



Celebrating 50 years
of Representing
Retirees and their
Families in 2025



Building
Our Future
Together

RETIREES IN ACTION

*Federation of Associations of
Former International Civil Servants*

1975—2025



RETIREES IN ACTION

***Federation of Associations of
Former International Civil Servants***

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CONTENTS

Welcome Message
-Jerry Barton

Special greetings
- Catherine Pollard
-Gerard Anderson
-Wadzanai Garwe

Greetings from Member Associations

What is FAFICS

History of FAFICS

Admission of Member Associations to the Federation

FAFICS Past Chairs and Presidents

FAFICS Emeriti/Former Officials

FAFICS Retirees in Action:

- Association Board/Committee meetings
- Association doing community outreach work
- Associations engaging in Partnerships/Advocacy
- Association social activities
- Bureau in action

Tributes and Feature Stories

- Amiir Ali
- Roger Eggleston
- George Saddler
- Robert Kaminker
- Bangalore
- Lydia Ontal
- Brazil
- Netherlands
- Bangladesh
- Philippines
- Brazil
- Bolivia
- Bern, Switzerland
- New Delhi India
- Kenya
- Poem of India

Value of FAFICS

In Memoriam

FAFICS Bureau (2024-2026)

FAFICS@50 Committee and Advisers

Acronyms

Acknowledgements/credits

Welcome Messages

*Welcome message from FAFICS President
Jerry Barton*

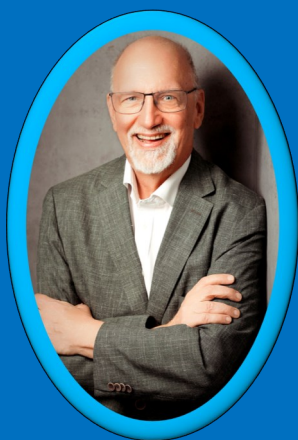
*Message from USG for Management
Strategy, Policy and Compliance
Catherine Pollard*

*Message from Pension Board Chair
Gerald Anderson*

*Message from FICSA President
Wadzanai Garwe*

THE RETIREES IN ACTION

**Celebrating 50 Years of Representing
Retirees and Families in 2025**



Jerry Barton

President

FAFICS



Message from the President of FAFICS

***To All Retired UN System Staff
on the 50th Anniversary of FAFICS***

Dear Colleagues and Friends,

As we mark the 50th anniversary of the Federation of Associations of Former International Civil Servants (FAFICS), I am honoured to extend warm greetings and heartfelt gratitude to all retired staff of the United Nations system organizations.

This golden jubilee is not only a celebration of the Federation's history — it is, above all, a tribute to you. Your years of dedicated service helped shape the United Nations into the force for peace, development, and human dignity that it is today. Whether your work was in policy, operations, field service, or support, your contributions laid the foundations upon which future generations continue to build.

Retirement does not mean stepping away from the mission we all served. On the contrary, your voices, experience, and values are more needed than ever. Around the world, FAFICS members remain engaged — advocating for multilateralism, mentoring the next generation, volunteering in their communities, and standing up for the principles of the UN Charter.

Our shared legacy is one of integrity, commitment, and hope. As President of FAFICS, I take immense pride in the strength of our community — a global network of former international civil servants who continue to believe in and contribute to the goals of the United Nations, long after formal service ends.

Your elected FAFICS representatives and I pledge to continue, with your help, our strong tradition of competent and collegial advocacy on behalf of not only existing retirees but also on behalf of those current staff members who one day also will become retirees.

***Thank you for your service. Thank you for your continued support. And thank you for keeping the UN spirit alive.
With warm regards and deep appreciation,***

***Jerry Barton
President
FAFICS***

Message from UN Under-Secretary-General

*United Nations Department of
Management Strategy, Policy and Compliance*

It is with admiration and appreciation that I extend heartfelt congratulations to the Federation of Associations of Former International Civil Servants (FAFICS) on its 50th anniversary.

For five decades, FAFICS has embodied the values enshrined in the UN Charter — peace, dignity, equality, and sustainability — ensuring that the voices of retired staff remain vital to the ongoing work of the Organization.

As the United Nations approaches its 80th anniversary, we are reminded that our achievements rest not only on present efforts, but on the work of those who came before us. FAFICS bridges that past and present, connecting generations, supporting one another, safeguarding and advocating for the rights of retirees with clarity and purpose.

Your work has real impact: helping to maintain fair and reliable pension systems and support to retirees and contributing to policy dialogue. I've had the privilege of seeing firsthand the thoughtful and consistent engagement of FAFICS representatives across a range of fora. Your contributions remain deeply valued. Your work also continues to remind us that international service does not end with retirement but rather evolves.

On behalf of the Department of Management Strategy, Policy and Compliance (DMSPC), and in my personal capacity, I want to commend all members of FAFICS and the Executives for your enduring service and commitment to a noble cause.

May this anniversary be a moment of pride and a springboard for continued contributions in the years ahead.

Congratulations on 50 years of meaningful work.

*Catherine Pollard
Under-Secretary-General
Department of Management Strategy, Policy and Compliance
United Nations*



Catherine Pollard

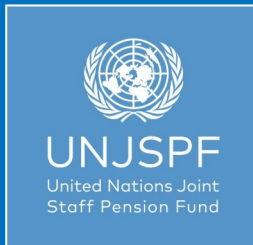
USG for Management
Strategy, Policy and
Compliance UN





Gerald Anderson

Chair 2025
United Nations Joint
Staff Pension Board



Message from the Chair of the United Nations Joint Staff Pension Board

It is with great honor and heartfelt appreciation that I extend my warmest congratulations to the Federation of Associations of Former International Civil Servants (FAFICS) on the occasion of its 50th anniversary. This golden jubilee is a remarkable milestone, not only for FAFICS but for the entire United Nations family, as we also mark the 80th anniversary of the United Nations itself.

FAFICS has played a vital role in representing the interests of retired international civil servants, ensuring that their voices continue to be heard and their contributions remembered. Through its 65 Member Associations spanning the globe, FAFICS has fostered a strong, supportive community that upholds the values and ideals of the UN Charter long after active service has ended.

As Chair of the United Nations Joint Staff Pension Board, I am deeply aware of the importance of safeguarding the rights and well-being of our retirees. FAFICS has been an indispensable partner in this endeavor, offering insight, advocacy, and a steadfast commitment to the dignity of those who have dedicated their lives to international service.

The upcoming commemoration in Vienna is a fitting tribute to the legacy of FAFICS and the enduring spirit of multilateralism. I commend your leadership, your advocacy, and your unwavering dedication to the global community of retirees.

On behalf of the Pension Board, I extend my best wishes for a successful celebration and continued strength in your mission. May the next fifty years be as impactful and inspiring as the first.

Warm regards,

Gerald Anderson
Chair
United Nations Joint Staff Pension Board

Message from the Federations of International Civil Servants' Associations (FICSA)

On behalf of FICSA and its Executive Committee, let me congratulate FAFICS on your 50th Anniversary. Our Federations have worked together over the last five decades, as staff members transition from active duty to retiree status.

We thank FAFICS' leadership, 65 global member associations and volunteers, for all your efforts and initiatives to help retirees navigate this milestone in their lives, and to continuously protect their rights and benefits as retirees, especially on Pension and After Service Health Insurance (ASH). Your expertise, experience, and wisdom are valued and appreciated, and this was well demonstrated in your annual active participation in the FICSA Council meetings. We draw on your expertise on the Pension Board and welcome the consultations with you.

The geopolitical events that have swept the development and humanitarian landscape in 2025 have made it more imperative that staff stay informed and aware of their rights and obligations. FAFICS' importance has become increasingly apparent and relevant for staff as many, particularly in the humanitarian organizations, are facing early retirement and beginning to navigate discussions around ASHI and pension.

As staff we will all retire one day, and we need FAFICS to be a partner for FICSA helping us navigate existing issues and pointing out trends that we may need to plan and strategize for. As we tackle the existing threat to multilateralism and the very core mandate of the UN, FICSA's message has been consistent. We work with facts, and we engage with management. We do not catastrophize and ensure that our messaging and communications are consistent.

This is a time for partnership, solidarity and strategizing to ensure the best possible outcome for staff. We have to stand together and draw on the experience of retirees who have navigated similar crises to assist us in finding the words, the strategies and the actions that ensure that our pension fund remains robust as it is the only form of social security we have as international civil servants.

FICSA's commitment to advocating, representing, and defending staff rights is non-negotiable. Our humanitarian arm is being decimated which means that the world is more unsafe, and we are losing essential skills. We need to fight to ensure that we keep the staff within the system because once they walk away and find other lives and livelihoods the UN common system as we know it will be weakened.

In solidarity,

Wadzanai Garwe
President
FICSA



Wadzanai Garwe

President

FICSA



Greetings from Associations

ARGENTINA (AFICS-Argentina), AUSTRALIA (AAFICS-Australia), AUSTRIA (ARICSA-Vienna), BANGLADESH (AFUNSOB-Bangladesh), BENIN (AAFNUB-Benin), BOLIVIA (AFICS-Bolivia), BRAZIL (AAFIB-Brazil), BURKINA FASO (AAFNU-BF Burkina Faso), CAMEROON (ARICSCAM-Cameroon), CANADA (CAFICS/ACAFI-Montreal), CHILE (AFICS-Chile), COLOMBIA (ASOPENUC-Colombia), CONGO Brazzaville (ACAFNU-Congo), CONGO DRC (ARNUC-Congo-Kinshasa), COSTA RICA (APNU-CR), CÔTE D'IVOIRE (AIAFI-SNU – Abidjan), CUBA (AEFNUC-Cuba), CYPRUS (AFICS-Cyprus), ECUADOR (AEFSNU-AFICS-Ecuador), EGYPT (AFICS Egypt), ETHIOPIA (AFICS-Addis Ababa), FRANCE (AAFU/AFUS Paris), GREECE (APUNG-Greece), GUINEA (AGAFNU-GN Guinea), INDIA-Bangalore (AFUNPI-India), INDIA-New Delhi (UNPAI New Delhi), INDONESIA (AFUNPR-Indonesia), ISRAEL (IAFICS-Israel), ITALY-Rome (FFOA-Rome), ITALY-Turin (FOA-Turin), JAPAN (AFICS-Japan), KENYA (AFICS-Kenya), LEBANON (AFICS-Lebanon), MADAGASCAR (AFNU-MG Madagascar), MALAYSIA, (AFICSM), MALI (AMAFINU-Mali), MAURITANIA (AAFNU-MR Mauritania), MAURITIUS (AFICS-M Mauritius), MEXICO (AFPNU-México), MYANMAR (AFICS-Myanmar), NEPAL (RUNSAN-Nepal), NETHERLANDS (AFICS-Netherlands), NEW ZEALAND (AFUNO-New Zealand), NICARAGUA (AFUNIC-Nicaragua), NIGER (AAFNU-N Niger), NIGERIA (AFUNCS-Nigeria), PAKISTAN (PAFICS-Pakistan), PANAMA (AFICS-Panama), PERU (AEFNUP Peru), PHILIPPINES (AFICS-Philippines), PORTUGAL (APAFI-Portugal), RUSSIAN FEDERATION (AFICS-Moscow), SENEGAL (ASAFI-Senegal), SOMALIA (UNPAS-Somalia), SPAIN (AFIJUB-Spain), SRI LANKA (AFICS-Sri Lanka), SWITZERLAND (AAFI-AFICS-Geneva), SWITZERLAND (ARPUPU-Bern), TANZANIA (UNAPATA-Tanzania), THAILAND (AFICS-Thailand), TOGO (ATAFONU-Togo), UKRAINE (AFICS-Kyiv), UNITED KINGDOM (BAFUNCS-UK), UNITED STATES OF AMERICA (AFICS-NY), URUGUAY (AFICS-Uruguay)

Message from AAFI-AFICS Geneva

Founding Member 26 July 1975

“The Association of Former International Civil Servants (AAFI-AFICS), Geneva, had its beginnings in 1940 as the Amicale des anciens fonctionnaires du BIT, (ILO Retiree Association). A sister association of former officials of the League of Nations subsequently merged with the Amicale thereby becoming the first association of former international civil servants. In 1955 the Amicale transformed itself into the Association of Former International Civil Servants (AAFI-AFICS) and opened its membership to retirees from the United Nations Secretariat, other organs within the United Nations, and the Specialized Agencies. Subsequently other associations were formed in New York, Paris and Rome. These associations decided in 1975 to found the Federation of Associations of Former International Civil Servants (FAFICS).”



The creation of the Federation of Associations of Former International Civil Servants (FAFICS) fifty years ago marked a pivotal milestone for retirees of the United Nations system. It responded to a fundamental need: to speak with one voice in order to defend the rights and interests of former staff members and to obtain full recognition of their role as key stakeholders in the sound functioning of the United Nations Joint Staff Pension Fund (UNJSPF). It also played a crucial role in safeguarding an appropriate and solidarity-based health insurance system.

Thanks to the tireless work and ongoing commitment of successive presidents, FAFICS has gradually established itself as a responsible, competent, and fully recognized entity. Its vigilant and sustained action notably prevented the transfer of health insurance funding solely to the retirees' countries of residence — a measure that would have weakened their social protection.

Today, even though the financial situation of the Pension Fund appears stable, it would be unwise to lower our guard. FAFICS continues to play a key role by maintaining active oversight and intervening, when necessary, with the governing bodies of the Fund and the Joint Committee. It has firmly defended the preservation of the dual-track system and continues to advocate for its reinstatement whenever new conditions allow. Similarly, the issue of increasing small pensions remains a top priority, pursued with determination.

FAFICS' expertise, credibility, and relevance of its contributions have made it an indispensable, respected, and trusted partner for all concerned bodies. Through its committed representatives, it embodies a strong, coherent, and effective voice in defending the rights of international retirees.

The celebration of this 50th anniversary is a living testament to the values that FAFICS has consistently promoted: solidarity, equity, commitment, and responsibility. These values remain today, more than ever, the foundation of its actions and the guarantee of its relevance in the decades to come.

Odette Foudral
President

Message from AFICS New York

Founding Member 26 July 1975

A heartfelt congratulations to the Federation of Associations of Former International Civil Servants (FAFICS) on reaching this incredible milestone- 50 years of dedication, vision, advocacy and service!

Half a century is no small feat, and it speaks volumes about the unwavering commitment of FAFICS to the community of retirees who once served on the global stage. FAFICS has built more than just an organization- it has fostered a sense of belonging and solidarity and cultivated a true community among worldwide retirees uniting them under a common banner of respect and shared purpose.

Through its dedication to pension protection, health insurance advocacy and strategic engagement FAFICS has ensured that retirees are not only heard but also supported in ways that matter most during life's most vulnerable stages. Celebrating this golden anniversary is also a time to celebrate the visionaries who founded the Federation, the leaders who have carried the mission forward over the past five decades and the countless members who have contributed to its success. Their collective efforts have created a lasting legacy-one built on the principles of good governance, justice and care.

As we look ahead, this milestone is also a moment for reflection and renewal. The world is ever-changing, but one thing remains a constant: the importance of looking after those who have spent their lives serving others. As FAFICS marks 50 years of success, the road ahead is full of opportunities to grow, adapt, and continue championing the rights and welfare of retirees worldwide.



The role of FAFICS is therefore as vital as ever and its role will continue to grow in importance. On behalf of AFICS /NY we extend our warmest congratulations and deepest gratitude to FAFICS for its enduring partnership and dedication on this golden jubilee.

May this be a celebration of all that has been accomplished over the past 50 years, and a source of inspiration for the next 50 years of making an even greater difference!

Congratulations to the Federation of Associations of Former International Civil Servants!

**Darshak Shah
President**

Message from AAFU-AFUS France

Founding Member 26 July 1975

The Association of Former UNESCO Staff Members (AAFU / AFUS) is pleased to be associated with the 50th anniversary of FAFICS.

As the founding association, AAFU has been able to assess the influence and reach of FAFICS over the past five decades. Whether for pension issues or health insurance, FAFICS has established itself over time as the representative organization of former United Nations civil servants.

But this gathering of former civil servants also embodies other values: For it is the ideals of the United Nations, multilateralism, peace, and solidarity, that are upheld by all its former civil servants, these «activists» always ready to transmit these ideals to younger generations, to those generations searching for reasons to live.

The Sustainable Development Goals clearly appear to be ideals capable of mobilizing young people from five continents. At each international Conference, such as the one on the oceans that was recently held, a large number of young representatives of civil society campaign for another world. This is why the AAFU strongly supports the Resolution adopted by the FAFICS Council in 2020 regarding the establishment of an International Civil Servants Day. Such a day would, in particular, make it possible to raise awareness among as many people as possible of the commitments of thousands of civil servants to promoting a better world.

FAFICS, once again, appears to be the necessary platform to finalize this idea. Member associations constitute an international pool of talent, and there will never be enough of us to promote the ideals of the United Nations.

AAFU Executive Committee

Patrick Gallaud

President



Message from FFAO Rome
Founding Member 26 July 1975

It is a great pleasure that I, on behalf of the FFOA Executive Committee and our 2300 members, congratulate FAFICS on its 50th anniversary.

As a founding member of the Federation we have witnessed its growth and development and seen it become a larger and more effective body representing the interests of UN retirees and defending and, where possible, enhancing retiree rights. The involvement of FAFICS in the deliberations of the Pension Board and UNJSPF has been invaluable both to the Pension Board and beneficiaries.

With the present financial problems facing the United Nations and its various agencies due mainly to member payment arrears, calls to reduce costs and staffing levels could complicate matters and possibly threaten the existing let alone possible future benefits. Enhanced vigilance by FAFICS on developments will be required.

FFOA renews its commitment to FAFICS, its President and its Bureau and wishes it all the best in the future.

Edward Seidler
President



Message from AFUNPI India

Admitted in 1976

Congratulations to FAFICS on 50 years of dedicated service to UN and international civil service retirees and beneficiaries. On behalf of the AFUNPI Executive Committee and our 392 members across India and beyond, I extend our heartfelt appreciation to the FAFICS leadership—its Council, Bureau, President Mr. Jerry Barton, Vice Presidents, and all committees—for their tireless efforts in safeguarding the rights and welfare of retirees and their families.

AFUNPI has worked closely with FAFICS since its founding on 3 May 1975, becoming the fifth association to affiliate after Geneva, New York, Rome, and Paris. Over the years, AFUNPI has played an active role in FAFICS management. Our past Presidents, Mr. Marashetty Seenappa and Mr. S. Janakiram, have served as FAFICS Vice Presidents and represented the Federation on the UN Pension Board, Budget Committee, and FSALM Committee.

As a national body, AFUNPI continues to promote and support regional member networks across India, strengthening the spirit of solidarity and engagement. We are also pleased to announce that AFUNPI will celebrate its own 50th anniversary on 28–29 October 2025 in Bangalore.

We thank FAFICS for its enduring commitment and achievements over the past five decades.

Marashetty Seenappa
President



Message from AFICS Chile

Admitted in 1981

AFICS-CHILE wants to join the celebrations of the 50th anniversary of FAFICS by sharing our experience as members of FAFICS. We were the first association of former international civil servants in Latin America and the Caribbean to join FAFICS.



Our story began in 1976, when a group of visionary former United Nations officials spread the idea of establishing an association of retired personnel in Chile. In 1979 it was formally established, and in June 1981, our association joined FAFICS at its seventh Council meeting in Paris. Since then, FAFICS has had our commitment to permanently support its management, participating in the Councils. On this occasion we want to highlight one of our associate who has been key maintaining this commitment to FAFICS, Mario La Fuente Roca, for his vision, tenacity and dedication to carry out the objectives of AFICS-CHILE as a member of FAFICS.

In this time of celebration we want to reaffirm our commitment to the values and goals of FAFICS and continue to work together to strengthen our community and promote the well-being of our members.
HAPPY 50TH ANNIVERSARY FAFICS!!

Adriana Gomez
President

Message from BAFUNCS UK
Admitted in 1981

The British Association of Former United Nations Civil Servants (BAFUNCS) is pleased to send its warm congratulations to the Federation of Associations of Former International Civil Servants on the occasion of its Fiftieth Anniversary.

BAFUNCS will continue to support the Federation's activities including its important representational work defending retirees' interests on pensions and after-service health insurance and long-term care.

We aim to improve our members' knowledge about FAFICS and its activities through an article in our next biannual Newsletter, which will supplement the information on the Federation already available on the BAFUNCS website.

Andrew Platt
Chair



Message from AFPNU Mexico
Admitted in 1983

The Executive Committee and colleagues of AFPNU Mexico extend their congratulations to FAFICS, founded in 1975, on its 50th Anniversary and for the work it has carried out over all these years.

We have witnessed FAFICS grow year after year thanks to the excellent performance of the members of its Bureau, its outstanding representation in United Nations system bodies—especially the Pension Fund—and the valuable contributions of its Member Associations.



We are grateful for the work undertaken to uphold the rights of retirees, ensuring they are protected through consistent oversight.

AFPNU Mexico wishes FAFICS great success in its 50th Anniversary celebrations and many more successful years to come.

María Luz Díaz-Marta
President

Message from CAFICS-ACAFI Canada

Admitted in 1987

The Canadian Association of Former International Civil Servants is proud to participate in the 50th Anniversary celebrations of the Federation of Associations of Former International Civil Servants—FAFICS.

We are also very honored that our FAFICS Liaison Officer and ex-CAFICS President, Mr. Jacques Daoust, has been appointed as Co-Chair of the FAFICS 50th Anniversary Celebrations.

We extend our heartfelt congratulations to FAFICS on its remarkable milestone—50 years of dedicated service to retirees and beneficiaries of the United Nations and the International Civil Service. On behalf of myself, our Executive Committee, and our 780 members in Canada and beyond, we express our deep appreciation to FAFICS, its Council, Bureau, President, and Vice Presidents for their unwavering commitment, invaluable support, and outstanding achievements over the years.

CAFICS was established in 1986 by a group of the International Civil Aviation Organization-ICAO retirees and is proudly hosted by ICAO, a specialized UN Agency that celebrated its 80th anniversary in 2024, and has remained steadfast in its mission.

We take pride in our longstanding affiliation with FAFICS, which continues to strengthen and uphold the rights and the values of solidarity and service within our global community.

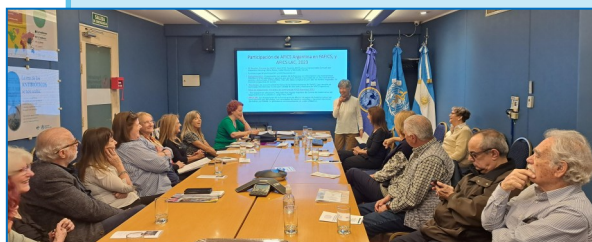
Marco Miguel
President



Message from AFICS Argentina

Admitted in 1988

AFICS Argentina Association express warm greetings to all members of the FAFICS board, especially to its president, Jerry Barton, on this 50th Anniversary of its founding. Our AFICS, member of FAFICS, brings together United Nations retirees and pensioners residing in Argentina. This year we celebrate its 38th anniversary. Around 200 UNJSPF retirees and beneficiaries are members of our Association.



AFICS works in keeping the Fund's retirees and beneficiaries informed about new developments in the UNJSPF regulations and practices. Through different means, we facilitate communications between pensioners and the Fund. We organize and carry out recreational, cultural, and social activities, as well as solidarity aid, to provide companionship and assistance to members in need.

We highlight the annual art competitions, which include painting, sculpture, crafts, and photography, held since 2012, where nearly 100 works have participated, sent from Argentina, and from FAFICS-member associations in Latin America, Europe, and Asia. As AFICS-LAC participants, we maintain an active and ongoing relationship with our sister associations members of FAFICS in Latin America.

In this 80th anniversary of the United Nations, we send these greeting with our highest aspirations for the continued strengthening of FAFICS, with pluralism and unity, with all its member organizations.

Laura Becker
President

Message from UNPAI New Delhi

Admitted in 1991

On behalf of the UN Pensioners' Association, India (UNPAI), I extend heartfelt congratulations to FAFICS on its 50th anniversary. This golden jubilee celebrates five decades of steadfast advocacy for the rights and well-being of UN retirees and their families, promoting continued engagement with the broader UN community. FAFICS stands as a beacon of solidarity, service, and enduring commitment to the values of the United Nations.

As the newly elected President of UNPAI for 2025–2026, I look forward to working closely with the FAFICS Board. I am committed to contributing professionally to initiatives that support and empower our membership in India and globally. Together, we aim to uphold the dignity, rights, and security of former international civil servants, fostering their ongoing contribution to society.

The remembrance of the end of World War II reminds us that peace is never guaranteed. The United Nations must continue to evolve in response to today's global challenges, while remaining anchored in its founding principles. As we celebrate this milestone, let us renew our collective resolve to build a fairer, more equitable, and peaceful world.

Venkatasubramanian Srinivasan
President



Message from AFICS Australia

Admitted in 1991

On the momentous occasion of the 50th Anniversary of the Federation of Associations of Former International Civil Servants (FAFICS), the Australian Association of Former International Civil Servants (AAFICS) extends its warmest congratulations.

As a long-established and active organization with over 360 members receiving UNJSPF entitlements, AAFICS is proud to be part of the global FAFICS community. With branches in all six States and the Australian Capital Territory, AAFICS supports its members through local coordinators, regular meetings, and socio-cultural events, fostering a strong sense of community and engagement.

The biannual electronic AAFICS Newsletter—rich in content from FAFICS, UNJSPF, and our members—remains a vital internal communication channel for sharing knowledge, strengthening ties, and highlighting the ongoing work of the Association as well the role of the UN in promoting peace, justice, and human rights. FAFICS remains a key body in assisting AAFICS members to link internationally at the highest levels with UN bodies of special interest in their retirement, especially on important matters such as pensions, health insurance, and retirees' rights.

We salute FAFICS for its tireless work and enduring legacy, and we look forward to continued collaboration in the years ahead. With gratitude and solidarity!



Martin Hadlow
President

Message from ARISCA Vienna

Admitted in 1992

The Association of Retired International Civil Servants in Austria (ARISCA) congratulates FAFICS on its 50th anniversary.

The retirees in Austria have benefited significantly from the advocacy and leadership provided by FAFICS since our founding 32 years ago. FAFICS has likewise benefited from the support provided by ARISCA members, who have worked on the FAFICS delegation to the Pension Board and a great number of Pension Board and Health Insurance committees and working groups. Even the current FAFICS President is an ARISCA member.

ARISCA is one of the largest Member Associations of FAFICS. We pledge to continue to support the goals of FAFICS through our local activities and the expertise of ARISCA members whenever required. We have now hosted the FAFICS Council ten times and look forward to seeing as many delegates from FAFICS member associations as possible in July 2025.

Jerry Barton
President



Message from FAO Turin

Admitted in 1993

The Former Officials Association (FOA) of the International Training Centre of the ILO (ITC ILO) in Turin, Italy, is happy to celebrate the 50th FAFICS Anniversary. For small Associations of former officials such as ours, it is of fundamental importance to be part of an international network that provides constant and

timely support, disseminates information, shares experiences and represents everyone in the institutional meetings of the United Nations Joint Staff Pension Fund, defending the interests of all in a phase of life in which one becomes more fragile.

In 2025 the ITC ILO is celebrating its 60th Anniversary (it began operating in October 1965), it is thus important to also recall the 80th Anniversary of the United Nations along with the 50th Anniversary of the creation of FAFICS.

Happy Anniversary to our FAFICS and all good wishes for many more decades of useful and appreciated activity!



Valeria Morra
President

Message from ASOPENUC Colombia

Admitted in 1996

The Association of United Nations Retirees in Colombia (ASOPENUC) expresses its deep sense of belonging, affection and gratitude to FAFICS, which over these 50 years of existence, supports and promotes the principles, objectives, programs, and achievements of the UN System retired staff worldwide.

We express our gratitude for being the organization that supports and sustains us worldwide, uniting local associations of former UN staff, representing, defending and protecting the interests of retirees in matters related to our pensions, health insurance and well-being, giving us peace and serenity in our adulthood.

We collaborate closely with the United Nations Joint Staff Pension Fund and fellow associations across Latin America and the Caribbean, united by solidarity and shared purpose. For decades, our collective efforts have transformed challenges into achievements—mountains risen from humble valleys—nurturing a legacy of dedication and devotion to the UN community. We take pride in our steadfast commitment and the meaningful impact of our work, and we pledge to uphold these values until the end of our lives.

Today, we give friendly advice to all retirees in our association, informing and promoting human rights for seniors, being their refuge, protecting them, and caring for them with love. We feel blessed for belonging to this beautiful group, and from ASOPENUC-Colombia we congratulate FAFICS on its 50th anniversary and send you warm regards.

Jorge Rincón Mantilla
President



Message from AFICS Uruguay

Admitted in 1996

The Association of Former United Nations International Civil Servants in Uruguay (AFICS-Uruguay) extends its greetings and congratulations to the Federation of Associations of Former International Civil Servants (FAFICS) on the occasion of its fiftieth anniversary, celebrating the many achievements over the years and looking forward with anticipation to what lies ahead.

AFICS-Uruguay acknowledges the efforts made in recent years to adopt Spanish as one of FAFICS' working languages and hopes that this fiftieth anniversary will serve as an appropriate occasion to encourage the United Nations Joint Staff Pension Fund (UNJSPF) to take a similar step in celebration of its upcoming 75th anniversary. The technological tools available today can greatly facilitate interpretation and translation tasks.

Jan Steverlynck
President



Message from AAFIB Brazil

Admitted in 2000

The Association of Former International Civil Servants in Brazil (AAFIB) warmly congratulates the Federation of Associations of Former International Civil Servants (FAFICS) on its 50th anniversary. We are honored to participate in the celebrations marking this significant milestone.

We take this opportunity to express our deep appreciation for FAFICS' vital role in supporting affiliated associations and former UN international civil servants around the world. Its tireless advocacy, particularly in engagement with the UN Pension Fund and health insurance providers, has been crucial in protecting the rights and well-being of retirees and beneficiaries.

FAFICS' sustained efforts to strengthen communication and information-sharing among its members have greatly contributed to preserving the quality of life for thousands of former colleagues. Moreover, this work has fostered an environment of solidarity, mutual support, and ongoing cooperation within our global community.

Along with our congratulations, we reaffirm the strong bonds that unite us all in this shared legacy. We pay tribute to FAFICS' mission and to its five decades of dedicated service—representing us with dignity, professionalism, and a steadfast commitment to our collective welfare.

With our sincere gratitude and best wishes for the future!

Claudio Menezes
President



Message from AMAFINU Mali

Admitted in 2001

The Malian Association of Former International Civil Servants of the United Nations (AMAFINU) proudly joins the global community in celebrating the 50th anniversary of the Federation of Associations of Former International Civil Servants (FAFICS).

We extend our heartfelt congratulations to FAFICS for five decades of outstanding service in representing the interests of UN retirees and their families. Its tireless advocacy on matters such as pensions, health coverage, social protection, and peacebuilding has upheld the dignity and well-being of thousands of former international civil servants worldwide. AMAFINU is honored to be part of this vibrant and committed Federation. Our recent General Assembly, held in early 2025, marked a new chapter with the election of a new leadership team. Under this renewed mandate, we reaffirm our commitment to national development and to strengthening partnerships in areas such as health, security, environment, education, social cohesion and peace — values that align closely with those of FAFICS.

Our 2025 Plan of Action prioritizes environmental sustainability, health emergencies, artificial intelligence domestication, food security, hygiene and sanitation particularly in the city of Bamako. On this golden jubilee, AMAFINU salutes FAFICS for its remarkable legacy and looks forward to contributing actively to its mission in the years ahead.

With respect and solidarity,

Keita Aïda M'Bo
President



Message from AFICS Thailand

Admitted in 2001

AFICS-Thailand is honored to extend our heartfelt congratulations to FAFICS on the celebration of its 50th anniversary. This is a remarkable milestone, reflecting decades of dedication, unity, and service to the global community of UN retirees.

We were pleased to support the 54th FAFICS Council Meeting held at the United Nations Conference Centre in Bangkok from 22 to 25 July 2024. The event was a great success, thanks to the exceptional leadership of President Jerry Barton and the outstanding coordination by Secretary Delia Barcelona.

We recognize that only about 20% of the 86,000 UN retirees worldwide are members of affiliated associations. We commend FAFICS for its efforts to expand membership through pre-retirement seminars and the reactivation of dormant associations and to increase overall retiree participation. The recent establishment of Standing Committees on Communication and Membership marks another strategic step forward. As we celebrate this golden jubilee, we honor the spirit of volunteerism and commitment that has sustained FAFICS since 1975. It is a testament to the resilience and shared purpose of its members.

We send our sincere congratulations to President Barton and his dedicated team, for the achievements so far attained—and look forward to celebrating FAFICS' 60th anniversary together in the near future. Genuine blessings from Bangkok.

Suraphon Songweera
President



Message from AAFNU Burkina Faso

Admitted in 2003

We, the members of the Associations des Anciens Fonctionnaires des Nations-Unies au Burkina Faso (AAAFNU-Burkina Faso) are happy to join other FAFICS' Member Associations in wishing FAFICS happy 50th Anniversary and every success in our common endeavours.

We stand ready to actively contribute to FAFICS' initiatives.

Congratulations!

Bouri Jean Victor Sanhouidi
President



Message from AFICS Bolivia

Admitted in 2004

80 Years of the United Nations | 50 Years of FAFICS

Eighty years ago, 51 nations—including Bolivia—signed the United Nations Charter, establishing the foundation for global cooperation after the devastation of world wars. The UN's mission to uphold peace, human rights, and social progress remains as vital as ever.

Over the decades, the world has seen both progress and setbacks. Today, we face growing threats to multilateralism and the very principles on which the UN was built. In this critical moment, it is our shared responsibility—governments, citizens, and individuals alike—to reaffirm our commitment to peace, dignity, and sustainable development for all.

As former UN staff, we continue to hold a stake in this mission. Our voices, experience, and values remain relevant. Through organizations like AFICS and FAFICS, we contribute to preserving the UN's legacy and defending the rights and well-being of retirees and former international civil servants worldwide.

This year, as the UN marks its 80th anniversary and FAFICS celebrates 50 years, we salute these institutions and call for renewed unity and purpose. Congratulations, FAFICS, for five decades of dedication, solidarity, and service.

Isabel Arauco, Past President
Maria Machicado, Current President



Message from PAFICS Pakistan

Admitted in 2004



PAFICS presents utmost gratitude and warm greetings to members of all associations under the umbrella of FAFICS. We take this opportunity to congratulate the Federation on the occasion of its 50th Anniversary. We appreciate the sincere efforts of FAFICS in supporting UN Retirees on a regular basis to ensure the principle of "Leave No One Behind".

Currently 94 retirees from all major UN Agencies are members of PAFICS, a majority among them actively participate in annual meetings, usually held prior to FAFICS annual council session. During the annual meeting, the Executive Body listens to views and concerns of the members and acts accordingly to support retirees. These major issues and concerns are conveyed to FAFICS during the council session for consideration and resolution.

The members of PAFICS are very well connected with each other through social media platforms and email communication which enable the group of retirees to know about the wellbeing of each member. Traditionally, we love to celebrate happy moments together as well supporting colleagues in sad moments to ensure he/she is not alone.

Once again we congratulate all of you on the auspicious occasion of the 50th anniversary of FAFICS.

On behalf of the Executive Committee,

Shahida Fazil
President

Message from UNAPATA Tanzania

Admitted in 2005

In celebrating the 50th anniversary of the Federation of Associations of Former International Civil Servants (FAFICS), the United Nations Association of Pensioners in Tanzania (UNAPATA) is fascinated by the existing harmony that coexists to this day.

We have gracefully settled in our respective realms and the future looks promising. UNAPATA join hands to congratulate and send our hearty felt greetings to FAFICS for its 50th Anniversary.

While UNAPATA went through a period of dormancy for many years and was absent in FAFICS deliberations, this was revived in 2020. To-date, UNAPATA has 104 active members.

Congratulations FAFICS!

Eva Ruhagos
President



Message from AEFNUP Peru

Admitted in 2006

The Association of Former United Nations Officials in Peru – AEFNUP PERU extends its greetings and congratulations to the Federation of Associations of Former International Civil Servants (FAFICS) on the occasion of its 50th anniversary, and fervently wishes it continued success for many years to come.

AEFNUP PERU acknowledges the efforts made by FAFICS since its founding in 1975 in representing, defending, and protecting the interests of retirees around the world. We applaud its ongoing commitment to supporting, fostering solidarity, and promoting engagement among its Member Associations.



Carlos del Castillo Balmaceda
President

Message from AFICS Netherlands

Admitted in 2006

AFICS-Netherlands wishes to join other member associations in congratulating FAFICS on its 50th Anniversary in 2025! This anniversary is a major milestone in the history of our Federation, at which point we have jointly consolidated our mandate and brought our actions to full maturity.

Since its creation in 2005, AFICS-Netherlands has been an active member of FAFICS, both benefitting from its experience and wisdom and as an active contributor to Council Meetings and other activities throughout the years.

Our members are acutely aware of the importance of the role and contribution of FAFICS in representing retirees of the UN system in the Board of the UNJSPF. We also realize that FAFICS has played a crucial role in securing After Service Health Insurance (ASHI) and other social benefits for retirees in the United Nations system.

We congratulate all elected officials and other volunteers on the results of their activities. In the face of an uncertain and rapidly changing environment for the UN system it is important to remain vigilant and ready to face new challenges.

Lucien Back
President



Message from AFICS Kenya

Admitted in 2007



On behalf of the Executive Committee and members of AFICS-Kenya, we extend our warm congratulations to FAFICS on their 50th anniversary. This milestone is a true reflection of the dedicated support provided by FAFICS to UN retirees over the years.

We are proud of the strong partnership that exists with AFICS-Kenya and the positive impact FAFICS has made in retirees' lives. We look forward to continuing our collaboration and further strengthening our efforts to enhance retirees' well-being.

Here's to many more years of success and shared goals!

Warm regards,

Amb. Dr. John O. Kakonge
President

Message from AFICS Myanmar

Admitted in 2008

Warm greetings and sincere congratulations to the Federation of Associations of Former International Civil Servants (FAFICS) from AFICS Myanmar on the occasion of its 50th Anniversary.

AFICS Myanmar began as the Informal Group of Former International Civil Servants (IGFICS), formed on UN Day, 24 October 2007, with just 32 members. Our initial focus was to ensure that UN pensioners in Myanmar could receive their full entitlements without excessive bank charges. The group grew steadily, and in 2008, following approval of our Bye-Laws, Myanmar was granted full membership in FAFICS.

In 2012, the group was formally renamed AFICS Myanmar. Since then, we have actively participated in FAFICS Councils and are proud of our growing role in the Federation. Our Communications Consultant, Mr. Aye Win, currently serves as Co-Chair of both the Standing Committee on Communications and the FAFICS@50 commemorations.

We are honored to be part of the FAFICS family and commend its tireless work in advancing the interests of international civil servants. We look forward to many more years of active collaboration.

With best wishes!

Kyi Kyi Nyein
President



Message from AFUNSOB Bangladesh

Admitted in 2009

On the eve of FAFICS's 50th anniversary and the 80th anniversary of the United Nations, we extend our warmest greetings to FAFICS family. We deeply appreciate the FAFICS's firm commitment to promoting the rights and dignity of UN retirees. As we celebrate our shared legacy, we reaffirm our dedication to strengthening collaboration with FAFICS in vital issues such as pension and health insurance.



Since its founding in 1975, FAFICS has been working as an important and dependable platform for voicing the grievances of the retirees worldwide. Had it not been there, many critical issues, especially of the developing world, related to Pension, ASHIL, Insurance and others, would have been a formidable task to resolve them.

Although the Council sessions open up avenues for the AFICS come together every year, in-person or on-line, it is to be noted that FAFICS is not known to most retirees; and of its great value.

The Association of Former UN Staff of Bangladesh (AFUNSOB) remains committed to supporting FAFICS in its mission to enhance the well-being of the UN retirees. Together, we uphold the values of the UN and strive for a more inclusive and supportive global community.

Joyanta Adhikari
President

Message from AFICS Philippines

Admitted in 2009

Congratulations to all of us in FAFICS on our 50th Anniversary!

AFICS-Philippines joins fellow member associations in celebrating this remarkable milestone.

We take pride in the decades of service that FAFICS has rendered in representing the interests and concerns of UN retirees from all over the world. We are truly grateful for the commitment and tremendous spirit of voluntarism, solidarity, and shared commitment that pervades our organization.

AFICS-Philippines remains fully engaged and committed to contributing to the continuing strength and relevance of FAFICS.

May FAFICS continue to inspire, influence, and grow through the unity of its member associations and the steadfast leadership of its officers.

Mabuhay!

Alcestis Abrera Mangahas
President



Message from AFICS Malaysia

Admitted in 2010

Warmest congratulations to FAFICS on reaching its 50th anniversary! It is deeply reassuring for UN retirees and former staff in Malaysia to know there is a global community that shares our UN legacy and continues to connect us. Thank you, FAFICS, for advocating on vital issues like pensions and after-service health insurance and for fostering our sense of belonging to the UN family.



AFICS-Malaysia has around 60 members. We are actively promoting membership and organizing activities that keep us socially engaged and involved. Our community-driven projects include charity initiatives—such as a food donation campaign supporting a café run by autistic entrepreneurs during the COVID-19 pandemic, and a recent contribution to the Hilla Afghan refugee school in Kuala Lumpur.

We regularly host member lunches, including a well-attended end-of-2024 luncheon at Cinnamon, and organize talks on topics like health, estate planning, and even the search for extraterrestrial life—presented by one of our distinguished members, former head of the UN Office for Outer Space Affairs. We also recently hosted a valuable UN pension session with Mr. Brian Casatelli from UNJSPF Bangkok.

With strong support from the UN Resident Coordinator's office, we are proud participants in UN Day and Human Rights Day events.

Best wishes from AFICS-Malaysia!

Lim Wei Meng
President

Message from AFICS Mauritius

Admitted in 2010

On the momentous occasion of the 50th Anniversary of the Federation of Associations of Former International Civil Servants (FAFICS), the Association of Former International Civil Servants in and from Mauritius (AFICS-M) extends its warmest congratulations and deepest appreciation.



Since its launch in May 2004, AFICS-M has remained a proud and active member of FAFICS, representing retirees from across the Indian Ocean islands—Mauritius, Rodrigues, Seychelles, Comoros, and initially Madagascar. Though modest in size, with about 25 members, our spirit of solidarity is strong, and we continue to engage through regular correspondence, our AFICS-M Newsletter, and in-person meetings aligned with global observances such as World Environment Day and World Oceans Day.

FAFICS has been instrumental in defending the rights and benefits of retirees, particularly in areas such as pensions and after-service health insurance. We acknowledge the remarkable leadership of FAFICS through the years, and we are proud that one of our own served as Vice-President of the Federation. I was privileged to serve in that capacity.

As we mark this golden milestone, AFICS-M pledges continued commitment to the ideals and mission of FAFICS.

With respect and warm solidarity,

Michael Atchia
Secretary-General

Message from AFICS Japan

Admitted in 2012



AFICS-Japan congratulates FAFICS on its 50th anniversary. Our Association was established on 27 March 2012 with an original membership of 22. The Association's membership to FAFICS was approved by the 41st session of the Council in 2012.

Since then, we have been working for its members' best interests, including promotion of their happiness and wellness, and encouragement of their mutual support. In addition, we are also reaching out to the society, especially to young people. We provide online lectures and discussion events not only for our members but also for younger people, through a global network of Japanese staff associations all over the world.

We are also very much active to promote awareness of the United Nations and the international civil service for students. We organize online briefing and lecture courses periodically for university students, with our members as speakers and lecturers. UN retirees' experiences inspire students and young people. They are becoming very much interested in the international civil service as their future work.

AFICS-Japan's membership is now 118. We will continue to be active for the best interests of former international civil servants, in line with FAFICS activities. At the same time, we will continue our outreach activities especially to the youth.

Sukehiro Hasegawa
President

Message from RUNSAN Nepal

Admitted in 2013

On behalf of the RUNSAN family and in my capacity as President, it is my pleasure to introduce our organization. The Retired UN Staff Association Nepal (RUNSAN) was established in July 2012 and formally launched during the UN Day celebration in Kathmandu on 29 October 2013. Since then, we have proudly affiliated with FAFICS and actively engaged in its global community.

RUNSAN remains steadfast in upholding its core values and principles. With 140 life members representing 14 UN agencies, our association is dedicated to fostering solidarity among retired UN staff in Nepal. Our focus includes promoting members' health and well-being, addressing pension-related matters, and encouraging social harmony through cultural and community-building activities. RUNSAN operates through dedicated focal points covering Communications, Health, Event Management, Pension & After-Service Medical Insurance, and Welfare Support.

We extend our heartfelt congratulations to FAFICS on the momentous occasion of its 50th anniversary and the successful convening of the 55th Council Session. We are grateful for the opportunity to participate in these celebrations and commend the FAFICS leadership for their continued advocacy on behalf of retirees worldwide.

With warm regards and best wishes from Nepal,

Dr. Ganga Ram Choudhary
President



Message from AAFNU Niger

Admitted in 2013



On behalf of the Niger Retirees Association, I wish to express our deepest gratitude for your unwavering support and dedication to the well-being of retired individuals. Your commitment to improving the lives of former UN personnel is greatly appreciated by all of us.

The collaborative initiatives and resource-sharing efforts you have championed have played a pivotal role in enhancing the quality of life for many retirees. Your advocacy for social security and healthcare access directly aligns with our mission to ensure that every retired individual enjoys a dignified and fulfilling post-service life.

We are particularly thankful for the recent programs you have initiated, including efforts made to ensure that for certain designated countries with weak technical platforms, such as African countries, transport expenses are covered in the case of life-threatening situations of medical evacuation from countries. It is inspiring to see how your organization fosters a sense of equity in distribution of services and benefits, a sense of community among former UN officials, transcending borders, and backgrounds.

We look forward to strengthening our partnership and working closely together to address the challenges faced by retirees in our region. Thank you once again for your remarkable contributions and for being a beacon of hope and support.

Kadri TANKARI
President

Message from AFIJUB Spain

Admitted in 2015

On behalf of AFIJUB-Spain, we extend our warmest congratulations to FAFICS and all involved in planning and coordinating the celebrations for the 50th anniversary of FAFICS and the 80th anniversary of the United Nations. These two historic milestones represent decades of global collaboration and enduring commitment to peace, solidarity, and the welfare of former international civil servants.

In support of these celebrations, we have included several articles in our latest Information Note commemorating these remarkable anniversaries.



We have also recently held annual elections during our 9th General Assembly and pleased to welcome the new set of Board of Directors of AFIJUB. We thank all the Officers who have completed their six-year terms. I am sure these new Officers, as in the past, will continue to support FAFICS noble activities.

Wishing you every success in the preparations and celebrations ahead for FAFICS@50.

Angel Escudero de Paz
President Emeritus

Message from ASAFI Senegal

Admitted in 2017



Warm Greetings and Congratulations from ASAFI Senegal

To the President, esteemed officers, and members of FAFICS,

On behalf of ASAFI Senegal, I am honored to extend our heartfelt congratulations to FAFICS as it celebrates its 50th anniversary. This golden jubilee is not only a remarkable milestone but also a testament to the Federation's unwavering dedication to the well-being and rights of retired United Nations staff across the globe.

This special occasion offers us the opportunity to acknowledge and commend the outstanding leadership and tireless efforts of FAFICS in addressing issues of retirees. We support FAFICS as it continues to represent the interests of thousands of former international civil servants and their families.

As one of the sister associations, ASAFI Senegal stands proudly alongside you in solidarity, celebrating your achievements and looking forward to many more years of progress, cooperation, and service. We reaffirm our commitment to working collaboratively within the FAFICS family to uphold the values and principles we all share.

Wishing you continued success and a memorable 50th anniversary celebration!

Abdoukhadr Diakhate
President

Message from AFICS Panama

Admitted in 2017

Celebrating 50 Years of FAFICS and 8 Years of AFICS Panama

AFICS Panama proudly joins in celebrating the 50th anniversary of FAFICS, extending our heartfelt congratulations on this significant milestone. We are equally pleased to commemorate our own 8th anniversary (April 25, 2017 – April 25, 2025), having grown from 23 to 58 members since our formal affiliation with FAFICS in 2018.

Our core mission is to support UN retirees in Panama through services such as assistance with life certificates, UN ID cards, and guidance during times of illness or bereavement. We've created the "Manual Azul," a key resource for retirees facing incapacitating illness or disability, and conduct retirement preparation seminars for national and regional UN staff.

Community and social engagement are at the heart of AFICS Panama. Annual celebrations, educational outings, and events foster camaraderie. We maintain an emergency fund to assist retirees in financial need and support the elderly care facility Hogar Bolívar—our flagship solidarity project—with equipment, supplies, and infrastructure support.

We are proud contributors to FAFICS and active participants in the Latin American AFICS network. With sound financial management and unwavering commitment to solidarity, service, and fellowship, we look forward to many more years of meaningful impact.

Juan Antonio Casas Zamora
President



Message from AAFNU Mauritania

Admitted in 2018



On behalf of the Association of Former United Nations Civil Servants in Mauritania (AAFNU-MR), I extend our warmest congratulations to FAFICS as it marks its 50th anniversary and convenes its 55th Council Session in Vienna.

Since our founding in January 2018, AAFNU-MR has been dedicated to fostering solidarity among Mauritanian retirees and representing their interests on pension and post-retirement health insurance issues. Despite challenges—including the disruption caused by the COVID-19 pandemic and the loss of two past presidents—our association has been revitalized through the steadfast

support of Mr. Abdou Khader Diakhate, FAFICS Vice-President and co-chair of the Standing Committee on Membership.

Participation in this 55th Council Session offers AAFNU-MR a unique opportunity to renew our action plan, reenergize our activities, and strengthen ties with fellow associations across the UN system. We are deeply grateful to President Jerry Barton and the entire FAFICS team for their ongoing guidance and encouragement, which have breathed new life into our work here in Nouakchott. We shall endeavor to promote exchanges between members on issues of common interest.

As we celebrate these milestones, AAFNU-MR reaffirms its commitment to the values of solidarity, service, and mutual support that have sustained FAFICS for half a century. We look forward to many more years of collaboration and collective achievement.

Dr. Kane Amadou Racine
Deputy Secretary-General

Message from APAFI Portugal

Admitted in 2023

The Associação Portuguesa de Antigos Funcionários Internacionais (Portuguese Association of Former International Civil Servants) (APAFI) was set up on 24 November 2005 as a non-profit public interest association, independent in political and religious terms and with two fundamental objectives: to promote and disseminate the universal values of peace, human rights and social justice, which underpin the actions of the United Nations and other international organizations and to promote and safeguard the rights and interests of former international officials residing in Portugal, whether Portuguese or foreign.



The Association tries to keep its members abreast of developments in the UN System and other international organizations that are of interest to them. It attempts to respond to issues of general interest, particularly about the settlement of former international officials considering residing in Portugal and keeps its members informed about its activities.

On 22 May 2025, a few members met for a boat trip on the Tagus River and a tasty lunch and, on 27 May, APAFI's Annual General Assembly (AGA) took place presential and online, during which Kathrin Bruchmann presented and discussed the situation of the UN Pension Fund and the role of the Fund Solvency and Asset and Liability Monitoring Committee. The AGA was followed by the traditional members' convivial lunch.

APAFI wishes all the best for FAFICS@50!

Luis Eduardo Vasconcelos Pessanha
President

Message from ARPUPU Bern Switzerland

Admitted in 2024

ARPUPU - one of the Federation's newest members - congratulates FAFI on its venerable 50th anniversary and wishes it a very bright future, despite the harsh winds that have prevailed for some time in the field of multilateralism. It also extends its warm thanks to all those who have worked, and continue to work, to ensure the Federation's continued existence.

ARPUPU's Committee has especially appreciated the Federation Bureau's visit to Berne in the spring of 2024 in order to establish personal contacts and to learn more about UPU and its association of retirees.



Achim Van der Weg
President

Message from AIAFI-SNU Côte d'Ivoire

Admitted in 2024

On behalf of the Ivorian Association of Former International Civil Servants of the United Nations System (AIAFI-SNU), it is with great joy and profound appreciation that we extend our warmest greetings to the Federation of Associations of Former International Civil Servants (FAFICS) on its 50th anniversary.

The creation of AIAFI-SNU in June 2024 marks a significant milestone for Côte d'Ivoire, filling a longstanding gap by establishing a national platform for former international civil servants. Our affiliation with FAFICS is not only a source of pride, but also a testament to our shared commitment to the values of unity, service, and mutual support that define the global UN retirees' community.

We are honored to now stand alongside our sister associations within FAFICS, and look forward to contributing actively to its mission. Our goal is to unite local associations under one voice, advocate for the rights and well-being of our members and their beneficiaries, and share in the exchange of knowledge, best practices, and innovations across our network.

The message shared by the UN Pension Fund in November 2025 with all retirees in Côte d'Ivoire, as well as the engagement of the UN Resident Coordinator in support of our activities, has given us tremendous momentum. We are eager to use this opportunity to grow our membership and advance the initiatives laid out in our 2025 action plan.

To FAFICS, we say thank you for your leadership, your example, and your warm welcome into this global family. Together, we will continue to uplift and empower former international civil servants, in Côte d'Ivoire and around the world.

In unity and solidarity,

Souleymane Diabate
President



Celebrating 50 years
of Representing
Retirees and their
Families in 2025

*The Federation of Associations of Former
International Civil Servants (FAFICS)
would like to take this opportunity to thank
all member associations for their
contributions and congratulatory messages.*

What is FAFICS

WHO WE ARE

THE COUNCIL AND ITS OFFICERS

THE ASSOCIATIONS

HOW WE SERVE

WHOM WE PARTNER WITH

WHOM WE REPRESENT

WHOM WE WORK WITH

WHO WE ARE

The Federation of Associations of Former International Civil Servants (FAFICS), founded in 1975, is the world-wide umbrella organization uniting the local associations of former staff of the United Nations system of organizations. Our purpose is to represent, defend, and protect the interests of retirees around the world, particularly on matters of pensions, health insurance, and issues related to their lives as retirees.

Visit our website: <https://www.fafics.org>
president@fafics.org
secretary@fafics.org

THE COUNCIL AND ITS OFFICERS

The Federation is governed by the Council, on which all member associations are represented. The Council meets annually. The executive body of the Federation, its Bureau, is composed of Associations members who are elected by the Council to serve two-year renewable terms as volunteers. The Federation's seat is in Geneva, Switzerland. Bureau members come from Associations around the world.

THE ASSOCIATIONS

There are 65 Member Associations in FAFICS (2025), from all areas of the world. Each Association represents and supports the retirees in its area and contributes to the cooperative work of FAFICS. The member associations of FAFICS are listed by location with their detailed contact information on the FAFICS website:

http://www.fafics.org/FAFICS_Member_Associations_E.htm

HOW WE SERVE

We support and promote the purposes, principles, programmes, and achievements of the United Nations system. In particular, we

- represent the entire community of former international civil servants on appropriate organs of the United Nations system, in particular vis-à-vis the United Nations Joint Staff Pension Fund (UNJSPF);
- maintain and develop solidarity and close contact among Member Associations and support their activities, as well as promoting coordination with federations of staff members in service;
- inform Member Associations about matters of interest, such as pensions, benefits, and after-service health insurance and long-term care, including, through the experiences of its respective members, knowledgeable sources of information and advice on other aspects of life in countries around the world that impact the lives of retirees.

FAFICS encourages all retirees of the United Nations system, especially its specialized agencies, funds, programmes, and entities to join any of the existing member associations. Many of these associations also organize pre-retirement seminars for active staff nearing their retirement to consider joining an association of retirees.

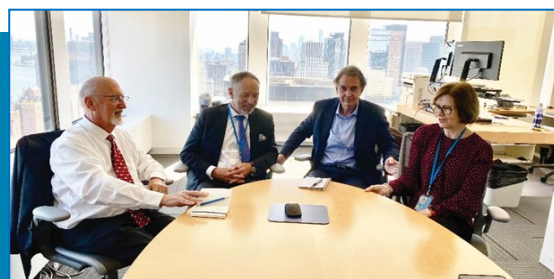
For these activities, we maintain a pool of expertise drawn from our member associations to ensure succession planning within the Federation.

WHOM WE PARTNER WITH

FAFICS is a non-governmental organization accredited to and in consultative status with the United Nations Economic and Social Council (ECOSOC), the Human Rights Council (HRC), and the United Nations Department of Global Communications. In these capacities, FAFICS participates in ECOSOC and HRC meetings and their subsidiary bodies. We also work closely with the United Nations Department of Global Communications. FAFICS also participates in civic forums and other advocacy events in support of the purposes, principles, programmes, and achievements of the United Nations system, where the contributions, experience, and views of former international civil servants may be useful. It also maintains consultative status with the Federation of International Civil Servants' Associations (FICSA).

WHOM WE REPRESENT

Our advocacy activities are on behalf of the world-wide retirees from United Nations system organizations. As of the 53rd session of the Council held in Vienna on 17-20 July 2023, FAFICS has a total membership of 64 associations representing over 18,000 members located in all regions of the world, whom we represent directly.



WHOM WE WORK WITH

United Nations Joint Staff Pension Fund

FAFICS is the official representative of beneficiaries of the United Nations Joint Staff Pension Fund and, as such, attends the meetings of the United Nations Joint Staff Pension Board (UNJSPB). FAFICS representatives participate actively and effectively in the sessions of the Pension Board and its Committees, and in all working groups established by the Pension Board. FAFICS maintains close contact with the Chief Executive for Pension Administration (CEPA) and the Representative of the Secretary-General for Investments (RSG) and relevant staff in their offices.

FAFICS is constantly engaged in activities to improve and protect the interests of beneficiaries of the UNJSPF. Through its Standing Committee on Pension Issues, the FAFICS Council monitors the Pension Adjustment system and cost-of-living adjustment mechanisms and seeks improvements where this may be necessary. FAFICS supports initiatives to ensure coverage of pension benefits for various categories of members, including divorced spouses and non-traditional partners, as well as the delegation of authority for members who may be incapacitated. FAFICS works closely with UNJSPF to ensure expeditious payment of pension benefits to United Nations system retirees in countries in crisis or those experiencing challenging situations.

After-Service Health Insurance and Long-term Care

Through the Standing Committee on After-Service Health Insurance and Long-Term Care (ASHIL), FAFICS engages in the exchange and comparison of information to improve the consistency of health insurance coverage. It also promotes health-insurance best practices across organizations of the United Nations system. The ASHIL Standing Committee also participates as an observer in inter-agency meetings of human-resource officers on long-term care benefits. The Federation's aim is to have these benefits incorporated into all organizational health-insurance plans.

Other Associations

Other groups representing both former international and national staff of the United Nations system may apply for membership in FAFICS and, if qualified, will have their applications reviewed during Council deliberations. Application procedures for FAFICS membership are available on the website. Prospective associations must have at least 25 members to qualify for FAFICS membership.

History of FAFICS





History of FAFICS

Established in 1975, the Federation of Associations of Former International Civil Servants (FAFICS) brings together 65 Member Associations worldwide, representing approximately 22,000 retirees and beneficiaries around the world, from the United Nations and its specialized agencies, on issues related to pensions and after service health insurance, including long term care.

FAFICS operates as a non-profit association, governed by the FAFICS Council, and its Bureau. It is accredited by the UN Economic and Social Commission (ECOSOC). It has its principal office at the Villa Bocage, Palais des Nations, Geneva, although its Bureau officers are spread out in different parts of the world. Its Council meets every year.

The inaugural FAFICS Council Session was held in Geneva on 26 July 1975.

The Federation advocates retired civil servants' rights, particularly on pension and health insurance matters, by monitoring UN General Assembly developments and other governing bodies of UN system organizations, with representation seats in the Pension Board of the United Nations Joint Staff Pension Fund (UNJSPF).

The goals of FAFICS have been and continue to be the support and promotion of the UN Charter, being the 'spark' to help local Associations of retired staff from UN system organizations form and solve local issues, and of course to work with other parties to maintain and improve fair and just pensions and health insurance.

FAFICS celebrates 50 years this year, 2025. Throughout these years, FAFICS has been the unwavering voice of UN retirees, championing their rights, well-being, and continued engagement with the global UN community. More than just an advocacy body, FAFICS embodies the principles of solidarity, service, and lifelong commitment to the ideals of the United Nations.

The transition from active service to retirement does not mean disengagement from the UN's mission. Through its network of national associations, FAFICS ensures that retirees remain connected, informed, and empowered. It plays a vital role in safeguarding pensions, medical benefits, and social protections, advocating at the highest levels—from the UN General Assembly to the UNJSPF and beyond.

Yet, FAFICS' value goes far beyond policy advocacy. It fosters a sense of belonging, allowing retirees to stay involved, mentor younger generations, and contribute their vast expertise to global and local causes. In a rapidly changing world, FAFICS provides stability, continuity, and a trusted platform for retirees to collectively address challenges and opportunities.

As FAFICS marks its milestone golden year, it reaffirms a simple yet powerful truth: retirement is not the end of service, it is a new phase of contribution, and FAFICS ensures that no UN retiree walks this journey alone.



The beginnings of FFOA and its role in FAFICS History

The Former FAO and Other UN Staff Association (FFOA)

Recognizing the need to remain linked to the UN and to protect common interests of the increasing number of their retirees, a number of associations were established starting in the '70s. FFOA (The Former FAO and Other UN Staff Associations) was created in 1971 after having received the blessing of the then Director General, Addekke Hendrik Boerma of FAO. The first member was enrolled in May 1971; FFOA has had eight Presidents since its foundation notably Anton Doeve, Alan Prien and Edward Seidler (present). All have been keen supporters of FAFICS and value its activities in representing the interest of the global UN retiree community.

At the time of its creation, the only retirees in Rome came from FAO and WFP; subsequently retirees from IFAD and from other UN Organizations who had settled in Rome joined the Association. From the '70s FFOA has been hosted by FAO. In 1984, FFOA was officially incorporated in FAO through the Recognition Agreement signed by the then Director General, Edouard Saouma on 30 December 1994. Subsequently, Recognition Agreements were also signed on 15 May 2003 by Lennart Båge, President of IFAD and on 31 May 2004 by James Morris, Executive Director, WFP.

FFOA started with 140 members, mostly resident in Italy. After 15 years the Association had grown to approximately 1,000 members located in 71 countries. By year 2000 membership had more than doubled, and today FFOA has 2,300 members, representing 100 nationalities resident in 80 countries.

During its first 50 years of activity, FFOA contributed to the following key events:

- The creation in 1975 of the Federation of Associations of Former International Civil Servants (FAFICS) with Headquarters in Geneva together with Associations in New York, Paris and Geneva. Anton Doeve of FAO was one of the founding fathers of FAFICS and as FFOA President

was one of the leaders who had the vision of creating the Federation that today links many UN retirees local associations around the world.

- The establishment of sound policies for managing the UNJSPF and enhancing its operations
- The approval of methodologies for setting and adjusting conditions of employment of UN staff at all levels, with particular reference to pensionable remuneration and pension benefits
- The implementation of appropriate measures to eliminate the sizeable actuarial imbalance that had been accrued in the Pension Fund
- The establishment of a revised pension adjustment system based on single (US dollar) or double (US dollar and local currency) tracks
- The change from a free to a fee-paying after service medical coverage in FAO, WFP, IFAD and ICCROM, based on fair cost-sharing principles and procedures agreed to by the parties concerned, and
- The agreement with FAO, IFAD and WFP that building passes be issued to pensioners and recognized by the three Agencies.

Over the years Anton was leading the way for the growth of both FFOA and FAFICS. Many UN retirees who participated in the work of FAFICS in the past will remember how the federation was kept away from main activities of the UN Pension Board and very seldom allowed to enter the Board meeting rooms and how it had to beg for the floor only on specific matters of direct relevance for retirees. As many of you know, UN retirees don't have the right to vote and in the early years this was interpreted as excluding FAFICS from the main Pension Board debates even those regarding their benefits and rights. Nowadays FAFICS is a full-fledged player in all meetings and specialized committees of the Pension Board. Its contribution to the progress of the Board is widely recognized as competent, technically sound, relevant and effective.

Many of FFOA's members together with colleagues from other Member Associations, contributed to this remarkable progress. Together with Anton Doeve, one should also recall the precious contributions of Aurelio Marcucci and Alan Prien, who were key players in the progress of FAFICS as Vice Presidents. Marco Breschi of FFOA was recently President of FAFICS for two terms and played a key role in with other to improve the operations, transparency and effectiveness of FAFICS. Many other FFOA colleagues have contributed to the work of FAFICS. Together with our current President Edward Seidler, they continue the tradition of providing unbiased effective support to the work of the FAFICS delegates to the Pension Board. This included coping with attempts by unfriendly sources to diminish the relevance and influence of the Federation. Fortunately, these attempts were identified at an early stage and neutralized.

At this juncture, FAFICS is confronted with the need to enhance its role to a more political level, having in mind its future. In a world where multilateralism is challenged all the time and international institutions are put under stress by autocratic forces around the world, it is im-

portant that FAFICS maintain effective communication with its stakeholders, its partners, Member Nations and UN organizations. Recent financial turmoil within the UN system and cut-backs in funding of essential activities will put pressure to reduce expenditures and could threaten staff and retiree hard earned rights and any proposed cuts must be vigorously defended. Communication must be at the forefront not only outside the Federation but also quite importantly inside. Efforts should be continued to expand FAFICS membership both in terms of the number of member associations as well as the number of individuals associated within each association. More direct, in person contact between member associations should be in the immediate horizon of FAFICS. With its remarkable past initiatives and its impact on the administration of pension benefits and rights, FAFICS is uniquely placed to remain the leading force in protecting and enhancing UN staff and retirees' benefits and rights in the future. FAFICS cooperation with the UN Pension Fund, the UN Pension Board, Member Nations and Member Organizations should remain effective and relevant. FAFICS did extremely well in its first 50 years and FFOA is confident that it will continue to do so in the future.





**Remarks by FAFICS President Emeritus Andres Castellanos
at the Annual Assembly of AFICS NY on 22 May 2025**

Mr. Darshak Shah, President of AFICS NY and members of the Governing Board, Mr. Jerry Barton, President of FAFICS, distinguished guests, colleagues:

In addressing you on this special occasion, the 50th anniversary of the founding of FAFICS I am honored and privileged, bearing in mind that I am speaking remembering all other colleagues who preceded and succeeded me in my functions, whether as President of AFICS/NY and or FAFICS.

In its respect, exceptionally, allow me at this moment to pay public tribute to our colleague George Saddler, the Dean President Emeritus of FAFICS and former President of AFICS/NY and Honorary Member of its Governing Board, for his steadfast dedication of many years of his precious life, as a strong pillar of support for the welfare and wellbeing of all former UN system staff, institutionally through FAFICS and AFICS/NY, and with other Member Associations. George, you are a giant and we salute you, knowing that you are On line with us at this moment.

For fifty years, both our Organizations, FAFICS and AFICS/NY, have maintained a close cooperation on our commitment to the welfare of the entire retiree community. Since the founding of FAFICS in 1975 in Geneva, by AAFI-AFICS Geneva, FFOA Rome and AFICS/NY, a growing expanding worldwide community has emerged with the formation of other Associations dedicated to the recognition of the inherent rights and benefits of former staff of the United Nations system Organizations.

To recall a few but most importantly the first one, is the cardinal right exercised by FAFICS representatives on behalf of all retirees, beneficiaries and dependents, in the deliberations of the UN Joint Staff Pension Board, wherein all pensions issues are not only discussed, but agreed upon, and subsequently reported to the UN General Assembly through ACABQ, for approval.

This initial crucial achievement of retiree representation of FAFICS on the Pension Board, for all retirees and beneficiaries, was thanks to the steady and diligent solidarity of our towering defenders within the then Pension Board sessions years ago. Such recognition was championed by Alfred Landau leading the request and arguing for our representation, joined by Patricia Tsien and Antonio Garcia representing the UN staff on the Board with other colleagues, who supported FAFICS representation to Pension Board deliberations, on agenda items relating to policies on pensions.

Today, and for a few decades, our voices are respected by both the Pension Board and Pension Fund, as the officially recognized voice on the needs of all retirees and other beneficiaries residing in all regions, close to 90,000 spread all over the world.

By now it behooves us to recognize the extent and quality of the Pension Board's relations with FAFICS, as a true partner on a plethora of issues, achievements and concerns of common interest. FAFICS is recognized for its strong intellectual and substantive contributions and constructive approach to the complex array of issues handled by the Pension Board.

For example, it is worth reaffirming that during half a century, FAFICS has stood and stands for the welfare, rights and benefits of retirees and speaks on their behalf worldwide, as their recognized voice before the UN legislative bodies. To cite a couple of significant results: a) on the recognition of a Pension entitlement to a second surviving spouse, leading to its approval by the Board to enshrine it on the Fund Regulations, as Article 35 bis, thereby culminating years of joint efforts by AFICS/ NY and AAFI-AFICS until accepted; b) and the now accepted readjustment of requirements of the Fund Regulations for the increase of small pensions, a case in point having it being initiated by FAFICS several years ago.

FAFICS has also played a key role in supporting the operations of the Pension Fund. To cite a few examples of effective partnership: the support of FAFICS through its Member Associations to help the Fund locate members if their Certificate of Entitlement to pension payments had not been received; and/or Fund members affected by natural disasters or war.

And last but not least, the location of AFICS/NY has allowed us, on behalf of FAFICS, to participate in substantive meetings of UN bodies in New York. In accordance with FAFICS support and advocacy for United Nations Principles and Programmes, AFICS/NY has been able to deploy its many experienced members, across several fields of activity, to follow discussions at the United Nations on issues such relating to ageing, gender equality and the many other facets of social development. FAFICS support for the work of the United Nations is reported on in its Quadrennial Report to ECOSOC every four years, as required for an NGO in Consultative Status.

Let me conclude by congratulating Jerry Barton, our esteemed President of FAFICS and a dear colleague, here with us, today on the occasion of the 50th Anniversary of FAFICS, which will be celebrated next July in Vienna; and recognize the sterling contribution of the FAFICS Secretary Delia Barcelona also present here. May the relationship between AFICS/NY and FAFICS continue to grow in the service of all retirees and beneficiaries.

As our journey continues with the advent of new generations of retirees, as long as the United Nations maintains an international civil service, the torch will continue being passed from generation to generation of staff members of the UN system, working for a better world for us all.

So be it! I Thank you.



FAFICS...AT 50! **by Georges Kutukdjian**

**Honorary Chairman, AAFU/AFUS
France**

Introduction

On July 26, 2025, the Federation of Associations of Former International Civil Servants (FAFICS/FAAFI) will celebrate its 50th anniversary. Maturity without question! The Federation and its subsidiary bodies operate efficiently, transparently and diligently, thanks to *Jerry Barton (Vienna), the President, and Delia Barcelona (Philippines), the Secretary, as well as all the members of the Bureau, who are competent, above praise and deserving of our gratitude.*

It was on July 26, 1975, that four associations of former international civil servants of the United Nations system founded the Federation, namely: the Geneva Association (which brings together former UN staff and other Geneva-based organizations); our Paris Association (AFUS/AAFU); the Rome Association (which brings together former FAO staff and other Rome-based organizations); and the New York Association (UN-NY).

Today, thanks to the tireless efforts of its various Presidents and the late *Pierre Traoré (Burkina Faso) – one of its former Vice-Presidents – the Federation has 64 member associations, representing over 18,000 former civil servants and their beneficiaries worldwide. The Federation is recognized by the United Nations Economic and Social Council (ECOSOC), and every 4 years produces a report analyzing all the activities of its member associations, which contribute to furthering the goals of the United Nations.*

It's worth noting in passing that AFUS/AAFI made a major contribution to the development and functioning of the Federation. Of the 12 presidents who headed it from 1975 to the present day, 4 were former UNESCO colleagues whom I knew well: *Jean Guiton (France) (1978-1982); Allan Elliott (UK) (1983-1984); George Saddler (USA) (1999-2004); and, Witold Zyss (Israel) (2005-2007).* Let me also acknowledge the contributions of *Warren Sachs* who served as Vice President of FAFICS and member of the FAFICS delegation to the Pension Board for many years. In recent years, *Josiane Taillefer (France)* was one of the Vice Presidents of FAFICS for 4 years, and the undersigned *Georges Kutukdjian (Lebanon-France)* was Chairman of the "Standing Committee on After-service Health Insurance" (ASHI) for 9 years. What's more, over the years, AFUS/AAFI has hosted 5 annual sessions of the Council of the Federation (the sovereign body) and two meetings of its Bureau - far fewer than Geneva, New York and Vienna. It is to be hoped that the Federation will soon be able to meet again in Paris, at the invitation of our Association.

FAFICS/FAAFI achievements

At the outset of its creation, the four founding associations wished to join forces in order to speak with a single voice in presenting a concerted and coherent position on the issue of retirees' pension benefits to the bodies of the United Nations Joint Staff Pension Fund (UNJSPF). Of course,

retirees generally took part in meetings of local pension committees convened by the various UN-system organizations, and were sometimes even appointed to sit on sessions of the relevant bodies, albeit without any formal mandate.

The UNJSPF warmly welcomed this judicious approach, and in particular the Joint (Tripartite) Pension Committee, which is the decision-making arm of the Pension Fund. As a result, for almost 30 years representatives of the pensioners' community – such as our colleagues Witold Zyss (Paris) and Gerhard Schramek (Vienna), pillars of the "Standing Committee on Pensions" set up by the Federation – have taken part in the work of the Pension Board and some of its subsidiary bodies, to the great satisfaction of the three parties that make it up: representatives of Member States; persons appointed by the Organizations; and representatives of serving staff. As proof of its gratitude, the Board awarded Witold Zyss an exceptional honorary title. In 1986, on the proposal of the Board, the General Assembly of the United Nations granted the Federation the status of representative of former officials, so that it could participate fully and formally in its work.

In the 2010s, the Associations felt the need to create a "Standing Committee on After-service Health Insurance" (ASHI) – henceforth called the "ASHI Committee" – analogous to the "Standing Committee on pensions" – henceforth called the "Pensions Committee". The reason for this was at least twofold. Firstly, since the 2000s, healthcare costs around the world had doubled or even tripled, becoming a major source of concern for retirees and their dependents. The World Health Organization (WHO) has predicted that in the coming years, healthcare costs will account for a third of the world's income. Secondly, some United Nations system organizations were wondering whether they could reduce their share of health insurance funding, for both active and retired staff.

Similar to the "Pensions Committee", the newly-created "ASHI Committee" had one meeting outside the plenary sessions, during the annual sessions of the Federation Council, to propose a mandate and a work program for the Council to implement. However, the meeting in question was an annual one, and it was up to the elected Chairman and Rapporteur to implement the program. This method was not satisfactory, because it left out the Associations and because unlike pensions, health insurance systems differ from one organization to another, and even from one duty station to another. For example, even within the UN, they differ according to whether staff members are assigned to Geneva, New York or Vienna. At the annual session in 2022, FAFICS agreed to set up a Core Group of six representatives of associations from all regions of the world, to work alongside the Chairman and Rapporteur of the ASHI Committee, so that the ASHI Committee's work program better reflects the issues faced by retirees and their dependents everywhere.

FAFICS, in response to the needs expressed by the Associations in the 2020s, set up a "Standing Membership Committee" and a "Standing Communications Committee", both of which are very active, albeit recent.

Conclusions

Since its creation, FAFICS has become the essential body representing pensioners and their beneficiaries. Their representatives, elected or appointed by the Board, are heard in the various bodies where they defend our moral and material interests. Over the 15 years that I have been involved in its work in one capacity or another, I have always admired their skills, their knowledge, their human and intellectual qualities, and their sense of moderation, avoiding any excess. It is for all these values, which command respect that they have always deserved the confidence that the Member Associations place in them.



Linda Saputelli
President of FAFICS 2014-2018
President of AFICS/New York 2010-2016

Sincere congratulations to FAFICS on a half century of advocacy on behalf of retirees of the international civil service, five decades during

which FAFICS has grown ever wiser, as well as more relevant and influential. Over this time, FAFICS, as the sole, legitimate representative of retirees across the system, has steadfastly defended the rights of retired international civil servants, ensuring that their voices are heard. Its efforts continue apace to this day, an increase initiated by FAFICS for retirees in receipt of small pensions being a recent achievement. Anniversaries enable us to look at the record and reflect on successes, on what has been achieved, what has gone wrong and on lessons, if any. After all, the paramount objective of FAFICS is to ensure that the retirees of the future will be able to enjoy a safe and worry-free retirement protected by adequate after-service health insurance and decent pensions.

Before we look forward, a brief look back may remind us that while FAFICS has indeed enjoyed many successes, it has also had to weather storms, particularly relating to pensions. It is worth recalling a couple of examples so that we are not lulled into complacency, as the future promises to be challenging. Although it has been said that pension fund institutions were reputed, and perhaps meant to be quiet, boring places, the UN Pension Fund has given the lie to this old saw. Every decade or so, one controversial issue or another surfaces and causes noise and conflict among some of its constituents. In 2006-2007, the issue was indexation (relabelled outsourcing by today's critics) and in 2015, it was delays for those awaiting retiree benefit payments. Indexation was not introduced, thanks in part to strong objections by FAFICS. Delays, a more recent issue, were incurred by the introduction of IPAS, a new pension administrative system, and were another story. Even though retirees at the time continued to receive their pensions in a timely manner, some newly retired staff endured long waits before IPAS was able to correct the glitches in its system. The delays elicited vociferous criticism from some quarters of the Pension Fund and of FAFICS for allegedly not having done enough to right matters and redress the Fund's vaunted sins. Stakeholders who should have been natural allies and were envisioned as such when the tripartite composition of the Pension Board was established, were pitted against one another. Today, ten years later the noise

has subsided, the Pension Fund is strong and healthy and FAFICS endures as the sole legitimate representative of retirees across the system, though the trust among some stakeholders was perhaps irretrievably broken.

It is evident that current times with their turbulent global politics do not augur well for the future which may not look as rosy for staff still in service as it is for current retirees. Concerns abound. The United Nations Secretary-General, reacting to the present unstable environment has been compelled to search for solutions by calling for a budget reduction of 20 per cent and concurrent staff downsizing of 20 per cent. This would introduce premature (i.e. before the minimum retirement age) retirements and put new pressures on UN agencies, but also on the pension system. Staff obliged to retire early may need to seek further employment until they can draw an appropriate pension. At the present time, coverage for subsidized ASHI participation for those employed after July 1, 2007, requires at least 10 years of prior participation in a UN health insurance scheme. Considering that these eligibility requirements have already been in place for almost two decades and that the cost of health care will continue to rise, FAFICS needs to be thinking now about how it can protect retirees from future changes which call into question current coverage arrangements. Many international civil servants have spouses of differing nationalities and children being brought up in countries not native to either parent. Adding stress to already fraught situations, residence rights, especially in key developed country duty stations are increasingly being reduced. FAFICS needs to proactively address these and other potential problems which add to insecurity.

Despite current attempts from some quarters to weaken international organizations, they will and must endure. A world without them is simply unimaginable. FAFICS will continue to be part of the world that includes and values them. A sea change will affect UN demographics in the not-so-distant future. Retirees will outnumber serving staff. This change may occur earlier than foreseen if downsizing is implemented. For a Federation staffed almost entirely by volunteers and self-funded associations, these future demographics will increase the challenges for FAFICS.

It is now up to all of us to ensure that FAFICS remains prepared for the tasks ahead.



Celebrating 50 Years !

***Tedla Teshome,
President Emeritus of AFICS Addis Ababa***

I wish to extend my heartfelt congratulations to the management and all member associations of FAFICS on the momentous occasion of the 50th Anniversary of the Federation's establishment. The golden jubilee marks not only a celebration of its remarkable journey but also a testament to its unwavering dedication, perseverance and excellence over the past five decades.

My Association, AFICS(AA), which I had the honor and privilege to serve as President for 22 years, joined the Federation in July 1999. AFICS(AA) was, and still is, the largest association in AFRICA which has distinguished itself as being the only association in the region for participating in all of the Federation's Annual Council meetings throughout its existence up to this day.

During the first 22 years of my participation in the Council's Meetings, I worked with seven distinguished Presidents. I salute each and all for their creative leadership, tireless efforts, commitment and dedication. Under their visionary leadership, I had the pleasure of witnessing the Federation undergo dynamic growth and structural changes.

The Federation, which was then perceived to be dominated by associations in Europe and America, abolished the "weighted voting system" and removed from its bye-laws the nomenclature of "small" and "large" associations. In doing so, it asserted equality of membership and the right of "one member, one vote."

The term Chairman was changed to President and the position of Vice-President was created with a view to make management more inclusive and to ensure geographical distribution and gender balance, and to allow associations of the developing regions to participate in the management of the Federation. I had the privilege to serve as Vice -President of the Federation for 10 years and as a member of its delegation to the Pension board for eight years. I might also add that I had the distinct honor to serve as Presiding Officer for one of the Council's Sessions. In light of the consistent and continued engagement of my association AFICS(AA), and my personal contribution to the growth of the Federation, the Council awarded me, on an exceptional basis, with the title of "Emeritus".

The Federation's achievements and contributions to the wellbeing of the UN retiree community has been commendable. It withstood a destructive movement which argued that with a limited number of retiree membership, the Federation could not be representative of all UN retirees. However, with the solidarity of its members, the Federation decisively contained that divisive challenge and asserted itself as a vibrant and credible service institution.

Everyone who has been part of this incredible journey must celebrate this occasion of its 50th anniversary. May this milestone inspire continued growth, innovation and success in the years to come. Here's to many years of accomplishment and service!

Admission of Member Associations



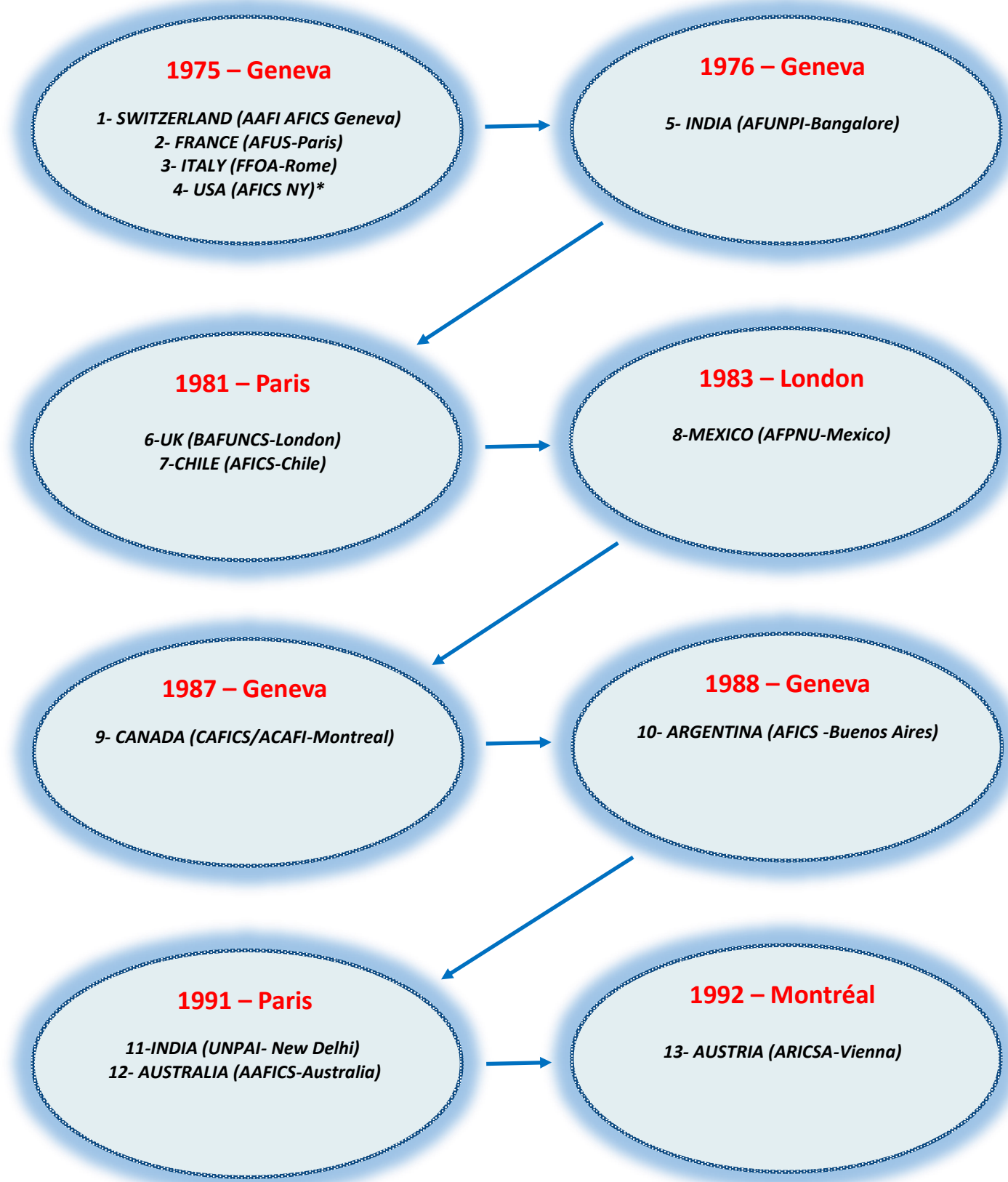
FEDERATION OF ASSOCIATIONS OF FORMER INTERNATIONAL CIVIL SERVANT

Celebrating 50 Years of Representing Retirees and Families in 2025

ARGENTINA (AFICS-Argentina)	MADAGASCAR (AFNU-MG Madagascar)
AUSTRALIA (AAFICS-Australia)	MALAYSIA (AFICS Malaysia)
AUSTRIA (ARICSA-Vienna)	MALI (AMAFINU-Mali)
BANGLADESH (AFUNSOB-Bangladesh)	MAURITANIA (AAFNU-MR Mauritania)
BENIN (AAFNUB-Benin)	MAURITIUS (AFICS-M Mauritius)
BOLIVIA (AFICS-Bolivia)	MEXICO (AFPNU-México)
BRAZIL (AAFIB-Brazil)	MYANMAR (AFICS-Myanmar)
BURKINA FASO (AAFNU-BF Burkina Faso)	NEPAL (RUNSAN-Nepal)
CAMEROON (ARICSCAM-Cameroon)	NETHERLANDS (AFICS-Netherlands)
CANADA (CAFICS/ACAFI-Montreal)	NEW ZEALAND (AFUNO-New Zealand)
CHILE (AFICS-Chile)	NICARAGUA (AFUNIC-Nicaragua)
COLOMBIA (ASOPENUC-Colombia)	NIGER (AAFNU-N Niger)
CONGO Brazzaville (ACAFNU-Congo)	NIGERIA (AFUNCS-Nigeria)
CONGO DRC (ARNUC-Congo-Kinshasa)	PAKISTAN (PAFICS-Pakistan)
COSTA RICA (APNU-CR)	PANAMA (AFICS-Panama)
CÔTE D'IVOIRE (AIAFI-SNU – Abidjan)	PERU (AEFNUP Peru)
CUBA (AEFNUC-Cuba)	PHILIPPINES (AFICS-Philippines)
CYPRUS (AFICS-Cyprus)	PORTUGAL (APAFI-Portugal)
ECUADOR (AEFSNU-AFICS-Ecuador)	RUSSIAN FEDERATION (AFICS-Moscow)
EGYPT (AFICS Egypt)	SENEGAL (ASAFI-Senegal)
ETHIOPIA (AFICS-Addis Ababa)	SOMALIA (UNPAS-Somalia)
FRANCE (AAFU/AFUS Paris)	SPAIN (AFIJUB-Spain)
GREECE (APUNG-Greece)	SRI LANKA (AFICS-Sri Lanka)
GUINEA (AGAFNU-GN Guinea)	SWITZERLAND (AAFI-AFICS-Geneva)
INDIA-Bangalore (AFUNPI-India)	SWITZERLAND (ARPUPU-Bern)
INDIA-New Delhi (UNPAI New Delhi)	TANZANIA (UNAPATA-Tanzania)
INDONESIA (AFUNPR-Indonesia)	THAILAND (AFICS-Thailand)
ISRAEL (IAFICS-Israel)	TOGO (ATAFONU-Togo)
ITALY-Rome (FFOA-Rome)	UKRAINE (AFICS-Kyib)
ITALY-Turin (FOA-Turin)	UNITED KINGDOM (BAFUNCS-UK)
JAPAN (AFICS-Japan)	UNITED STATES OF AMERICA (AFICS-NY)
KENYA (AFICS-Kenya)	URUGUAY (AFICS-Uruguay)
LEBANON (AFICS-Lebanon)	

FAFICS History...

Date of Admission of Member Associations to the Federation



FAFICS History...

Date of Admission of Member Associations to the Federation

1993 – New York

- 14- ITALY (FOA Turin)
- 15- NEW ZEALAND (AFUNO- NZ)

1996 – Turin

- 16- COLOMBIA (AFICS -Colombia)
- 17- RUSSIA (AFICS Moscow)
- 18- SRI LANKA (AFICS-Sri Lanka)
- 19- URUGUAY (AFICS Uruguay)

1999 – New York

- 20- ETHIOPIA (AFICS-Addis Ababa)

2000 – Geneva

- 21- BRAZIL (AAFIB-Brazil)

2001 – New York

- 22- LEBANON (AFICS-Lebanon)
- 23- MALI (AMAFINU-Mali)
- 24- THAILAND (AFICS-Thailand)

2002 – Rome

- 25- EGYPT (AFICS Egypt)
- 26- PARAGUAY (AFICS/APEFONU Paraguay) but disbanded in 2023

2003 – New York

- 27- BURKINA FASO (AAFNU BF)
- 28- CONGO (ACAFNU Brazzaville)
- 29- INDONESIA (AFUNPR Indonesia)

2004 – Montréal

- 30- BOLIVIA (AFICS Bolivia)
- 31- GREECE (APUNG Greece)
- 32- PAKISTAN (AUNPP Pakistan, now PAFICS)

FAFICS History...

Date of Admission of Member Associations to the Federation

2005 – New York

33- Tanzania (UNAPATA)

2006 – Geneva

34- CONGO (ARNUC -Congo-Kinshasa)
35- ECUADOR (AEFSNU – Ecuador)
36- NETHERLANDS (AFICS – Netherlands)
37- PERU (AEFNUP – Peru)

2007 – New York

38- COSTA RICA (ACEFUN Costa Rica)
39- CUBA (AEFNUC Cuba)
40- KENYA (AFICS Kenya)

2008 – Rome

41- ISRAEL (IAFICS Israel)
42- MYANMAR (IGFICS Myanmar, now
AFICS Myanmar)

2009 – Vienna

43- BANGLADESH (AFUNSOB Bangladesh)
44- CAMEROON (ARICSCAM Cameroon
as Asso Member)
45- PHILIPPINES (AFICS Phils)

2010 – London

46- MALAYSIA/SINGAPORE/BRUNEI (AFICS MSB)
47- MAURITIUS (AFICS Mauritius)
48- SOMALIA (UNPAS Somalia, ASSO member)
49- UKRAINE (AFICS Ukraine)

2011 – Geneva

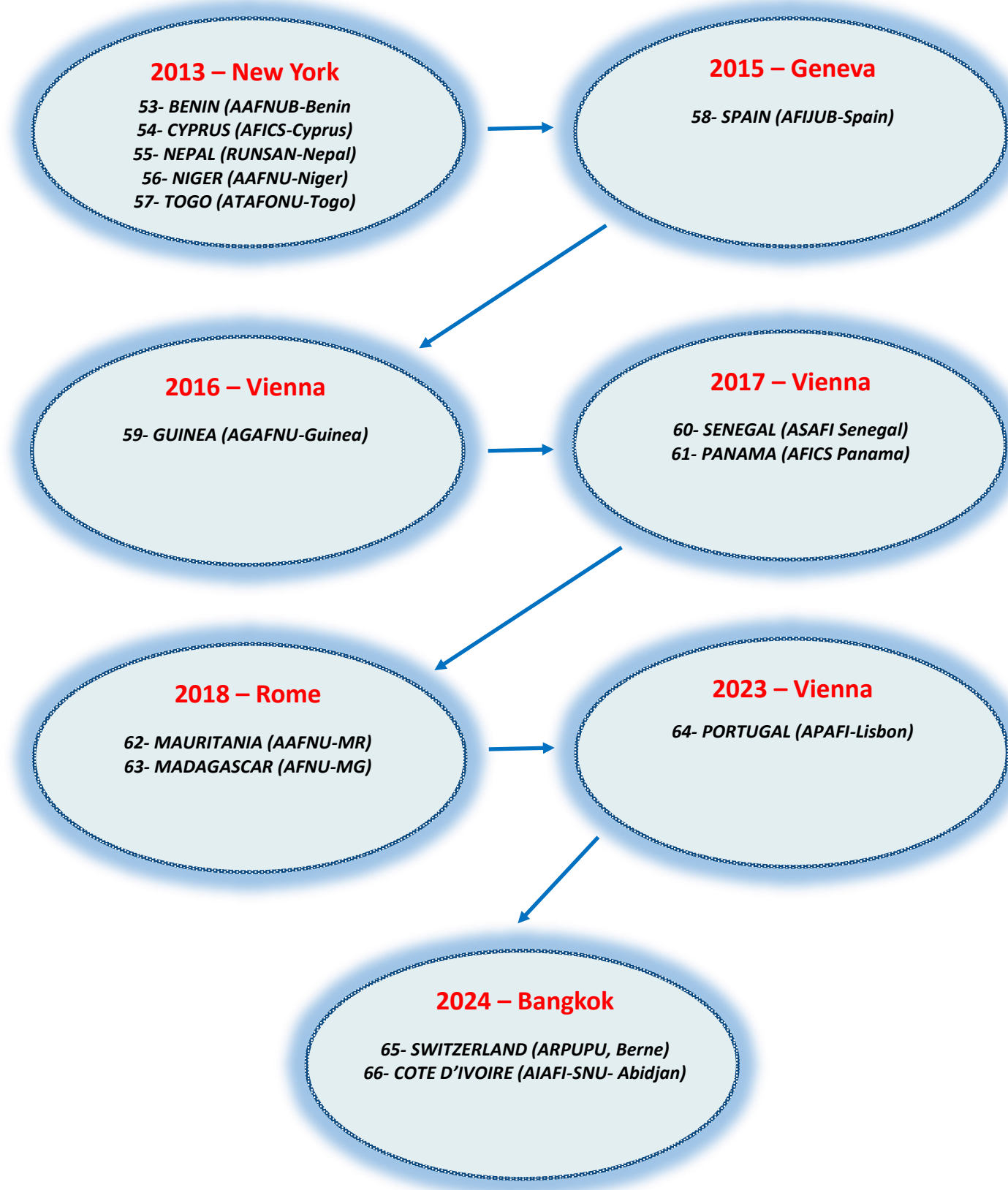
50- NIGERIA (AFUNCS- Nigeria)

2012 – Paris

51- JAPAN (AFICS-Japan)
52- NICARAGUA (AFUNIC-Nicaragua)
as Asso Member

FAFICS History...

Date of Admission of Member Associations to the Federation



FAFICS Leadership

Paul Blanc (1975-1977)

Jean Gitton (1977-1982)

Allan Elliott (1982-1984)

Margaret Bruce (1984-1988)

Aamir Ali (1988-1998)

George Saddler (1998-2004)

Witold Zyss (2004-2008)

Andres Castellanos (2008-2012)

Roger Eggleston (2012-2014)

Linda Saputelli (2014-2019)

Marco Breschi (2019-2023)

Jerry Barton (2023 to present)

EMERITI

Emeriti/ Honorary Officials

President Emeritus

Andrés Castellanos del Corral
AFICS New York

Roger Eggleston
AAFI-AFICS Geneva

George F. Saddler
AFICS New York

Linda Saputelli
AFICS New York

Marco Breschi
FFOA Italy

Honorary Vice-Presidents

Warren Sach
AFICS New York

Janakiram Sreenivasa Iyer
AFUNPI India

Tedla Teshome
AFICS Addis Ababa

Honorary Secretaries

Jay Sundaresan
AAFI-AFICS Geneva

Anders Tholle
AAFI-AFICS Geneva

Honorary Assistant Secretary

Lydia G. Ontal
AFICS New York/AFICS Philippines

Honorary Treasurer

Juan Mateu
AAFI-AFICS Geneva

Retirees in action

*Photos of retirees in action
around the world*





*Meetings
of
Governing
Board
and
Executive
Committees*

Outreach
to
Communities

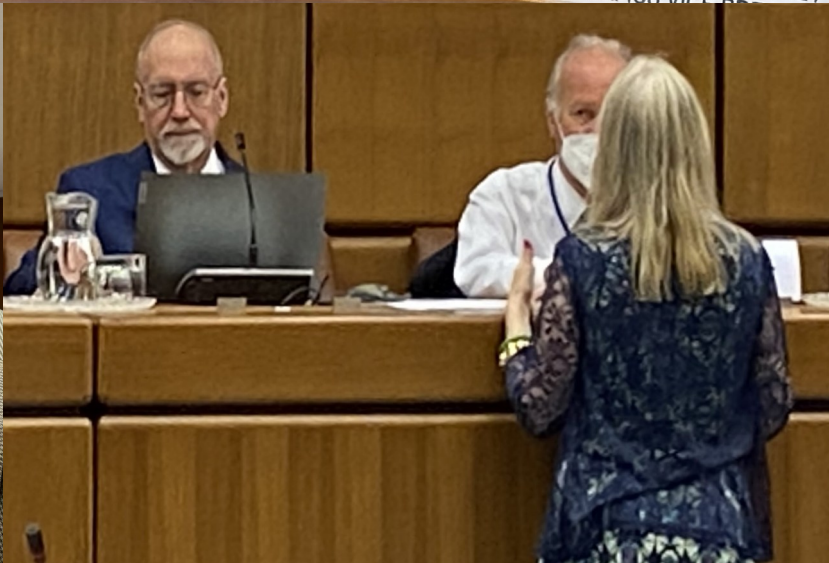




*Partnerships,
Advocacy
at local level
Meetings
with the UN*

*Social
Activities*





*Bureau
In
Action*

*Bureau
In
Action*



Tributes and Feature Stories

Tributes

Aamir Hassan Ali

Roger Eggleston

Feature Stories

George F. Saddler

Robert Kaminker

Dr. V. R. Pantulu

Lydia Ontal

AAFIB Brazil

AFICS Netherlands

AFUNSOB Bangladesh

UNPAI New Delhi

AFICS Kenya

India poem AFUNPI

Tribute to Aamir Hassan Ali



Aamir Ali, who passed away in December at the age of 95, was a distinguished international civil servant, mountaineer, teacher, and writer. He was a man of many talents, known not only for his work in global governance but also for his deep intellectual curiosity and passion for life. A dedicated public servant, he held key positions within the International Labour Organization (ILO), including Chief of Personnel and Chef de Cabinet to the Director-General. His tenure at the ILO was marked by his unwavering commitment to integrity, independence, and the highest ethical standards, qualities that defined his entire career.

Born in India, Aamir's journey took him around the world, including Japan and Geneva, where he became a highly respected figure. He was an avid mountaineer, a devoted Shakespearean, a journalist, and a mentor to many. He initiated public speaking training for young professionals, founded a Shakespeare discussion group, and edited a newsletter for retired ILO staff, ensuring that former colleagues remained engaged in the community. His enthusiasm for learning and intellectual discourse was evident throughout his life.

Jack Martin, a close colleague, described Aamir as an inspiring mentor who reshaped the way retired officials were treated. He introduced regular receptions and newsletters to foster a sense of belonging among former ILO staff. His influential 1990 study on the **International Civil Service** critically examined the gap between its ideals and reality, reinforcing the need for ethical leadership and independence in global governance. His insights remain relevant today, offering a thoughtful critique of the challenges faced by international institutions.

Even after retirement, Aamir remained deeply en-

gaged in public life, writing and mentoring despite the physical limitations brought on by a severe accident. His resilience, intellectual depth, and unwavering commitment to justice left an indelible mark on those who knew him. His legacy is one of service, wisdom, and inspiration, ensuring that his contributions to international diplomacy, literature, and mentorship will not be forgotten.

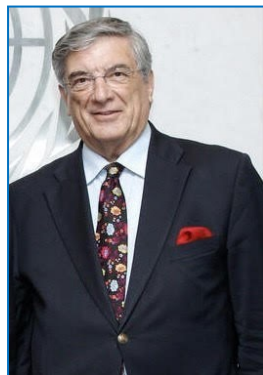
Aamir Ali, who passed away in December 2018, was a distinguished international civil servant, a dynamic leader, and a passionate intellectual. He served as Chairman of AAFI/AFICS for many years, leaving a lasting impact on the organization. A man of many talents, Aamir's life spanned continents and disciplines—from mountaineering in the Himalayas and Alps to shaping international policies at the ILO and UNHCR.

Educated in India, Aamir's love for English and literature was instilled by his mother. He initially pursued teaching before shifting to journalism and eventually joining the ILO in 1946. His career in international service was marked by versatility and dedication, holding key roles in social security, personnel, and training. He even served as Chef de Cabinet to the ILO Director-General. Despite his seniority, he remained humble, mentoring new colleagues and fostering an inclusive, collegial work environment.

Aamir's post-retirement years were equally active. He founded a Shakespeare discussion group and launched a newsletter for retired ILO officials, publishing 60 issues over 30 years. His 2018 book, *There Comes a Time*, reflected his optimism and deep intellect. A firm believer in the principles of international civil service, he advocated for its integrity and independence.

Aamir's legacy is one of intellect, service, and human connection. Whether in policy, literature, or friendship, he left an indelible mark, always hopeful that "the roses will bloom again."

Tribute to Roger Eggleston



In Memoriam
Roger Eggleston:
FAFICS Past President
(2012-2014)

Roger Eggleston passed away at his home in Warwick, England on March 22nd, 2024. He was President of FAFICS from 2012 – 2014, when he became ill suddenly shortly before the Council in Rome and could not continue.

Tribute from Jerry Barton, FAFICS President

"I was not in contact with Roger during the last decade, but I worked closely with him from 1999 to 2002 when we were both Executive Secretaries to parts of the UN's Chief Executives Board (although in 1999 it was still the Administrative Committee on Coordination. Our offices were literally just across the hall from each other. Roger was my mentor, and I learned much that has proved valuable in my professional life and personally. Roger's knowledge of the wider UN system and his ability to see what needed to be done and to do it were remarkable. When we supported official meetings, I learned from Roger to pay attention during the meetings, use the following hospitality time for networking, and then – regardless of how late the evening had become – to write the minutes needed for the following morning's session. To my mind, Roger was the ultimate international civil servant. He believed in the goals of the UN and lived them. He had the ability to find the proper people to move issues forward. His unique skill was to identify the actions needed and to do them with his team in a pleasant and supporting manner. He made tasks enjoyable. It did not hurt that he often sang opera in the hallway and wore improbable ties (and sometimes improbable socks as well).

Roger also conducted a choir. He loved music and listened to opera in his office and often sang along (and sang well). After retiring, Roger was President of our Member Association AAFI-AFICS Geneva and a Vice-president of FAFICS before becoming President of FAFICS. He was sincerely interested in retiree issues. As a Vice-president he worked actively with a FAFICS team to propose reforms to the Pension Fund. I remember when he accepted the FAFICS Presidency, he mentioned three main interests, which I am still working on today. The first was to continue expanding membership. The second was communications and connection with the Member Associations for which he founded FAFICS MATTERS, an excellent and first of its kind bulletin of which he was the editor but that ceased after his presidency ended. The third was working on topics to further UN goals, specifically ageing, from the many UN programmes. Well, Roger, we are still working on your goals. Thank you for having the insight and setting directions, even if it has taken us a while. Be at peace, friend. You did what had to be done and were a good and

fair person with a sharp mind. You will be missed, but your ideas and help will continue."

Tribute from Andrés Castellanos, the President of FAFICS preceding Roger

"We had not spoken in over a year more or less, and not long ago I had in mind to call him to have a good chat and find out how they were. He was one of our FAFICS solid columns in AAFI-AFICS, and who during my period I could rely on and trust as if looking in a mirror. As I was concluding my tenure, I urged Roger to accept being the candidate to succeed me, but he declined repeatedly due to family issues. After many consultations, he agreed to be nominated. It was a pleasure for me to see him as the new President of FAFICS. I knew FAFICS would go further with him at the helm. Roger and I, with Linda Saputelli as President of AFICS-NY met with Secretary-General Ban Ki-Moon. Roger was delighted as I was at the SG's acceptance. Had he remained longer as President, only shortened because of health, his period would have been one of our greatest presidencies.

May he rest in the glory of the Lord.
I join you all with much grief."

Tribute from Linda Saputelli, President following Roger

"Roger and I were more or less contemporaries in our UN careers over many years. Since our respective functions required us to work together and interact frequently (often as professional adversaries) I saw close up how Roger developed into the leader he became. And although it could have been easy at times to dismiss his rather exuberant demeanor, it would have been our loss as it masked his fundamental gravitas. I talked regularly with Roger during my tenure as FAFICS President and in the years that followed. He was always happy to have news about FAFICS but seemed to have adapted well to his new life in England. After his long years as a UN expatriate in Geneva, it was hard to imagine him anywhere else, but he wanted to be nearer to his adult children and grandchild and he became close to his late daughter-in-law of whom he was very fond and who was a frequent bridge partner. There are many things one can say about Roger and others have already covered them well. For me, I remember how he recognized and valued networking at which he was particularly adept, and which inspired me when I was FAFICS President to rebuild our networking channels and resume a more active FAFICS participation in the meetings of the Pension Board's Participants' Representatives. I will miss my chats with him."

International Civil Servant Extraordinaire...

George F. Saddler @98



When I arrived at the Five Star Premier Residences, a retirement community facility in Yonkers New York, George was queued up along with other senior residents of the building, for his 4th Covid-19 vaccine booster shot. Right after that, he motioned to his aide, Patricia, to lead us to the dining hall room where we were served a sit-down meal, with options from a printed menu, prepared daily by the dining crew led by the residence's excellent chef. George ordered Chicken Tenders and Pasta Fagioli soup. He also asked for hot sauce – a constant additive to his food. When I asked him if he observed any diet, he said, "no, I eat anything. The only thing that I don't eat are the table legs!" Obviously, he has not lost his sense of humor.

George Saddler turned 98 years old on September 27, 2023.

He is known to many UN retirees as the 2nd President of the Federation of Associations of Former International Civil Servants (FAFICS) which he served with conviction, excellence and committed leadership from 1999-2004. He recalled some of the retirees that he dealt with closely at that time, among them, FAFICS first President that he succeeded, Aamir Ali, and the one that followed his term as President, Witold Zyzz who was FAFICS 3rd President. Both Presidents Ali and Zyzz have passed away.



Photo with the Secretary-General, Kofi Annan during one of his first meetings as FAFICS President.

On the origins of FAFICS, George said, ***"perhaps I am the only one remaining from those days when FAFICS was initially organized with the five original members: GENEVA, NEW YORK, ROME, PARIS AND LONDON."*** He was pleased to know that FAFICS has now grown, some 2 decades later, to 64 member Associations.

He added, ***"I believe that I am the only person still around who was at the original meeting with the Secretary General U Thant when he authorized the creation of AFICS NY when he stated that AFICS NY would be financed within the resources of the UN Regular Budget."*** He mentioned another retiree, Molly Bruce, apparently the one who wrote the Document on the origins of AFICS NY.

"The first association for UN retirees, to my recollection was created in the ILO because the ILO which was the International Organization that dealt with the workers. It's normal and appropriate for the ILO to be the International Organization that created the first AFICS. In fact, the first UN Pension Scheme was also created in ILO." While talking about ILO, he also remembered a friend and former UNESCO colleague Charles Lamuniere whose mother was

known to be one of the last surviving persons who continued to receive her pension from the original ILO pension scheme because all of ILO staff were given the option of transferring their pension entitlement into the UN Pension Fund and they did when it was created.

***“The ILO created AAFI/AFICS in Geneva that became the first Retiree Association in the UN System because in New York there were obviously no UN retirees and initially the retirees when there were a few were considered within the umbrella of the NY UN Staff Association. This arrangement continued until the number of retirees grew and the NY UN staff association was not concerned with the same group of issues as the retirees, i.e., pension and insurance, as opposed to salaries, working conditions, home leave, etc. Thus, there was a division between the two groups, UN Staff and UN Pensioners that remains even today, to me at least, it appears that there is a gulf between the two UN groups even though all staff who become eligible will someday retire and thus they should, in my view have a concern for their future status. But they don’t appear to be that concerned about this issue.*”**

His advice to the UNJSPF and all UN System agencies, they must ensure that those agencies have competent people to handle retiree pension benefits.

His experience with FAFICS was made more significant by the fact that he was also President of AFICS New York at the same time. He said there was a lot of work involved but, it turned out good for him, in a way, because his supportive and loving wife had died shortly before he became President of AFICS NY. ***“My grieving was not as severe as it could have been because of the work involvement with FAFICS and AFICS/NY”.***

His introduction to FAFICS did not come overnight, it was based on his long career with both the public and the private sector that made him best suited for the job. After retiring from the US foreign service, and UNESCO, he was asked by several AFICS/NY friends and former UN colleagues to join AFICS/NY and shortly after, he was appointed the Secretary by its then President, Freddie Freidgut. Then he was elected President where he met Aamir Ali, the FAFICS President during a FAFICS session in New York. When Aamir Ali stepped down, he was asked to be a candidate as his successor to the FAFICS Presidency, for which he was acclaimed without any competition or opposition.

During his time as FAFICS President, he recalled several issues that were major concerns at that time. One issue, which persists today, was the case of the former Soviet UN staff members whose pension entitlements were very difficult to resolve. This was due to the entrenched Soviet Government position that Soviet staff members who became UN staff members, would not receive a UN pension at the conclusion of their UN service and would instead receive a Soviet pension. Additionally, he recalls some challenges then in the relations with several South American AFICS that had been newly admitted to FAFICS.

He remembered a personal circumstance that stood out when he was the President of FAFICS. He had a major colon surgery in New York, but he did not let that surgery interfere with his functions as the President of FAFICS. He still traveled to Geneva with a colostomy on his side; and was closely monitored by his doctor in NY who made contacts with a doctor and hospital in Geneva to treat him if a problem developed. Fortunately, he survived the surgery and managed to successfully conduct the scheduled FAFICS session.

His work as President also involved dealing with the UN Pension Board. He had good relations with the UNJSPF CEO and Secretary as well as the Secretariat of the Pension Fund, owing largely to his long association with some of the staff before he joined FAFICS. When he was Minister Counselor for Resource Management at the US Mission to the UN, he had the primary responsibility in New York for US participation in the Pension Fund and Board.



Also, as a former member of the UN ACABQ, he had access in several capacities and in several ways to influence the actions and decisions of the UN Pension Board, all of which he feels were done for the benefit and best interest of FAFICS and all UN System retirees. Also, in UNESCO, as the Assistant Director General for Administration, he was responsible for the UNESCO participation in the Pension Board and Fund. This experience gave him access to information about the governments, the heads of UN agencies and the retirees' views and their positions on various UN pension issues. In his words, ***"I believe that this experience and knowledge aided and benefited all UN system pensioners"***.

Overall, he found all aspects of his being President of FAFICS very rewarding. ***"Just being of service to the UN system retirees was the only reward I could imagine. I was very grateful to be able and competent enough to provide the "pro bono" services to FAFICS"***. He added that he truly appreciated and enjoyed the contacts with other UN Retirees and Associations on top of the opportunity to pay back for all the rewarding benefits he has had being in the UN system secretariat.

Mindful of his condition, at this point I asked if he was tired and if we should stop the interview. He quickly replied, ***"I am not tired"***, hence I continued. Mr. Saddler has an amazing memory for details – mentioning names of people in the early days of FAFICS, with clarity and fond memories from at least two decades ago such as colleagues Freddie Freidgut who was earlier mentioned, and Patricia Tsien and Molly Bruce, all AFICS/ NY officers.

George Saddler was born in Memphis, Tennessee on 27 September 1925. As the proud son of a single Mother who was schoolteacher, he believed that teaching is the most honest profession in the world. He described his mother as strong very loving and willed and remembered that in 1941, with only \$200 sewn to his underwear, his mother decided to send him from Memphis to New York City with the prospect of his going to college, which seemed to have laid out his eventual career path with the UN.

But he also knows that one should start from the bottom. Before he joined the US Army at the young age of 18 in 1943, he has had various odd jobs, the first one being as an office boy at a Shoe Company New York City. In the US Army, he fondly recalls being deployed to the island of Leyte, in the Philippines, where then General Douglas Mc Arthur said his famous words, ***"I shall return"*** while serving as the US Army field marshal to the Philippine Army.

As a professional, George has had practically every experience in the world. Graduating with an Accounting Degree from NYU, he has worked as an Accountant, Budget and Finance Officer, Assistant to the UN Comptroller, Adviser, and Consultant on such matters with the



private sector, the US Government, and the United Nations. But one of the most significant positions he recalled were those of his role as Supervisor of the Accounting Department of a large mid-Western Corporation, the Chief Accountant and Assistant to the City Controller for the city of Chicago, and as a senior US Foreign Service Officer.

In one of these capacities with the US Government and having been a Senior Officer at the US Mission to the United Nations, he landed a job in the UN as Deputy Director of the UN Budget Office, and as Assistant to the UN Controller, subsequently as Director of Finance at

UNDP, and eventually as, Assistant Director General for Administration of UNESCO in its HQ in Paris, France.

Having retired at age 60, he spent some 4 decades of his time serving in these various capacities and always leaving a fine legacy of competent service, management, and leadership.

On a more personal note, he started to talk about his family. He stated that he comes from a large middle-class family and enjoyed a happy contented life in his hometown Memphis, Tennessee. He describes his background as multi-cultural, multi-ethnic, multi-linguistic, and multi-religious in a neighborhood where all the children got along and played together harmoniously. He was part of a large family with a great grandmother, at least 4 grandparents, several aunts, uncles, cousins, brothers, and sisters, plus many playmates.

As a person, he describes himself as easy to deal with, he ***“likes what he likes and says what he likes”***. He was quite athletic in his younger years, playing basketball, football, and baseball. He was also on a college football team, and active in several organizations that he worked with when he joined the army. He says he learned something important from playing football which he considered very important later when he moved into the working world. ***“You can have all the talent in the world, but you must have a team! You should always seek to have a team.”*** He proudly says his single Mother raised him simply as a human being, recalling his childhood to be simple, pleasant, and being raised without regard to race or skin color. As kids, ***“we just played together”***. Later in life, he realized that his mother used him as an experiment on how to raise a child.

“I met the girl I later married in high school. She was 13 and I was 14. We later married when I was 18 and she was 17. I had registered for the World War II draft at 18 and was drafted shortly thereafter and sent to Fort Benning, Georgia, then to Fort Dix, New Jersey, and then to Camp Crowder, Missouri, all for specialized training in communications. I went overseas to the Pacific Theater of war and for a period, I was attached to General McArthur’s staff at the lowly rank of cable splicer in the Philippines to maintain communications



between Manila Hotel and his other location. After being discharged from the US Army, my wife and I moved to New York City where I attended New York University, graduating in June 1950 with my degree in Accounting". His marriage to Pauline blessed them with two daughters, Paula, and Paulette and one granddaughter, Rebecca.

Still going strong in his twilight years, he seems to maintain a daily routine that defies aging and any health challenges he may have. At 98, George still uses the computer, sends, and receives emails – just uses all caps for readability. Two private duty health care Aides take turns assisting him daily in this nice senior assisted living facility, Five Star Premier Residences in Yonkers, New York, a place adequately furnished and decorated with photos and memorabilia of his family and oil paintings by his late wife, Pauline.

His day starts around 8 am. and by 10 a.m., he is on his computer to check emails and to keep in touch with friends around the world. He then eats lunch at his apartment, then attends personal affairs like paying bills and all; and by 6 pm., he goes downstairs to his senior living facility to join some happy hour. Dinner is usually between 7 and 8 p.m., after which he goes back to his apartment to watch TV, or western movies, until about 1 a.m. when he almost always just naturally slips into sleep. He wears a life alert pendant, just to be on the safe side, in case of emergency.



About socializing with others in his building, Mr. Saddler says, he doesn't do it every day because sometimes he doesn't have much in common with the other senior residents of the building who are mostly locals. As a former International Civil Servant, he doesn't always have much in common topics to share or discuss with other residents. It was in this context that he said ***"the UNJPF should consider building a retirement facility for UN retirees."***

When asked about his secret to healthy longevity, he said, ***"although I have dealt with people since I was 8 years old when I began selling pulp magazines to the neighbors where I lived, I am fortunate to have been able to avoid stressful situations in my long personal or working situations plus, I guess, I simple have good genes from my father and mother. I was always alert with a very good memory, as a student I always scored high marks on tests because I could recall exactly what and when the teacher said something or what I had read in a book. I have a glass of wine, red or white, with my dinner each night."***

On the same point about having an incredible mind, he remembered that in 1944, when he was 18 years old and drafted in the US Army, he scored so high on the test given to new recruits that the recruitment personal gave him the same test a second time to validate the results of the first test, and he scored even higher on the second test because he remembered all the answers from the first test! They classified him as a genius and offered him a position at the Officer Candidates School, but he refused because he didn't want to have a military career in the future. Well, I guess, the UN is happy because you joined the secretariat and we had you in FAFICS.

He had no advice for his younger self as he said, ***“I’ve had a contented and pleasant younger life without any calamities or bad occurrences except the deaths of some close relatives that I missed very much. My mother taught me that while I was no better than any other individual, I was no worse than any other individual, that I was simply a human being who should respect all other individual human beings and groups as human beings, but of course, it is normal that one should like some individual human beings better than others”.***

His advice to anyone involved with FAFICS in any capacity ***“to put the best interest and welfare of the UN System retirees before their individual concerns, desires, and interests. Don’t become involved in FAFICS because of the possibility of traveling to its meeting, which unfortunately is what some AFICS participants see as the main benefit of getting involved in FAFICS. In addition, do your homework and come to FAFICS sessions well prepared to have open and unbiased discussions of important issues facing the UN System retirees, be it health insurance, pensions, safety, or welfare”.***

As a final message to UN retirees around the world, Mr. George F Saddler had this to say. ***“It is an honor and privilege to work or to have worked in the UN System, and we should all feel blessed to have the experience of being an International Civil Servant. In my opinion, if FAFICS did not exist, it would certainly have to be created because its importance is beyond question. Even colleges and schools have alumni associations to maintain and protect the honor and traditions of the college or school. Therefore, AFICS and by extension FAFICS are important to maintain the honor and traditions of the International Civil Service. FAFICS is extremely relevant to the UN System retirees. ”***

Contribution from AFICS NY

Robert Kaminker. the last of the Mohicans
(Excerpt from the AFICS New York bulletin)

Robert Kaminker, the oldest French civil servant of the United Nations, died on 3 January 2025, in Dordogne, where he had retired after a professional life devoted entirely to the service of the Organization.

He humorously described himself as "the last of the Mohicans".

As a teenager, he was forced with his family to take refuge in Agonac, a village in Périgord, to escape Nazi persecution. He had joined his uncle and father, who were resistance fighters.

Born in 1927, Robert Kaminker began his career on 10 January 1946 during the first UN General Assembly in London.

He was among the first witnesses of the installation of the Organization in New York and then held administrative positions on four continents for 36 years.



A discreet, generous man, open to his time, Robert Kaminker, once retired, never stopped being an advocate for the Organization, particularly with the younger generations. In particular, he spoke at schools about his career and, through it, to convey his faith in the unique capacity of the Organization to promote peace in the world.

At 90, he was still hosting a weekly radio show in his native southwestern France, called L'ONU vous concerne, or "The UN Matters".

In 2017, Mr. Kaminker gave an podcast interview for The Lid Is On.



Contribution from AFUNPI Bangalore

Every additional year is a bonus!

On 28 Oct 2024, one of our long time AFUNPI members, Dr V R Pantulu, who retired after an illustrious career with ESCAP and has now settled in Hyderabad, celebrated his 101st birthday. Our AFUNPI team, Sudha Murali and Sandhya, were there to felicitate Dr Pantulu with a cake and a bouquet of flowers. For those who are keen to cross a century, here are Dr Pantulu's secrets to longevity: He does chair yoga and eye exercises daily for an hour in the mornings. In the evenings he walks for 30 minutes. Dr Pantulu also meditates twice a day.

Contribution from Lydia Ontal AFICS NY

Lydia Ontal, longtime Assistant Secretary of FAFICS, shares memories of the UN and FAFICS

I began my UN career at the Visitors Section in the DPI Guided Tours Unit. As a General Service Staff with a relatively short period of service, there was really nothing significant about my experience. The only memorable experience that comes to mind was the 50th Anniversary of the United Nations in 1995, when I was one of the DPI staff members assigned to escort the Heads of States to their assigned spots at the commemorative photo session in the Trusteeship Council Chamber. I escorted Mr. Fidel Castro to his assigned spot on my row. Seeing him in person, together with other controversial figures like Chairman Yasser Arafat and many other famous faces that I only saw on television and newspapers, was very fascinating to me. Not long after my assignment at the Visitors Section, I became Secretary to Mr. John Wong upon his promotion as Chief of Publications Service in the Department of Public Information. One day, Mr. George Saddler, President of AFICS/NY, who was a friend of Mr. Wong dropped by the office to visit and he told Mr. Wong that he was looking for a Secretary/Office Assistant.



Three months after my retirement, I found myself in the AFICS office as Secretary/Office Assistant. The office had just moved from its tiny office space in DC2 which only had five desks and chairs, two-word processors and a typewriter. Mr. Saddler took his friend Mr. Benon Sevan, then Assistant Secretary General for General Services to see for himself the sad situation of the AFICS office. Mr. Saddler and Mr. Sevan knew each other when they were working in the Budget Office. Through Mr. Sevan's intervention, AFICS/NY was given the coveted space in DC1 where we are now. We were furnished with new PCs, a fax machine, a heavy-duty copier and a space large enough to have a conference room for Governing Board meetings.

When Mr. Saddler was elected President of FAFICS, the FAFICS Secretary, Mr. Anders Tholle, had asked for an assistant because he was based in Geneva where the FAFICS Secretariat is located and the President was based in New York. The position of Assistant Secretary was created at the next Council Session and I was elected to that position which I held for several years until it was abolished years later. However, I continued to be actively in-

involved with FAFICS as the representative of AFICS Philippines. I had organized AFICS Philippines together with a retiree from UNDP Manila during the incumbency of Mr. Andrés Castellanos, who was focused on increasing membership to FAFICS. AFICS Philippines was accredited to the Federation in 2009 and has since increased its membership to almost 200 active members. I represent them as a member of the Executive Board as Vice President for International Relations.

Except for the Council Session that was held in Nairobi, I have attended all Council Sessions held in Geneva, Vienna, Paris, London, Rome, Montreal and New York during the incumbency of six FAFICS Presidents.

Working directly under AFICS/NY Presidents Mr. George Saddler, Mr. O. Richard Nottidge, Mr. Edward Omotoso and Mr. Andrés Castellanos as AFICS/NY Secretary and as FAFICS Assistant Secretary, has given me the opportunity to meet thousands of UN retirees and representatives of the 63 Member Associations (then) of FAFICS and interact with them at the annual Council Sessions. It has broadened my perspective of how the UN system and its agencies work, the active participation of FAFICS in the United Nations Joint Staff Pension Fund, and the After-Service Health Insurance Scheme in protecting the interests of United Nations retirees and beneficiaries, especially on matters relating to pensions and health insurance.

To me personally, it has been a privilege to be part of a team that in many ways, great and small, helped in transforming FAFICS into what it is today. I have learned to appreciate and respect the diversity of people around the world and its different cultures and I have been fortunate to work with many talented and dedicated retirees with unquestionable commitment to the Federation of Associations of Former International Civil Servants.

Contribution from AAFIB Brazil

Reflection on UN 80th Anniversary



By Maria Helena Henriques Mueller, vice-president of AAFIB - Association of Former International Civil Servants in Brazil.

The United Nations is very present in my family's life cycle. I am 80 years old, and my daughter is 50. In addition to this coincidental moment in both our own and the Organization's life cycle, each of us is committed to one of the causes that the Organization has defended since its creation: human rights, justice and freedom guide my volunteer work and the defense of indigenous peoples, which is my daughter's.

We cultivate "universal respect for and observance of human rights and fundamental freedoms for all, without distinction as to race, sex, language or religion" (Art. 55 of Universal Declaration of Human Rights). And we trust that this pillar, the guiding star of so many efforts in building dialogue, economic and social development, will be the backdrop that will endure throughout its longevity. Congratulations, UN, for your 80th Anniversary!

Just to remind: The Article 55 is about the universal and effective respect for human rights and fundamental freedoms for all, without distinction as to race, sex, language or religion.

Contribution from AFICS Netherlands

FAFICS – Playing Sherlock Holmes at AFICS-Netherlands: Tracing beneficiaries for UNJSPF

By Lizette Burgers, Secretary AFICS-Netherlands

It all started Thursday the 4th of April 2024 - a confidential mail from UNJSPF which reached us at AFICS-Netherlands through FAFICS: Five persons in the Netherlands on the list **Beneficiaries Stated for Benefit Suspension Due to Non-Receipt by the Fund of their Certificates of Entitlement (CE)**. In bold and with capitals! Urgent!

A quick check in our member-data base showed that no AFICS-NL members were affected. Relief! But a second look at the list showed four persons born before 1950, three older than 80 years. What impact could benefit suspension have on them? The confidential UNJSPF list showed only one person with a phone number and emergency contact details. Two persons had not even listed an email address. The search began!

9th of April: the first phone call - phone out of service! - luckily there was an emergency number. Our call was received with (understandable) suspicion by the beneficiary's son. A hesitant talk followed ending with "Please, inform your mother. She is welcome to call us". A few days later, we got a constructive contact with the friendly beneficiary widow who was encouraged to work on her digital CE. The first candidate slated for suspension was off the list! On to the rest.

Mid-April: sending emails and letters by mail to the remaining four. One happened to live a 10-minute bike ride away from the secretary of AFICS-NL - home delivery! After assuring that I wasn't a Jehova's witness at the door (!), we had a nice coffee and chat. "Thanks for informing me, I never open UNJSPF letters", said the beneficiary, while showing a drawer full of unopened envelopes. Second person off the list.

2nd of May: a grateful first response to the emails: the happy beneficiary also decided to become an AFICS member.

On 16th of May, one day before the deadline, while hiking in France, a panicky call from number 4 came in: "Please, inform UNJSPF that I have submitted my papers." - Fourth person off the list.

Only one beneficiary remaining: e-mails and letter yielded no response. Calling and writing to the municipality for help resulted in a reference to the European law of General Data Protection Regulation (GDPR) - protecting privacy of people. Unfortunately, information could not be shared.

So, an 80% success rate. We are happy with the result, but it still hurts a little we couldn't reach the last person, who, although not a member of AFICS-NL, remains part of our UN family.

Contribution from AFUNSOB Bangladesh

AFUNSOB cares for the UN retirees

AK Masood Ahmed
Emeritus President,
Association of Former UN Staff Association of Bangladesh (AFUNSOB)
Kazi Ali Reza
Emeritus President, AFUNSOB



Established over 15 years ago, the Association of Former UN Staff of Bangladesh (AFUNSOB) has now around 350 members. It holds AGM, elects an 11-member Executive Committee every two years, and participates in FAFICS Council. Two Members served as Vice-Presidents of FAFICS.

An IT specialist conducts DCE training to convert paper DCE to digital ones. Additionally, a team of EC members prepares statistical reports on various types of support provided to retirees, including pensions, widow benefits, medical assistance, UN Days observances, insurance matters and Humanitarian assistance.

AFUNSOB publishes an annual Newsletter, Members Directory, and Memoir, amends its constitution as needed, and organizes family gatherings. Welcoming new Heads of UN agencies is also a routine responsibility of the Association.

Contribution from AFICS Philippines

Statement of the Secretary of Foreign Affairs, Hon Enrique Manalo, on the publication of the AFICS-PHL publication “Filipino Footprints in the United Nations: Contributions to Sustainable Development “ dated 2021 when the Secretary was Permanent Representative of the Philippines to the United Nations “I congratulate AFICS Philippines in publishing this remarkable book. May (this) serve as an inspiration to others, especially the young people who dream of serving in international peace, development and humanitarian work.”



“The stories serve to enlighten readers of the work that the U.N. through its many agencies, funds, and programmes, does on the ground and how it impacts our daily lives. More importantly, the stories affirm the Filipinos’ competence, dedication, commitment, resilience and cultural adaptability, all of which enable us to work and adapt in multi-cultural settings.”

Contribution from AAFIB Brazil



How the retirees Association in Brazil was born

By João Carlos Alexim, President Emeritus of AAFIB - Association of Former International Civil Servants in Brazil.

In 1987, a senior UNDP official, an Argentinean who had recently retired from his duties in Brazil and was living in Rio de Janeiro, decided to maintain his residence here.

Already aware of the existence of FAFICS, he proposed to create the Association of Former International Civil Servants in Brazil – AAFIB. FAFICS was the inspiration for its creation. Despite the “International” in the name, it was clear that it was intended for former United Nations employees, regardless of their local or international status. This official was Eduardo Albertal, director of the UNDP in several countries and who had worked in other United Nations agencies.

The creation of AAFIB had the decisive support of UNIC-Rio, the United Nations Information Center in Brazil, which operated in the Itamaraty Palace, the former headquarters of Brazil’s Foreign Affairs Office, in Rio de Janeiro. UNIC provided all the necessary infrastructure, such as a secretariat, communication, meeting rooms and a formal address for the establishment of the new Association.

In fact, the Federation gave status and identity to the Brazilian Association, which was quite informal and brought together, for the most part, retirees from PANAFTOSA/WHO/PAHO. At the time, they felt that they had no concrete support to understand the requirements of the Pension Fund and health plans. And Eduardo Albertal, the founder and president, with a few colleagues and assistants, dedicated himself as a missionary and personally to serving these retirees. The contributions were paid to anyone on the board, usually to Albertal himself. When he had to attend the FAFICS Sessions, of which he was vice-president at the time, he would “pass the hat” among the members and collect some money to make up for what he paid out of his own pocket. Albertal was director of the UNDP in several countries and of other United Nations agencies.

Unfortunately, we have no living or documentary records of that time. But anyway, we can say that AAFIB is the legitimate daughter of FAFICS!

Congratulations on your 50th anniversary!!

(In the photo above, Albertal is the second left)

Contribution from AFICS Bolivia

Overcoming COVID

By Oscar Agramont

President of AFICS Bolivia (2020-2023)

In March 2020, we started our term with great enthusiasm and many projects. However, the COVID-19 pandemic drastically changed the situation. Bolivia declared a nationwide lockdown with movement restrictions, complicating the board's work. Meetings were conducted via group phone calls, since board members were not familiar with Zoom or Meet. We organized delivery of certificates of Entitlement through an authorized courier to the members' homes.

With no regular flights or diplomatic pouch, we managed to send through relatives of members who were traveling to the US on the first available flights. As the treasurer was unable to access bank funds, the president covered the shipping cost. We created a WhatsApp group to share health protocols and coordinate support with a significant effort by the president and the secretary to ensure that most members joined. We facilitated medical support for members affected by COVID-19 and worked closely with UN doctors and health insurance providers to ensure timely assistance with the support of the newly arrived Resident Coordinator.

Unfortunately, the board suffered irreparable losses: Vice President Bertha Gutiérrez and Treasurer José Bueno fell seriously ill and passed away, leaving financial operations inactive. By the end of the pandemic, several board members stepped down leaving the president as the sole board member managing the Certificates of Entitlement, participating in FAFIC meetings, and reconstructing the financial records of membership contributions over the past four years.

The 2020-2023 term was extremely challenging. The health crisis made operations difficult, but with dedication and effort, we ensured AFICS Bolivia continued to function and support its members during the most critical moments. As president, I faced unexpected challenges but also found a unique opportunity to serve and strengthen our community. Despite the difficulties, we made significant progress and laid a solid foundation for the future of the association.

Contribution from ARPUPU Bern

How ARPUPU has supported retirees

The UPU has its own Providence Scheme with rules similar (but not identical) to those of the UNJSPF, and ARPUPU represents retirees within it. The last few decades have seen a deterioration in the Scheme's financial situation, and consequently pensions have not been adjusted to the cost of living for many years. In 2024, ARPUPU cooperated on a compromise solution allowing indexation to resume from 2026.

The health insurance solution for UPU retirees is also unique. While insurance benefits are comparatively favourable, the cost-based premium system is highly discriminatory, with retirees paying premiums up to double those paid by staff in active service. After internal appeals in 2023, 35 retirees – under ARPUPU guidance - filed a complaint with UNAT in the spring of 2024. The Tribunal has yet to give its verdict.

Contribution from UNPAI New Delhi

Supporting UN Retirees in India: A Lifeline Beyond Service

By Venkatasubramanian Srinivasan

President, UN Pensioners' Association, India (UNPAI), New Delhi

Retirement from the UN system marks the end of a professional journey but often brings new challenges, requiring retirees to navigate multiple complexities.

For many UN retirees in India, these challenges extend beyond pension matters—they include securing timely health insurance reimbursements, coping with age-related physical, emotional, and mental well-being issues, and managing caregiving responsibilities for aging spouses or dependent family members.

These responsibilities often add to their stress, making post-retirement life more demanding than expected. Over the years, the UN Pensioners' Association, India (UNPAI), New Delhi, has been a steadfast support system, assisting members with a wide range of concerns, from pension processing delays and health insurance claims to caregiving challenges and overall well-being.

Many retirees remain in distress—some face pension arrears, others struggle with medical reimbursement issues, and many juggle caregiving responsibilities while managing their own health. Mental and emotional well-being is also a growing concern, with retirees often feeling isolated or overwhelmed by bureaucratic hurdles.

UNPAI has actively engaged with UNJSPF, UN health insurance providers, and other relevant agencies to resolve pension and healthcare concerns. At the same time, we have fostered a strong peer-support network, organizing well-being sessions, offering emotional support, and guiding retirees toward professional counselling when needed.

Through these efforts, UNPAI, New Delhi, has reaffirmed its role as more than just an administrative facilitator—it is a compassionate community that ensures UN retirees in India continue to lead dignified, secure, and fulfilling lives.

As FAFICS celebrates its 50th anniversary, UNPAI, New Delhi, proudly reaffirms its commitment to advocating for and supporting UN retirees, ensuring their post-service years remain secure and enriched within a global community that truly cares.



Contribution from AFICS Kenya

Supporting UN retirees in Kenya

Mji Wa Huruma Home for the Aged hosts 42 elderly men and women with no family or means. While major operational expenses are covered by the County Council of Nairobi, the home relies on well-wishers for other needs. Initially, one of AFICS-Kenya members and her family got involved to provide special meals, gifts, and to help purchase medications for diabetes and hypertension. During AFICS-Kenya's 15th anniversary in 2023, we provided a cash donation and in 2024 many of our members donated clothes. We hope to continue expanding our partnership with Mji Wa Huruma Home.



India poem AFUNPI

*A Rainy AFUNPI meeting under the mango trees
May 8th 2023 was unique and a game changer
With many rewards of an outing
For us seniors sheltered in our homes
It meant travel as a group in a chartered bus
More like a college excursion
Of decades long ago.*

*We left Bangalore on schedule
With noisy banter and songs by our singers
We managed to get lost with a wrong turn
But GPS and our patience resolved the error
Our adamant driver did not seem to mind
The extra twenty kilometers for the detour!*

*Ah! then there was relief at the edge of the stream
We spotted the red car with the driver
Sent by the host as our escort
And all our misgivings were swept aside
So cool, comfortable and pleasant
Was the verdant mango grove
With rocks and slopes
It was indeed a sight to behold.*

*While we drank fresh coconut water
And munched the spicy savoury snacks
We tried hard to feign our eager attention
To serious briefings on Cigna and matters pension.*

*Then we felt some raindrops pitter patter
The ominous showers vetted our appetites
The rain seeped through the gaps of the tent
Moistened and cleansing our banana leaves.*

*Not distracted we savoured the local delectable
offerings It was a lavish feast served most
generously Which we oldies enjoyed enormously
The servings more than we could ever eat
too full when they came by for seconds.*

*On the post lunch guided walk
We plucked mangoes within our reach
Reaching backward and sideways to the branches
Filling excitedly and delightfully our bags
No worries how heavy they'd be to carry back.*

*Once home, they were newspaper wrapped to
ripen And then we awaited to enjoy the juicy treat*

*With family and friends
Sharing the story of our adventurous retreat.
Our brave bus driver and his risk-defiant aide
Gave cause for our hearts to miss a beat*

*We silently muttered our prayers
To save us from their craziness.*

*I just wish we'd been more alert
For there was one thing that was amiss
No photos of the showers or how we settled down to
eat. While the rain almost washed away our feast But
the weather gods looked down kindly
Not to spoil the fun and ruin our Ramanagara feast.*

*Many Thanks to our gracious hosts, Venkatesh Lata
and Badri And other folks in the Executive Committee
We certainly will forever cherish
Our lovely memories of the feast
under the mango trees.*

Sree Gururaja



What FAFICS and AFICS has meant to retirees

“FAFICS is living proof that unity is strength. Serving retirees, it is present at the General Assemblies of the United Nations and provides ideas to ensure that the ideals of justice and well-being advocated by the Organization become reality among the diversity of retirees in the system, residing and represented in 65 countries. Currently, its Health, Pension and Communication working groups, led by retired volunteers, keep regional associations informed and mobilized. We would like to express our deep gratitude.”

-AAFIB Brazil

“Since its founding in 1975, FAFICS has been working as an important and dependable Platform for voicing the grievances of the retirees worldwide. It is the umbrella organization for the National Associations, which now number around 64. Had it not been there, many critical issues, especially of the developing world, related to Pension, ASHIL, Insurance and others, would have been formidable task to resolve them. The Council sessions convened every year opens up avenues for the National Associations to come together either in-person or on-line, to share their experiences and receive guidance for future course of action. “

-Alcestis Mangahas, President, AFICS Philippines

“...I congratulate AFICS Philippines in publishing this remarkable book -(about Filipino UN retirees which serve as) - an inspiration to others, especially the young people who dream of serving in international peace, development and humanitarian work. The stories serve to enlighten readers of the work that the U.N. through its many agencies, funds, and programmes, does on the ground and how it impacts our daily lives. More importantly, the stories affirm the Filipinos’ competence, dedication, commitment, resilience and cultural adaptability, all of which enable us to work and adapt in multi-cultural settings. ” -Hon. Enrique Manalo, Secretary of Foreign Affairs, on the publication of the AFICS-PHL publication **“Filipino Footprints in the United Nations: Contributions to Sustainable Development”** dated 2021 when the Secretary was Permanent Representative of the Philippines to the United Nations

“FAFICS plays a crucial role in supporting UN retirees worldwide by being our spokesperson given its role in advocacy and representation: In terms of pensions and ASHI requirements, claim processes and policy updates.”

-AFICS Kenya

“I never felt alone, AFICS Kenya was always there when I needed help.”

-a recent retiree who received guidance and emotional support while navigating pension challenges.

What FAFICS and AFICS has meant to retirees

“UNPAI has actively engaged with UNJSPF, UN health insurance providers, and other relevant agencies to resolve pension and healthcare concerns. At the same time, we have fostered a strong peer-support network, organizing well-being sessions, offering emotional support, and guiding retirees toward professional counselling when needed. Through these efforts, UNPAI, New Delhi, has reaffirmed its role as more than just an administrative facilitator—it is a compassionate community that ensures UN retirees in India continue to lead dignified, secure, and fulfilling lives.”

-UNPAI New Delhi

“This is a remarkable testament to the influence and significance of this community. You represent a wealth of institutional and cultural knowledge, unparalleled subject-matter expertise, and an extraordinary dedication to the principles of the United Nations. I look forward to discussing how we can further harness this expertise in meaningful ways. There is clearly a need for further collaboration between AFICS and the Economic Commission for Africa (ECA) to better facilitate the transition into retirement for current staff who are approaching separation. These are important issues, and I want to reaffirm ECA’s commitment to working with you to address them.”

-Antonio Pedro, Deputy Executive Secretary (Programme Support), ECA

“Supporting our retirees is not a favour, it’s a contribution to our own future. When I look at you, I see my aspiration. We must learn from your experiences to shape what lies ahead for all of us.”

-Aboubakri Diaw, ECA Chief of Staff

“AFICS has been rendering its services to the Former International Civil servants of the United Nations for a quarter of a century. There is someone somewhere in the world that keeps track of colleagues who had served mankind, sometimes at a very high cost, and ensure that their services is not forgotten, hence they deserve to be treated with dignity and gratitude after they have completed their services to the United Nations. Thanks to the founding members for establishing AFICS Addis Ababa 26 years ago.”

-Dr. Ramiz Alakbarov, Resident and Humanitarian Coordinator (RC/HC), Ethiopia

“We are here to share our experience. There is life after retirement. This transition must be supported by all, so that retirees continue to feel valued and connected, and their experience continues to serve the system.”

-Molla Sharew, President, AFICS Addis Ababa

In Memoriam

Honouring the Legacy of Our Dedicated Colleagues

As the Federation of Associations of Former International Civil Servants (FAFICS) marks its 50th anniversary, we pause to remember with deep respect and heartfelt gratitude the many retirees who served as Presidents, Vice-Presidents, Secretaries, and Officers—both within FAFICS and in their national Associations. Their tireless dedication, wisdom, and service strengthened our community and advanced the rights and well-being of United Nations retirees around the world.

Some of these esteemed colleagues are no longer with us. We honour their memory and celebrate their enduring contributions. Their legacy lives on in the solidarity they fostered, the protections they helped secure, and the community they nurtured with compassion and commitment.

We extend our deepest condolences to their families and loved ones. May their example continue to inspire us all, and may they rest in peace, knowing their work lives on in the Federation they helped shape.



The Bureau and Committees

THE BUREAU 2024-2026

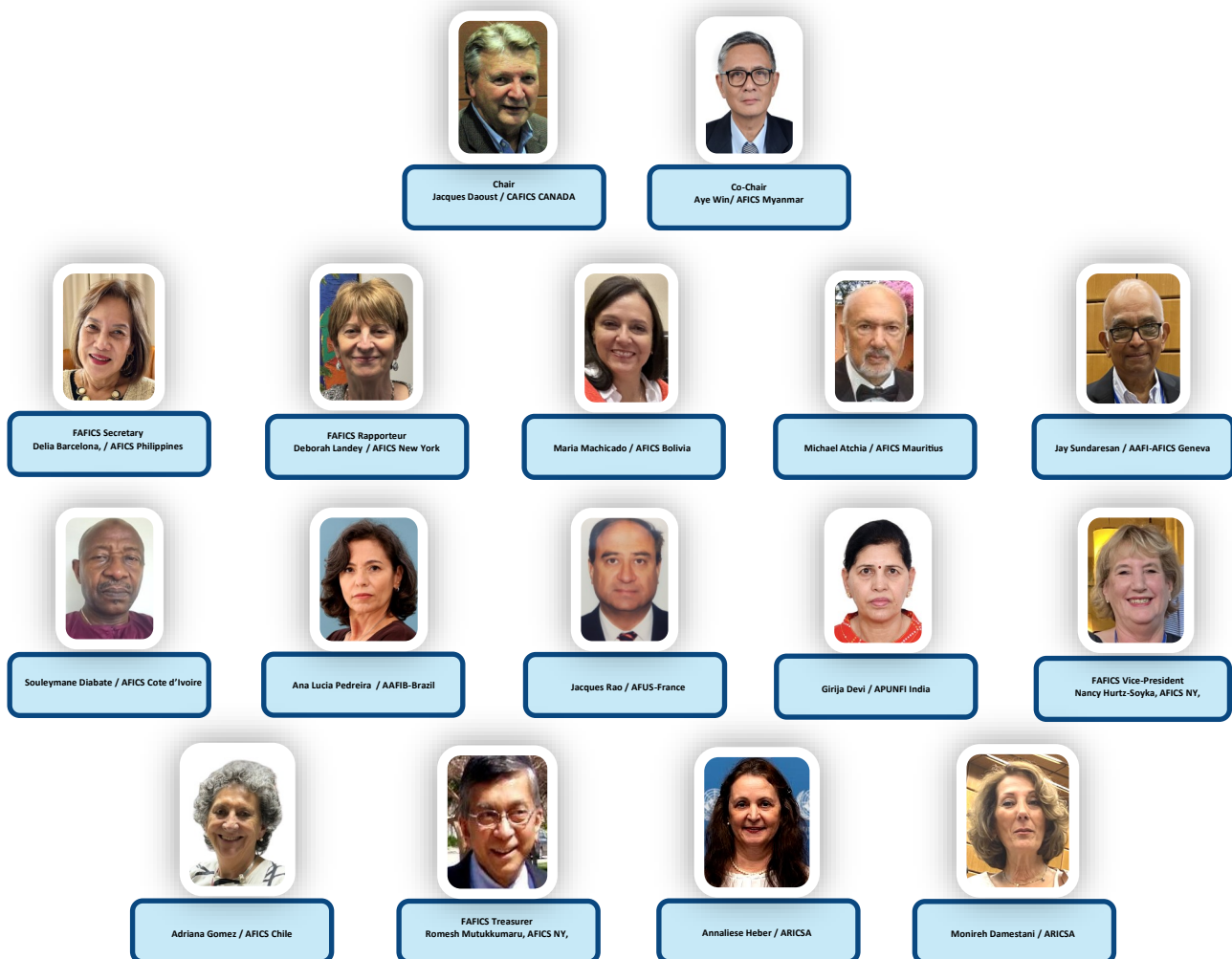
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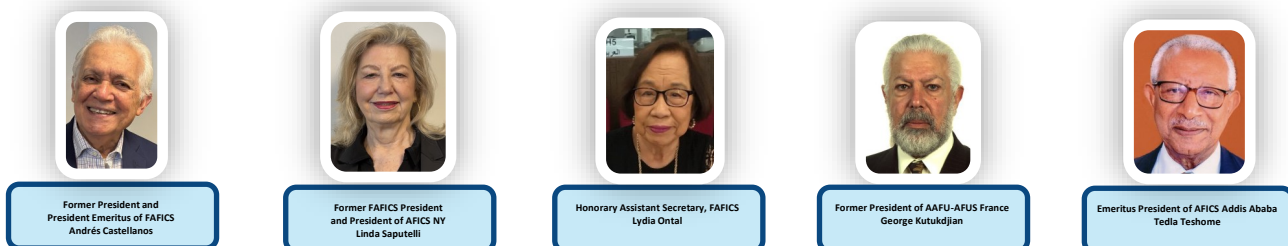
MEET THE FAFICS BUREAU 2024-2026



MEET THE FAFICS@50 COMMITTEE AND ADVISERS



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AFUNPI-INDIA	ASSOCIATION OF FORMER UN PERSONNEL IN AND OF INDIA
ACAFNU- CONGO	ASSOCIATION CONGOLAISE DES ANCIENS FONCTIONNAIRES DES NATIONS UNIES
ARNUC - CONGO	ASSOCIATION DE RETRAITÉS DES NATIONS UNIES AU CONGO
AAFU/AFUS PARIS	ASSOCIATION DES ANCIENS FONCTIONNAIRES DE L'UNESCO
AFNU-MG MADAGASCAR	ASSOCIATION DES ANCIENS FONCTIONNAIRES DES NATIONS UNIES À MADAGASCAR
AAFNU-BF BURKINA FASO	ASSOCIATION DES ANCIENS FONCTIONNAIRES DES NATIONS UNIES AU BURKINA FASO
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AFUNSOB - BANGLADESH	ASSOCIATION OF FORMER UNITED NATIONS STAFF OF BANGLADESH
APUNG-GREECE	ASSOCIATION OF PERSONNEL OF THE UNITED NATIONS GREECE
ARICSA -AUSTRIA	ASSOCIATION OF RETIRED INTERNATIONAL CIVIL SERVANTS IN AUSTRIA
ARPUPU - BERN	ASSOCIATION OF RETIREES AND PENSIONERS OF THE UNIVERSAL POSTAL UNION IN BERN, SWITZERLAND
ARICSAM CAMEROON	ASSOCIATION OF RETIRED INTERNATIONAL CIVIL SERVANTS IN CAMEROON
AAFICS- AUSTRALIA	AUSTRALIAN ASSOCIATION OF FORMER INTERNATIONAL CIVIL SERVANTS
BAFUNCS - UNITED KINGDOM	BRITISH ASSOCIATION OF FORMER UNITED NATIONS CIVIL SERVANTS
CAFICS/ ACAFI	CANADIAN ASSOCIATION OF FORMER INTERNATIONAL CIVIL SERVANTS
DMSPC	DEPARTMENT OF MANAGEMENT STRATEGY POLICY AND COMPLIANCE
FAFICS	FEDERATION OF ASSOCIATIONS OF FORMER INTERNATIONAL CIVIL SERVANTS UNITED NATIONS
FICSA	FEDERATION OF INTERNATIONAL CIVIL SERVANTS' ASSOCIATIONS
FAO	FOOD AND AGRICULTURE ORGANIZATION
FFOA - ROME	FORMER FAO AND OTHER UN STAFF ASSOCIATION
FOA - TURIN	FORMER OFFICIALS ASSOCIATION OF THE INTERNATIONAL TRAINING CENTRE OF THE ILO - TURIN
ICCROM	INTERNATIONAL CENTER FOR THE STUDY OF THE PRESERVATION AND RESTORATION OF CULTURAL PROPERTY
ICAO	INTERNATIONAL CIVIL AVIATION ORGANIZATION
IFAD	INTERNATIONAL FUND FOR AGRICULTURE DEVELOPMENT
IAFICS - ISRAEL	ISRAELI ASSOCIATION OF FORMER INTERNATIONAL CIVIL SERVANTS
AAFNU- N NIGER	L'ASSOCIATION DES ANCIENS FONCTIONNAIRES DES NATIONS UNIES AU NIGER
ASAFI - SENEGAL	L'ASSOCIATION DES FONCTIONNAIRES INTERNATIONAUX SÉNÉGALAIS
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RUNSAN - NEPAL	RETIRED UN STAFF ASSOCIATION - NEPAL
AAFNUB-BENIN	SSOCIATION DES ANCIENS FONCTIONNAIRES DES NATIONS-UNIES AU BENIN
UNPAS - SOMALIA	UN PENSIONERS ASSOCIATION IN SOMALIA
USG	UNDER-SECRARY-GENERAL
UN	UNITED NATIONS
ECOSOC	UNITED NATIONS ECONOMIC AND SOCIAL COMMISSION
UNJSPF	UNITED NATIONS JOINT STAFF PENSION FUND
UNJSPB	UNITED NATIONS JOINT STAFF PENSION BOARD
UNPAI - NEW DELHI	UNITED NATIONS PENSIONERS' ASSOCIATION INDIA
UNAPATA - TANZANIA	UNITED NATIONS PENSIONERS' ASSOCIATION OF TANZANIA
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FAFICS@50 ePub Committee



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