think about other retirees who, for health or other reasons, may wish to avail themselves of an affordable Assisted Living Facility in a location of their choosing, but may not have the resources to do so. His novel suggestion would be for UN Member States, the UN Secretary General and the UN Pension Board to collectively agree that resources available in the UNJSPF for investment in assets that generate income to pay pension benefits to UN system Staff members, could be used to acquire or build Assisted Living Facilities in those countries where major UN offices and UN retirees are located. George feels that if the UN Secretary General and his Representative for Pensions were to support this proposal, that it would be a lasting, progressive benefit to both the UN system and its retirees.

## Joan Seymour

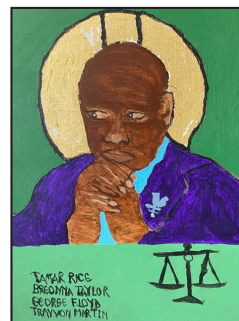
### WHO WOULD HAVE THOUGHT IT?



The year 2025 will mark my 25th year of retirement and I am wondering what the coming years will bring?

In the past four years, I have published my memoirs, "My Journey, Unplanned", which is available at Book-baby and Amazon.

Even though I am lacking in artistic ability, I learned to write two icons: Ben Crump, attorney in "Black Lives Matter" cases, as Michael the Archangel; and Palestinian/American journalist Shireen Abu Alah, killed by the Israel Defense Forces (IDF) in Gaza in 2022, as "Witness".



In 2023, I accomplished a long hoped-for journey by walking the last 100 kms of the Camino de Santiago de Compostela.

And singing continues to be a major activity in my life. I am still moved by the way that song can bring solace to those in the last stages of life! Threshold Choir is the vehicle that gives me that opportunity.

## Interview with Lesley Brough

formerly Senior Intergovernmental Affairs Officer

UN Department for General Assembly and Conference Management



### What motivated you to work for the United Nations?

I was working for my Foreign Service with the UK Mission to the UN. I wanted to switch from a bilateral perspective of the world to a multi-lateral perspective—and I had been working with the United Nations, so I decided to join the Organization.

### What prepared you for that transition?

I had the right background—I knew what was going on in the UN—not all of it obviously. I was in political affairs, so I knew that side of the UN—I didn't necessarily know the economic and social side which is where I finally ended up my career. So, I was very fortunate—it was an easy slide across if you like. I joined the UN in 1998.

### What are some of your proudest achievements?

This is a hard question to respond to and I'm sure I'm going to miss out things. But when I worked in the Security Council Affairs Division, I used to attend the monthly meetings between the Secretary-General, at that time it was Ban Ki-Moon, and the incoming presidents of the Security Council. I also attended the monthly luncheons between the 15 Security Council members, the Secretary-General and high-level officials at the UN, like the Under-Secretaries General for DPA at the time, and the Office of Legal Affairs (OLA). You got to know the permanent representatives, how they worked, and we took it all for granted and really it was quite an honour. I had the privilege to attend a meeting when President Barack Obama presided over the Security Council. Again, that was quite the honour.

I was the Secretary for the Commissioner on the Status of Women for five years including during Covid. These were really trying times trying to organize multilateral meetings during Covid. I was also in the UN during 9/11 and when there was the Canal Hotel Bombing in Iraq—not proud moments but definitely memories that will stick with me forever. I lost colleagues not only in the Canal Hotel bombing but also in the earthquake in Haiti. It really brings home what UN staff do daily, and a lot of people don't really understand that. People give up their lives for something that they very strongly believe in. So, not necessarily proud moments, but moments that stand out in my career.

### Since your retirement from service, what has surprised you most?

Honestly, the amount I am sleeping. I worked for twenty years for the UN and fifteen years before that for my Foreign Service—it's forty years of lack of sleep and I'm suddenly making up for it. My last two jobs were quite stressful, and I would wake up in the middle of the night. Now I'm not rushing to do anything.

### **What do you miss about not being in service, if anything?**

I do miss my colleagues. I've been meeting people for lunch, going to theatre and to concerts. I miss my colleagues, and I miss the conversations we used to have—just talking with people about current affairs, talking with people from all over the world with different perspectives, who have worked in the system, and who bring a different point of view. One of my colleagues is from Lebanon and I haven't been with him since I left—and I'd love to discuss with him what's going on in his country. I'd like to hear it from his point of view. So I miss that aspect of it too.

### **How do you typically spend your day and time now?**

It's a bit different. I generally get up later than I used to when I got up for work. I go for a run as we live near to the park, and then I have a leisurely breakfast. Then I tend to do some personal work on my laptop. I don't know if you recall but when you first retire there's lots to do, and I often meet friends for lunch. In the afternoons I run errands, or my husband and I go for a walk. Another hobby is sailing. I spent a lot of the summer sailing and because we have had the time we have gone sailing mid-week. I've done a lot of traveling locally since I retired—there are trips coming up so I'm planning for trips.

### **What new interests have you found?**

So far I've decided to keep a journal, so I journal every day—just short entries—and I'm also learning Italian. So that's a new goal—to learn Italian. My husband has dual American Italian citizenship and for me to become an Italian citizen I need to learn Italian. I'm doing that every day.

### **How has retirement influenced your perspective on life? What if anything would you do differently or wished that you could have done?**

I took early retirement because I had been working for forty years and where I was in my life it worked for me. People talk about the golden decade between sixty and seventy, when you should do what you can while you're hopefully healthy and fit. Right now, I don't have any regrets having taken early retirement and I never planned to find another job—but it's always one of these things to say "never say never".

### **What advice would you give to someone about to retire?**

It really depends on what you want out of life, and I think it's different for people who get out at sixty-five and are told they have to leave the Organization, and they don't want to leave the Organization. For me, I did it all on my own terms. I kind of knew what I wanted to do with my retirement. From a practical perspective, you have to fill out your administrative forms on time. Even if you do that, you have to be prepared for the fact that you may not get your last pay for a while. Also, keep your UN email address for as long as you can as you'll need that for any back and forth that you need to have.

### **And finally, do you have any advice for current retirees?**

They should be giving me the advice! Before I retired I read so many articles about you should do this you should do that and then I read one article that said you don't have to do anything at all. You know, if you don't want to do anything, if you want to sit and read or if you have family and you want to spend time with your family and your grandchildren—I think just do what makes you happy. Everybody's different—we are all at various stages and circumstances in our lives. Life is too short. Just do what makes you happy.

**Sandra Haji-Ahmed**

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# IN MEMORIAM

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# REMEMBERING JOHN ISAAC

## WORLD FAMOUS PHOTOGRAPHER

### HUMBLE COLLEAGUE AND LOYAL FRIEND



John Isaac, world famous photographer and former head of the UN Photo Library, who photographed the work of the United Nations during what one commentator described as “the three tempestuous, but also hopeful, decades at the end of the 20th Century” died in November 2023 at the age of 80. Mita Hosali, Deputy Director of the News and Content Branch in the News and Media Division of the Department of Global Communications, at a memorial for John, who was not only a colleague but a close friend, shared these reminiscences:

“Hi, I’m John Isaac. I worked for the UN for 30 years. I began as a messenger, then worked for the UN Development Programme as an intern. Then I entered a competition and won the grand prize and was taken on by the UN Photo Unit and trained as a darkroom technician. I then went on to become the Chief of the Photo Unit.” This is the classic John – understated, humble, compassionate – but full of life, funny and deeply introspective.

One of the last times he came to the UN, he knocked on my office door with a big grin on his face – and when I opened it, he said to whoever he was with: “Well, this is my friend Mita and I am so proud of her.” I was nonplussed, and he said, “It’s because you made it on your own.”

Right back at you John, he was the one who inspired so many of us. He came with pocket change to New York—and a guitar—and went on to capture the most arresting visuals of some of the most iconic people in the world, as well as capturing some of the darkest days in modern history—from the famine in Ethiopia to the genocide in Rwanda to the boat people from Vietnam. His eye for the natural

world and the human one was equally incisive, and he brought compassion, understanding and humour through his work.

John had many friends at the UN and some of them also shared with me their favourite memories of a man who lived with passion, humanity and an eye for beauty in all facets of life.

**Graciela Hall** worked with John during many hours of endless Security Council meetings from the 70s on—and they would amuse each other with stories while the meetings dragged on. At some point in the early eighties, they sat with their desks facing each other, listening to each other’s serious conversations and making faces at each other.

**Eskinder Debebe**, who worked with John as a photographer, had a funny recollection about how Johnny always wore his grounds pass like a badge of honour, his pass hanging on his neck at night and on weekends. This was deliberate... He was so dedicated to his art, he would decide to go to work and print or work on his photos on a late Sunday afternoon. When the gang arrived on a Monday morning, Johnny would still be in the lab after working all night and then continue to work his day job.



John Isaac photographed some of the most heartbreaking human tragedies including the famine in Ethiopia in 1984.

UN Photo/John Isaac



... And he continued to campaign for the protection of tigers in his native India, even as he captured other majestic images of the animal kingdom.

UN Photo/John Isaac

**Maggie Yates** recalls those good times with weekly visits to play pool when he would regale them with hilarious stories, including of his mother who was crossing a busy road and grabbed on to a man in front of her in desperation, pulling down his dhoti, with John desperately trying to pick them both up and not further expose the gentleman’s derriere.

But of the many folks who have worked with John, **Mary Ferreira** went on one of his last major adventures to capture wildlife. Knowing John’s passion and Mary’s determination to produce a story on the tigers in India, she pitched the idea to him. Before I knew it, everything was lined up and Mary was heading off to Ranthambore. John served as the protagonist, and it was a huge success because of John’s love of this most majestic of beasts and the five days spent in the wilderness. He had taken so many photographs of hunger, poverty, suffering and war during his time as a UN photographer he needed a break, and almost organically, he developed a passion for nature and wildlife. Mary, John and I were to meet up again for lunch, but no one knew that time was so short. “Sleep well my friend – you are a champion who overcame many adversities. Those you taught will continue your mission.”



In March 1991 in Kuwait, he witnessed burning oil fields set alight by Iraqi forces.

UN Photo/John Isaac

From **Kevin Kennedy**, who notes that in an organization obsessed with words, John had the unique role and vocation to see, capture and curate images that evoke what the UN is really about. No translation or interpretation required, other than John's own skill.

We all know John was a great storyteller and had a wonderful sense of humor which he shared with anybody willing to listen. He was a sensitive, warm, caring human being who was very much affected by the people he photographed. He experienced suffering and happiness – his legacy to future generations is the kaleidoscope of photos he took suffused with meaning and intensity.

All of us who knew him probably had a favourite photo—mine is of the horsemen in Morocco, but I love many others. But even as we mourn John's passing, I want to remember him with pride and happiness and paraphrase something that exemplifies his spirit:

"Look to this day for it is life, the very life of life. Yesterday was just a dream, tomorrow is only a vision, but today well-lived makes every yesterday a dream of happiness and tomorrow a vision of hope."

So, Johnny, of the famous Fedora hat fame, the Indiana Jones of the darkroom, we thank you for showing us so much beauty amidst pain, and pay tribute to a life well-lived and an afterlife full of richness and promise.



UN Photo/John Isaac



UN Photo/John Isaac

## Mita Hosali

*Deputy Director, News and Media Division  
Department of Global Communications*

# David Howard Jenkins

1935 – 2024



Dear UNDP Friends,

It is with great sadness that my brother, David Mark, and I write to tell you that our father, David Howard Jenkins, died on 15 September at his home in Perchtoldsdorf, Austria. He was diagnosed with cancer a year earlier and faced the illness with remarkable courage, grace, and dignity.

We admit, it's difficult to write about someone who was himself so deliberate with his own choice of words, having such high appreciation of and a gift for spoken and written language! It feels more natural to write a letter to you than a standard obituary.

This UNDP community was very special to Dad. While we know you have lost dear members over the years, we also know there are many of you who knew him very well and share memories of your travels together and of regular correspondence and contact with him.

David was an original member of this group that was founded by a very dear long-time friend and colleague at UNDP's New York Headquarters, Doug Stafford; Garth Ap Rees, the person at UNDP David knew the longest time, since Oxford days; and Bernt Bernander. All have now left us.

David was born in Cardiff, Wales, on March 8, 1935. In 1938, his family moved to Abergavenny, where they spent the WWII years safely in the Welsh countryside—something he always considered a great stroke of luck. David attended Cotham Grammar School in Bristol, England, completing his A levels in English, French, and German in 1954. He decided to do his compulsory national service with the Royal Air Force before spending three enriching years (1956 to 1959) at Jesus College, Oxford University, studying Law.

David often said he got more out of his university experience with non-academic activities, especially as a member of the Oxford University Dramatic Society. He took part in the Edinburgh Fringe and other productions with fellow students including Ken Loach, Dudley Moore, Alan Bennett, and Roger Croucher, a life-long friend he had met during national service.

David decided against pursuing an acting career and chose a career for which there will always be a need, and which allows for travel: chartered accountancy. *"Everybody needs them, everywhere"*. He worked for a large accounting firm, now known as Ernst & Young, in London and then in Düsseldorf and Hamburg for two years.

David then embarked on his 28-year career with the UN beginning in 1967 when he boarded the *SS Rotterdam* heading to New York and UNDP headquarters. He often spoke about the four years in NYC, from 1967 to 1971, as a fascinating time to witness so many remarkable events in American history. He made many lifelong friends during these bachelor years, enjoyed visiting distant Welsh relatives in Canada, and saw the expansiveness of the U.S. for the first time through his solo travels (via bus!).

David moved to Vienna in 1971 to work with UNIDO where he met our mother, Irene, who also worked at the organization. We, son David and daughter Valerie, were both born there.

In 1977, David returned to UNDP New York, serving as Deputy Director of Finance for the next 12 years. He loved this period, both professionally and within our family life in Westport, Connecticut.

In 1989, he was posted by UNDP to the field, where he served in Bangkok and then New Delhi. These years were full of new friendships and adventures for all of us.

His final posting brought him back to Vienna in 1993, as Director of Financial Services at UNIDO. He retired in 1995, closing his career in a city that had become in many ways more of a first home than a second.

David found great purpose in his work and was deeply grateful for his UN journey, serving a mission that reflected his strong values of bringing people together to communicate, collaborate, and above all, better understand each other. We believe the UN was a perfect fit for our father, whose curiosity, empathy, and genuine interest in people were palpable to everyone who met him.

David noted the milestone when his retirement years outlasted his UN career! He spent his time enjoying his many passions: travel, opera, theater, literature (including narration of Sherlock Holmes audiobooks you can still listen to today), golf, and visits with friends near and far. He avidly followed sports. An annual highlight was the rugby Six Nations Championship, when a wooden spoon was mailed

between David and the King family (Gerry also of UNDP and his wife Sheena), representing Ireland and Scotland, depending on whose team finished last. He found great joy co-founding and serving as Vice President of the Oxford & Cambridge Society of Austria for many years.

He loved his last home in Perchtoldsdorf, particularly the many *Heurigen* (wine taverns), where he and Mom moved in 2005. Sadly, Mom experienced only two years there before her passing in 2007.

He was also fortunate to spend a lot of time with his grandson, Oliver (now 10), newly exploring parts of Austria, staying in wonderful “Kinderhotels” always located near lakes and mountains. Playing cards and chess became a tradition that they both looked forward to and has left many happy memories.

Even on his last day, David hadn’t lost his wit or humor. During a video call with Oliver, when asked, “How are you doing, Opa?”, he replied, “Not so well. But not as badly as Manchester United!”

Thank you for reading this. Please feel free to share it, and please stay in touch with us.

We’d love to hear your stories about Dad. He always enjoyed a good story, and so do we!

We recently found a quote by Emerson that Dad had scribbled down, something he did often in order to share something he read, or to research further and then share:

“We have as many personalities as we have friends.”

Thank you for your friendship with our father and for being part of a community that helped make his life so rich, so rewarding, and so wonderful.

**Valerie Eileen Jenkins  
David Mark Jenkins**

# IN REMEMBRANCE OF THOSE WHO SERVED

*“For death is no more than a turning of us over from time to eternity”.*

— Willian Penn

An integral part of all former AFICS/NY Bulletins has been the Remembrance of many of our colleagues who have died in the past year. It is an opportunity for us to remember them, honour their memory, reflect on what they meant to us and the ways in which they contributed to the Organization in which they served. Some we may not have been in contact with since retirement, but still hold special memories shared over many years. Others remain in our lives and leave an indelible mark of their presence. We published the first set of names in our President’s April 2024 Newsletter. [https://www.un.org/other/afics/sites/www.un.org.other.afics/files/death\\_reports\\_2023\\_thru\\_first\\_quarter\\_2024\\_vw3.pdf](https://www.un.org/other/afics/sites/www.un.org.other.afics/files/death_reports_2023_thru_first_quarter_2024_vw3.pdf)

The following list of names records those who have left us between April and September 2024. May their memories be a blessing.

## FAO

Abdelkadir, Rushdi	05/05/2024	De Alwis, Herbert S.	08/04/2024
Abela, Mary	13/06/2024	Deeb, Bosaina	15/08/2024
Adeyemi, Gbadebo Emmanuel	03/08/2024	Deleevw, H.c.	28/04/2024
Aggarwal, O P	05/09/2024	Delfolie, Janine	11/05/2024
Amissi, Eugene	22/04/2024	Den Hartof Koe, Frida Josefine	04/05/2024
Arulpragasam, Lucian	11/08/2024	Elmosa, Husein Mohammed	28/03/2024
Backhouse, Jean	11/07/2024	Fahmy, Manal Kamal	31/05/2024
Barnouw, Nancy	30/01/2024	Felipe, Rolando Pascual	09/08/2024
Barter-hemmerich, Ursula	11/08/2024	Frigerio, Norberto	05/02/2024
Behmoaras, Sara	12/03/2024	Fusco-femiano, Annibale,	04/09/2024
Ben Slimane, Hamadi	29/05/2024	Gauchon, Michel Jean	17/09/2024
Benoit, Marie Louise	26/03/2024	Gbeblewoo, Komi	23/05/2024
Bertini, Alessandro	05/07/2024	Giancotta, Mafalda	10/04/2024
Bizzarri, Antoinetta	17/07/2024	Giuffrida, M J	29/08/2024
Bouillet-santucci, Brigitte	10/08/2024	Goudie, Madge	07/05/2024
Broderick, Claudia	28/01/2024	Gruyaert, Genevieve Maria A	30/05/2024
Cabral Val, Gloria	11/07/2024	Guidotti, Fernando	
Cantwell, James		Guilbride, Mary Elisabeth	25/06/2024
Capezzuoli, M	31/07/2024	Haakansson, Jan-erik Geor	25/02/2024
Cariou, Louis	04/06/2024	Hakim, Abu	05/04/2024
Castille, Guy E.w.m.	22/03/2024	Harris, R	08/08/2024
Cervantes-ruiz, Maria-asuncion	09/07/2024	Hasenfratz, Liliane	25/03/2024
Chan, William Lai-yee	13/03/2024	Hummel, Francoise E.	25/05/2024
Charles, Winston Benson	17/07/2024	Hussain, Mohammad Anwar	27/06/2024
Conia, Pietro	06/04/2024	Iovino, Fernando	01/08/2024
D'avout, Guy Alexis	14/04/2024	Jinendradasa, Amugoda Kar	08/09/2024

Karas, Josef	04/04/2024
Kiltz, Hans Heinrich	10/07/2024
Krone, Wolfgang	14/06/2024
Lemonius, Mogens	30/06/2024
Lena, Guido	12/08/2024
Lewis, Silvia	04/05/2024
Lindinger, Ingeborg	12/06/2024
Magni, Penna Fiorella	
Maione, Gerardo	17/06/2024
Malavasi, Erminia	02/07/2024
Manalili, Ignacio	04/07/2024
Mancini, Filippo	28/08/2024
Mancuso, Pietro Fioramante	04/09/2024
Marzin, Pierre Jean A	14/06/2024
Matesanz Ramirez, Carmen Rosa	09/07/2024
Mc Donald, Robert James	07/04/2024
Mcarthur-giannini, Meryl	01/05/2024
Mesa De Magnusson Gloria Teresita	02/06/2024
Miles, Romelia	07/04/2024
Moore, Aliza	04/07/2024
Moreno Garcia, Gladys	15/08/2024
Moretti, Marisa	
Naumann, Robert L	18/08/2024
Ogawa, Reiko	28/02/2024
Olea, Maria Soledad Alonso	29/04/2024
Paddon, Anthony Roy	06/04/2024
Palleschi, Amalia	
Pandey, Dhruva Raj	28/08/2024
Pansini, Ida	08/06/2024
Pantaleo-tabellini, Fiorella	27/03/2024
Perilli-conti, Annita	23/05/2024
Perrini, Allison	18/07/2024
Perticarini, Ilia	08/04/2024
Petruzzi, Anna	20/07/2024
Phillips, Winston Joseph	02/03/2024
Pignalosa, Francesco	
Pino, Mirella	07/07/2024
Poblete ,Myrtha	23/08/2024
Prout-d'alessan, Patricia	25/03/2024
Quasso, Pietro	16/07/2024
Ramalingam, J	04/07/2024
Raney, Terri Lynn	02/09/2024
Raslan, Abdul Hamid	14/06/2024
Reh, Gerald	22/03/2024
Reyntjens, Jan	07/08/2024
Riccobono, Angelo	06/06/2024
Robert, Helen Agnes	18/04/2024
Rojas, Lidia Ester	01/02/2024
Rosales, Maria	05/06/2024

Rosciglione, Giorgio	25/05/2024
Ruckes, Erhard	19/03/2024
Ruhm, Maria Esperanza	20/03/2024
Salas De Montenegro, Marta Maria	24/07/2024
Satin, Morton	07/06/2024
Sau-Mcphee, Fernanda	
Sayour, Giorgio	28/04/2024
Schoeller, Anna Cristina	12/08/2024
Schrewe, H	04/06/2024
Seng ,Chuan	30/08/2024
Sibrian ,Ricardo	26/03/2024
Sikora. Ivan	22/06/2024
Skitarelic. Rada	10/08/2024
Slegers, Paule A M J	15/08/2024
Small, Alison Mary	08/06/2024
Smith, Patricia Ann	30/03/2024
Sniadecki, Aldona	14/03/2024
Spadafora, Lidia	30/05/2024
Steiner, Robert	07/04/2024
Toxholm-monteleone, Merete	08/09/2024
Valdes, Eduardo Aurelio	23/03/2024
Van Leeuwen, Anne-marie	21/07/2024
Van Ravenswaaij, Cornelis	01/06/2024
Vanegas, Luis	08/04/2024
Vansavatdy, Khamphoui	11/04/2024
Vergis, Gladys	11/02/2024
Wall, Rosemary	22/04/2024
Wells, Veronica Mary	
Zakari, Adamou	07/03/2024

#### **GATT**

Barranco, Antonia	10/07/2024
Croome ,John Minturn	20/07/2024
Kraus, John Hanus	28/07/2024
Lambert, Claude	18/04/2024
Liontas, Jacqueline	14/06/2024
Roessler, Frieder	25/07/2024
Rossillon, Paul Marius	18/06/2024
Vergara Hernandez, Teresa	22/04/2024
Wisping, Daniel	29/06/2024

#### **IAEA**

Abraham, Julius	04/03/2024
Akinyosoye, Festus Olusegun	11/07/2024
Awadissian, Kivork	05/05/2024
Castelino, John Batista	05/06/2024
Cesenj, Rosa Johanna	03/03/2024
Cherkasskaya, Inna	21/07/2024
Czibulka, Claudius J	05/08/2024
Dee, John Bertram	10/04/2024

Facer, Robert Ian	31/07/2024
Fagerholm, Robert Erik	27/07/2024
Felsner, Gerhard	08/05/2024
Freidl, Johann	08/08/2024
Haas, Eckhard	24/08/2024
Haselberger, N	04/04/2024
Heaysman, Barry	23/06/2024
Hemetek, Herman	22/07/2024
Ilic, Zoran	14/05/2024
Janu, Alfred	30/05/2024
Jones, David Llewellyn	23/04/2024
Keddar, Ahmed	05/04/2024
Klose, Helmut	23/06/2024
Koepf, A	17/06/2024
Kroen, Hedwig	09/04/2024
Lopez-mencherero, Emilio	14/07/2024
Mayer, Josef	31/07/2024
Morsy, Samir	22/03/2024
Noel, Jack Henry	06/08/2024
Schirfeneder, Magdalen	20/06/2024
Schoeberl, Paul Heinz	30/07/2024
Schrenk, Inge	19/03/2024
Servian, J L	03/08/2024
Solarik, Franz	11/08/2024
Temple, Pauline Diana	21/04/2024
Thomas, Karyanil	22/03/2024
Van Espen, Alphonse Leo	06/07/2024

## ICAO

Baig, Zarina	15/05/2024
Boubli, Bernard	04/05/2024
Gaty, Myriem	25/03/2024
Greiss, D	13/08/2024
Hassan Hassan, Mohamed Se	14/06/2024
Hissink, Andre L	01/01/2024
Hla-aye, Prunella	21/08/2024
Johnson, Pamela Jane	02/06/2024
Kailly, Magloire Bienvenu	12/08/2024
Koukoui, Lazare Jean-marie	25/05/2024
Koutouzov, Michail Grigor	17/08/2024
Mejias, Manuel	05/03/2024
Orero, Alberto Antonio	08/06/2024
Quiroz, Armando	30/03/2024
Raggo, Juan C	02/05/2024
Rodriguez. Max	29/06/2024
Santamaria. Jose Luis	12/06/2024
Simmons. Gillian Ann	26/03/2024
Stoppa. Denise	19/06/2024
Tsao Wen	15/08/2024

Whitehouse Richard	24/06/2024
Yeoman, James Marr	27/05/2024

## ICGEB

Schmitt, Walter	24/06/2024
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## IFAD

Bouarfa, Yahia	01/05/2024
Cilia, Pauline	26/05/2024
Harms, Thomas Ulrich	12/08/2024
Laker, Amine	27/04/2024
Qvarnstrom, Eva	03/09/2024
Slater, Marie Jean	03/03/2024
Tilotta, Marta Paola	09/06/2024

## ILO

Anstis, Michael	14/03/2024
Bailey, Sherida Johannah Marea	27/03/2024
Bayenet, Claudine	12/09/2024
Belhomme, Philippe	05/04/2024
Butt, Naweed	28/08/2024
Cau-khaladj, Andree Danielle	01/04/2024
Chandravithun, Varanee	20/06/2024
Cheng, Ty	07/04/2024
Christiaens, Louis Winoc	09/08/2024
Conway, Julia	15/07/2024
Dandashi, Ghazwa	08/05/2024
Delecroix, Nicole	03/04/2024
Donarski, Jerzy Alexander	14/04/2024
Duriaux, Madeleine	02/07/2024
Fares, Sayede	06/09/2024
Fassa Curati Giuseppina	27/02/2024
Fres Huguette	08/08/2024
Gillion, Patricia Jean	05/03/2024
Grosjean, S E H	05/09/2024
Hajjara, Suad Labib	01/07/2024
Hammar, Hans Birger	31/08/2024
Hammouya, Messaoud	29/04/2024
Hatton, Henry Robert	29/02/2024
Isik, Ruchan Ahmet	29/04/2024
Junker-ristow, Helen	10/06/2024
Marmora, Lelio	29/05/2024
Marte, Frieda Stefanie	14/03/2024
Martinez-holgado, Jose-luis	13/06/2024
Mason, Barbara Kathleen	13/07/2024
Michlin, G	27/07/2024
Mostafa Abou Elkheir, Aida	30/03/2024
Nankau, M	06/03/2024
N'dong ,Katy	01/09/2024

Ochoa De Azpuru, Maria-conception	07/08/2024	Al-jamil Aysar Khudr	20/07/2024
Plavec, Claire Marguerite	22/04/2024	Almeida, Sarita	29/04/2024
Pogolotti, Sergio	14/06/2024	Antonio, Antonio E	21/04/2024
Power, Margaret Philomena	05/09/2024	Asplund, Bo	10/03/2024
Prytz, Lillian Mona	16/05/2024	Aye Tin Tin	15/04/2024
Radi, Anne	13/09/2024	Aygun, Adile	10/06/2024
Reizes, Erwin	09/08/2024	Ayvazzadeh, Albert	26/04/2024
Smital ,Mary B	01/06/2024	Baquero, Quintiliano	17/04/2024
Soumah, Momodouba	16/05/2024	Basha, Ermira	02/04/2024
Tews, Katja	04/05/2024	Bilgin Turgut	04/07/2024
Triumfo, Antonio Bueno	25/03/2024	Bonev Evlogui	27/04/2024
Van Der Wolf, Bernard	04/04/2024	Bounphathy Khankham	24/06/2024
Villard, J	17/07/2024	Buendia, Emmanuel	29/03/2024
Wells, Marie Olga R	17/05/2024	Burrowes Edward	08/04/2024
		Butros, Adrienne	15/04/2024
<b>IMO</b>		Caldentey, Catalina	24/07/2024
Neal, Francis Roy	02/09/2024	Centurion, Mercedes Zotti	22/08/2024
		Chakma, Subilal	08/06/2024
<b>IOM</b>		Chiew ,Minna Raj	
Gray, Charles	25/06/2024	Chiviya, Esau Magweta	03/06/2024
		Cisse, Binta Kane	16/06/2024
<b>ITU</b>		Cruz, Oswald	27/08/2024
Benaissa, Mohsen	26/03/2024	Custodio Manrique, Victoriano	07/05/2024
Berthet-fromaget, Yvette	24/07/2024	Cwerner, Rachel	06/09/2024
Casalta, Paul	26/04/2024	Da, Robert	24/03/2024
Caubet, J	14/08/2024	De Melo, I M	
Civic, Miroslav	19/07/2024	Deruelles, Elwira	04/07/2024
Downing, Blanche Emily Susan	09/09/2024	Desai, N J	10/03/2024
Ehrat, Pierre	14/05/2024	Destanne, De Bernis Luc	06/04/2024
Gallo, Pierre	01/08/2024	Diallo, Adama	29/05/2024
Griffiths, Linda	13/03/2024	Dongol, Shyam Bahadur	16/04/2024
Hatem, Suzette	30/03/2024	Ehouzou, Theodora Kokoue	26/03/2024
Hosseini, Mojtaba	25/08/2024	El Mouak, El Haj	29/05/2024
Khaliq, Safia	05/03/2024	Elmi Adde Gaal, Zeynab Mahdi	14/08/2024
Kourouma, Yaya	20/06/2024	Fawzi, Hilal	14/02/2024
Leyssen, Christiana	30/03/2024	Fernandez, Maurice Hubert	20/08/2024
Mannby, Per-arne	08/08/2024	Gardiner, Charlotte	17/06/2024
Peru, Claudine	09/09/2024	Gregory, Jewell	26/04/2024
Plagnat, Jean-paul	18/06/2024	Gunasekera, Gamini Senarath P.	21/03/2024
Rana, Bhakta	04/08/2024	Gutierrez, Eduardo	14/08/2024
Ruscito, Angelantonio	17/07/2024	Huhta, Irja	23/08/2024
Sharma, Vijay Kumar	26/07/2024	Janofsky, Temmy	
Verma, Janak	19/07/2024	Javier, Natividad Abad	16/03/2024
		John, Agnes	07/03/2024
<b>UNDP-UNDP ADMIN</b>		Kabagema, Jeanne D'arc	02/08/2024
Abdel-shafi, Khaled	02/05/2024	Kabore, Dominique	05/04/2024
Aguiar Solares Mario	17/09/2024	Kalapa Pharaoh, Hakafwamba	
Ali Jama Farah		Kamohi, Emmanuel Malobe	19/06/2024
Ali, Md Neamat	25/03/2024		

Kane, Makane	24/06/2024
Kavakure, Ndirahisha Valerie	
Khalikov, Rashid	01/04/2024
Krishnamoorthy, Pichumani	26/03/2024
Kulkarni, Narayan	02/07/2024
Kumssa, Asfaw	04/03/2024
Kunzle, Benza De Maria Me	02/08/2024
Langseth, Petter	25/07/2024
Legeros, J	27/02/2024
Makibinyane, Ntsoaki	20/05/2024
Mbala, Nsongo	
Mbringa-takama, Maxime-faustin	18/08/2024
Mohamed, Paula	10/04/2024
Mohammedi, I	16/07/2024
Mohd Ali, Halimah Sa'diah Bint	25/03/2024
Molina De Tapia, Martha S	03/09/2024
Mondhatuplin, Tanakon	29/03/2024
Moussa, Sylla	
Mujahid, Ghazy	09/05/2024
Mukasa, Moses	13/06/2024
Ndiaye, Alioune	
Nelliparambil, Madhavan Dasan	20/08/2024
Noorah, Abdool Rahim	05/03/2024
Nsiah, George	14/08/2024
Nzucule, Romao Sumburane	06/08/2024
Pan, James Tzun Mi	21/04/2024
Park, Pyong Chol	23/04/2024
Peterson, Jeannie	19/02/2024
Pilavcioglu, Sebahat	25/07/2024
Qolivonu, Mereseini	09/09/2024
Rbia, Ahmed	29/04/2024
Reza, Mohammad Haider	05/05/2024
Segujja, Emmanuel Dominic M	14/04/2024
Song, Sang Yong	06/06/2024
Soni, Basant	09/08/2024
Sorensen, Jan	16/04/2024
Talla, Innocent	31/07/2024
Tourigny, Rene	14/03/2024
Traore, Khady	05/04/2024
Trinh, Tien Dung	19/04/2024
Tupas, M F S	05/02/2024
Vassif, Ozel Moustafa	21/04/2024
Wannop, William Bryan	20/05/2024
Yamdogo, Souley	20/06/2024
Yousaf, Daniel	11/05/2024

## UNESCO

Abdalla, Hekmat	07/08/2024
Abdallah, Amira	17/03/2024
Almada, Martin	30/03/2024
Amri, Abed	06/04/2024
Anokwuru, Sadaatu	
Ardalan, Behin-mehr	13/03/2024
Ayalew, Gabre	04/03/2024
Breuil, C	09/05/2024
Cabral, Nelson	17/04/2024
Clark, Jennifer M	18/04/2024
Cubriilo, Melanija	08/07/2024
Dhammasaraj, S	16/06/2024
Easton, Marie-therese	17/06/2024
El Atrash, Aboulgader	
Ethirveerasingam, Nagalin	18/04/2024
Frauger De Boyv, Nadine Jacqueline	24/04/2024
Gerbault, A	08/05/2024
Gonzaga De Almeida, Luis	20/09/2024
Gonzalez Pioli Maria E.	30/08/2024
Gosso Depoux, Laurette	01/04/2024
Hazoume, Marc L.	27/06/2024
Iyer Harihara, S.	24/06/2024
Janakiram, S. Ayyar	27/04/2024
Junge, Bjarne	14/03/2024
Kabwasa, Nsang-o'khan Ant	20/08/2024
Karrer, Denise	27/05/2024
Kidd, Joan D	25/03/2024
Kitazawa, Kazuhiro	28/06/2024
Kolessov, Vassili	20/02/2024
Le Poittevin, F	20/08/2024
Mac Taggart, Madeleine	19/07/2024
Mactaggart, Madeleine	
Malling, Soren T	27/04/2024
Markovski, Terezija Colic	
Martins Serra, Paulo	14/06/2024
Moller, Birgitte	15/06/2024
Nthepe, Evelyne	17/05/2024
Nyong, Steven E.	28/07/2024
Pailanonth, Utaka	19/02/2024
Paliakara, Lazare	02/04/2024
Patwari, Abdus S	31/03/2024
Penton Pedrera, Ada Rosa	14/05/2024
Perera Mohan, Ivan Richard	27/06/2024
Perramon, Esther Mercedes	21/03/2024
Pitacco, Walter	04/05/2024
Poggi-goujon, Lola	27/03/2024
Prager, A	09/08/2024
Ramos Paniagua, Maria Jesus	12/01/2024

Rishmawi, Jiries	
Sanchez Aguado, Fermin	04/02/2024
Sangare, Samou	23/03/2024
Sant, J Acqueline	10/04/2024
Sarazin, Paulette	06/07/2024
Savi De Tove, Hector	
Schiefelbein, Ernesto	26/01/2024
Scorgie, Anne	
Taheri, Frough	16/09/2024
Tennakoonge, Dona Regina W.	15/04/2024
Terrazas, Ginette	13/04/2024
Topuz, Hifzi	
Tronel, Helene	16/03/2024
Van Der, Heyden Phanette Marie-j	04/05/2024
Van Vliet, Jean Margaret	30/04/2024
Vermersch, Lucien Rene Ernest	20/08/2024
Villegas Pincheira, Edgardo	18/07/2024
Vlasceanu, Lazar	08/06/2024

#### UNHCR

Avdic, Mevludin	16/04/2024
Cajic, Habiba	28/04/2024
Callejas-malik, Marcela	25/08/2024
Decarroz, Joelle	
Fansa, Khaled	08/08/2024
Idris, Mohamed Ahmed A	12/04/2024
Knaggs, Stephen	06/07/2024
Lutato, Kalunga S	22/01/2024
Messelleka, Kouider	11/08/2024
Messias, Dos Santos Valdivino	20/02/2024
Mustaffar, Tharjuddin	25/05/2024
Nagbe, Jacob Kay	08/06/2024
Olukole ,Abiodun Sunday	15/05/2024
Vanniasingam, Kalamathy	21/08/2024

#### UN-HEADQUARTERS

Abdel Rahman, Suad	24/05/2024
Abdel-aziz, Lamis Hamed	
Achmad, Juki Jusuf	17/07/2024
Adam, Veronique	14/03/2024
Ahmed Zia	18/08/2024
Ahmed, Fahmy Asia	29/05/2024
Akpata, Solomon	05/04/2024
Alem, Susan	01/05/2024
Al-garib, Ali S	15/07/2024
Allan, Emilie Andersen	10/04/2024
Anastassov, Ivan Jordanov	31/07/2024
Andriamaholisoa, Jean De	24/06/2024
Appelgren, Benjamin	30/06/2024

Araya, La Rivera Jose A	16/03/2024
Asfaw, Kebede	30/05/2024
Astorga, Victoria	2/04/2024
Ayompe, Emmanuel Enoch	20/08/2024
Azumah, Osmanu	03/05/2024
Bahram, Noor A	
Banda, Susan	02/05/2024
Bandundu, Nicolas	04/06/2024
Baramov, Anton	02/05/2024
Barroso-garcia, Carmen	18/07/2024
Barsoum, Najah	06/04/2024
Baruani, Godefroid	20/04/2024
Bazawule, Elvis K	11/03/2024
Bazye, Jeremy	07/05/2024
Beauchamp, Michael John	12/06/2024
Belaj, Ismail	18/04/2024
Bena, Merwan	19/06/2024
Benavides, Mario	12/06/2024
Benedetti, Attilio	11/08/2024
Bennie, John	11/06/2024
Benton, Pauline	
Besseux, Andre	31/07/2024
Bidaud, Henri	01/09/2024
Blachon, Georges	17/08/2024
Blanc, Genevieve	01/08/2024
Bobka, Jan W	02/06/2024
Boggio, Christiane	15/07/2024
Boney, Edward J.	23/06/2024
Borloz, Mireille	18/04/2024
Boutin, Lise	
Brina, Bernadette	10/07/2024
Bristela, Gerlinde	12/09/2024
Bryant, Sylvie A.	02/07/2024
Bukhala, James Ashiono	23/05/2024
Bulsuk, Whatana	15/06/2024
Camara, Louise	05/02/2024
Canales, Luis	24/08/2024
Cappelli, F	09/08/2024
Cartwright, Timothy J	18/06/2024
Carvajal, Maria Teresa	23/04/2024
Chege, Josephine	09/06/2024
Chen, Ann Lee	29/03/2024
Cherkaoui Malki, Mohammed	24/01/2024
Chliakova, Galina	23/04/2024
Chowdhury, Ahsen Aziz	30/03/2024
Chu, Rosanna	05/03/2024
Clement, A H	05/04/2024
Coinidis, Maria	24/01/2024

Constantinou, Franca D	16/07/2024	Habbiche, Mohamed	24/06/2024
Copes, Isobel Chalmers Hope	10/01/2024	Haddad, Joseph B	10/05/2024
Correa, Arthur	12/05/2024	Hadwen, Peter	26/03/2024
Cuevas, Margot	10/08/2024	Hamati, Ali	07/09/2024
Dabholkar, Uttam	08/05/2024	Hammad, Na'imeh	10/08/2024
D'amato, Victor V	06/06/2024	Haraz, Virginia	22/08/2024
Danesin, Elisabeth	28/03/2024	Hare, Graham T	31/08/2024
Darnhofer, Till O.	01/09/2024	Harmon, Mark	08/09/2024
Daunt, Michael	23/07/2024	Hartstein, Ariane	26/03/2024
De Pena, Lourdes	29/05/2024	Hashani, Sami	28/02/2024
Desvoivres, Marie-madeleine	24/06/2024	Hein, Andre	09/08/2024
Dias, Josue	18/09/2024	Heng, Ham Kheng	03/05/2024
Din Fazi, Begum	03/04/2024	Henriques, Pascoal Eduardo	07/04/2024
Diphorn, Albert J	09/08/2024	Herzog, Theresa	01/09/2024
Dolo, James	05/05/2024	Hickman, Thomas	27/01/2024
Dubey, Muchkund	26/06/2024	Hishmeh, Ali Youssef	21/04/2024
Eastmond, Vanecia	22/03/2024	Hohenkirk, Lennox	05/04/2024
Eckhoff, Olina	01/07/2024	Holst, Juergen U.	06/07/2024
Eggleston, Roger N.g.	22/03/2024	Houdegbe, Guy	14/05/2024
Eleish Mohamed, Gamal E M	13/02/2024	Hull, Wayne	04/07/2024
Emerson, Paul	17/07/2024	Hutchinson, Arthur F	26/04/2024
Emra, Fikrim	09/07/2024	Ifill, Barbara	02/08/2024
Endo, Takashi	28/03/2024	Iijima, T	19/04/2024
Evans, Wilga	26/08/2024	Ismail, Enayat	23/01/2024
Evertz, Wilhelm P	09/03/2024	Jacquot, Denise	22/07/2024
Fakis, Anthoula	13/06/2024	Jarkpatai, Aaron	17/04/2024
Fartache, Bernadette	16/04/2024	Jelic, Mirjana	25/07/2024
Fattah, Riyadh	05/09/2024	Kane, Elizabeth	27/07/2024
Feliu, Ximena	30/07/2024	Kane, Boubacar	04/07/2024
Fenot-selam, Isaac	22/02/2024	Kanojia, Savitri	17/04/2024
Fernando, Annesley P A	30/06/2024	Karlsson, Ronny	11/05/2024
Ferrada, Clara	30/04/2024	Katelevskiy, Iouri	25/03/2024
Ferrara, Andre	2/04/2024	Kazagic, Deljalj	16/04/2024
Filimon, Claudia	29/04/2024	Keymolen, Fidel	27/07/2024
Fordyce, Urma	16/06/2024	Khimouss, Hassan	15/08/2024
Foy, Madeleine C	08/09/2024	Khugyani, Sediqa	
Fredj, Sonia	06/06/2024	Kim, Suk Kun	10/08/2024
Fujii, Masahiro	14/08/2024	Kohaut, Roman C	29/07/2024
Gallego, Julio	07/03/2024	Kokonya, Cleophas Owasuny	04/05/2024
Gbar, Charles		Kotek, Ivan	07/05/2024
Geneletti, Carlo A	12/08/2024	Lamarr, D R	17/03/2024
Georghiou, Andreas	28/05/2024	Landau, Chava	29/07/2024
Georgiades, Mary		Lavista, Clara	25/07/2024
Ghali, Nahed Labib	20/03/2024	Levitan, Sylvia Ganis	12/04/2024
Gill, Noor Alam	19/07/2024	Lewandowska, Helena	10/09/2024
Ginivan, Thomas	22/05/2024	Liautaud, Annie F	26/02/2024
Golebiowski, Janusz	14/05/2024	Liechti, Marie Claude	23/05/2024
Guichard, Roger	26/04/2024	Lim, Peng Kin	04/03/2024
Gutierrez, M	16/08/2024	Link, Claire	17/07/2024

Liu, Shih	20/08/2024	Rodriguez, Miguel	17/03/2024
Lopez-moreira, Leticia	22/03/2024	Roemer Rolf, Peter Herbert	29/04/2024
Lorenzo, Irene	12/05/2024	Rogers, Donald J	08/04/2024
Lyse, Ole Bjorn	30/06/2024	Roiz Santillana, Higinio	24/03/2024
Maire, Henri C	15/02/2024	Roongruangmanirat, Veerapong	16/06/2024
Makar, Magdy	07/04/2024	Rotondi, Giuseppe	30/07/2024
Makonnen, Hunde	04/07/2024	Ruffieux, Marlyse	28/05/2024
Malik, Rakesh	11/06/2024	Sadry, Behrooz	12/06/2024
Manos, Aldo G.	30/06/2024	Sanchez-Lopez, Jose Fernando	18/08/2024
Maridor, Laboure Simone	27/02/2024	Sanders, Benjamin	31/03/2024
Marrero, Jesus	09/08/2024	Sargent, Wellington	31/05/2024
Mattos, Jose Carlos	10/07/2024	Sarr, Makha Dado	
Medvedev, Victor	25/07/2024	Schmid, Klaus	20/03/2024
Meer, Abdullah	21/07/2024	Schwartz, Miriam	03/09/2024
Megerditchian, Maida	08/06/2024	Semilinko Sylvain, Felix	07/03/2024
Menon, Sankara N.	23/03/2024	Shaw, Lavar M	10/03/2024
Mercier-balamar, Marie-louise	26/02/2024	Sheftel, S	16/06/2024
Merillon, Jean-francois	15/04/2024	Shemirani, Jamal	26/04/2024
Midi, Muller	25/04/2024	Shlekyte, Silvia-daloute	13/05/2024
Mills-aryee, Diana	07/05/2024	Shobi, Sami I	28/03/2024
Mofida, Mohammed Abd Rabbo	15/08/2024	Silva, Julio	24/02/2024
Mohammad, Payenda	04/06/2024	Silvany, Nila Pedreira	11/08/2024
Mohamoud, Hassan Y	19/06/2024	Simon, Adelina	17/02/2024
Moukoro, Eric	08/08/2024	Sindico, Virginia T	10/04/2024
Muigai, Teresa W	21/04/2024	Skedsmo, Tore	28/03/2024
Musa, Jawahir Abdi	06/04/2024	Smantarath, Angun	06/07/2024
Naoussi, Pierre	24/08/2024	Sommer, Evangelina	
Ndaruzaniye, Gamaliel	25/08/2024	Sottini, Jacqueline Helene	13/04/2024
Nielsen, Kirsten	19/04/2024	Spijkerman, Paulette M J	26/06/2024
Olindo, Perez	29/07/2024	Sridharan, Rathna	18/06/2024
Osman, Husein	25/03/2024	Sulahian, Joyce L	10/02/2024
Paleczek, Eva Maria	05/05/2024	Sykes, Annemarie Doris E.c.	22/07/2024
Paveskovic, Zorka	11/04/2024	Talaue, Carmen	27/05/2024
Peredo, Lucia Cristina	30/05/2024	Tamimi Talal, Abdallah Mohd	21/03/2024
Pineda, Blanca	20/05/2024	Tan, Gien Ing	03/05/2024
Pinto De Magalhaes, Petro	28/06/2024	Tembe, Rebecca R	24/02/2024
Posavec, Igor	12/04/2024	Tepavitcharov, Christo	28/03/2024
Prathipasen, Dej	26/04/2024	Teriba, Yetunde	20/03/2024
Prendergast, Thomas J.	12/02/2024	Therattil, J	30/04/2024
Profera, Victor	23/05/2024	Tholle, Wanda	25/08/2024
Qerkez, Basri	08/04/2024	Timofeeva, Nataliya	13/06/2024
Radovic, Igor D	10/08/2024	Topfer, Klaus	08/06/2024
Rainey, Thomas	14/04/2024	Tran, Van-vi	05/06/2024
Raufast, Nora	01/05/2024	Tranier, Pierre M.	06/04/2024
Ravalico, Umberto	18/04/2024	Tsagaandorj, Achitsaikhan	02/06/2024
Ravest-garabedian, Gladys	11/08/2024	Tsao, Hsin-mei	11/04/2024
Robine, Michelle	03/04/2024	Tsarev, Victor	08/05/2024
Rochanapruk, Mariam	04/07/2024	Vanttaja, Mauno	26/07/2024
Rodrigues, Veronica	04/06/2024		

Vega, Roberto	04/06/2024
Vieiro Rama, Noemi Josefina	13/04/2024
Visentini, Sergi	22/07/2024
Vyletova, Kristina	27/06/2024
Walsh, Monica Patricia	21/06/2024
Wanly, Sahar	23/03/2024
Weiss, Diane S	06/07/2024
Wressnig, Anton	26/07/2024
Younis, Ali Abdi	07/09/2024
Zapata, Pamela	13/04/2024
Zeilinger, Franz Rudolf	24/05/2024
Zouari, Ahmed	12/03/2024

## UNICEF

Abella, Lydia L	24/02/2024
Ali Abbas, Fadlalla	26/04/2024
Ameresekere, Harsha	16/09/2024
Appu, T R	05/04/2024
Assefa, Araya	20/07/2024
Bell, Robert	11/06/2024
Bensaid, Khaled	28/02/2024
Bezold, Lourdes Carmela	25/03/2024
Bhagwan, Deen	22/08/2024
Binali, Hilda E	04/06/2024
Biron, Yvonne	14/07/2024
Bizet Claude	21/03/2024
Bremne,r Mary Ellen	28/02/2024
Carrascoso, Maridel	17/04/2024
Carstens, Gerardo	19/06/2024
Cornia ,Giovanni	10/07/2024
Criales De Navarro, Ninoska	22/03/2024
Diarra ,Sekou Oumar	20/04/2024
Drini,Souha	11/01/2024
Fakih, Mohammed Khamis	
Kamfose ,Jones Chidambo	06/03/2024
Kargbo, Edward	11/06/2024
Karsono, Sastroamidjojo	08/07/2024
Khan, Abdul Aziz	2/07/2024
Kigadye, Fredrick	29/05/2024
Kusiape, Koku	24/06/2024
Leal, Marie Claudine	04/04/2024
Maharjan, Purna Bahadur	29/08/2024
Mariko, Sibiry	31/07/2024
Marrero, Enrique A	05/04/2024
Maung-maung-hla	11/08/2024
Mc Caffery, Ann Cecilia	
Meza, Juan Luis	
Mhaka, Simon Freddy	08/05/2024
Moselina, Leopoldo Magrata	28/05/2024

Narayan, Sasikala	25/03/2024
Narishkin, Nina	09/04/2024
Nikyema ,Theophane	29/07/2024
Pereira, Joana Darck	09/04/2024
Radhakrishnan, Savithri	08/08/2024
Rajkarnikar, Manjula	30/08/2024
Ralainirina, Paul Richard	15/04/2024
Ratnadasa, Hettiarachchige D	2/08/2024
Silva, Beatriz	22/02/2024
Soekandar, Candy Srikandi	19/04/2024
Suleiman, Mohamed	01/02/2024
Syed, Jamal Ahmad	24/05/2024
Sylvester, George	28/05/2024
Tamanai, Michiru	12/03/2024
Taylor, Melrose	09/05/2024
Ulubor, Hatice Olcay	08/06/2024
Vongsipasom, Sengsavanh	04/03/2024
Vu Thi, Pierrette	1/07/2024
Wasselín, Jean	13/05/2024

## UNIDO

Bhagowalia, Kamla	17/07/2024
Brunngraber, Erika Sybille	13/02/2024
Erlacher, Othmar	19/07/2024
Holten, Helen Duncan	
Hoshiyama, Tamotsu	17/05/2024
Igler, Isabella	03/05/2024
Isles, Elizabeth E H	03/08/2024
Jenkins, David	15/09/2024
Karhof, Mathe G	06/04/2024
Knorre-kosinski, Waltraud	
Kohonen, Markku K	06/08/2024
Maadi,Hans	29/06/2024
Nied, Dorothy Loretta	28/02/2024
Pekarek, Valentina	17/05/2024
Perez-venero, Alex	07/06/2024
Schrammel, Annemarie	04/08/2024
Veltze-michel Victor	16/07/2024

## UNRWA

Hallquist, Per Olof	04/05/2024
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## WFP

Darboe Mustapha	16/03/2024
Handou Mahamadou Amadou	21/07/2024
Lacy Irene	17/07/2024
Morris James Thomas	12/07/2024
Shrestha Chandan Kumar	19/07/2024

**WFP — Local**

Mahamat Adji	13/05/2024
Camacho Vargas Mayra	27/06/2024
Cortese Enrico	17/04/2024
Coulibaly, Mounirou	28/03/2024
Mahamat, Adji	13/05/2024
Zaldana, Astorga Tomas Ernesto	30/05/2024

**WHO**

Abdou Ahamada Halidi	08/05/2024
Ajavon Ayayi A.	
Alexeev, Valeri	31/08/2024
Almia, Pratap Singh	27/08/2024
Arya, Lekh Raj	04/01/2024
Bachet, Daniel	12/08/2024
Balonga, Julienne	28/01/2024
Barry, Oumarou	28/04/2024
Behl, Madan Lal	31/01/2024
Ben-ismail, Riadh	23/04/2024
Bristow, Rudolph	27/04/2024
Broadhurst, Elizabeth Jean	26/03/2024
Brunet, Michel A.g.	22/04/2024
Cachafeiro, Leda	18/06/2024
Calderon, Maria De Los Angeles	27/07/2024
Carvalho, Ilacir T.	27/03/2024
Ceron, Nicolas	22/03/2024
Chhatwal, Amarjit Sing	17/06/2024
Christoffersen, Oluf	29/05/2024
Coly, Malang	06/07/2024
Cooray Navadeva, Tissa	30/06/2024
Cussianovich, Crosby Joann	09/09/2024
Daw, Khin Htwe	08/05/2024
De Diaz, Luz Rojas	02/08/2024
De Jesus Machado, Neuza	19/08/2024
Diez, Del Valle	15/04/2024
Dota, Marie T Pauline	24/06/2024
Dunbar, Robert W	02/05/2024
Ejler, Kjeld Albert	02/05/2024
Farkas, Tibor	
Fernandez Espinosa, Blanca	08/05/2024
Fernandez-v, Hector	06/07/2024
Fevre-hlaholuk, Wira	19/04/2024
Flahaul,t Daniel M.a.l	13/01/2024
Ford ,John H.	23/05/2024
Garcia, Yanuario	31/08/2024
Grand-maison, Genevieve	26/01/2024
Grill, Maureen D.	12/03/2024
Guerrero Alvarado, Julio	23/05/2024

Gusmar,i Vladimir	11/04/2024
Halsall, Mireille	
Harring, Arlette Elizabeth	23/07/2024
Hassan, Ekram Saad	04/08/2024
Heiner C., Peter E.	11/01/2024
Houenassou-houangbe, Kayissan Dravie	27/05/2024
Huehne, Lai	28/06/2024
Ibrahim Ibrahim, Abdel-az	17/04/2024
Jablenski, Assen V	03/07/2024
Jabra, Adib	27/07/2024
Jakubowska, Helene	27/04/2024
Jalique, Salvacion	13/03/2024
Kabasha, Lubuika Lubuika	20/07/2024
Kamara, Sebora A.	15/05/2024
Khoury, Mariam Sami	26/08/2024
King, Maurice Henry	18/08/2024
Kitleli, Theresa L.	28/04/2024
Kohistani, Abdul Samad	23/02/2024
Larusdottir, Johanna	02/08/2024
Le Van, Thi Hien	27/04/2024
Levav, Itzhak	20/05/2024
Lloyd, John S	17/04/2024
Lunt, Ramona	21/06/2024
Magnin, Denise M.	06/07/2024
Malm, Rose S P	18/05/2024
Markvart, Karel	29/05/2024
Marques, Audette	14/04/2024
Martinez De La Serna, Josefina	31/01/2024
Martino, Hugo Oscar	29/03/2024
Mayouya, Anatole	03/04/2024
Mcphail, Joughaina	13/05/2024
Mcphail, Johaina J	13/05/2024
Mendonca, Helga Tatiana	06/09/2024
Mondini, Romano V	30/08/2024
Moran, Salvador	04/04/2024
Moudziba, Albert	12/02/2024
Moumpala, Georgine	22/08/2024
Moy, Gerald George	07/06/2024
Mugwagwa, Musekiwa	24/02/2024
Mujaddidi, Ahmad Farid	03/04/2024
Munteanu, Jacqueline Paule	12/07/2024
Ngololo Lopes, Domingos	02/03/2024
Novaes, Humberto De Moraes	30/08/2024
Ntiwane, Edith N.	17/05/2024
Nurarif, Satyawati Hanna	04/02/2024
Outschoorn, Maive Valerie	22/07/2024
Pakhomov, Guennadi	08/06/2024

Peral, Maria	12/08/2024
Petersson, P Owe	27/05/2024
Phiri Mubanga, Catherine	19/06/2024
Ponsolle, Jean-claude	22/07/2024
Pouabou, Jean A.	26/08/2024
Prandle, Margaret L.	04/08/2024
Pukkila, Jukka Tapani	23/04/2024
Reynoso Pineda, Francisco	12/06/2024
Rosselot, Mariana Florez	13/05/2024
Roy, Colette	
Saleh, Mona Mahmoud	28/06/2024
Sanchez Sanchez, Luis Ignacio	16/08/2024
Singh, Jamit	03/05/2024
Soos, Magdolna	01/05/2024
St. John, Salome	12/05/2024
Stevens, Mary	16/08/2024
Tarkowska Krystyna, Maria	12/06/2024
Tibax, Genevieve J P M	31/03/2024
Toe Laurent, Desire Elie	29/02/2024
Toure, Amara	11/05/2024
Traore, Bakary	21/04/2024
Umstead, Florence Y	26/08/2024
Verma, Bipin K.	24/05/2024
Vernengo, Marcelo Jorge	

Villa, Lucio J.	15/09/2024
Wabitsch, K Rudolf	08/05/2024
Wong, Chiung-hua	24/07/2024
Yip, June	03/02/2024
Young, Torres A	10/06/2024
Yovapue, Kingkaew	05/07/2024

#### **WIPO**

Fontugne Brigitte, Ghyslaine	17/06/2024
Kopp, Norbert	14/08/2024
Leder, Charles	12/06/2024

#### **WMO**

Atil, Max-karan	20/01/2024
Axford ,David Norman	07/04/2024
Boyd, Billie Frank	29/06/2024
Catalfamo, Fabrizio	
El Hiny, Osama	16/04/2024
Kohler, Albert	06/08/2024
Nicholls, Pauline Ann	18/09/2024
Rannaleet, Leo	31/07/2024
Roesy, Romanus	11/07/2024
Tang, Pai	25/06/2024
Van Elslande, E	04/06/2024