

AAFI 
AFICS

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ASSOCIATION DES ANCIENS FONCTIONNAIRES INTERNATIONAUX - Genève
ASSOCIATION OF FORMER INTERNATIONAL CIVIL SERVANTS - Geneva



PHOTO: © Emma Brooks

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Table des matières

	Page
EDITORIAL	2
NECROLOGIE	3
NOUVELLES DU COMITÉ DE L'AAFI- AFICS	8
40EME SESSION DE LA FEDERATION DES ASSOCIATIONS DES ANCIENS FONCTIONNAIRES INTERNATIONAUX (FAAFI)	9
LA 58EME SESSION DU COMITE MIXTE DE LA CAISSE COMMUNE DES PENSIONS DU PERSONNEL DES NATIONS UNIES (CCPPNU)	15
PETITS RIENS ET GRANDS MOMENTS ..	18
NOUVELLES DES ORGANISATIONS	19
PROBLEMES BANCAIRES, SUITE ...	20
DUBLIN LA LITTERAIRE, DESIGNEE « VILLE UNESCO DE LITTERATURE »	21
POEME – ARBRE	23
LES COMPTES DE AAFI-AFICS	51
NOUVEAUX MEMBRES	56
ILS NOUS ONT QUITTÉS	57

Table of Contents

	Page
EDITORIAL	24
NEWS FROM THE AAFI-AFICS COMMITTEE	25
THE 40 TH FAFICS COUNCIL	26
THE 58 th SESSION OF THE UNITED NATIONS JOINT STAFF PENSION BOARD	32
OF CABBAGES AND KINGS	34
AAFI-AFICS SEMINAR ON WILLS AND SUCCESSIONS 28 SEPTEMBER 2010	35
NEWS FROM THE ORGANIZATIONS	42
THAT BANK BUSINESS	43
LITERARY DUBLIN: UNESCO CITY OF LITERATURE	43
ANYONE FOR SHAKESPEARE?	45
BOOK REVIEWS	48
AAFI-AFICS ACCOUNTS	51
NEW MEMBERS	56
THEY HAVE PASSED AWAY	57

Photo en couverture: Tempête d'équinoxe à Genève. Nous publierons un article sur le changement climatique dans le numéro de janvier.

Cover picture: Equinoctial gales in Geneva. We shall be including an article on climate change in our January issue.

AAFI-AFICS

Bureau A.265, Palais des Nations, CH-1211 Genève 10
Tél: Secrétariat +41 (22) 917 33 30, Président +41 (22) 917 26 26 -- Fax: +41 (22) 917 00 75
Banque UBS SA Genève (Compte: 240-128594.LUT; IBAN: CH6600240240128594LUT;
SWIFT/BIC: UBSWCHZ80A)
Compte de chèques postaux Genève: 12-7881-5
E-mail: aafi-afics@unog.ch
Site internet (français): afics.unog.ch/aafi.htm, Web (English): afics.unog.ch/afics.htm

EDITORIAL

Maintes citations empruntées à des auteurs expriment la même idée qu'il n'y a pas lieu de s'inquiéter de quelque chose lorsque l'on ne peut rien y faire.

L'une de mes préférées se trouve dans l'œuvre de Shantideva¹, Indien lettré bouddhiste du 8ème siècle.

« Si vous pouvez résoudre votre problème, pourquoi vous inquiéter ?
Et si vous ne le pouvez pas, à quoi bon vous inquiéter ? »

Bien, nous sommes tous d'accord avec cela, n'est-ce pas ?

Je suppose que je serais plus enclin à être d'accord si l'on m'assurait qu'il existe quelqu'un dans le monde qui soit susceptible de calmer mon inquiétude. Mais je n'en suis pas certain.

Et - si vous me promettez de ne le répéter à personne - je vais vous dire ce qui m'inquiète.

Nous vivons dans un système économique mondial. Le monde est-il confronté à un effondrement économique ? L'euro prend-il le chemin de sa disparition ? Le dollar conservera-t-il son statut de monnaie de référence ? Et quel en sera l'impact sur les pensions ? Et ... Bref, vous voyez de quoi je veux parler.

Je cherche une réponse dans les médias, mais je dois dire que le fait qu'il y ait de nombreuses réponses à cela ne me convainc pas.

Les gros titres, dans un récent numéro de l'*Economist*² ne sont pas particulièrement rassurants : « Panique à Paris – Craintes pour les banques françaises » - « Ralentissement économique – A la recherche d'un indicateur de profondeur ». *Le Monde*³ est également pessimiste : « Les Bourses européennes en forte baisse; le patronat français pessimiste sur la croissance en 2011 ». Même *The Australian*⁴, écrivant depuis un pays qui a pourtant été un peu moins affecté par les infortunes financières, estime que « les préoccupations mondiales contribuent aux turbulences boursières. »

Je sais qu'un certain nombre de nos lecteurs partagent ces préoccupations et en ont parlé avec des membres du Comité de l'AAFI-AFICS.

Bien peu de théoriciens semblent capables de fournir quelque réconfort que ce soit; ils se montrent vagues et divisés entre keynésiens, disciples de l'école de Vienne et malthusiens. Bien entendu nous ne pouvons ignorer qu'au jour où notre Bulletin sera publié, le monde de la finance pourra - et vraisemblablement sera - être devenu très différent.

Mais revenons sur un sujet qui nous est un peu plus familier : nos pensions.

La Caisse des pensions des Nations Unies a été fondée sur la base de solides principes énoncés en 1949 et a maintenu son autonomie financière tout au long de son existence. Ces principes ont été clairement rappelés en 1960 par le Groupe d'étude sur les pensions et observés, depuis, par tous ceux qui ont été chargés de se pencher sur l'architecture du système des pensions.

Et, nonobstant la volatilité de la valeur des placements de la Caisse - non seulement aujourd'hui mais à plusieurs reprises au cours des 62 années écoulées - le rendement général de ces

¹ Shantideva a fait des études à l'Université de Nalanda et était adepte de la philosophie Madhyamaka de Nagarjuna.

² 20-26 août 2011.

³ 22 août 2011.

⁴ 23 août 2011.

investissements est resté proche de, souvent même supérieur à, l'objectif de rendement annuel de 3,5% par an. C'est ainsi que le taux de rendement annuel à long terme (corrige de l'inflation) pour la période des 50 années écoulées de 1960 à 2010 a été de de 4,1% ; de 5,6% sur les 20 dernières années et de 4,4% sur les 7 dernières.

Mais pour moi, une statistique beaucoup plus significative est celle du rapport Recettes et Dépenses. Les recettes (cotisations) dépassent les dépenses (prestations) à la Caisse. C'est ainsi qu'en 2010 elle a reçu des cotisations pour un montant de US\$ 2,03 milliards et payé en prestations un montant de US\$ 1,97 milliards. Ceci veut dire qu'il n'est pas nécessaire de puiser dans les revenus des placements pour payer les prestataires. Cette situation découle du nombre croissant de participants à la Caisse - 63% en dix ans – alors que le nombre de bénéficiaires n'a augmenté que de 33% pendant la même période.

Tout ceci me rappelle une autre citation :

« Un revenu annuel de vingt livres et une dépense annuelle de dix-neuf livres engendre le bonheur. Un revenu annuel de vingt livres et une dépense annuelle de vingt livres et six pence engendre la misère. »

C'est ce que fait observer Wilkins Micawber dans *David Copperfield* de Dickens.

Internet nous dit que cette formule est aujourd'hui devenue le Principe de Micawber.

Ainsi puis-je me détendre et arrêter de me faire du souci à propos d'événements sur lesquels je n'ai aucune prise et m'endormir confiant que le Principe de Micawber gouverne nos pensions.

Roger EGGLESTON

NECROLOGIE

C'est avec tristesse que nous devons vous annoncer la disparition au cours des derniers mois de trois membres de l'AAFI-AFICS qui furent étroitement associés au travail de notre Comité, comme en témoignent les évocations ci-dessous.

Sadly, in the last months we have lost three members of AAFI-AFICS closely associated with the work of the Committee, as evidenced by the testimonials that follow

Charlotte Lamunière

C'était au début du mois de mai 1973. Il y avait tout juste une semaine que j'avais commencé à travailler au Secrétariat des Nations Unies à Genève. Mon chef d'alors, Joseph Dittert, Secrétaire de l'Organe international de contrôle des stupéfiants (OICS), nous avait informés, les trois jeunes recrues que nous étions, Bob Angarola, Cecil Ee et moi-même, qu'une personne de grande qualité, à la fois traductrice et rédactrice, allait se joindre à nous pour la préparation du projet de rapport de l'OICS. Elle nous dirait ce que voulaient les membres de l'Organe, car elle avait pris des notes lors de la précédente session.

Nous avions rendez-vous à 9h45. A neuf heures moins vingt, je vis arriver sur le seuil de mon bureau une petite femme vive et essouffée, s'excusant d'arriver en courant car, disait-elle, elle n'aimait pas être en retard. C'était Charlotte Lamunière : elle s'était levée très tôt et avait déjà fait sa partie de tennis au Club International avant d'arriver au Palais.

Très vite, comme nous la félicitons de la précision et de la pertinence des propos qu'elle nous rapportait, elle nous dit avec un petit rire malicieux, « *mais je suis pourtant une vieille dame de 71*

ans ! » Elle nous dit aussi que c'était très important pour elle de travailler : « *cela fait marcher les neurones !* » Sa grande peur, chaque année, était que « *New-York* », n'autorise pas son recrutement. Quand cela finit par arriver, en 1978, pour Charlotte ce fut une déchirure. Bob, Cecil et moi (elle nous appelait « *les trois mousquetaires* »), continuions à la voir régulièrement (elle, qui était devenue notre amie, et Milo son époux qu'elle eut la douleur de perdre trop tôt), et elle nous annonçait fièrement que le BIT ou le GATT ou encore l'IUT lui avait cette année-là encore donné du travail. Nos rencontres, à Genève ou en Toscane où elle avait acquis une maison ancienne dans un village accroché à la montagne, furent toujours joyeuses.



Au fil des années, Charlotte nous dévoila peu à peu son passé. Elle était née à Bordeaux à l'aube du vingtième siècle. Après la première Guerre mondiale, son père s'était établi à Londres. Charlotte y fit donc ses études et devint parfaitement bilingue. En 1920, elle quitta Londres pour Genève où elle avait été recrutée par la Société des Nations : elle y travailla jusqu'en 1940 et de nouveau de 1942 à 1945. De 1945 à 1946, elle travailla pour le secrétariat du Comité Central permanent de l'opium, un organe créé par traité, sous les auspices de la Société des Nations. De 1946 jusqu'à sa retraite en 1962, elle continua à servir cet organe, l'ONU étant devenu le successeur de la SDN. Ses qualités de rédaction étaient exceptionnelles, tout comme ses talents de traductrice. Dès 1946, grâce à ces qualités, elle fut envoyée à New York comme traductrice pendant l'une des premières sessions de l'Assemblée Générale. Après sa retraite, elle continua jusqu'en 1978 à travailler comme traductrice *free-lance* pour l'ONUG et plus longtemps encore pour un certain nombre d'institutions spécialisées à Genève.

En 2002, alors que j'étais de retour à Genève, j'eus l'honneur et la joie d'organiser une réception dans le bureau du Directeur Général pour ses 100 ans. Elle reçut une lettre de félicitations du Secrétaire Général et un bouquet composé d'une centaine de fleurs choisies avec soin par Vassiliki Krapsiti pour qu'elles ne soient pas trop lourdes...

Charlotte aimait la musique, l'art et le bon Bordeaux : pour ses 100 ans, le Canton de Genève lui demanda si elle voulait que lui soit offert comme aux autres centenaires un fauteuil confortable, elle répondit « *Oh! Non merci, offrez moi donc plutôt une caisse de bon Bordeaux !* » Ce qui fût fait. Elle était fidèle en amitié et très attachée à sa famille (ses deux fils, Charles-Henri et Jean, ses petits-enfants et arrière-petits-enfants) à qui elle rendait régulièrement visite aux Etats Unis. Elle voyait plutôt le bon côté de la vie. Jusqu'à très récemment, chaque année, quand je lui téléphonais pour les vœux, elle me disait : « *Mon petit Bertrand, avec mon optimisme habituel, j'ai renouvelé mes abonnements aux concerts de l'OSR et à la Comédie* ». Le 5 octobre 2011 elle aurait eu 109 ans. Elle nous manque à tous.

Bertrand JUPPIN DE LA FONDAUMIERE

Charlotte Lamunière

I was new to the ILO, to Geneva and to the International Tennis Club. The season had just begun and I found myself at the Club: anyone for tennis? How did one get a partner?

« Are you looking for a partner?» she asked, appearing from nowhere. She was short and spry, chirpy and cheerful, perky and pleasant. That's how I met Charlotte Lamunière in April 1949. It was the beginning of a life-long friendship.

Not only did she give me a hard game (she probably beat me) that day but she introduced me to everyone within sight. She called Joe Dittert over to have a drink with us. "*By the way,*" she said, "*his brother is in India right now.*" It clicked. "*Do you mean René Dittert?*" I asked. I knew that René Dittert was on a Himalayan expedition just then. "*Yes, of course I mean René,*" said Joe. And that was the beginning of two more life-long friendships. (Life's strange coincidences continue: today I read in the *Tribune de Genève* that Roland Furstenberg died on 11 July; he was another tennis enthusiast I met through Charlotte.)

Charlotte took me in hand. As an old League of Nations official - she had come over from London with the first batch of League officials – she knew just about everything there was to know about the League. Married into an old Genevan family, she knew everything there was to know about Geneva. Though our official paths never crossed, we never lost touch.

I particularly appreciated her advice when I found myself the Chairman of the AAFI-AFICS Committee. She kept a watchful eye on me, giving me words of encouragement when needed, sounding notes of warning when called for. She was a one-woman feed-back machine. She would not only pass on her own views but those of others she had garnered as well. "*Use more French,*" she said, "*there's too much English.*" Thus the perfectly bilingual Charlotte. She attended our lunches regularly and even came to our Annual Assemblies, a real sign of her devotion.

"*People ask me for interviews,*" she said, "*They want to exhibit me as some ageing freak.* I refuse, but yes, I'll agree to write something for your Bulletin."

Travelling in our day calls for fortitude and courage. She remained undaunted and almost to the end, crossing the Atlantic to celebrate her birthdays with her 'clan'. And she managed to keep track of her family unto the fifth or sixth generation.

Of Charlotte's many qualities the one that I admired was this: she never groaned or griped about the problems of ageing; she never spoke of aches and ailments. She must have had them but you would never guess. What she would say was, "You know, I'm quite ready to go. But while I seem to be continuing to live, I'll live my life as fully as I can." And she would talk about the concert she had been to recently, of the friend she had just visited in an old folks' home, or of a truck that had rolled over her on the Chantepoulet.¹

A lesson to us all. Charlotte, we will remember you because it is in fact quite impossible to forget you.

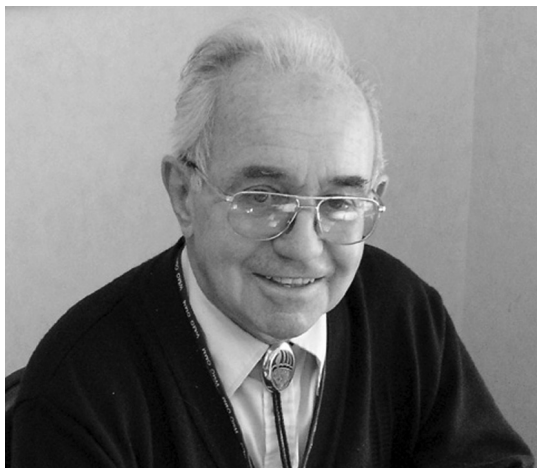
Aamir ALI

René Mathieu

Le 16 mai 1990, René Mathieu fut nommé par l'AAFI le premier observateur représentant les retraités auprès du Comité exécutif de l'Assurance maladie de l'ONUG ; mais bien avant cette date René avait représenté les sociétaires et l'administration de l'OMM, partie prenante de l'Assurance. Il était l'un des piliers de cette assurance et défendait les intérêts des sociétaires et de l'assurance avec beaucoup d'humanité et surtout sans confondre ennui et sérieux.

¹ This is absolutely true. She was knocked down by a truck backing up on the pavement and was lying flat on her back between the wheels. But being Charlotte, she suffered no great damage and was soon her chirpy self again.

Par exemple - et cela remonte à quelques années-lumière - il avait recommandé le remboursement des dépenses liées à la maternité en déclarant que « celle-ci n'était pas une maladie, bien qu'elle puisse être quelquefois un accident ; elle devait, dans les deux cas, être prise en charge par l'Assurance ». Ayant été élu en 1975 au Comité de l'Assurance, j'ai pu apprécier les prises de position de René, que ce soit sur la fécondation in vitro, le libre choix de la femme d'assumer sa maternité qu'elle soit en couple ou célibataire, les avancées dans les nouvelles techniques médicales, l'aide à apporter à toutes celles et tous ceux qui souffrent, les actions de prévention, les campagnes de vaccination ...



La participation de notre ami René a été extrêmement importante dans la rédaction de textes sur ce qu'il est convenu d'appeler les soins de longue durée. De son écriture fine, il avait préparé et soumis un argumentaire détaillé en faveur de la prise en charge de ces soins alors que beaucoup d'objections étaient soulevées à l'encontre. Entre autres, une étude actuarielle avait « prédit » une quasi faillite si l'Assurance remboursait de tels soins. En 2009, ces soins représentaient 2,63% de la totalité des remboursements! René a fait mentir tous ces technocrates assis sur leurs certitudes quantifiées. Ces soins ne concernent pas que les personnes âgées. Hélas, des sociétaires plus jeunes, voire très jeunes doivent y avoir recours.

René avait commencé un grand débat pour que les sociétaires retraités aient un représentant officiellement reconnu au sein du Comité exécutif de l'Assurance. Les statuts actuels qui datent de l'année 1947 ne tiennent pas compte de l'importance des retraités qui représentaient, en 2009, environ un quart des sociétaires. Ensemble, nous avons rédigé un projet de statut pour tenir compte de cette évolution.

René passait beaucoup de temps à aider de nombreuses personnes, à conseiller nos collègues pour remplir leurs déclarations d'impôts en France et il a été l'initiateur de la constitution de l'amicale de l'OMM. Plusieurs de nos collègues l'ont appelé chez lui pour trouver une assistance, un réconfort, de la chaleur humaine... Quant à sa participation au comité de l'AAFI, elle est, je parle au présent car il est difficile d'admettre que nous ne le verrons plus, appréciée de tous, avec ce calme sourire qui le caractérise.

Loin des querelles de clocher qui habitent si souvent nos organisations, René s'est toujours appuyé sur des principes humanistes, prêt à se remettre en cause. Son sourire et sa gentillesse pouvaient embarrasser ses contradicteurs et déstabiliser leurs arguments.

Sa famille, son épouse Jacqueline, ses amis sont dans la peine d'avoir perdu un si agréable compagnon.

Très tristement,

Pierre VANGELEYN

René Mathieu

On 8 June 2011 AFICS, WMO Amicale, the commune of Ornex and many past friends and colleagues lost a cherished and warm friend, when René Mathieu died after a having been in a coma for a short time.

Within AFICS René will be long remembered as a leading light in the field of health insurance – his exploits are recounted above by Pierre Vangeleyn. In his days as a staff member of WMO René was also the expert in this field, representing, at different times, both the Staff and the

Administration on the Staff Health Insurance Management Committee. René was ever available for advice on matters of health insurance, or indeed any other matters, and would, simply by his cheerful, warm personality, make any situation seem a little better.

In his adopted commune of Ornex, in the Pays de Gex, René was also very active, serving as a deputy mayor on the Conseil Municipal. He was a pillar of the local rugby club, and could always be counted on to ferry youngsters to and from their matches.

On a personal level, I shall always remember René as the « founding father » of the Amicale of Former WMO Staff, of which he was also the first President and - when he decided the presidency should be assumed by someone else - the President Emeritus. Without his energy, the WMO Amicale would never have come about, and all present and future members owe René a huge vote of thanks for his tireless work in bringing it to life.

René's wife, Jacqueline, who is an Amicale member in her own right, and her family can be proud that they helped to make René what he was – an example for all of us of humility, humanity and willpower.

He will be sorely missed and long, long remembered.

David HUME

Angela Butler, 1921-2011

Quand on rencontrait Angela, on se sentait tout de suite beaucoup mieux.

Peut-être était-ce en raison de son charisme. Peut-être du fait de la richesse de son expérience et des innombrables histoires qu'elle racontait sur sa carrière passionnante et si diverse. Peut-être était-ce sa disponibilité pour vivre pleinement sa vie, même dans les dernières années alors qu'elle se trouvait sérieusement handicapée. Quelle qu'en fut la raison c'était un si grand plaisir de se trouver en sa compagnie.

Elle avait un don incroyable pour traiter avec drôlerie tout ce dont elle parlait. Les membres de l'AAFI-AFICS se souviendront de son intervention étonnante et humoristique au Séminaire d'information de 2008 sur les soins de longue durée, dans laquelle elle sut régaler les participants par sa description de la vie dans une maison de retraite. (On en retrouvera le compte-rendu dans le numéro de juin 2008 du Bulletin de l'AAFI-AFICS.)



(FAAFI), où elle occupa ces fonctions de 1983 à 1996 ainsi que, les deux dernières années, celles de Trésorier.

Angela était entrée au BIT en 1943. Elle vivait à Montréal où le BIT était temporairement réplé. Elle le suivit lorsqu'il revint à Genève, puis partit pour Bangalore au Bureau régional de l'Organisation. Elle adorait raconter les péripéties de son arrivée à Bangalore lorsqu'elle prit ses fonctions dans un merveilleux bâtiment d'architecture moderne : Il n'y avait qu'un seul problème :

personne n'avait songé - l'architecte moins que quiconque - que l'un de ses bureaux pourrait jamais être occupé par une femme et, par conséquent, il n'y avait pas de toilettes pour les dames.

La joie de vivre d'Angela perce à l'évidence dans le message qu'elle a envoyé au Conseil de la FAAFI, lors de sa session de 2010 qui commémorait le 35ème anniversaire de sa fondation :

« Par-dessus tout, écrivait-elle, n'oubliez jamais que le monde est toujours meilleur lorsque le travail est pimenté d'une bonne dose de gaieté et de rires. »

Roger EGGLESTON

Contributions de Jean BROGGINI et de Valerie OFFORD

Angela Butler, 1921-2011

Whenever one met Angela, one felt better.

Maybe it was the sharpness of her mind - and wit. Maybe it stemmed from the wealth of her experience and the many stories she had to tell about her exciting and varied career. Maybe it was her readiness to live life to the full - even in the latter stages of her life when severely handicapped. Whatever it was, she was a joy to be with.

She had an incredible knack of bringing laughter and enjoyment into whatever she was discussing. AAFI-AFICS members will remember her stunning, and funny, performance at the 2008 Information Seminar on Long Term Care when she regaled participants with a picture of daily life in a retirement home. (Her reflections are available in the June 2008 edition of the AAFI-AFICS Bulletin).

She joined AAFI-AFICS many years before reaching retirement age and not only served on the Committee from 1982 to 1996 but soon after joining AAFI-AFICS became Executive Secretary of the then relatively new institution - the Federation of Associations of Former International Civil Servants (FAFICS). She served from 1983 to 1996 as FAFICS' Executive Secretary and, for the last two years of her FAFICS career, also as Treasurer.

Angela joined the ILO in 1943; she was living in Montreal and the ILO was temporarily based there. She went on to work with the ILO in Geneva and at the then Regional Office in Bangalore. She loved to recount a tale of her arrival in Bangalore when she was installed in the wonderful, new architect-designed building. Only one snag: no one, least of all the architect, had imagined that one of the offices might be occupied by a woman and hence there were no toilet facilities for women.

Angela's joy of life was maybe most aptly summed up in a message she sent to the 2010 FAFICS Council session which was celebrating the 35th anniversary of the founding of FAFICS...

"And above all," she wrote, "don't forget that the world is always better when work is leavened with a good mix of fun and laughter."

Roger EGGLESTON with input from Jean BROGGINI and Valerie OFFORD

NOUVELLES DU COMITÉ DE L'AAFI-AFICS

Le début de l'été a été largement dominé par la préparation des sessions du Conseil de la FAAFI et du Comité mixte de la Caisse commune des pensions du personnel des Nations Unies, tenues à Genève en juillet. On trouvera dans ce Bulletin des rapports sur ces deux réunions.

Lors de sa réunion du mois d'août, le Comité de l'AAFI-AFICS s'est penché sur la préparation de la Journée internationale des personnes âgées des Nations Unies, qui se déroulera le lundi 3 octobre au Palais des Nations à Genève. Nous publierons dans le Bulletin de janvier 2012 un rapport de la discussion qui aura eu lieu sur le thème « Vieillesse active et en bonne santé »

Le Comité a accepté des propositions de tenir à l'automne une réunion de sa Commission Santé et d'appuyer le programme de vaccination contre la grippe organisé tous les ans pour les membres de la Caisse maladie des Nations Unies à Genève.

Le Comité est reconnaissant à Pierre Vangeleyn pour sa participation active à la préparation des séances d'information sur la détection du glaucome qui seront ouvertes aux membres de l'AAFI-AFICS. Des détails sur l'organisation de ces séances seront donnés par notre 'Newsletter'.

Le Comité a également entamé une étude sur le rôle qu'il pourrait jouer pour attirer l'attention du système des Nations Unies sur la nécessité de porter davantage d'attention aux Droits de l'homme des personnes âgées. Les lecteurs assidus de notre Bulletin se souviendront d'un article publié en janvier 2011 dans lequel Mme Astrid Stuckelberger regrettait l'intérêt limité que le système des Nations Unies a attaché, jusqu'à présent, aux questions concernant les personnes âgées. C'est pour répondre à cette préoccupation que le Comité commence à travailler sur cette question.

Nous déployons également de très grands efforts pour trouver un remplacement approprié à Nana Leigh, notre assistante sociale. Malheureusement ils n'ont, jusqu'à présent, pas abouti. A sa réunion du mois d'août, le Comité a été informé des plus récentes tentatives qui, nous l'espérons, déboucheront enfin sur une solution. Les membres de l'AAFI-AFICS seront informés immédiatement des dispositions nouvelles qui auront été prises.

En toile de fond des discussions de la réunion d'août se dessinait la situation de crise de l'économie mondiale. Le Comité diffusera, dès qu'il les recevra, des informations sur ces développements et leur impact sur les placements de la Caisse des pensions des Nations Unies

Le Comité a enfin noté avec plaisir l'accueil positif réservé à la publication dans le Bulletin du débat de septembre 2010 entre deux notaires, l'un suisse, Me Besso de Lausanne, l'autre français, Me Andrier, d'Annemasse, lors de notre séminaire sur les testaments et les successions. Il convient de remercier ici Christiane Kind, pour son travail de transcription du débat et Jane Brooks pour sa traduction en anglais. Il a été décidé de réunir ces deux textes en un seul tiré à part qui sera disponible sur demande.

40EME SESSION DE LA FEDERATION DES ASSOCIATIONS DES ANCIENS FONCTIONNAIRES INTERNATIONAUX (FAAFI)

La 40^{ème} session du Conseil de la FAAFI s'est tenue la première semaine de juillet 2011 dans une Genève baignée de soleil.

Y ont assisté 36 délégués issus de 25 associations membres de la Fédération.

La session du Conseil se tenant à Genève, la délégation de l'AAFI-AFICS a été élargie. Elle était composée d'Elisabeth Belchamber, Katia Chestopalov, Samuel Mbele-Mbong, Dev Ray et, bien sûr, du président : Roger Eggleston.

Admission de nouveaux membres

Saluant l'admission de l'AFUNCS-Nigeria, le Conseil a eu le grand plaisir de relever qu'il y a désormais 50 associations membres à la FAAFI. L'adhésion des associations de retraités du

Nicaragua et du Sénégal est attendue dans un avenir proche. Le Conseil a encouragé la Fédération à maintenir le contact avec d'autres associations et à établir des liens avec les pays voisins.

Les pensions

Le Conseil, qui avait été précédé, comme d'habitude, pour une demi-journée, par la réunion du groupe de travail, s'est penché sur de nombreuses questions relatives aux retraites. Le Conseil a eu aussi le privilège d'accueillir le Directeur Exécutif de la Caisse des Pensions, ainsi que le Représentant du Secrétaire Général en charge des placements de la Caisse.

Des extraits importants de leurs interventions ainsi que sur la situation actuelle de la Caisse sont présentés ailleurs dans ce numéro du Bulletin (voir page 15).

Au cours de la discussion, des associations ont évoqué le manque de suivi de la part du secrétariat de la Caisse des Pensions. Les tactiques de retardement déployées lors des entretiens par les administrations, visant à bloquer toute future discussion quant à l'âge obligatoire de la retraite, ont été dénoncées. Pourtant, les représentants des participants au Conseil Exécutif des Pensions, la FAAFI, et la plupart des états membres ont exprimé leur conviction que la prolongation de l'âge de la retraite apporterait nombre d'avantages. Le recours à de telles tactiques impose plus que jamais à la FAAFI de faire tout ce qui est en son pouvoir pour que la question demeure ouverte. Et ce jusqu'à ce qu'une prochaine évaluation ait établi quels effets les options envisagées sont susceptibles d'avoir sur les ajustements négatifs du CPI. La même attitude doit être celle de la Fédération dans l'action menée en vue d'amender l'Article 35*bis*.

Le Conseil a particulièrement insisté sur la nécessité d'appliquer les dispositions relatives aux pensions basses : elles n'ont pas suivi l'augmentation du coût de la vie depuis de nombreuses années. Le sujet sera approfondi par un Groupe de Travail de la Caisse des Pensions.

Au terme de la discussion, le représentant d'une association a insisté sur la nécessité de consacrer plus de temps aux sujets relatifs aux pensions et à la santé : ce sont ceux qui préoccupent le plus ses adhérents. Il s'est dit convaincu que les pensions et la santé étaient aussi les préoccupations les plus importantes des membres des autres associations.

A l'issue de ses discussions, le Conseil a adopté 10 sujets prioritaires que les représentants de la FAAFI doivent défendre au cours de la session de juillet 2011 du Comité Mixte des Pensions. Ce sont :

1. Défendre le système de la double-filière
2. Eliminer la réduction de 0,5% du premier ajustement dû après le départ à la retraite
3. Améliorer le système d'ajustement des retraites
 - a) Permettre, sous certaines conditions, le retour à la filière dollar
 - b) Eliminer les ajustements négatifs du CPI
 - c) Améliorer la collecte des données pour les ajustements du CPI
4. Réajuster les faibles pensions
5. Relever l'âge normal de la retraite à 65 ans
6. Absorber les frais bancaires
7. Améliorer le fonctionnement du Fonds d'urgence
8. Réviser les droits des ayants-droit (y compris l'Article 35 bis des Statuts et Règlements de la Caisse des Pensions)
9. Poursuivre l'exigence du droit de vote au Comité Mixte des Pensions
10. Revenir au taux d'accumulation de 2% pour tous les participants et retraités.

La santé

Le Conseil a entendu un rapport du Groupe de Travail sur l'Assurance santé des retraités et les Soins de Longue Durée. Le responsable du Groupe a souligné l'importance qu'il convient

d'attacher aux risques que représentent les engagements de dépenses non prévus au budget liés à l'Assurance santé des retraités et aux Soins de longue durée.

Il a fait savoir que, face aux dimensions prises par les engagements non prévus au budget, les organisations sont en train de prendre plusieurs mesures. Certaines ont commencé à faire apparaître ces engagements dans leurs comptes et certaines prennent des dispositions pour développer divers financements. Les Nations Unies, cependant, ne semblent avoir entrepris aucune action à ce jour en dépit de l'obligation qu'elles ont de préparer dans les délais un rapport devant être soumis à examen à l'automne 2012. La FAAFI a offert ses services pour les aider à préparer ce rapport ; elle n'a reçu aucune réponse.

Au cours des débats qui ont suivi, une préoccupation s'est fait jour. Elle a été exprimée sur ce qui semble apparaître comme une menace envers l'Assurance santé des retraités. Certaines organisations font glisser la charge du maintien de systèmes de sécurité sociale vers le personnel, rendant ainsi le maintien d'un système d'assurance maladie abordable immensément plus difficile. Il a été rapporté que d'autres organisations allaient annuler le paiement des coûts liés aux soins « médicalisés » dans leur quête de réduction des coûts. Faire des systèmes de santé nationaux les premiers pourvoyeurs et ceux des organisations les seconds assureurs se révélera inviable dans certains pays : le cas se présente en France et aux Pays-Bas où des contributions obligatoires en ligne avec l'adhésion aux systèmes nationaux entraîneraient des coupes sombres dans les retraites. D'autres associations parlent de dépenses prohibitives entraînées par les soins de longue durée, tandis que d'autres indiquent des solutions par lesquelles les soins pour les personnes âgées sont fournis par d'autres systèmes, et aussi que nombre d'agences ont en place une couverture pour les soins de longue durée dont la charge financière s'avère basse. Au cours des dix dernières années, ces coûts ont, dans les faits, représenté 2% de toutes les demandes de remboursement, y compris celles du personnel actif.

Rapport du Groupe de Travail sur le Déroulement du Conseil de la FAAFI

D'une certaine façon comme une addition à l'adoption des Statuts et Règles de Procédure en 2007 et 2008, le Conseil s'est tourné vers la révision de son mode de travail. La base de ce débat a été un rapport exhaustif présenté par le Groupe de Travail qui avait, de façon très heureuse, rassemblé dans un seul document toutes les précédentes délibérations se référant à la manière dont le Conseil de la FAAFI fonctionne.

Les décisions et conclusions auxquelles le Conseil est parvenu portent sur l'organisation des réunions du Conseil et la détermination de leurs ordres du jour, des consignes pour la préparation de la documentation et, très important, sur l'amélioration des communications entre ses membres au moyen, entre autres, des bulletins par e-mail.

Le Conseil a aussi réaffirmé son attachement à la périodicité annuelle de ses sessions, le maintien, pour le moment, des arrangements en cours selon lesquels les sessions du Conseil s'étalent sur cinq jours, le premier jour étant consacré aux réunions préalables des Sous-Comités.

Il a été aussi décidé qu'un document sera préparé pour la session du Conseil de 2012 qui mettra en avant les avantages et inconvénients des diverses possibilités offertes en fait de dates et lieux de la tenue du Conseil.

Une importante décision a été prise concernant le fonctionnement de la Fédération. Elle consiste à remplacer les Groupes de travail sur les questions de Pensions et Santé par des Sous-Comités sur les mêmes sujets. Ce changement vise à renforcer la nature technique des deux Comités et de leur permettre d'agir plus efficacement entre les sessions du Conseil.

La liste des conclusions et recommandations issues de la discussion du Rapport du Groupe de Travail est présentée ci-dessous *in extenso* :

Encadrement des réunions

- Approbation de l'intégration organisée des réunions

- Approbation concernant les compétences et qualités requises des présidents

Fixation de l'ordre du jour

- Accord sur la proposition de points additionnels à l'ordre du jour quelle qu'en soit l'origine

Documentation

- Accord sur le délai de trois semaines pour la distribution de tous les documents, sauf celui qui porte sur la réunion du Comité Mixte des Pensions.

- Définition des consignes pour la préparation de la documentation en temps voulu pour son utilisation au cours du déroulement du Conseil à venir

Périodicité des sessions du Conseil

- Maintien de la réunion annuelle

Durée des sessions du Conseil

- Durée en fonction de l'ordre du jour : accepté

- Maintien des dispositions actuelles : session de cinq jours, le premier jour consacré aux réunions avant session des Sous-Comités. S'il s'avérait que les Sous-Comités répondraient à l'efficacité que l'on en attend, le Conseil pourrait considérer l'éventualité de ramener la durée totale à quatre jours

Calendrier et lieux des sessions du Conseil

- Approuvé que le Bureau présentera au Conseil de 2012 un document analysant les coûts représentés par les dates et lieux des sessions, les avantages et les inconvénients d'alternatives diverses

Communications

- Accord pour l'introduction de bulletins e-mail, y compris des rapports réguliers sur les missions du Président, et amélioration générale des communications entre les divers éléments constituant la Fédération

- Accord sur la publication des documents en d'autres langues que l'anglais

- Efforts pour assurer l'interprétation des services sur une base bénévole

Utilisation accrue des ressources technologiques

- Accord sur l'utilisation du site web de la FAAFI en tant que moyen le plus efficace pour la préparation des rapports et des sessions de la FAAFI

Questions à approfondir

- Accord sur la conduite d'études à venir sur : plus grande participation des membres dans le travail de la Fédération, y compris le soutien aux nouveaux membres, formation et développement ; ainsi que sur le rôle, la composition et le fonctionnement du Bureau

- Appui général à apporter dans les domaines soulignés sous ces trois rubriques.

Mise en œuvre

- La mise en œuvre des changements approuvés par le Conseil relève de la responsabilité du Bureau, lorsque nécessaire en tandem avec le Responsable du Groupe de Travail.

Renforcer l'équilibre entre hommes et femmes à la FAAFI

La discussion, qui avait débuté sur ce sujet à la session du Conseil de 2010, s'est développée suite au rapport d'un Groupe de Contact qui a présenté les résultats d'une étude sur le sujet parmi les associations membres.

Comme précédemment, il a été difficile de parvenir à un consensus sur la manière de progresser en la matière. La discussion a été émaillée d'un flot d'opinions conflictuelles. Il a été proclamé que les hommes n'étaient pas à blâmer pour la situation actuelle, d'autant plus qu'insister sur l'équilibre hommes-femmes constituerait une pression sur des associations souveraines. Dans un cas spécifique, il était affirmé que le problème féminin-masculin n'était pas pertinent : il avait peu de relation avec la culture ou avec ce qui était couramment admis dans le pays où se trouvait l'association.

Il était souligné aussi que sur les 13 (sur 49 au total) qui ont répondu à l'enquête, seules trois associations ont répondu négativement à la question de savoir si elles étaient satisfaites de l'équilibre des sexes existant dans les instances dirigeantes ou les structures organisationnelles de leurs associations. Plus encore, deux de ces réponses ont mis en évidence la prédominance des femmes dans ces structures. Il est apparu plus approprié de déterminer, lorsque des problèmes surviennent, s'ils doivent être réellement attribués à un défaut d'équilibre des sexes. A en juger d'après les résultats de l'enquête, il semblerait qu'il n'existe pas de problème au niveau des statuts des associations, mais plutôt que la représentation des femmes dans les délégations au Conseil de la FAAFI ne refléterait pas leur nombre de façon adéquate.

Il a bien fallu reconnaître qu'améliorer l'efficacité fonctionnelle du Conseil dépend de tous les retraités, quel que soit leur sexe. Une suggestion supplémentaire a été faite : dans toutes les nominations importantes, les critères décisifs sont la compétence et l'expertise, auxquelles une troisième et importante qualité devrait être ajoutée : l'engagement.

Une association membre a estimé que le débat était un retour aux années soixante-dix. Il n'y a pas question de contester la participation des femmes ; ce qui a été le plus mis en cause a été leur présence soit bien visible lorsque l'on pénètre dans une salle de conférence. On a ensuite fait valoir que les objections à la notion d'équilibre des sexes et à une égale représentation allaient contre les principes mêmes des Nations Unies. Et puis on a dit que les associations étaient simplement priées de veiller à la question de l'équilibre des sexes ; que ce n'était pas une obligation. Mais aussi on ne devait pas oublier non plus que si l'on voulait accroître le nombre d'associations adhérentes, la Fédération se devait d'être vraiment représentative. Dans cette approche, un composant essentiel est de s'efforcer de créer une « apparence publique » équilibrée en matière de représentation des sexes et de la géographie.

L'importance attachée au sujet a été reflétée par la longueur du débat, indiquant ainsi que le problème appelait une solution. Il a aussi été dit qu'avec le temps et l'entrée en retraite des nouvelles générations, les comités exécutifs de la plupart des associations verraient leur composition évoluer. Certaines associations se sont prononcées pour une approche progressive, sans qu'il soit fait appel à des changements dans les règles de procédure. D'autres ont appelé la FAAFI à prendre une position claire et sans ambiguïté sur l'équilibre entre les sexes. Un peu plus de femmes que d'hommes bénéficient de retraites dans le système des pensions des Nations-Unies : la FAAFI doit défendre son ambition de représentation universelle de tous les retraités de l'ONU. La décision à prendre sur la politique à suivre en matière d'équilibre des sexes et de géographie est à laisser à chaque association.

A la lumière de cette très longue discussion, il a été d'avis qu'aucun changement statutaire ne devait être introduit, que d'ailleurs un moratoire de cinq ans sur les changements des statuts et des règles de procédure avait été instauré respectivement en 2007 et 2008. Le Conseil a cependant accepté d'adopter une déclaration sur la politique à suivre en la matière ; il est reproduit ci-dessous :

La Fédération des Associations des Anciens Fonctionnaires Internationaux (FAAFI), au cours de sa 40^{ème} réunion annuelle,

Rappelant que les buts et les fonctions de la FAAFI impliquent le soutien et la promotion des principes et réalisations du système des Nations Unies,

Reconnaissant les efforts effectués pour promouvoir l'intégration et l'équilibre des sexes dans le travail de toutes les organisations du système des Nations Unies,

Reconnaissant de plus que l'équilibre des sexes aussi bien au Bureau de la FAAFI que à son Conseil dépend largement des mesures prises et mises en place par les associations membres ; et

Tenant compte de ses Statuts et Règles de Procédure,

1. *Souligne l'importance de l'équilibre des sexes dans leur représentation au Bureau, au Conseil et dans toutes ses activités ;*
2. *Invite les associations membres à faire de plus grands efforts pour réaliser un équilibre entre sexes dans leur représentation au Conseil de la FAAFI.*

Efforts pour accroître les adhésions à la FAAFI

Le Président de la FAAFI a décrit les initiatives lancées l'an dernier pour augmenter le nombre de membres et d'associations membres. Renforcer la Fédération c'est renforcer la vocation de la Fédération à être l'unique représentant des retraités. Il a rendu compte des approches faites pour mettre sur pied des associations nouvelles aux Fidji et dans les îles du Pacifique, ainsi que dans les Antilles orientales.

Il a évoqué la perspective d'atteindre 60 associations membres dans un avenir proche. La Chine va probablement établir une association en 2012 et le Japon a déjà formé un groupe de contact. Le Nicaragua est un autre pays candidat potentiel. Le Vice-président s'est tourné vers le Bénin, le Tchad, le Mali, le Niger, l'Afrique du Sud, le Togo, l'Ouganda et la Zambie.

Il est apparu, au cours de la discussion, qu'il était essentiel pour une association d'offrir à ses membres plus que les seules informations sur les pensions et l'assurance-maladie des retraités. Dans quelques pays, les associations fournissent des informations pertinentes sur les questions fiscales et apportent leur aide aux retraités de retour dans leur pays d'origine après des années d'absence, ou aux nouveaux arrivants dans le pays.

L'AAFI-AFICS a fait connaître le grand intérêt suscité par les conférences organisées sur les soins de longue durée, sur les testaments et héritages.

L'AAFI-AFICS a fait circuler un document sur la participation croissante des associations membres aux séminaires de préparation à la retraite. Aussi bien aux sièges des organisations que sur le terrain, l'accueil réservé aux informations délivrées au personnel actif sur les questions portant sur la retraite a démontré combien ces séminaires sont nécessaires. Il a été rapporté que certains bureaux du PNUD avaient souvent donné des indications erronées, si tant est qu'ils aient jamais donné une quelconque indication. Il a alors été suggéré que non seulement les futurs nouveaux retraités, mais encore le personnel en charge des ressources humaines soit formé aux questions touchant à la retraite.

Les séminaires de préparation à la retraite offrent aux associations l'opportunité de recruter. Dans ce sens, les associations ont partout tout à gagner de la participation des retraités à ces séminaires. Au siège de quelques organisations, les retraités ont déjà leur place dans le cadre de ces séminaires : ils apportent la preuve vivante des joies de la retraite et jouent souvent un rôle substantiel dans l'organisation et le déroulement des séminaires. D'autres sont sur la voie, ainsi que le montre l'expérience des commissions économiques. Sur le terrain, au Burkina Faso, par exemple, les Nations-Unies, l'association du personnel et l'association des retraités ont uni leurs forces pour l'exercice.

La contribution des retraités, a-t-il été souligné, peut aussi être appréciée lors des stages d'accueil et d'initiation du nouveau personnel (une façon de dire : du berceau à la tombe...). En outre, les

retraités dans de nombreux pays peuvent fournir d'utiles indications sur les conditions de vie qui vont trouver leur place dans les documents d'introduction au pays publiés par le PNUD.

Même quand tout a été fait et dit, les retraités demeurent une source fiable d'information. Ils peuvent jouer un rôle vital en aidant les autres à se préparer à la retraite. Le Conseil a prié le Bureau de porter son attention sur la question et de diffuser ses idées et suggestions à toutes les associations en vue de leur donner les moyens d'être actives dans ce domaine.

Divers

Entre autres sujets, le Conseil s'est penché sur les rapports habituels concernant la représentation aux réunions, plaidoiries au sein du système des Nations-Unies, et affaires administratives.

Elections au Bureau et désignation des représentants au Comité Mixte des Pensions de 2012

Président : Andrés Castellanos

Vice-présidents:

Katia Chestopalov
Mary Johnson
Pierre Adama Traoré
Josiane Taillefer
Mario La Fuente
Linda Saputelli
Ahmed Hussain

Secrétaire: Jayamaran Sundaresan

Trésorier : Juan Mateu

Représentants désignés au Comité Mixte des Pensions de 2012 :

Représentants : Andrés Castellanos
Roger Eggleston
Mary Johnson
Gerhard Schramek

Suppléants: Ana Maria Gudz Robak
Tedla Teshome

Roger EGGLESTON

LA 58EME SESSION DU COMITE MIXTE DE LA CAISSE COMMUNE DES PENSIONS DU PERSONNEL DES NATIONS UNIES (CCPPNU)

Le Comité mixte de la CCPPNU s'est réuni à Genève du 11 au 15 juillet 2011.

Du fait qu'il s'agissait d'une « année budgétaire », les débats du Comité mixte se sont concentrés sur les propositions préparées à cet effet pour l'exercice biennal 2012-2013.

En conséquence, il n'y eut que peu, voire pas de discussions sur les sujets qui occupent, pour la FAAFI, une place prioritaire : les prestations et les droits.

Elimination des ajustements pour minoration du coût de la vie

En fait, le Comité mixte a décidé de renvoyer à sa session de 2012 l'examen de deux questions ayant une implication en matière de prestations, sur lesquelles l'Actuaire-Conseil avait été invité à soumettre une estimation des coûts : respectivement une estimation du coût de l'élimination des ajustements pour minoration du coût de la vie et une estimation du coût de la retraite anticipée. A cette date, en effet, le Comité mixte aura à sa disposition les résultats de la 31^{ème} évaluation actuarielle de la Caisse.

Pour sa part, la FAAFI a soutenu la décision de renvoi concernant les ajustements pour minoration du coût de la vie afin que la proposition puisse être examinée dans le contexte de la prochaine évaluation actuarielle.

L'âge normal de la retraite

L'ordre du jour du Comité mixte contenait une question destinée à permettre l'examen des derniers développements survenus en ce qui concerne l'âge normal de la retraite. En fait, la discussion fut limitée à une présentation du travail entamé par le Groupe de travail du Comité de haut niveau sur la Gestion (HLCM) sur l'âge obligatoire de la fin du service et à une déclaration de la FAAFI soulignant l'importance de relever l'âge normal de la retraite dans le contexte de l'impact d'une longévité croissante sur l'évaluation actuarielle.

Le Fonds de secours - Les petites pensions

Dans le cadre du rapport présenté par le Secrétariat de la Caisse des pensions, la FAAFI a, par ailleurs, fait plusieurs interventions sur le fonctionnement du Fonds de secours de la CCPNU et sur les propositions du Secrétariat de la Caisse concernant les petites pensions que la FAAFI a chaleureusement accueillies.

En ce qui concerne le Fonds de secours, la FAAFI a exprimé son souci que les critères et les procédures continuent à évoluer « de façon à atteindre les objectifs humanitaires proclamés ». Pour la FAAFI, le Fonds de secours doit faire preuve de davantage de souplesse dans l'application des critères et d'une plus grande sensibilité aux diversités culturelles dans le traitement des demandes. La FAAFI a demandé en particulier à ce que soit revu et corrigé le texte de la lettre envoyée aux demandeurs d'aide pour obtenir des informations complémentaires : il est indispensable d'en réviser le vocabulaire bureaucratique et le ton.

Sur la question des petites pensions, la FAAFI a observé qu'elle touche surtout – mais pas seulement – les retraités dans les pays en développement. Il est devenu urgent de se pencher sur le problème de l'ajustement des prestations pour petites pensions prévu par le Règlement de la Caisse, d'autant qu'aucun compte n'a été tenu depuis de nombreuses années des augmentations dues au coût de la vie.

Placements

Pour examiner le sujet des placements des avoirs de la Caisse, le Comité mixte avait devant lui le rapport habituel du Représentant du Secrétaire général des Nations Unies pour les placements (RSG) et celui du président et des membres du Comité des placements, ainsi qu'une Etude sur la gestion actif-passif - Asset Liability Management (ALM) Study - préparée en mai 2011 par un Cabinet de consultants spécialisés (Hewitt EnnisKnupp Inc.) pour permettre, entre autres, « de définir une stratégie optimum de placement des pensions ».

Ces rapports étaient très positifs. La valeur de marché des placements de la Caisse a de nouveau excédé le seuil des 43 milliards de dollars et les consultants chargés de l'étude ALM ont, dans l'ensemble, approuvé la politique de gestion des placements de la Caisse des pensions.

Nombre de membres et composition du Comité mixte et du Comité permanent

En 2010, le Comité mixte avait chargé le Secrétariat de lui soumettre un rapport sur le nombre de ses membres et sa composition ainsi que sur ses méthodes de travail et son efficacité. Un

moment, il fut envisagé de créer un groupe de travail pour examiner plus avant cette question, mais après quelques échanges de vues, le Comité a finalement décidé que ce n'était pas nécessaire. Exemple de la pertinence du dicton « Ne pas réveiller le chat qui dort »...

Situation des anciens participants à la CCPNU de l'ex-URSS, de l'ex-RSS d'Ukraine et de l'ex-RSS de Biélorussie

Les représentants de la FAAFI ont à nouveau attiré l'attention sur la situation des anciens participants de ces trois pays à la Caisse des pensions. Le Comité mixte a été informé, par une note de la FAAFI, des actions prises depuis son dernier examen de la question et de la gravité de la situation. Des contacts préliminaires ont été pris par l'AFICS-Moscou avec le Ministère de la Santé publique et du Développement social, ainsi qu'avec le Bureau du Président de la Fédération de Russie ; on espère qu'ils porteront leurs fruits.

Le Comité mixte a pris note de l'information soumise par la FAAFI.

Le Budget 2012-2013

Mais l'essentiel - et la partie la plus difficile - des débats du Comité mixte s'est concentré cette année sur les propositions budgétaires pour l'exercice biennal 2012-2013. Les participants à la session ont été quelque peu surpris que le Secrétariat de la Caisse propose un Budget de quelque 216 millions de dollars, en augmentation de 23% par rapport au budget 2010-2011 qui s'élevait à 176,3 millions. Un Groupe de travail budgétaire mis en place pour étudier ces propositions s'est réuni pendant deux jours avant la session du Comité mixte et trois jours pleins pendant la session elle-même. La FAAFI a été représentée dans ces sessions budgétaires ardues, souvent poursuivies tard dans la nuit, par son président, Andrés Castellanos del Corral et par Tedlar Teshome.

Le Groupe de travail budgétaire a décidé de prendre comme point de repère pour son raisonnement le coût « par participant » du budget qui lui était proposé : c'est-à-dire le total des coûts divisé par le nombre de participants et de bénéficiaires. Les calculs, qui tenaient compte des ajustements pour inflation, ont montré que le coût de l'administration d'un participant/ bénéficiaire s'établissait en moyenne à 197 dollars par an pour la période 2002 à 2011. Toutefois, les propositions budgétaires de 216 millions de dollars relevaient ce montant à 248 dollars, représentant une augmentation de 26% du montant précédent.

Le Groupe de travail budgétaire a finalement soumis au Comité mixte un Budget révisé d'un montant de 194 millions de dollars qui a été adopté par le Comité à l'unanimité.

Autres questions

Parmi de nombreuses questions administratives et de gestion interne, le Comité mixte a été saisi de rapports du Comité d'actuaire présentant les méthodes à retenir pour la prochaine évaluation actuarielle au 31 décembre 2011, ainsi que du Comité d'audit. Le Comité d'audit a été créé en 2006 et joue un rôle important dans l'examen attentif du travail d'audit réalisé sur la Caisse des pensions par le Bureau des services de contrôle interne (OIOS en anglais). Le Comité d'audit garde également un œil vigilant sur le fonctionnement du Secrétariat de la Caisse des pensions. Son dernier rapport plaide pour une plus grande cohésion entre les deux branches de la gestion de la Caisse dirigées par l'Administrateur-Secrétaire et le Représentant du Secrétaire général.

Roger EGGLESTON

PETITS RIENS ET GRANDS MOMENTS

PUISSANCE DU CERVEAU

Les gros titres des journaux s'en mêlent : « *Utilisez la puissance de votre cerveau !* » s'exclame l'un ... « *Exercez votre esprit !* », s'écrie l'autre... Le cerveau de tout un chacun est sans cesse agressé par ces instructions et ces injonctions péremptoires. Elles font la une d'honorables revues destinées aux personnes âgées, donc celles que lisent les fonctionnaires internationaux retraités. Lisez un bon livre, vous enjoignent-elles ; apprenez une langue étrangère ; jouez d'un instrument de musique ; résolvez des problèmes mathématiques ; suivez des cours ; trouvez des devinettes ; jouez à des jeux de stratégie ; jouez aux cartes. Tous ces conseils sont fort raisonnables et visiblement à moi destinés. Aussi me suis-je préparé à l'action, du moins celle de mon cerveau, et je me suis lancé.

Lire un bon livre ... Parfait, je viens juste de terminer *Guerre et Paix*, un bon livre à coup sûr ? Mais aussitôt on peut se demander : *Qu'est-ce qu'un bon livre ?* La Bible est connue pour être, en anglais, *The Good Book - Le Bon Livre* - donc il en fait partie. Un livre de cuisine qui vous hisse vers de hauts niveaux de l'art culinaire est un bon livre ; que dis-je : un très bon livre. Le Rapport du Secrétaire général est aussi un bon livre ; du moins pour les anciens fonctionnaires. Mais attendez un instant : je maintiens que j'ai lu un bon livre au moins une fois, à un moment de ma vie. Alors, peut-être, relire ne compte-t-il pas ?

Apprenez une langue étrangère ... J'ai appris une langue étrangère et, en fait, j'écris dans cette langue : ceci compte-t-il si vous l'avez déjà apprise ? Ou faut-il que ce soit une nouvelle langue ? Et si oui, dois-je chercher une personne avec qui la parler ?

Jouer d'un instrument de musique ... Dieu m'en garde !

Résoudre des problèmes mathématiques ... Dieu m'en garde également ! Il faudrait que mon cerveau soit assez puissant pour savoir quelle inspiration divine pourrait m'aider à choisir entre les instruments de musique et les problèmes mathématiques

Suivre un cours ... j'ai suivi de nombreux cours d'informatique, bien entendu, et si les avertissements, les réprimandes, les engueulades, les répétitions de mon fils peuvent compter comme des cours, alors, j'ai battu tous les records.

Trouver des devinettes : je suppose qu'il s'agit de ces questions bizarres où l'on vous demande 'Il était son fils mais il n'était pas son père, qui était-il ?', ce genre de truc, quoi. Attendez, ce n'est pas ça exactement. Non, il faut dire 'Il n'était pas son fils mais il n'était pas son père'... Non, ce n'est pas ça encore ... Enfin bon, vous voyez ce dont je veux parler : des gamins malicieux vous lancent ces questions au visage et gloussent de plaisir lorsque vous ne pouvez répondre. Ils sont pour moi un étonnement, le Roi de Siam avait coutume de dire.

Jouer à des jeux de stratégie ... Cela a un petit air de Pentagone. Vraiment, je pense que nous ne devons pas jouer à cela, d'accord ?

Jouer aux cartes ... Lorsque nous avons une maison de vacances à la montagne, un ami nous a offert un livre sur les jeux de cartes. Il vous rendra service lorsque vous serez loin pendant les longues soirées d'hiver, nous dit-il. En fait, comme nous n'avions pas de cartes nous avons joué au Scrabble à la place. Je peux vous assurer qu'il faut disposer, pour ce jeu, d'une certaine puissance du cerveau ; nous inventions de merveilleux mots nouveaux et exerçons nos esprits à discuter sur le point de savoir s'ils pouvaient être acceptés. A ce jour, personne ne semble avoir découvert que ce genre de discussion est une merveilleuse méthode pour accroître la puissance du cerveau.

A Genève, la disposition de notre living-room ne se prêtait pas au Scrabble et, de toutes façons, nous n'avions pas les longues soirées nécessaires pour y jouer : nous avons donc ressorti le livre sur les jeux de cartes. Il nous semblait facile à consulter ; en tout cas moins difficile que les modes d'emploi de certains gadgets électroniques. Nous l'avons dès lors adopté. Il y a quelque chose de

rigolo avec les cartes : il semble que l'on s'en serve dans le monde entier et qu'elles soient partout les mêmes : je veux parler des quatre dessins. Il y a deux dessins noirs et deux rouges : les noirs présentent d'une part un dessin qui ressemble à une feuille mais que l'on nomme un pique (appeler une feuille un pique...) et d'autre part un dessin qui pourrait rappeler l'Irlande s'il était vert. Puis, naturellement, il y a les deux rouges. L'un est comme un petit carré dont on aurait modifié la forme, on l'appelle un carreau : rien à voir avec ceux des fenêtres, mais bon. L'autre dessin rouge s'appelle le cœur. Un peu comme ce symbole que l'on voit sur les affichettes que certains collent sur leurs voitures, proclamant « I love New York » : il ne ressemble bien entendu à aucun organe humain.

La vraie difficulté du jeu, le moment où votre cerveau doit exercer sa puissance maximum, est de se souvenir des atouts. On les oublie fréquemment, ou plutôt on les confond. Ma femme se souvient de l'un, moi d'un autre. C'est ainsi qu'elle pense que nous jouons cœur et moi que nous jouons pique ; et si je pense pique, j'appelle pique. Elle estime que ce doit être cœur et trouve mon attitude écoeurante. Tout cela nous amène à nous disputer jusqu'à ce que nous décidions qu'elle continuera à jouer atout cœur tandis que, moi, je jouerai atout pique. Cela ajoute quelque piquant à notre partie et en fait réellement un jeu unique, inconnu de tous les cercles où l'on joue aux cartes.

Je vais écrire à l'auteur du petit livre sur les jeux de cartes et lui suggérer d'ajouter cette variante dans sa prochaine édition.

Aamir ALI

NOUVELLES DES ORGANISATIONS

ORGANISATION DES NATIONS UNIES POUR L'ALIMENTATION ET L'AGRICULTURE

Le 6 juin 2011, José Graziano da Silva, Brésil, a été élu Directeur général de l'Organisation des Nations Unies pour l'Alimentation et l'Agriculture (FAO)

Lors de l'élection, M. Graziano da Silva, âgé de 61 ans, a reçu 93 suffrages sur 180, devançant son concurrent M. Ángel Moratinos, ancien ministre des Affaires étrangères d'Espagne qui en reçut 88. Il n'y eut pas abstentions. L'élection a eu lieu le deuxième jour de la Conférence biennale de la FAO.

En qualité de Ministre en mission extraordinaire du gouvernement brésilien, chargé de la Sécurité alimentaire et du Combat contre la faim a eu la responsabilité de mettre en oeuvre le programme très réussi "Zéro Faim" ("Fome Zero), dans la conception duquel il avait joué un rôle majeur. Le programme a aidé à arracher en cinq ans vingt-quatre millions de personnes à l'extrême pauvreté et de réduire de vingt-cinq pour cent la sous-alimentation au Brésil.

Depuis 2006 il était Sous-directeur général de la FAO et son Représentant régional pour l'Amérique latine et les Caraïbes.

M. Graziano da Silva est le huitième Directeur général de la FAO depuis sa création à Québec, au Canada, le 16 octobre 1945. Le mandat du nouveau DG commencera le 1er janvier 2012 et se terminera le 31 juillet 2015.

FONDS MONETAIRE INTERNATIONAL

Le 28 juin 2011, le Conseil d'administration du Fonds Monétaire International (FMI) a désigné Mme Christine Lagarde pour occuper les fonctions de Directrice générale du Fonds Monétaire International et Présidente du Conseil exécutif de l'Organisation dans le cadre d'un mandat de

cinq ans qui a commencé le 5 juillet 2011. Mme Lagarde, qui succède à Mr Dominique Strauss-Kahn, est la première femme à occuper le plus haut poste du FMI depuis la création de l'Organisation en 1944.

Le Directeur général est le chef des services du FMI et préside le Conseil d'administration. Il est secondé par trois Directeurs généraux adjoints pour l'exécution des programmes du Fonds dont 187 Etats sont membres. Le personnel compte 2700 personnes originaires de 140 pays.

Mme Lagarde, cinquante-cinq ans, de nationalité française, était ministre des Finances du gouvernement français depuis 2007. Préalablement elle y avait occupé les fonctions de ministre du Commerce extérieur pendant deux ans. Mme Lagarde a connu également une longue et remarquable carrière de juriste, spécialisée dans la législation anti-trust et le droit du travail en qualité de partenaire du Cabinet international d'avocats Baker & McKenzie, à Chicago, dont ses confrères l'ont élue présidente en octobre 1999. Elle a occupé ce poste jusqu'en juin 2005 lorsqu'elle a été appelée à entrer au gouvernement français. Mme Lagarde est diplômée de l'Institut d'Etudes Politiques (Sciences Po) de Paris et de la Faculté de Droit de Paris X où elle a été maître de conférence avant de rejoindre Baker & McKenzie en 1981.

LE PALAIS DES NATIONS à Genève obtient CHF 50 millions pour améliorer son efficacité énergétique

Genève, Suisse – Le mercredi 29 juin, il a été annoncé à Berne que le Gouvernement fédéral suisse donnera à Genève en 2012 une somme de CHF 54 millions en fonds supplémentaires dont l'essentiel - 50 millions - sera affecté aux bâtiments du Palais des Nations en vue d'une rénovation qui permettra d'améliorer l'efficacité énergétique des structures qui datent de 1936.

La « Genève Internationale » recevra également CHF 4 millions par an à partir de 2012 et une autre somme de CHF 600.000 pour couvrir le coût de quatre nouveaux postes à partir de 2013. Ces fonds sont destinés à améliorer la compétitivité de la Ville dans ses efforts pour accueillir conférences et congrès internationaux.

Le Gouvernement fédéral a également annoncé qu'il allait relever sa contribution aux loyers payés par les organisations internationales sans toutefois en préciser le montant.

Le Palais des Nations possède 52 ascenseurs, 5 kilomètres de corridors, un réseau électrique très complexe et plusieurs centrales de ventilation et de climatisation.

PROBLEMES BANCAIRES, SUITE ...

Dans le dernier numéro du Bulletin, nous vous informions que la principale banque installée dans la majorité des agences du système des Nations Unies établies à Genève, l'UBS, avait annoncé une augmentation des frais bancaires pour les personnes domiciliées hors de Suisse qui n'ont ni un patrimoine dépassant 50 000CHF, ni une rentrée mensuelle de 500CHF ou ses équivalents. Ces frais supplémentaires sont de 30 CHF par mois.

En complément des solutions envisagées pour résoudre ces faits nouveaux, nous avons été informés que la Poste suisse accepte d'avoir des comptes de clients ne résidant pas en Suisse.

Un compte bancaire peut être ouvert auprès de tout bureau de poste suisse sur présentation d'une pièce d'identité (par exemple, passeport). Tout versement peut être fait sur ces comptes, comme la pension de retraite (par ex. AVS) ou les remboursements des caisses maladie. Des ordres de virement peuvent être enregistrés sur ces comptes.

Les frais de tenue de compte sont de 3CHF par mois.

Les détenteurs de compte reçoivent une carte PostFinance qui leur permet de retirer de l'argent depuis tout distributeur bancaire en Suisse et hors de Suisse. Ils peuvent aussi obtenir différentes cartes de crédit telles que PostFinance Visa Classic et PostFinance Master Standard.

Toutes les informations nécessaires sont disponibles sur le site : www.postfinance.ch

Roger EGGLESTON

DUBLIN LA LITTERAIRE, DESIGNEE « VILLE UNESCO DE LITTERATURE »



En juillet 2010, Dublin s'est vue décerner le titre de « Ville UNESCO de littérature ». Ce titre - désormais permanent - reconnaît le profil culturel de Dublin et son rang international de ville d'excellence littéraire. C'est la quatrième cité à recevoir ce titre après Edimbourg, Melbourne et Iowa City.

La Bibliothèque Nationale d'Irlande figure parmi ceux qui se battirent victorieusement pour obtenir de l'UNESCO cette appellation convoitée. Le fer de lance de cette initiative fut Jane Alger des Bibliothèques de la Ville de Dublin. Prenant la parole après l'annonce officielle, Fiona Ross, de la Bibliothèque Nationale d'Irlande, déclara que cette désignation constituait une formidable reconnaissance des travaux et de la créativité des écrivains de Dublin, disparus et vivants, et qu'il en résulterait un intérêt accru de la part des chercheurs internationaux, des érudits et d'autres encore, pour la littérature irlandaise, surtout celle des 20ème et 21ème siècles.

Ils seront notamment heureux d'avoir accès, à la Bibliothèque, aux remarquables collections de documents et de correspondances qui se rapportent aux Prix Nobel William Butler Yeats et George Bernard Shaw, au Dublinois James Joyce, aux écrivains internationalement appréciés, tels que Roddy Doyle, Colm Toibin, Dr Brian Friel, Hugo Hamilton, Paul Durcan et John Montague ; ainsi qu'aux archives de Deirdre O'Connell, fondateur du Dublin Focus Theatre et aux archives du Project Art Centre, également situé à Dublin.

Dublin la littéraire

La reconnaissance de Dublin en tant que « Ville UNESCO de littérature » fait revivre l'image du riche patrimoine de la ville dans le domaine de la vie littéraire, une ville avec les mots au cœur, avec l'Anna Livia de Joyce, avec ses conversations, ses rues, ses histoires. Dublin rend aussi hommage à son héritage littéraire avec les nombreuses statues d'écrivains qui embellissent la ville, notamment celles de Wilde, Joyce, Shaw et bien d'autres encore. Des rues et des ponts - le plus récent a été baptisé Samuel Beckett - saluent aussi les gloires littéraires de Dublin. Musées et centres, dédiés à des auteurs, organisent maints événements qui animent la vie littéraire et culturelle de la ville.

La réputation de la ville remonte à d'illustres personnages formés au Trinity College, tels que Jonathan Swift (1667-1745), auteur des Voyages de Gulliver et Oliver Goldsmith, père du poème classique *The Deserted Village*. Des pièces de théâtre comme *The Rivals* et *School for Scandal*,

de Richard Brinsley Sheridan, né rue Dorset à Dublin en 1751, sont aussi vivantes de nos jours que lorsqu'elles ont été présentées pour la première fois en 1775 et 1777 respectivement.

On se souviendra éternellement de la Dublin de 1904, année où un étudiant sans le sou, James Joyce, s'y promena au bras d'une servante d'auberge, Nora Barnacle. Cette promenade changea leur vie, les obligea à s'exiler et amena Joyce à en immortaliser la date - le 16 juin - dans son roman *Ulysse*. Cette journée est désormais célébrée dans le monde entier sous le nom de *Bloomsday*. Bien que Joyce soit le plus célèbre écrivain de Dublin, il ne fait pas partie de ses quatre Prix Nobel de littérature : WB Yeats, George Bernard Shaw, Samuel Beckett et Seamus Heaney.

Avec un pub sur deux baptisé du nom d'un personnage de Joyce, le risque était grand de transformer Dublin en mausolée littéraire. Mais en fait, elle n'a jamais cessé d'être le lieu d'accueil d'une intense vie littéraire et culturelle. Ces dernières années, trois écrivains dublinois ont reçu le Booker Prize, tandis que d'autres romanciers raflent régulièrement des récompenses internationales et que des auteurs dramatiques et des poètes sont connus et appréciés bien au-delà des frontières.

Au cœur de la sévère censure politique du dix-huitième siècle, une tradition se fit jour : « *Aisling* » - la poésie de rêve. En apparence d'innocents poèmes d'amour, dédiés à une femme, ils contenaient en fait d'intenses appels déguisés à la révolution. Au dix-neuvième siècle, la pauvreté et les scènes d'horreur devinrent le cadre d'inspiration des écrivains de Dublin. Le plus grand poète dublinois de l'époque, James Clarence Mangan eut une vie misérable, une médiocre santé et se droguait à l'opium. Il mourut du choléra en 1849 tandis que la famine tuait la moitié de la population de l'Irlande.

Les scènes d'horreur traversent les écrits de ses contemporains, Sheridan Le Fanu (1814-1873) qui inventa les histoires de fantômes modernes, et Bram Stoker (1847-1912) l'auteur dublinois de *Dracula*, dont l'épouse repoussa avec sagesse une proposition de mariage du flamboyant et jeune Dublinois Oscar Wilde (1854-1912) renommé pour son esprit, son intelligence, son esthétisme et ses dons de conteur.

Les œuvres de Wilde, qui comprennent des contes pour enfants, des poésies, des textes philosophiques, un roman et plusieurs pièces de théâtre à succès, en firent l'une de plus grandes célébrités de son temps et il demeure aujourd'hui l'un des écrivains les plus cités et les plus appréciés. En avril 2010, à la Bibliothèque du Trinity College, *Le Portrait de Dorian Gray* d'Oscar Wilde fut la vedette d'une exposition présentée parallèlement à l'initiative « *Dublin One City, One Book* », lancée par le Conseil de la Ville de Dublin et qui présentait quelques-uns des trésors que possède la Bibliothèque sur les plus illustres Anciens du Trinity College. Parmi les œuvres d'Oscar Wilde, *Le Portrait de Dorian Gray* est son seul roman : il lui valut un grand renom et fut adapté à la scène. Sa renommée fut confirmée et amplifiée par le succès considérable de célèbres comédies de mœurs à succès sur les scènes du West End londonien entre 1892 et 1895.

S'appuyant sur le statut d'icône que donne à l'écrivain son statut d'Ancien du Trinity College, ce dernier a organisé début 2011, pour un week-end, un Festival Oscar Wilde. Parmi les pièces de Wilde, présentées au Théâtre Samuel Beckett, ont figuré deux représentations de *The Importance of Being Earnest*, considéré comme son chef d'œuvre. L'objectif du festival était, en partie, de susciter un débat et d'amener le public à 'revisiter' Wilde. Une préface au livret du festival avait été écrite par Stephen Fry, admirateur connu de Wilde. qui avait, peu auparavant, visité Trinity College.

Un article intitulé *La Dublin Littéraire* du Dublinois Dermot Bolger conclut : « Dublin est sans doute synonyme d'événements littéraires marquants, mais aucune ville ne concède de droits d'auteur à ses écrivains célèbres. Ce qui fait que Dublin est une vraie ville d'écrivains est que des milliers d'hommes et de femmes l'ont remodelée dans leur imagination et que des milliers d'autres en feront autant - conscients de la présence de ces fantômes autour d'eux - chacun tentant de faire revivre dans son imaginaire ses rues grouillantes et affairées. »

Il recommande dix lectures sur Dublin : Les Gens de Dublin, courtes nouvelles de James Joyce (1914), Ulysse de James Joyce (1922), *At Swim Two Birds* de Flann O'Brien (1939), *My Left Foot* de Christy Brown (1954), *Strumpet City* de James Plunkett, (1969), *Dead as Doornails* d'Anthony Cronin (1976), *Stir Fry* d'Emma Donoghue (1994), *A Dublin Memoir* de Peter Sheridan (1999), *Paula Spencer* de Roddy Doyle (2006 et *The Gathering* d'Anne Enright (2007).

Anne Enright a écrit: « En d'autres villes, les gens intelligents sortent et font de l'argent. A Dublin, les gens intelligents rentrent chez eux et écrivent leurs livres.»

Ita MARGUET

Traduction de **Jean-Jacques Chevron**

Note : Nous remercions la Bibliothèque Nationale d'Irlande (numéro 41 : Winter 2010 News). D'autres sources utilisées pour cet article comprennent un article de Dermot Bolger, romancier, auteur dramatique et poète. Il suit des textes publiés sur l'Irlande et sur ses relations avec le vaste monde, réunis dans le livre en-ligne *Travels through Ireland*, Ita Marguet (2011).

(Note de la Rédaction : Ita Marguet est un écrivain de souche irlandaise. Retraitée du BIT, elle vit en France.)

POEME – ARBRE

Arbre ! Je voudrais être arbre,
Non pas 'un' arbre. Être arbre.
Plus il croît, plus il acquiert sa forme
La plus belle. Plus il prend de l'âge,
À l'encontre de l'humain, plus il est beau.
Il s'élançe, s'évase, s'amplifie, s'élargit,
Se déploie, s'étire en quête d'un ciel,
Là-haut, jamais atteint.

Arbre ! Tu ouvres branches
À tout vent, à tout orage ;
Rameaux à tout murmure, à toute ondée.
Tu offres, généreux,
Tes bras à tout ce qui a plume,
À tout ce qui vole ;
Ton ombre à tout ce qui est
Touffe de poils bondissante ;
À tout ce qui cherche refuge,
Bête ou homme.

Tu donnes ta force à qui aspire à la
douceur ;
Ta beauté à qui a besoin d'oubli,
De bonheur, de souvenirs.
Tu t'offres parfois en holocauste
Par la maladresse de l'homme
Mais tu donnes aussi ton bois
À qui a froid.

Arbre ! Jusqu'à ton heure dernière,
Tu es un splendide. Et là, dans la superbe
Apothéose de ta vieillesse,
Tu meurs debout.
Et, même mort, des myriades d'oiseaux
Chantent pour toi des cantates
d'allégresse.

Jacqueline KAZNATCHEEFF

EDITORIAL

Many quotations express a similar sentiment suggesting that there is no point in worrying about something one can do nothing about. One of my favourites comes from the work of the 8th century Indian Buddhist scholar Shantideva:¹

“If you can solve your problem, then what is the need of worrying?

If you cannot solve it, what is the use of worrying?”

Well, we all agree with that – don’t we?

I suppose I would be more inclined to agree if I were reassured that there was someone in the world who I was sure could solve my worry. But I am not sure.

And – if you promise you won’t tell anyone else – let me tell you what is worrying me. It’s the global economy. Is the world facing a new economic collapse? Is the euro heading towards meltdown? Will the dollar remain the reserve currency? And what is the impact on pensions? And..... well you probably have got the picture.

I search the media for responses but I have to admit I am not convinced that there are many answers.

The headlines in the most recent edition of *The Economist*² are not altogether reassuring: “Panic in Paris – Fears over French banks”; “The economic downturn – Checking the depth gauge”. *Le Monde*³ is equally pessimistic: “Les Bourses européennes en forte baisse”; « Le patronat français pessimiste sur la croissance en 2011”. Even *The Australian*⁴ reporting from a country which has been somewhat less affected by financial woes suggests that: “Global concerns contribute to turbulence on bourse”.

I know that a number of readers share these concerns and have raised them with members of the AAFI-AFICS Committee.

Nor do academics seem to be able to provide much solace; they appear confused and divided, between the Keynesians, the Vienna school and the Malthusians.

Of course, we cannot ignore the fact that by the time the Bulletin is issued the financial world may be, and most probably will be, very different.

But let’s come back to something we do know a little more about - our pensions.

The UN Pension Fund is built on robust principles laid down in 1949 and has continued to maintain its financial autonomy throughout its existence. Those principles were clearly set out by the 1960 Pension Review Group and upheld by all those charged with reviewing the design of the pension system since then.

And notwithstanding the volatility of the market value of the investments of the Fund - not only now but on several past occasions in the last 62 years - the over-all investment return has remained close to, and usually above, the long term real return objective of 3.5% per annum. For example, the real (inflation adjusted) annual rate of return for the 50-year period 1960 to 2010 is 4.1%; it is 5.6% for the last 20 years and 4.4% for the last 7 years.

But for me a much more telling statistic relates to income and expenditure. Income (contributions) exceeds expenditure (benefit payments). In 2010, for example, the Fund received contributions amounting to US\$2.03 billion and made payments of nearly US\$1.97 billion in benefits. This means that there is no need to draw on investment income to meet outgoings. This positive situation results from the growth in the number of participants in the

¹ Shantideva was a scholar at Nalanda University and an adherent of the Madhyamaka philosophy of Nagarjuna.

² 20-26 August 2011.

³ 22 août 2011.

⁴ 23 August 2011.

Fund - 63% over the last 10 years - whereas the number of beneficiaries has increased only by 33% in same period.

All this reminds me of another quotation:

"Annual income twenty pounds, annual expenditure nineteen pounds nineteen and six, result happiness. Annual income twenty pounds, annual expenditure twenty pounds ought and six, result misery", as Dickens's Wilkins Micawber observed in *David Copperfield*.

The Internet tells me that this expression has now become the Micawber Principle.

So I can relax, and stop worrying about those things about which I can do nothing and sleep soundly in the confidence that we have the Micawber Principle on the side of our pensions.

Roger EGGLESTON

Note: Obituaries in French and in English of three recently deceased members of AAFI-AFICS, Charlotte Lamunière, René Mathieu and Angela Butler, are to be found in the French section of this Bulletin, beginning on page 3.

NEWS FROM THE AAFI-AFICS COMMITTEE

The summer was largely taken up with preparations for the meetings of the FAFICS Council and the United Nations Joint Staff Pension Board which took place in Geneva in July. (Reports of both events are to be found elsewhere in the Bulletin).

The August session of the Committee was preoccupied with preparations for the celebration of the United Nations International Day of Older Persons which will take place on Monday 3rd October in the Palais des Nations, Geneva. A report of the discussions on "Healthy and Active Ageing" will be included in the January 2012 Bulletin.

The Committee endorsed proposals for holding a session of the Health Commission in the autumn and also for support to the anti-influenza vaccination programme which is organized annually in the Palais des Nations for members of the United Nations Staff Mutual Insurance Society (UNSMIS).

The Committee is particularly grateful to Pierre Vangeleyn for the preparations he has in hand for the organization – in the autumn - of glaucoma screening sessions which will be available to members of AAFI-AFICS. Full details will be made available *inter alia* through the Newsletter.

The Committee has also embarked on a study of the role it might play in focusing the Organizations of the United Nations system on the need to pay greater attention to the Human Rights of Older Persons. Regular Bulletin readers will recall an article in January 2011 in which Dr Astrid Stuckelberger presented a fact sheet on the rather disappointing action which the United Nations system had taken, to date, to meet the ageing issue. It is in a bid to meet this concern that the Committee is beginning to work on the issue.

Over the summer extensive efforts were made to find a suitable replacement for Nana Leigh as part-time Social Worker. Unfortunately none of these bore fruit. The August session of the Committee was informed of the latest initiatives which it is hoped will prove successful. Members will be advised of the new arrangements as soon as they are in place.

The backdrop to discussions in the August session was the depressing global economic picture. The Committee will provide information about the impact this is having on United Nations Pension Fund investments as soon as it is available.

The Committee has been pleased to note the positive response to publication in the Bulletin of the transcripts of the dialogue between the two notaries (Maîtres Andrier and Besso)

which took place at the September 2010 Seminar on Wills and Successions. (Thanks are due to Christiane Kind for the transcriptions and Jane Brooks for their translation into English). It thus agreed to make the transcripts available as a separate reference document which can be provided on demand.

THE 40TH FAFICS COUNCIL

The 40th Session of the FAFICS Council met in a gloriously sunny Geneva in the first week of July 2011. Thirty-six delegates from 25 member associations were present.

As the Council session was held in Geneva, the AAFI-AFICS delegation was expanded to include Elisabeth Belchamber, Katia Chestopalov, Samuel Mbele-Mbong and Dev Ray, as well as the Chairman, Roger Eggleston.

Admission of new members

With the admission of AFUNCS-Nigeria, the Council expressed particular pleasure that there were now 50 member associations in FAFICS. It is expected that the retiree associations in Nicaragua and Senegal will shortly also be admitted. The Council agreed that the Federation should continue its efforts to seek and maintain contact with other associations to establish links in neighbouring countries.

Pension issues

The Council, which had been preceded as usual by a half-day working group meeting, dealt with a series of pension issues. It also had the benefit of a meeting with the Chief Executive Officer of the Fund and with the Representative of the Secretary General for the Investments of the Fund.

Much of the detail of these presentations and of the state of the Pension Fund are dealt with separately in this edition of the Bulletin. (See page 32)

In the course of Council discussion, associations referred to the lack of follow-through on the part of the Pension Fund secretariat. The debate also touched on the delaying tactics that the administrations had applied in the discussion in an effort to stop any further discussion of the mandatory age of retirement. On the other hand, the participant representatives in the Pension Board, FAFICS and most member states were fully convinced of the benefits of extending the age of retirement. The use of such tactics made it all the more important that FAFICS do everything in its power to keep open until the next valuation such issues as the elimination of negative CPI adjustments. A similar tactic should be used in respect of the Federation's endeavour to secure an amendment to Article 35 *bis*.

The Council is particularly concerned about the need to adjust the benefit provisions for those on small pensions; these have not been adjusted for cost-of-living increases for many years. The matter will be developed by a Working Group of the Pension Fund.

At the conclusion of the discussion, one association stressed the need to spend more time on issues related to pensions and health since they were the key concerns of the members of that association. He was convinced that pensions and health were also the overriding concerns of the membership in other associations.

Arising out of its discussion, the Council adopted 10 priority issues which it considered should be upheld by the FAFICS representatives attending the July 2011 session of the UN Joint Staff Pension Board. These are:

1. Defending the two-track system
2. Eliminating the 0.5 per cent reduction in the first adjustment due after retirement
3. Improving the pension adjustment system
 - (a) Allowing a return to the dollar track, subject to certain conditions
 - (b) Eliminating the negative CPI adjustments
 - (c) Improving data collection for CPI adjustments
4. Adjusting small pensions
5. Increasing the normal retirement age up to 65
6. Absorbing bank charges
7. Improving the functioning of the Emergency Fund
8. Reviewing the entitlements of family members (including Article 35 *bis* of the Pension Fund Regulations)
9. Defending the claim to voting rights in the Pension Board
10. Returning to the 2 per cent accumulation rate for all participants and retirees

Health matters

The Council received a Report from the Working Group on After Service Health Insurance and Long Term Care (ASHIL). The Convenor of the Group underscored the importance attached to the risks associated with unfunded ASHIL liabilities.

He reported that, confronted with the magnitude of the unfunded liabilities, organizations were taking various steps. A number of them had begun to show the liabilities in their balance sheets and some were taking measures to provide for some sort of funding. The United Nations, however, would not seem to have undertaken any action to date, despite the need to prepare the report in good time for consideration in autumn 2012. FAFICS had offered its assistance in preparing that report, but had received no reply. The Federation agreed to follow up on the lack of response.

In the ensuing discussion, concern was expressed over what was seen as a threat to ASHIL. Some organizations were passing the burden of maintaining social security schemes on to the staff, thus making it increasingly difficult to maintain an affordable health insurance scheme. Other organizations were reported to be annulling the payment of costs associated with 'medicalized' care in a quest to save costs. Making national health schemes the providers of first resort and the organizations' health plans the providers of second resort could prove untenable in some countries: a case in point being France and the Netherlands where mandatory contributions associated with participation in national schemes would entail major cuts in pensions. Other associations spoke of the prohibitive expense of long-term care, although others pointed to ways in which care for the aged was provided for in certain schemes, as well as to the number of agencies that had LTC coverage in place and the low financial burden it actually involved. Over the past ten years, costs had averaged some 2 per cent of all claims and a number of claims in all schemes had related to active staff.

Report of the Working Group on the Functioning of the FAFICS Council

In a way as a complement to the adoption of Statutes and Rules of Procedure in 2007 and 2008, the Council embarked on a review of the way it works. This was based on a comprehensive report presented by a Working Group which had, helpfully, gathered together in one document all previous determinations in respect of the way in which the FAFICS Council operates.

The decisions and conclusions reached by the Council touched on the management of Council meetings and of the agenda for those meetings, guidelines for the preparation of

documentation and, importantly, on improvements in communications between members *inter alia* through the introduction of e-mail bulletins.

The Council also reaffirmed the annual frequency of Council sessions, the maintenance, for the time being, of the current arrangement whereby Council sessions were spread over 5 days, with the first day being devoted to pre-session meetings of Standing Committees.

It also agreed that a document be prepared for the 2012 Council session showing the pros and cons of various alternatives in terms of the timing and location of Council sessions.

An important decision was taken in respect of the functioning of the Federation and that was to replace the Working Groups on Pension Issues and Health Matters by Standing Committees on the same subjects. This change is intended to strengthen the technical nature of the two Committees and to enable them to operate more effectively between Council sessions.

The complete list of conclusions and recommendations emanating from the discussion of the Report of the Working Group is provided here in extenso:

Meetings management

- Endorsement of integrated meetings management package
- Endorsement of skills and competences required of presiding officers

Agenda management

- Agreement on submission of additional agenda items from any source

Documentation

- Agreement on a three-week deadline for distribution of all documents, excluding comments on Pension Board issues
- Finalization of guidelines for the preparation of documentation in time for use in the run-up to the next Council

Frequency of Council sessions

- Maintenance of annual cycle

Duration of Council sessions

- Acceptance of agenda-driven duration
- Maintenance of current arrangement: five-day session with the first day being devoted to pre-session meetings of the Standing Committees. If experience showed that the Standing Committees yielded the efficiencies expected of them, Council could consider the possibility of reducing the over-all duration to four days

Timing and location of Council sessions

- Agreement on the Bureau presenting to Council at 2012 session a paper-cum-cost analysis on the timing and location of its sessions, outlining pros and cons of various alternatives

Communications

- Agreement on introduction of e-mail bulletins, including regular reports of the President's missions, and general improvement in communications between the constituent parts of the Federation
- Agreement on availability of documents in languages other than English
- Efforts to be made to secure interpretation services on a *pro bono* basis

Enhanced use of technology

- Agreement on the use of the FAFICS website as a most effective medium for the preparation of reports and Council sessions

Items for further study

- Agreement on the conduct of further studies on: greater participation of members in the work of the Federation, including support for new members; training and development; and the role, composition and functioning of the Bureau
- General support for the topics outlined under those three headings

Implementation

- Implementation of the changes agreed by Council to be the responsibility of the Bureau, where necessary in tandem with the Convenor of the Working Group

Strengthening the gender balance in FAFICS

The discussion, which began on this subject at the 2010 session of the Council, was furthered through a report from a Contact Group which presented the results of a survey of member associations on the matter.

As before, it was difficult to reach consensus on how best to move forward. The discussion was marked by a host of conflicting opinions. It was claimed that men were not to blame for the current situation. Furthermore, an insistence on gender balance constituted an imposition on sovereign associations. In another instance, it was reported that the gender problem was irrelevant as it had little bearing on the culture or understanding of the country where the association was located.

It was also pointed out that of the 13 (out of a possible 49) respondents to the survey only three associations had responded negatively to the question whether they were satisfied with the gender balance in governance and organizational structures of their associations. Furthermore, two of those responses had pointed to a predominance of women in those structures. It was felt more appropriate to determine whether functional problems arose that could be attributed to a lack of gender balance. Judging from the findings of the survey, it would seem there was no problem with the constitutions or statutes of the associations, but rather that the inclusion of women in delegations to the FAFICS Council did not reflect their numbers adequately.

It had to be recognized that improvements in the functional efficiency of the Council pertained to all retirees regardless of gender. Taking that further, another suggestion was made that in all important appointments, the governing criteria were competence and expertise, to which a third and equally important criterion could be added: commitment.

One member association felt that the debate was a throwback to the seventies. Participation of women was not being contested, but it was more a matter of that participation being apparent on entering a conference chamber. It was further pointed out that objections to the

notion of gender balance and equal representation ran counter to the very principles of the United Nations. Furthermore, associations were merely being asked to keep gender balance in mind; it was not a case of insistence. It was not to be forgotten that if it were to increase its membership, the Federation needed to be truly representative. An essential component in such an endeavour was creating a 'public face' that was balanced in both gender and geographical terms.

The importance of the issue was borne out by the length of the debate; it was indicative of a problem that called for solution. It was felt that over the course of time with the retirement of the following younger generation, the executive committees of most associations would see a shift in their composition. Some associations called for a gradualist approach without resort to changes in the rules of procedure; others called on FAFICS to make its position on gender balance clear and unambiguous. There were slightly more women beneficiaries than men in the UN pension scheme and FAFICS had to protect its claim to be the universal representative of all UN retirees. The policy statement on the issue should address the geographical and gender aspects, it being left to individual associations to take a decision on their approach to the matter.

In the light of the extensive discussion, it was agreed that no statutory changes should be introduced, since a five-year moratorium on changes to the Statutes and the Rules of Procedure had been declared in 2007 and 2008, respectively. The Council did, however, agree to adopt a policy statement on the matter which is reprinted here:

The Federation of Associations of Former International Civil Servants (FAFICS), at its 40th session,

Recalling that the purposes and functions of FAFICS include the support and promotion of the principles and achievements of the United Nations system,

Recognizing efforts to promote gender balance and gender mainstreaming in the work of all organizations of the United Nations system,

Recognizing further that gender balance in both the FAFICS Bureau and the Council depends largely on measures taken and implemented by member associations; and

Taking into account its Statutes and Rules of Procedure,

- 1. Stresses the importance of gender balance in representation on the Bureau and on the Council and in its activities;*
- 2. Urges member associations to make greater efforts to achieve gender balance in their representation to the FAFICS Council.*

Efforts to improve the membership of FAFICS

The FAFICS President described the initiatives that had been launched in the past year to increase the number of members and member associations. Strengthening the Federation would strengthen the Federation's claim to being the retirees' unique representative. He spoke of attempts to set up new associations in Fiji and the Pacific Islands, as well as in the eastern Caribbean.

He spoke of the possibility of there being 60 member associations in the near future. China would probably set up an association by 2012, and Japan had already formed a contact group. Nicaragua was another potential candidate country, while the efforts of the Vice-President in Africa had focused on: Benin, Chad, Mali, Niger, South Africa, Togo, Uganda and Zambia.

In the discussion it was considered that it was essential for the association to offer something to the constituents that went beyond information on pension and ASHIL. In some countries, associations provided pertinent information on tax matters and assisted retirees on their return to their home country after years of absence, as well as newcomers to the country.

AAFI-AFICS reported on the great interest that had been generated by its seminars on long-term care and on wills and settlements.

AAFI-AFICS also introduced a paper on the increased participation of member associations in pre-retirement seminars. The need for such seminars both at headquarters and in the field was pressing, in the light of the quality of the information provided to active staff on retirement-related matters. It was reported that UNDP offices had often provided misinformation, if any information at all was forthcoming. It was thus suggested that not only did incipient retirees require extensive briefing on retirement, but the staff in human resources management would also benefit from training in matters related to retirement.

For the associations, pre-retirement seminars constituted a recruitment tool. Consequently, associations stood to gain from the active involvement of retirees in such seminars at all locations. At some headquarters, retirees had already established a niche for themselves in the context of pre-retirement in the sense that they provided living proof of the joys of retirement and often played a substantial role in the organization and management of the pre-retirement seminars. Others were already well on their way to finding their niche as evidenced by the experience of the economic commissions. For example, further out in the field, in Burkina Faso, the United Nations, the staff council and the retiree association had joined forces in launching a pre-retirement exercise.

It was also pointed out that the services of retirees could be used to good effect in the initiation/introduction courses for incoming staff - in a manner of speaking, a cradle-to-the-grave approach. Furthermore, retirees in various countries could provide current information on living conditions for use in the UNDP country briefing material.

When all was said and done, retirees were a valuable source of information. They could play a vital role in helping others to prepare for retirement. Council invited the Bureau to reflect on the matter and circulate its ideas and suggestions to all associations so that they might be active in that area.

Other matters

Among other issues, the Council dealt with the usual reports on representation at meetings, advocacy on behalf of the United Nations system and on administrative matters

Elections of officers and appointment of representatives to the Pension Board in 2012

The Federation elected its officers as follows:

President: Andrés Castellanos
Vice-Presidents: Katia Chestopalov
Mary Johnson
Pierre Adama Traoré
Josiane Taillefer
Mario La Fuente
Linda Saputelli
Ahmed Hussain

Secretary: Jayamaran Sundaresan

Treasurer: Juan Mateu

and appointed its representatives to the 2012 Pension Board:

Representatives: Andrés Castellanos
Roger Eggleston
Mary Johnson
Gerhard Schramek

Alternates: Ana Maria Gudz Robak
Tedla Teshome

Roger EGGLESTON

THE 58th SESSION OF THE UNITED NATIONS JOINT STAFF PENSION BOARD

The United Nations Joint Staff Pension Board met in Geneva from 11 to 15 July 2011.

As this was a “budget year”, discussions in the Board focused on the budget estimates for the biennium 2012-2013. There was thus little or no discussion of FAFICS main priority concerns regarding benefits or entitlements.

Eliminating negative cost-of-living adjustments

Indeed, the Board concluded that consideration of two “benefit-related” areas in which the Consulting Actuary had been invited to provide costings – namely an estimate of the cost of eliminating negative cost-of-living adjustments and on the costs of early retirement – should be put off until the Board session in 2012. At that time the Board would have available to it the results of the thirty-first actuarial valuation of the Fund as of 31 December 2011.

For its part, FAFICS had urged the same course of action in respect of the elimination of negative cost-of-living adjustments, recommending deferral in order that the proposal could be considered in the context of the next actuarial valuation.

The normal age of retirement

The Board had included an item on its agenda providing for an update on developments in respect of the normal retirement age. In the event, the discussion was limited to a presentation on the on-going work of a Working Group of the High-Level Committee on Management (HLCM) on the Mandatory Age of Separation and a statement by FAFICS highlighting the importance of raising the normal retirement age in the context of the impact of increased longevity on the actuarial valuation.

The Emergency Fund and small pensions

FAFICS also made substantive interventions on the Pension Fund Secretariat’s Report on the functioning of the UNJSPF Emergency Fund and in respect of the proposals in the Fund Secretariat’s study on small pensions which it warmly welcomed.

In respect of the Emergency Fund, FAFICS expressed its concern that the criteria and procedures should further evolve “to meet the stated humanitarian aims” of the Emergency Fund. For FAFICS more flexibility was needed in the application of the criteria and greater cultural sensitivity in the processing of claims. In particular FAFICS sought assurance that revisions would be made to the follow-up letter sent seeking additional information from claimants. Those revisions should reduce the bureaucratic vocabulary and tone.

As to small pensions, FAFICS noted that the issue mostly, but not only, affected retirees in developing countries. The matter of adjusting the small pension benefit provided under the Regulations had become urgent as no account had been taken of cost-of-living increases for many years.

Investments

In respect of the Fund’s investments, the Board received the usual reports from the Representative of the UN Secretary General for Investments (RSG) and from the Chairman and members of the Investment Committee. It also received the Asset Liability Management (ALM) Study prepared in May 2011 by a specialized consulting firm (Hewitt EnnisKnupp Inc.) to provide advice, *inter alia*, “to determine the optimal pension investment strategy”.

These were all positive. The market value of the Fund’s investments had again exceeded the US\$43 billion mark and the ALM Consultants had broadly supported the Fund’s investment management policies.

Size and composition of the Pension Board and Standing Committee

The Board, in 2010, had asked the Secretariat to present a report on its size and composition as well as its working methods and effectiveness. There had been some thought that a

Working Group might be established to further consideration of the matter but, after some discussion, the Board decided that there was no need to set up such a group. It was really a case of “letting sleeping dogs lie”.

Situation of former UNJSPF participants from the former USSR, the Ukrainian SSR and the Byelorussian SSR.

The FAFICS representatives again brought the situation of former participants in the Fund from the three territories referred to above to the attention of the Board. In a note submitted by FAFICS the Board was apprised of action since the matter was last reported upon in 2010 and reminded of the gravity of the situation. Initial contacts had been established by AFICS-Moscow with the Ministry of Public Health and Social Development and the Office of the President of the Russian Federation which it was hoped would bear fruit.

The Board took note of the information provided by FAFICS.

The 2012-2013 Budget

The Board's main - and most difficult - discussions related to the budget proposals for the biennium 2012-2013. Participants in the session were somewhat surprised that the Fund Secretariat was proposing an increase of some US\$216 million – or 23% - over the budget for 2010-2011. A Budget Committee appointed to examine these proposals met for two days before the Board meeting and for three full days in the week of the Board itself. FAFICS was represented by its President, Andres Castellanos del Corral, and Tedlar Teshome in these strenuous Budget Committee sessions which often continued well into the night.

The Working Group on the Budget, known as the Budget Committee, took as a marker the “per participant” costs of the proposed budget. That is to say, the total costs divided by the total number of participants and beneficiaries. These calculations, which included adjustments for inflation, showed that the cost to administer a participant/beneficiary averaged US\$197 per year over the period 2002 to 2011. The proposed budget of US\$216 million, however, raised this “per participant” rate to US\$248 which represented a 26% increase over the current rate.

The Budget Committee presented the Board with a revised Budget amounting to US\$ 194 million which was adopted unanimously by the Board.

Other matters

Among many other “housekeeping” and administrative matters, the Board received reports from the Committee of Actuaries putting forward their considerations in terms of the actuarial assumptions to be used for the next actuarial evaluation, and from the Audit Committee. The Audit Committee was created in 2006 and is performing a very important role of scrutinizing the audit work carried out in respect of the Fund by the Office of Internal Oversight Services (OIOS) and the External Auditors. The Audit Committee also keeps a watchful eye on the functioning of the Pension Fund Secretariat and in its most recent report made a plea for greater cohesion between the two sides of the management of the Fund led by the Chief Executive Officer and the RSG.

Roger EGGLESTON

OF CABBAGES AND KINGS

BRAIN POWER

Use Your Brain Power! shouted one headline. **Exercise Your Mind!** yelled another. One's brain is battered by all these peremptory instructions and injunctions. These were headlines in reputable journals for older persons, indeed for retired international officials. Read a good book, they instructed. Learn a foreign language; play a musical instrument; solve mathematical problems; take a course; work out puzzles; play strategy games; play card games. All sound advice, and obviously aimed at me. So I girded up my loins – or rather my brains - and went to it.

Read a book. Fine, I've just read *War and Peace*; surely that counts as a good book? But then one asks oneself: *What is a good book?* The Bible is known as the Good Book so we should count that in. A cookery book that inspires you to higher culinary levels is surely a good book; nay, a very good book. The Secretary-General's Report is a good book, at least for former officials. But hey, wait a minute; I insist that I have read a good book some time, somewhere along the line. Or perhaps re-reading doesn't count?

Learn a foreign language: well, I've learnt a foreign language and in fact I'm writing in it. Does it count if you've already learnt it? Does it have to be a new language? If so, do I have to find someone I can talk to?

Play a musical instrument: God help us!

Solve some mathematical problems: God help us again! I could use a lot of Brain Power working out whether I need more divine help for musical instruments or for mathematical problems.

Do a course: I've done several computer courses of course, and if reprimands, admonitions, scoldings, repetitions from my son count as courses, why, I've done scores. Work out puzzles: I suppose this means the kind of question like 'He was his son but he was not his father, who was he?' That sort of thing. Actually, I haven't got it quite right. No, it went 'He was not his son but he wasn't his father'. No, that's not quite right either. Oh, well, you know the sort of thing I mean; smart youngsters spring these questions on you and chortle when you can't give the answer. They are a puzzlement, as the King of Siam was wont to say.

Play strategy games: that sounds like the Pentagon. I really don't think we want to go into that, do we?

Play card games: when we had a holiday home in the mountains, a friend gave us a book on Card Games. It will help you to while away those long winter evenings, he said. Well we didn't have any cards with us so we played Scrabble instead. Some Brain Power needed there, I can tell you; we invented some wonderful new words and exercised our minds by arguing if they should be allowed. Nobody seems to have discovered that argument is a wonderful way of increasing your Brain Power.

Somehow, the arrangement of our living room in Geneva didn't lend itself to Scrabble nor did we seem to have long evenings to while away, so we studied our Card Games book again. There was one which seemed manageable; at least it was less difficult than a manual of instructions for some electronic gadget. So we opted for that. Isn't it a funny thing with cards: they seem to have spread all over the world and are about the same everywhere. I mean the four patterns: you have two black patterns and two red ones. The black ones are: a pattern that looks like a leaf but is called a spade (call a leaf a spade). The other is a pattern that would recall Ireland if it were green. Then of course there are the two red ones. One is like a square pushed out of shape and is called a diamond; it looks nothing like one or like any other precious stone, for that matter. The other red one is called a heart. It's like the symbol used for 'love' on bumper stickers like 'I love New York,' and of course bears no resemblance to any human organ.

The really difficult part of the game, the part where your brain has to perform at full power, is remembering what is trumps. We usually forget this, or rather remember something different. My wife remembers one thing, I another. So she may think hearts is trumps and I may think it's spades, and if I think it's spades I call it spades. She thinks it's hearts and considers my attitude disheartening. All this leads to much argument, so sometimes we just decide that she will go on with hearts as trumps and I'll go on supporting the spades motif. This adds some spice to our game and is really quite unique in card-playing circles.

I am going to write to the author of our little book on card games and suggest he include our version in his next edition.

Aamir ALI

<p style="text-align: center;">AAFI-AFICS SEMINAR ON WILLS AND SUCCESSIONS 28 SEPTEMBER 2010</p>
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(The following is the translation into English of the second and final part of the dialogue between Maître Andrier and Maître Besso that took place at the Seminar)

Maître Laurent Besso

There are different types of testament; I shall speak of the most common ones, at any rate those we have in Swiss law.

I would say that the first among them is the 'holographic will', which is a will you have written entirely by hand. I would draw your attention to the fact that a will that you have not written, signed and dated entirely by hand will be null and void, unless it is an 'authentic will', that is, one drawn up by a notary. So, be very careful: lists attached as annexes or any little note typed on a typewriter or a computer will render the will null and void. The will must be written by hand from the first letter to the last letter of the signature or to the last full stop after the signature. Otherwise, as I have said, the verdict is not that it may be annulled – i.e. that a procedure would have to be begun to render it null and void – but that it is purely and simply null and void. Moreover, in Switzerland a testament has to be written in one of the official languages of the Confederation, otherwise it must necessarily be translated when it is opened and such an official translation could be expensive and add to the costs of the succession settlement.

Then another type of testament is precisely the 'authentic will'. In Switzerland this is drawn up before a notary, with him, with his help and so he will also be responsible for the advice he gives you for the drafting as well as, where applicable, for its safekeeping; and finally it is the notary who will deliver an exemplified copy. That will be signed by you and the notary in the presence of two witnesses to demonstrate that it is indeed the product of your will and you will have to make certain statements to that effect to those witnesses.

Finally there is one last type of testament in Switzerland which I shall call the 'oral testament'. This oral testament can be made only in emergencies; of course, it must be dictated to a justice of the peace immediately after being received. Those persons naturally entitled to receive it are those who may be confronted with such emergencies, that is, members of the medical profession or, where applicable, police officers, priests or, of course, notaries who are accustomed to this kind of operation. An oral testament is thus a rather special kind of testament and fortunately we do not have to resort to it often. I shall now yield the floor to Me. Andrier, since in France they have a number of different testaments, some of which have absolutely marvellous names.

Maître Nathalie Andrier

In France we find the same categories of testament: the holographic will and the authentic will, which differs from the former in that it is received either by the notary and two witnesses or by two notaries. Indeed, if the person concerned is bothered by having to call witnesses – for these are indeed somewhat unusual arrangements – they can have the will received by two notaries.

A ‘verbal legacy’ may be recognized in France, in equally extremely restricted circumstances, for the benefit of the surviving spouse; but the testament my colleague was referring to ironically is the ‘mystic testament’, so called no doubt because in a time of mourning one certainly has great spiritual needs! His aim was to get me to digress rather than to have me talk of real usage. This is a testament handed to the notary in a sealed envelope. And as we notaries are naturally curious, when someone hands us a will we prefer to know its contents, if only to check that it can be executed and carried out. But it only happens very rarely that the ‘mystic testament’ is still used.

What is perhaps more usual with us than with you is the transmission of an inheritance by gift. A gift may be of interest in two ways, either from the fiscal point of view – but that I’ll keep for later when we speak of inheritance tax – or from a civil perspective: while the parents are alive – for generally this is done to benefit the children – one may envisage a shared gift, that is a sharing out of the parents’ property. This is a good way to keep the peace in families. It is good for the parents before their future demise to tell the children (or their heirs, if the heirs are not the children) what they want and the reasons for their choice. When it is a case of the children, the greatest difficulty in a succession, once the person is no longer there, is realizing that certain provisions have been made for the benefit of someone else and that gives rise to great frustration: “so, he didn’t love me then ...” That is a very difficult situation to live with. So you must really give priority to dialogue and explain what you want to do. Usually that works out very well.

But it seems that gifts are less common in Switzerland, is that right?

Me. Besso

A gift is resorted to very rarely indeed. And incidentally, I should like to stress that the Franco-Swiss Convention on successions does not apply to gifts. One has to be rather careful, because there could be some double taxation involved, but we shall speak about that again in a while.

Switzerland prefers to use another instrument which is called the inheritance covenant. This is not the joint will of several persons, but a contract in which each person makes special provisions. And of course, to keep the peace in the family, as we mentioned just now, it is better for the children and the parents to sit down around the table and for the parents to explain to the children what they want to do – where appropriate giving priority to the surviving spouse – and for the latter thereafter to redistribute everything in equal shares to the children or to other persons, but this can be discussed in that way.

It can also be approved and this is where I would say the inheritance covenant reveals its usefulness. By this document, in fact, an heir can give up his/her reserved portion to a third party, whether one of his parents or one of his brothers and sisters who may have had less luck in life, or can accept certain arrangements, for example in the calculation of the value of a business or a house; here too you can meet with a lot of problems, because, while it is very simple to say “I divide my fortune between my two children”, the arguments do not so much arise from that: they will tell you very kindly that they only want the law to be applied and they are very happy with that provision. On the other hand, the other’s house will always be more valuable than the house one has received oneself. So the inheritance covenant can also be helpful for the transmission by providing rules for calculating value.

Now, be careful: as Me. Andrier will explain, this document may not necessarily be valid in all countries. Some countries do not recognize it and it must be used sparingly, because it may

be irrevocable. You may sign it at a given time, with your descendants, in a given frame of mind; then your spouse dies and so the document becomes irrevocable because the spouse can no longer give his/her consent to any change in it and one's state of mind may change completely and relations among the heirs can change too, so that is also something one must bear in mind.

Finally, to close this subject, all the signatories to an inheritance covenant - that is, the children too - must be of age. In fact one cannot enter into a contract unless one is of age.

Me. Andrier

Unfortunately, the inheritance covenant, which Me. Besso has just described, is an instrument we do not have in France. I regret that, because being able to organize the future with one's heirs is a good thing.

We do not have it because we have a principle prohibiting agreements as to future succession. It is not right to bet on people's futures. Everything that concerns a future death is forbidden.

However, for a short while now we have had an instrument called "*renonciation anticipée à l'action en réduction*" [advance waiver of action in abatement]; it is rather technical, but the abbreviation is much simpler, it is RAAR. The purpose of RAAR is to allow one to say "I know you have given the house to my brother, I will not make any claim". This comes fairly close to your Swiss instrument, the inheritance covenant. Unfortunately, the French legislators did not go all the way, because a person who has signed this document is able to go back on his word if he is in need at the time of the death. So, clearly it is well named, because it is very rarely used.

Could we now take up the important question of costs? I should like to speak of inheritance tax.

Me. Besso

Just one last little piece of advice, if you will allow me, before concluding this part on civil law, namely concerning the general rules applying to testaments. And this is not at all a matter of law: the notary can certainly help you, but he cannot do the basic work for you. To ensure your succession is well prepared, before you go to your notary, ask yourself this essential question: "How do I want my property to be distributed later on?"

I would say that you only have to have a rough idea, a picture in your mind and we professionals will orchestrate it, set it out on paper and give you the means to ensure that your wishes are fulfilled. What, however, we cannot decide for you is "who gets what?", so come with some idea in mind. Say, "I would like the surviving spouse to have priority" or "I would like his/her children or this or that branch of the family to have priority", "I want to avoid penalizing my children or the children of my spouse" who are not necessarily the same. Have some idea of how you see the future after you are gone. Then we will prepare the document. And lastly, you must be able to let go and when I say "let go" I mean that, when one is no longer there, there will come a time when the heirs will themselves do what they want with the assets they have received. Because we may also be asked - and I always find this a bit more difficult to deal with - how to keep the inheritance undivided even after death or how to keep it in the hands of certain heirs, even after one's death. I say that, once one is gone and the inheritance has been handed on, one must allow the heirs to take their turn and lead their own lives.

Now let's talk about the big money!

Me. Andrier

Big money? Yes, on the French side especially! That is why I have been wanting to talk about it for a long time. In Switzerland things are much simpler. So, I'll begin:

In France the problem of inheritance tax is very considerable and when you speak of handing on a heritage, you cannot sidestep the fiscal issues. For a little while now we have no longer

had inheritance tax between spouses or those who have signed a “civil partnership contract”. You know that in France it is possible to conclude a civil partnership contract (PACS), which is a contract between two persons of the same sex or of different sexes that makes possible a diminution of inheritance taxes or even reduces them to zero.

With regard to the PACS, one must be careful: the PACS alone is not sufficient, it does not protect you, it does not make one the heir of the other; it is absolutely essential to have written a will. The amount of inheritance tax will depend on the status of the heir and his/her relationship to the deceased. The spouse or civil partner no longer has inheritance tax (since 2007), but all the other heirs have inheritance taxes to pay, in particular the children. Each child may inherit up to 157,000€ free of inheritance tax. Above that, he or she will have to pay a tax on the share inherited that will be progressive. As a general average, it falls within the 20% tax bracket, but may reach 40% of the value of the share inherited over and above 1.7 million euros – which is already a considerable heritage: so it is a hefty sum that has to be paid to the tax department. Inheritance taxes have to be paid within six months, but you can ask the tax authorities for a quarterly breakdown spread over a maximum period of five years. A gift is a means of reducing inheritance taxes; you need to find out about that.

For a nephew or a niece inheritance tax rises to 55% and for a person not directly related to the deceased – so, even a cousin – up to 60%. So now you understand why, when one speaks of handing on an inheritance, one cannot avoid tackling the problem of inheritance tax. You must know too that, even when there are no inheritance taxes to pay, there are costs: for witnessing the transmission, for updating the real estate record, specifying who will be the owner of the property, drawing up the deeds etc.

Me. Besso

After hearing those figures I am somewhat staggered! You know Switzerland: it is true it is a bucolic country – its mountains, its chocolate, all those clichés ... But I have to tell you that it has a special feature that lawyers love, that is its division into 26 cantons, because that means that in Switzerland there are 26 different tax laws.

I’ll tell you first about a canton that is rather well known, albeit quite small: the Canton of Schwyz in primitive Switzerland. That adjective is not at all pejorative: that is what we call the cantons of central Switzerland, the cradle of the Confederation. The Canton of Schwyz does not have inheritance tax - that is there is absolutely no taxation of relatives or of unrelated persons. It is enough to be domiciled in that canton at one’s death not to be subject to any tax on the succession in Switzerland. If you have property abroad, you must be careful for that may be subject to tax.

But let us return to local peculiarities. As you know, Geneva has also recently abolished the inheritance tax for the surviving spouse, as well as for the descendants, with the exception of the “*forfaitaires*”¹ - and I do not think there are many of those in this room.

However, you must know that if you move a few kilometres from here to the Canton of Vaud, there is a tax on inheritance. The rate is zero for the surviving spouse, but not for the descendants. The direct descendants enjoy a tax-free first bracket of 250,000 Frs of the inheritance and thereafter are taxed at a maximum rate of 3.5%, to which is added a communal tax that cannot exceed the cantonal rate; this means that in general, the inheritance tax payable by the descendants is 7%. Certain communes (Mies, for example) have abolished the communal tax on inheritance, which means that one goes back to 3.5%, but such cases are still rare.

¹ [Editor’s note] The “*forfaitaires*” are ultra-rich foreigners (e.g. actors, singers, high-ranking sportsmen, businessmen) who, while never having lived or worked in Switzerland previously, elect to make it their official permanent domicile and thereby to benefit from a fiscal package deal calculated to take into account, *inter alia*, the amount of the fortune they are importing, the value of their home etc. Switzerland calculates the amount of agreed fixed tax, payable each year, usually a large sum but nothing like what they would pay in their own country.

Certain other cantons in Switzerland, such as Fribourg or Valais have, like Geneva, abolished the inheritance tax for descendants or spouses.

With regard to taxation, I need to come back to a final, quite important, point which is the location of the property. Where immovable property is concerned, inheritance tax is determined by the legislation in force in the place where the property is situated. Thus, even if you live in Geneva, if you own a chalet in Megève, your heirs will have to pay inheritance tax locally in France, in view of the location of the property. It is true that, if you live in Lausanne and have a chalet in Valais, the chalet will not be subject to inheritance tax if it is bequeathed to your descendants.

As regards other kinds of property, you must be very careful and, if need be, consult your financial advisers because cash or, if you have them, shares in the United States, for example, will still be taxable in that country if you are a United States citizen and even if you are not from the United States. The fact that you have an account or transferable securities in the country is likely to make you subject to the American tax authorities. So when planning a succession, it is wise to take care and to use the appropriate means to avoid paying more tax than you need.

Me. Andrier

The rules differ from one country to another. You can play around with these rules to see which would be the most advantageous and which country to choose. Me. Besso gave you the example of a chalet in Megève: we told you a moment ago that real estate is taxed in the country where it is located; consequently, a chalet in Megève will indeed be subject in France to an inheritance tax which, you have understood, could be high.

On the other hand, if that same chalet is held in the form of a *société civile immobilière* (SCI) [a property investment company], the deceased whose legal domicile was in Switzerland will have among his assets only the member's shares in the real estate, which – applying present rules – will be taxed according to the rules of the Swiss canton in which his domicile was fixed, and that could be extremely advantageous.

But, of course, these fiscal rules may change. What I am telling you today will not necessarily be true tomorrow, so it is important to be informed and to keep up to date with fiscal developments.

Me. Besso

Quite! Another advantage of this 'property investment company' for people domiciled in Switzerland is that they can use the inheritance covenant, which was formerly not something that could apply to property located in France.

But let us go back to tax law. As we have said, what is important is the location of the property, the amount of the inheritance and the family tie involved – those are what will help you. Note that international civil servants who have ceased their activity have no particular advantages, at least in Switzerland.

Now I will come to a last point: the procedures to follow in a succession. We have spoken of rules, of rules to be defined, but when someone in our circle dies, what happens?

Me. Andrier

In France you are advised to go and see a notary, who will draw up three basic documents.

The first is an *acte de notoriété*, an affidavit or certificate identifying who are the heirs. This document is essential to allow bank accounts to be unfrozen, for when a bank learns of a death, it freezes all the accounts in the name of the deceased. So be careful about all automatic deductions; have them made from joint accounts, if you can, because joint accounts continue to function. If an account is stopped from one day to the next, that can put one in a rather difficult situation in practical terms. To unfreeze such accounts you need to resort to this affidavit.

Then the second document concerns real estate. Every time property changes hands it is necessary to bring the *fichier immobilier* or land register up to date. There is no deadline for such adjustment, but it is normally done as part of the settlement of the succession.

Lastly, the third document is the *déclaration de succession* or inheritance tax form. This is an exact picture at the time of death of the whole inheritance and has to be submitted to the tax authorities so that the amount of inheritance tax payable can be calculated. The time limit is extremely short, since the tax form must be submitted within the six months following the death or, if the death takes place abroad, within the following twelve months. So it happens very quickly, especially if there is tax to pay.

And finally, though this is not always the case, one may have to proceed to a division of the property. If there is a surviving spouse, he or she is generally left to enjoy the whole estate and the sharing out of the assets among the children will take place only at his/her death. But if no instructions have been left by the deceased, the heirs will then actually have to agree on the division: either there will be several assets to distribute in kind or there will be one piece of property to be accorded to one person who will indemnify the others. Those are the formalities in France.

Me. Besso

Before I turn to Swiss law, I have a question for Me Andrier: in France, do you still see notaries solemnly opening the envelope containing the will and reading it out to the heirs, some of whom will look aghast on learning its provisions? Does it still happen like that?

Me. Andrier

Oh no! That's like in an old film! It is never like that, because quite often you have heirs who already know the contents of the will or again it is they who bring it to us. So it is rare to have to gather all the family together for the reading of the will. That said, there are stories told in the profession about having to watch over the will and about heirs who have tried to snatch and swallow it! So we are still very careful.

Me. Besso

In Switzerland I would say that things are far more formal. The person who holds the will is required, the moment the death occurs – and this is a serious responsibility - to transmit it to the competent authorities. I say it is a very serious responsibility, because people are not necessarily aware of it. To remedy this there exists – in both our countries, incidentally – a central register of wills from which judges can find out, if need be, whether a will exists or not, deposited with a notary.

When the notary is informed that one of his clients has died, he sends the will to the judge who grants probate - that is, he certifies that he has received this will. If the will is not declared null and void, as I described earlier, it will be sent, usually by post, to the heirs. The heirs can in any given case attack the will, if they find its provisions run counter to their interests – if the statutory portion has not been respected, for example.

The heirs may also renounce their status as heirs, by a written communication to the same judge. If they do nothing, their silence gives consent to the succession.

Then the judge, or a notary in some cantons – let's not forget: 26 cantons, 26 different laws and practices – but usually a judge will draw up what we call a *certificat d'héritier* or a certified list of heirs, which is a legal document in which he designates the heirs, without referring to their shares or their specific rights, if any. But they will then figure in a document which can be transmitted to the person holding the assets, so that he can deliver those assets to the heirs.

That's the story as found in the law books. You must know that, as we have already said, the tax man has to receive his due and the judge will never deliver the list of heirs until the taxes have been paid or a guarantee has been given, being too afraid that the heirs may seize the goods and then make themselves scarce.

Nevertheless there is also the major problem that Me. Andrier spoke of just now, namely that of the surviving spouse who finds his or her accounts stopped. In Switzerland, you should be aware, even a joint account can be stopped by a bank. So there too one must be very careful, because even though luckily no seals are affixed to the doors of the home, the surviving spouse can suddenly find him/herself completely destitute, and that moreover at a time when he/she is likely to need money and when he/she is, as I have said, relatively susceptible. So there too you need to be sure you can call on an executor who will make the various payments or see to it that the surviving spouse has a personal account or some assets to tide them over this difficult administrative stage.

Then the notary will draw up what is called a *déclaration fiscale* or tax declaration, even if there are no taxes to pay. This declaration is essential, in particular for the heirs who will have an increased fortune, which they will need to prove; the declaration will serve for that. I was very surprised to see that in the Canton of Geneva, for example, where the descendants and the surviving spouse no longer have to pay tax, there is a payment to the state for drawing up this fiscal certificate and it may be quite expensive, several thousand francs. I wanted to point that out, because it is an additional expense.

Then in Switzerland the notary will very often have the task of dividing the property among the heirs. As I said earlier, it is not he who is going to be able to force the heirs to accept an agreement; on the other hand, it is he who will very often bring the heirs to share the property, because we try to induce them not to keep it undivided. We do that because otherwise a confused situation is created which often becomes lasting, it muddles the bequests and makes it more difficult for the surviving spouse to succeed to his/her inheritance.

Before I give the floor to Me. Andrier for a last word, I should like to tell you about time frames. People often ask “how long will it take to arrange the succession?” Well, Switzerland is not known for being a country where everything happens fast and I can only confirm that: it is true about successions too.

For a simple succession – and when I say simple, I mean extremely simple – you must count 6 to 8 months. A slightly more complex one, that is where there is a spouse and children – even if everyone is in agreement – will take, well, easily a year or a year and a half. And lastly, where there are disagreements you can be in for two, three or even eight years of procedures. One would not wish that on anyone, especially not those one loves and to whom one would like to leave one’s capital. So there again, be sure you have professional advice. Me. Andrier, would you like to conclude?

Me. Andrier

Thank you for leaving me the last word.

In order for everything to go smoothly, do not hesitate, while you are alive, to talk about the provision you want to make. There is no right age for doing that. Talking about it doesn’t set anything in motion. You must not be diffident, as my colleague says, about gathering information. Information from notaries, in France at least, is usually free. Above all find out what your heirs will be faced with once you are no longer around. Don’t hesitate, that’s what we notaries are here for.

Original transcribed by **Christiane Kind** and translated by **Jane Brooks**

NEWS FROM THE ORGANIZATIONS

FOOD AND AGRICULTURE ORGANIZATION

On 6 June 2011 José Graziano da Silva of Brazil was elected Director-General of the UN Food and Agriculture Organization (FAO).

Graziano da Silva, who is 61, received a total of 92 votes out of 180 votes cast, winning over former Spanish Foreign Minister Miguel Ángel Moratinos Cuyaubé, who received 88 votes. There were no abstentions. The election took place on the second day of the biennial Conference of FAO.

As Brazil's Extraordinary Minister of Food Security and Fight Against Hunger Mr Graziano da Silva was responsible for implementing the country's highly successful "Zero Hunger" ("Fome Zero") programme, in whose design he also played a leading role. The programme helped to lift 24 million people out of extreme poverty in five years and to reduce undernourishment in Brazil by 25 per cent.

Since 2006, he has served as FAO Assistant Director-General and Regional Representative for Latin America and the Caribbean.

Graziano da Silva is FAO's eighth Director-General since the Organization was founded in Quebec City, Canada on 16 October 1945. The term of the new Director-General will start on 1 January 2012 and run through 31 July 2015.

INTERNATIONAL MONETARY FUND

On 28 June 2011, the Executive Board of the International Monetary Fund (IMF) selected Christine Lagarde to serve as IMF Managing Director and Chairman of the Executive Board for a five-year term starting on 5 July 2011. Ms. Lagarde, who succeeds Mr. Dominique Strauss-Kahn, is the first woman named to the top IMF post since the institution's inception in 1944.

The Managing Director is the chief of the IMF's operating staff and Chairman of the Executive Board. The chief executive is assisted by three Deputy Managing Directors in the operation of the Fund, which serves 187 member countries through about 2,700 staff from more than 140 countries.

Ms. Lagarde, 55, a national of France, has been the French Minister of Finance since June 2007. Prior to that, she served as France's Minister for Foreign Trade for two years. Ms. Lagarde also has had an extensive and noteworthy career as an anti-trust and labour lawyer, serving as a partner with the international law firm of Baker & McKenzie, where the partnership elected her as chairman in October 1999. She held the top post at the firm until June 2005 when she was named to her initial ministerial post in France. Ms. Lagarde has degrees from Institute of Political Studies (IEP) and from the Law School of Paris X University, where she also lectured prior to joining Baker & McKenzie in 1981.

PALAIS DES NATIONS in Geneva gets CHF50m to improve energy efficiency

GENEVA, SWITZERLAND – The Swiss federal Government will give Geneva CHF54million in additional funds in 2012, the bulk of which will go to the UN Palais building for renovations to make the 1936 structure more energy-efficient, Bern announced on Wednesday 29 June.

"International Geneva" will also receive CHF4 million a year starting in 2012 and another CHF600,000 to cover the cost of four new jobs starting in 2013, funds designed to increase the city's competitiveness in wooing international congresses and conferences.

The federal Government also noted Wednesday that it is increasing its contribution to the

rent paid by international organizations, without specifying the amount.

The Palais has 52 elevators, 5km of corridors, a very complex electrical network and several heating, ventilation and air conditioning stations.

THAT BANK BUSINESS

In the last issue of the Bulletin we reported that the Bank used by the majority of UN system Organizations based in Geneva - UBS - had announced an increase in charges applied to those residing outside Switzerland who did not have total assets of more than CHF 50,000 or a regular monthly income of CHF 500 or its equivalent. The additional charge is CHF 30 a month.

In addition to the options suggested to deal with this development, we have now learnt that the Swiss Post Office will accept account holders who are not resident in Switzerland.

An account can be opened at any Swiss Post Office on presentation of identity (e.g. a passport). Payments can be made into such accounts from pension funds (e.g. the AVS) and health insurances. Standing order payments can also be made from such accounts.

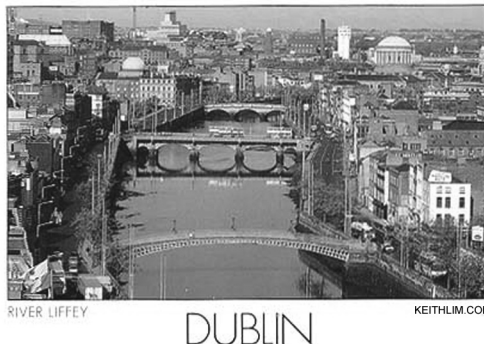
The monthly cost of maintaining the account is CHF 3.

Account holders receive a PostFinance Card which can be used to withdraw cash from ATMs within and outside Switzerland. They may also acquire a range of credit cards such as PostFinance Visa Classic and PostFinance Master Standard Cards.

Full details are available from any Swiss Post Office or on-line from www.postfinance.ch

Roger EGGLESTON

LITERARY DUBLIN: UNESCO CITY OF LITERATURE



In July 2010, Dublin was awarded the designation '**UNESCO City of Literature**'. The accolade, a permanent title, recognizes Dublin's cultural profile and its international standing as a city of literary excellence. It is the fourth city to be awarded the title following Edinburgh, Melbourne and Iowa City.

The National Library of Ireland was one of a number of partners which successfully lobbied UNESCO for the sought-after accolade. The initiative was spearheaded by Jane Alger of Dublin City Libraries. Speaking following the announcement, Fiona Ross, National Library of Ireland, said that the designation provided wonderful recognition of the work and creativity of Dublin's writers, past and present, and would result in increased interest from international

researchers, scholars and others with a particular focus on twentieth and twenty-first century Irish writing.

In particular, they will be interested in accessing the Library's wonderful collections of literary papers and correspondence related to Nobel Prize winners William Butler Yeats and George Bernard Shaw; Dublin-born writer James Joyce; internationally acclaimed contemporary writers Roddy Doyle, Colm Toibin, Dr. Brian Friel, Hugo Hamilton, Paul Durcan and John Montague; the archives of the Dublin-based Focus Theatre founder Deirdre O'Connell, and the archive of the Project Arts Centre which is also in Dublin.

Literary Dublin

Recognition of Dublin as UNESCO City of Literature reflects the city's rich tradition of writers and writing, a city with words at its heart - in its river, Joyce's Anna Livia, in its conversations, its streets and its storytelling. Dublin pays tribute to its literary heritage in the many fine statues of writers which grace the city, notably those of Wilde, Joyce, Shaw and many others. Streets and bridges, the newest of which is named after Samuel Beckett, also commemorate Dublin's literary greats. Dublin's writers' museums and centres hold a variety of events dedicated to the lively literary and cultural life of the city.

The city's reputation goes back to such Trinity College educated figures as Jonathan Swift (1667-1745) who wrote *Gulliver's Travels*, and Oliver Goldsmith (1730-1774) who wrote the classic poem *The Deserted Village*. Plays such as *The Rivals* and *School for Scandal* by Richard Brinsley Sheridan, born in Dublin's Dorset Street in 1751, remain as sharp today as when first staged in 1775 and 1777 respectively.

The Dublin of 1904 will forever be recalled from when a penniless student, James Joyce, went walking with a hotel maid, Nora Barnacle, a walk that changed their lives, led them to exile and caused him to immortalize that date, 16 June, in his novel *Ulysses*, a day that is celebrated worldwide as **Bloomsday**. Although Joyce is Dublin's most famous writer, he is not one of its four Nobel Prize for Literature winners, W.B. Yeats, George Bernard Shaw, Samuel Beckett and Seamus Heaney.

With every second pub named after a character from Joyce, there could be a danger of Dublin's being a literary mausoleum, but it has never enjoyed a more vibrant literary and cultural scene. Three Dublin writers have won the Booker Prize in recent years while other of its novelists scoop international awards regularly and its contemporary playwrights and poets are acclaimed internationally.

Amid great political censorship, an eighteenth century tradition of "Aisling" or dream poetry grew up: seemingly simple love poems to a woman, they were actually treasonous cries for revolution. Nineteenth century Dublin writers are associated with poverty or horror: Dublin's greatest poet of the era, James Clarence Mangan, endured a life of wretched poverty, ill health and opium addiction. He succumbed to cholera in 1849 as Ireland's population was being halved by famine.

Horror pervades the work of his contemporary, Sheridan Le Fanu (1814-1873) who invented the modern ghost story and Bram Stoker (1847-1912), the Dublin born author of *Dracula*, whose wife wisely rejected a marriage proposal from a more flamboyant young Dubliner, Oscar Wilde (1854-1900), renowned as wit, intellectual, aesthete and raconteur.

Wilde's writing, including children's stories, poetry, philosophical essays, a novel and several hugely popular plays, made him the greatest celebrity of his day, and he remains one of the world's most frequently quoted and well-loved writers. In April 2010 in Trinity College Library, Oscar Wilde's *The Picture of Dorian Gray* was the feature of an exhibition mounted in conjunction with the Dublin City Council initiative **Dublin: One City, One Book**. It displayed some of the rich material the Library has on one of its most illustrious former graduates. Amongst his writings *The Picture of Dorian Gray* was Wilde's only novel that won him a reputation and was adapted for the stage. That reputation was confirmed and enhanced by

the huge success of his renowned society comedies performed on London's West End stage between 1892 and 1895.

Given his iconic status as a Trinity alumnus, the College held a week-long **Oscar Wilde Festival** at the beginning of 2011. Its centre piece staged several of Wilde's works in the Samuel Beckett theatre, including two productions of the play *The Importance of Being Earnest*, considered to be his masterpiece. The aim of the festival was partly to encourage debate and get people to reconsider how they view Wilde. A foreword to the festival booklet was written by Stephen Fry, a renowned Wilde enthusiast, who recently visited Trinity College.

An article titled **Literary Dublin** by Dublin's Dermot Bolger concludes: "Dublin may be synonymous with famous literary landmarks but no city can be copyrighted by its famous writers. What makes Dublin a true writer's city is the fact that a thousand men and women have reshaped it in their imaginations and thousands more will do so - conscious of ghosts on their shoulders - each attempting to make Dublin's bustling streets imaginatively new again."

He recommends ten Dublin reads: *Dubliners*: short stories by James Joyce, 1914; *Ulysses* by James Joyce 1922; *At Swim Two Birds* by Flann O'Brien, 1939; *My Left Foot* by Christy Brown, 1954; *Strumpet City* by James Plunkett, 1969; *Dead as Doornails* by Anthony Cronin, 1976; *Stir Fry* by Emma Donoghue, 1994; 44: *A Dublin Memoir* by Peter Sheridan, 1999; *Paula Spencer* by Roddy Doyle, 2006; *The Gathering* by Anne Enright, 2007.

From Enright's book: "***In other towns, clever people go out and make money. In Dublin, clever people go home and write their books.***"

Ita MARGUET

Note: Acknowledgement is given to the National Library of Ireland, Number 41: Winter 2010 News. Other sources used in this text include an article by Dermot Bolger, novelist, playwright and poet. It follows published texts on Ireland and connections to the wider world, collated in the on-line book **TravelsThrough Ireland**, Ita Marguet, 2011.

[Note by the editor: Ita is an Irish-born writer, now retired from the ILO, who lives in France.]

ANYONE FOR SHAKESPEARE?

Politics, war and sex in Shakespeare's Rome

War is nothing but a continuation of politics with the admixture of other means.

Carl von Clausewitz

Nowhere is this well-known saying more true than in the politics of the last 60 years or so of the Roman Republic's existence, a prolonged period of civil war lasting with only brief intermissions until the inauguration of the Augustan peace with the accession of Julius Cæsar's great-nephew and adopted son Octavian. This period is the setting for two of Shakespeare's great political dramas, *Julius Cæsar* and *Antony and Cleopatra*.

Although written later than the other two, Shakespeare's third Roman play, *Coriolanus*, harks back to a period some three and a half centuries earlier, immediately following the founding of the Republic, when Rome was dominated by a narrow patrician class. Following social unrest due to opposition from the plebeians, five tribunes were elected to represent them: in the opening scene of *Coriolanus* we see two of these tribunes flexing their muscles preparatory to a display of power against the patrician and great warrior Caius Martius, an

implacable foe of the common people. A dearth of corn has caused widespread hardship among the poor. When the ensuing social unrest threatens to develop into full-scale rioting it is learned that Rome's long-standing enemies, the Volscians, are again on the warpath. This providentially unites the nation against the foe – a classic instance of war being used to quell internal dissent. Martius plays a prominent part in the taking of Corioli, the Volscians' capital, for which he is awarded the title Coriolanus and proposed for consul. During his election campaign the tribunes (who are a good deal cleverer at political manoeuvring than he is) profit from his barely disguised contempt for the plebeians to rouse the rabble against him, an action that results in his exile and the success of their intrigue. He then goes over to the Volscians and threatens to invade Rome at the head of their army, a deed whose consequences will cost him his life.

In *Julius Cæsar* and *Antony and Cleopatra* war is also a continuation of politics, but in these plays it takes the form of civil strife. In the former play it is the accidental (and undesired) outcome of an extreme form of political action, namely assassination, which backfires disastrously; in the latter it is carefully plotted in advance.

Julius Cæsar, having defeated his rival Pompey the Great in an earlier civil war, has returned to Rome from Egypt and been made Dictator for life. Many people, notably the aristocrats Brutus and Cassius, fear that he will establish a tyranny, and mount a conspiracy to assassinate him. With their slogan of "Peace, freedom, and liberty!" Brutus and Cassius first enjoy the sympathy of the Roman people, but the latter are then turned around by Cæsar's supporter Mark Antony in his famous speech "Friends, Romans, countrymen!". Brutus and Cassius are forced to flee to Asia Minor. They are finally defeated at Philippi by an army under a triumvirate formed of Antony, Lepidus and Octavius (Octavian) and commit suicide rather than fall into the enemy's hands.

The tragedy of Brutus and Cassius, and one of the reasons for their failure, is that, although they abhor tyranny, they have not thought about what to put in its place other than "peace, freedom and liberty" – noble objectives in themselves, but rather flimsy as a political platform. To be sure, Brutus promises the plebeians "a place in the commonwealth", but he does not state what that place is to be; he also speaks of "enfranchisement" (i.e. citizenship), but his listeners already enjoy this benefit and might have done so to a fuller extent under Cæsar, who ironically is the only character in the play with a genuine political agenda in favour of the plebeians, viewed by him as true allies. Antony, who is unencumbered by lofty notions of peace and liberty, will make or break any alliance in order to obtain the political power he is clearly after, unhesitatingly bargaining away the life of his nephew as part of a package of dirty deals with the other members of the triumvirate. In the long run the generous, if fuzzy, ideals of Brutus and Cassius become lost in a maze of political manoeuvres by people who are shrewder than they: in a supreme irony, their efforts to destroy tyranny result in one civil war and will lead to yet another, the ultimate outcome being a dictatorship more absolute than any in the history of Rome and an imperial dominion that will last for centuries.

But how does sex fit into this picture of stern Romans doggedly pursuing their political aims? The women in *Coriolanus* and *Julius Cæsar*, virtuous matrons all and often admirable in their way, are not notable for their sexual allure; the heroine of *Antony and Cleopatra*, on the other hand, is the perfect illustration of the well-known dictum that bad girls have more fun. Antony's "serpent of old Nile" wraps her coils voluptuously around her defenceless lover, making him unfit for politics and war alike. Right from the start Cleopatra has the upper hand, which she manages to retain for most of the time, bringing into play an impressive arsenal of sexual weaponry to prevent Antony from getting bored, to obtain substantial slices of Roman territory from him and to cement an alliance with client kings against Cæsar. She keeps him dallying in Egypt, where he commits his first political blunder by allowing his wife and brother in Italy to mount a rebellion against Octavian (now known as Cæsar). Antony's wife dies and the rebellion is crushed, but he is recalled to Rome to give an account of himself. A

reconciliation is effected, with Antony marrying Cæsar's widowed sister Octavia in earnest of his good intentions. Shortly afterwards he commits a second blunder by abandoning Octavia in Athens and returning to his "Egyptian dish".¹ His third – and most serious – error is to appear enthroned in public with Cleopatra and their children and parcel out Roman territory among them. This is tantamount to a declaration of war on Cæsar. Such is Antony's subjection to Cleopatra that he compounds his political mistakes by errors in military judgement: at her insistence – because she wants to parade as a military commander – he fights at sea, where he is at a disadvantage, rather than on land, and when Cleopatra flees with her navy he trails ignominiously after her.

Apart from Cleopatra herself, the other person to exploit her feminine charms, though for quite different political purposes, is Cæsar, who from the outset uses them as a formidable weapon against Antony in his struggle for the supreme power. Although the proposal to marry Octavia to Antony comes from someone else, one suspects that Cæsar has deliberately engineered it in the expectation that Antony will abandon her for Cleopatra, thus providing him with a *casus belli*. The public distribution of Roman lands to Cleopatra and her offspring, combined with Antony's alliances with client kings, is the last straw.

In Shakespeare's Roman plays war is indeed the continuation of politics with an admixture of other means (in this case sex), but it signifies different things to different people. In the case of Coriolanus it is a way of diverting attention from internal dissent and an act of political protest against his banishment; for Brutus and Cassius it is the unforeseen outcome of an act of political protest; for Antony it is a means of avenging Julius Cæsar's death and gaining power; and for Octavian, the next Cæsar, it is the deliberately mapped pathway to imperial rule, as he mounts the throne over the corpses of Brutus, Cassius and Antony. Their suicides, like the murder of Coriolanus, are the consequences not only of their actions but also of their human failings – arrogance, rashness, misplaced idealism, and excesses of passion and ambition.

Inez HOLMES

¹ *Antony and Cleopatra* is full of associations between food and sex: Cleopatra in her "salad days" was "a morsel for a monarch" or, in Antony's words, "a morsel cold upon/Dead Cæsar's trencher".

BOOK REVIEWS



IOM • OIM

A new study jointly sponsored by IOM and THP

The Global Economic Crisis and Migration Where do we go from here?

By Bimal Ghosh



The Hague Process
on Refugees and Migration

Foreword by IOM Director General, William Lacy Swing and United Nations Special Representative on Migration and Development, Peter Sutherland (175 pages, reference number: ISBN 978-92-9068-597-5, language of publication: English, year of publication: 2011)

The recent economic crisis, the worst in several decades, will continue to have wide implications for future migration and its management, going far beyond remittance flows. The unprecedented speed and spread of its contagion effect have led to significant changes in world labour markets and the pattern of global migration. They can influence social peace, inter-state relations and the pace of global economic progress. The risks of a setback to the fledgling recovery still loom large.

Bimal Ghosh's new book, jointly sponsored by the International Organization for Migration (IOM) and The Hague Process on Refugees and Migration (THP) provides a detailed analysis of the economic decline, including international trade, capital flows, development aid, and remittances, and its links to joblessness and incomes, poverty and inequality, and changes in the labour force worldwide.

It then spells out how these developments and the governments' reaction to them have been affecting migration patterns and policies in both countries of origin and countries of destination. Changing trends in new immigration, return migration, irregular migration, internal movements and the global migrant stock are critically examined. This is followed by an assessment of their consequences, many of which, the author points out, remain wearisome, for destination and origin countries as well as for the world society.

It would be perilous, he warns, to be complacent, to foresee a "business as usual" scenario in the post-recession years and to ignore the potential pitfalls, which, as the experience of the Great Depression of the 1930s shows, can have long-lasting effects.

But none of these pitfalls is inevitable, says Professor Ghosh. He puts forward a set of well-articulated policy and practical measure that can help to avoid or minimize them. These include: flexible immigration policies congruent with current and anticipated labour needs; avoidance of populist, inward-looking policies, including trade protectionism; and proactive labour-market measures.

Since jobs recovery often lags behind output recovery, he lays emphasis on job creation involving both public and private sectors. Special importance is also attached to protective and preventive measures against abuse of migrants' human and labour rights and for their more effective social and labour-market integration. For poor countries heavily dependent on remittances the author recommends the provision of quickly deliverable funds and active assistance to diversify their economies and sources of external income.

Bimal Ghosh ends the book by urging nations to turn the present crisis into a new opportunity for developing an agreed multilateral framework of cooperation to promote mutual confidence and policy coherence and to make human mobility more orderly and predictable---just as,

steered by the Group of 20, they have been striving to do for the better management of global financial flows.

“In times of crisis just as nations can become panicky and inward-looking, they can also become more willing to accept change”, he adds.

Looking at the future, Professor Ghosh expects an increase in South-South migration, a gradual lessening of tension in South-North flows and a more diversified, and probably more stable, pattern of world migration. The pre-existence of a sound multilateral framework of cooperation to deal with the current recession-related migration issues can set the course: it can make it possible for nations to meet the future challenges of human movement with greater confidence. Now is the time to get engaged, he says.

Jean de Senarclens, Gustave Moynier: le bâtisseur, Editions Slatkine, Genève, 2000, 357 pages. English version: **The Founding of the Red Cross : Gustave Moynier, its Master Builder**, translated by Jane Brooks, Editions Slatkine, Genève, 2005, 359 pages.

I recently came across a quiz for Miss Switzerland in which two of the candidates were asked who the founder of the Red Cross was. They did not know the answers to half the other questions put to them, but that one came out pat: “Henry Dunant”.

Well, that is not quite the right answer, but few people nowadays know that. Henry Dunant certainly had the inspiration for the creation of the Red Cross as he witnessed the suffering of soldiers at the Battle of Solferino, but the real spadework for the establishment of the organization and its diffusion throughout the world was done by Gustave Moynier, a less glamorous character, but one without whose contribution the Red Cross as an international organization would surely never have seen the light of day.

In 2000, Jean de Senarclens, a doctor of law and honorary president of the Société genevoise d'utilité publique, published a biography in French of Gustave Moynier, the English edition of which came out in 2005. Since then the Red Cross Museum in Geneva has put on an excellent exhibition dealing with the contribution of both Dunant and Moynier to the founding of the Red Cross. (Unfortunately, the Museum is now closed for renovation.)

Senarclens' biography of the “master builder” of the organization shows that as early as 1863 Moynier undertook to champion the ideas expressed in Dunant's *Un Souvenir de Solférino* regarding the creation of voluntary aid societies whose purpose would be to care for the wounded in time of war, and the formulation of international principles sanctioned by a convention impartially protecting the health services, ambulances and hospitals of all sides in a conflict. As President of the International Committee of the Red Cross, he constantly encouraged the creation of national Red Cross societies in over forty countries. Instrumental in the birth of a new kind of law, later to be known as international humanitarian law, Moynier endeavoured in the drafting of the 1864 Geneva Convention to bring the customs of warfare into line with morality, to give hope of succour to the wounded on the battlefield and to sketch the first outline of a system of protection for prisoners of war.

As Jakob Kellenberger says in the preface to “The Founding of the Red Cross”, while Moynier was not ‘our man in the field’, it was he above all who made the Red Cross into the humanitarian organization most often present to this day on battlefields and in conflict zones. It is strange that he is not today as famous as Dunant or General Dufour. This may be due partly to his rather plodding character, partly to the unglamorous nature of the work of organizing conferences and drafting legal documents that occupied his life, partly also to the fact that Dunant and Moynier fell out, Dunant's life ending in scandal and tragedy, whereas Moynier somewhat unfeelingly held himself aloof and pursued a course of useful and well-rewarded toil. It is worth reading a history of their times to try to restore a balance.

Beginning with a charming picture of Moynier's childhood and adolescence in early 19th-century Geneva and Paris, moving on to his marriage and entry into a professional life of service to good causes, and then giving us an enthralling account of the first steps in the founding of the Red Cross, Senarclens aims to create a subtler image of the man as a sensitive and sincere philanthropist who to the end of his life sought to alleviate suffering and ensure the reign of justice. In this he complemented Dunant. The latter was the instigator of the work; the former drew the consequences of Dunant's solemn appeal and translated his ideas into reality. Dunant and Moynier both died in 1910. Dunant won the first Nobel Peace Prize in 1901 for his work in furthering the Red Cross. The consecration of Moynier's work came in 1917 with the award of the Nobel Peace Prize not to him personally, but to the International Committee of the Red Cross. That is probably how he would have wanted it.

Jane BROOKS

**AAFI-AFICS ACCOUNTS
LES COMPTES DE AAFI-AFICS**

AAFI/AFICS INCOME AND EXPENDITURE ACCOUNT FOR THE YEAR ENDED 31 DECEMBER 2010 (expressed in Swiss francs)		EXPENDITURE	
INCOME		BUDGET	ACTUAL
Contributions:			
Annual	10,000.00	0.00	11,836.26
Transfer from Reserve:		7,000.00	6,996.00
1/25 of Life Members' contributions	32,400.00	1,000.00	810.00
from 1986 to 2010	42,400.00	5,000.00	5,670.30
Sub Total		1,200.00	634.95
		35,600.00	20,300.00
Other:		1,200.00	875.00
Legacy/Seminar ¹	0.00	3,000.00	2,901.60
Gross interest	16,000.00	2,400.00	1,150.00
Exchange gain	0.00	1,000.00	235.00
Sub Total		0.00	504.90
		0.00	0.02
		1,000.00	0.00
Total	58,400.00	58,400.00	17,227.38
			69,141.41
TOTAL	58,400.00	58,400.00	69,141.41

COMPTE DE RECETTES ET DEPENSES
POUR L'ANNEE 2010
 (valeurs exprimées en francs suisses)

RECETTES		DEPENSES	
	BUDGETEES	BUDGETEES	REELLES
Cotisations :			
Annuelles	10,000.00		0.00
Transfert du Fonds de Réserve: 1/25 des cotisations à vie de 1986 à 2010	32,400.00		7,000.00
Sous Total	42,400.00		5,000.00
			1,200.00
			35,600.00
Autres recettes :			
Legs / Séminaire ¹			1,200.00
Intérêts bruts	0.00		875.00
Différence de change	16,000.00		2,901.60
Sous Total	16,000.00		1,150.00
			235.00
			504.90
			0.02
			1,000.00
Total	58,400.00		17,227.38
			69,141.41
TOTAL	58,400.00	TOTAL	69,141.41

ACTIF et PASSIF au 31 décembre 2010
(valeurs exprimées en francs suisses)

ACTIF		PASSIF	
<u>CAISSE</u>	728.15	Fonds de Solidarité Solde au 1.1.2010	18,554.19
		Dons	1,181.60
<u>BANQUE</u>	6,868.41	<u>Moins : Paiements</u> Solde au 31.12.2010	19,735.79 4,653.20
-			15,082.59
<u>COMPTE POSTAL</u>	10,860.83	<u>Fonds de Réserve (part des cotisations à vie)</u> Solde au 1.1.2010	375,754.10
<u>Dépôts à la MEC</u>	292,768.70	Nouveaux membres	22,614.75
-			398,368.85
-		<u>Moins</u> 1/25 transférés dans les recettes Solde au 31.12.2010	30,960.00
<u>Investissements au prix d'achat</u>	344,574.05	<u>RESERVES (disponibles)</u> Solde au 1.1.2010	259,047.57
<u>Note: Valeur du marché au 31.12.10 soit CHF 345,534 voir annexe 1)</u>		<u>Plus :</u>	
- <u>Impôts anticipés remboursables</u>	2,966.25	Excédent des recettes sur les dépenses Solde au 31.12.2010	17,227.38
TOTAL	658,766.39	TOTAL	276,274.95
			658,766.39

AAFI/AFICS

BALANCE SHEET AS AT 31 DECEMBER 2010

(expressed in Swiss francs)

ASSETS		LIABILITIES	
<u>Cash</u>	728.15	Solidarity Fund: Balance at 1.1.2010	18,554.19
<u>Bank</u>	6,868.41	Donations	1,181.60
-		<u>Minus : Grants</u> Balance at 31.12.2010	19,735.79
<u>Postal Account</u>	10,860.83	Reserve for unused portion of life members' contribution	4,653.20
<u>Deposits with MEC</u>	292,768.70	Balance at 1.1.2010	375,754.10
-		Received	22,614.75
-		<u>Less: 1/25 transferred to income</u> Balance at 31.12.2010	398,368.85
<u>Investments at cost</u>	344,574.05		30,960.00
<u>Note: The market value at 31.12.10 was</u> CHF345,534 (see annex 1)		<u>Surplus Operational</u> Balance at 1.1.2010	259,047.57
<u>Recoverable withholding tax</u>	2,966.25	<u>Plus:</u> Excess of income over expenditure Balance at 31.12.2010	17,227.38
TOTAL	658,766.39	TOTAL	658,766.39
			15,082.59
			367,408.85
			276,274.95

NOTES CONCERNANT LES COMPTES DE AAFI-AFICS

1. Legs / Séminaire

Mme Juliette Bérard a fait une donation de 11'000 CHF et 405 CHF ont été obtenus par la vente du Guide des Séniors. Le Comité a décidé d'utiliser ces montants pour promouvoir l'Association. En février 2011, l'AMFIE a pour sa part remboursé un montant de 4'011.28 CHF pour couvrir une partie des dépenses du Séminaire « Penser à demain ». Ce montant sera reflété dans les comptes de 2011.

2. Assistante sociale

Les dépenses réelles sont moins élevées que celles prévues dans le budget suite au départ de l'Assistante sociale au 31 juillet 2011.

3. Indemnité de transport pour le secrétariat

La dépense a été diminuée de par le fait que la personne percevant l'indemnité n'est venue travailler qu'une semaine sur deux.

4. Assurance

Le Comité a décidé en 2010 de contracter une assurance Responsabilité Civile pour l'Association.

5. Télécommunications

Il n'y a plus de dépense affectée à ce poste suite à la décision prise par l'ONUG d'absorber cette dépense.

Genève, le 11 mars 2011

V. NARASIMHAN

Trésorier

NOTES TO AAFI-AFICS ACCOUNTS

1. Legacy/Seminar

Ms. Juliette Berard gave AAFI/AFICS a legacy of CHF 11,000.- and CHF 405.- was received from the sale of Guide Seniors Book. The Committee decided to utilize this amount for publicity purposes. During February 2011 AMFIE has reimbursed CHF 4011.28 for the expenditure on the seminar "Thinking for the future". This will be reflected in 2011 accounts.

2. Social Welfare Officer

The related expenditures came to less than budgeted, owing to the fact that the incumbent worked only till 31 July 2010.

3. Secretariat transport allowances

The reduced expenditure is due to the person's having worked only one day every two weeks as opposed to one day every week in previous years.

4. Insurance

The Committee decided to introduce in 2010 Third Party Insurance for AAFI/AFICS.

5. Telecommunications

There is no expenditure under this line as UNOG decided to absorb the expenses.

11 March 2011

V. NARASIMHAN

Treasurer

NOUVEAUX MEMBRES

NEW MEMBERS

AMODEO Margherita (UNICEF)	7 Beatrice Flats, 17 Giuseppe Cali Street, MT-Ta'Xbiex XBX 1422, Malte	00356 2134 4997 muffamodeo@hotmail.com
ANNEN-HWANG Michèle (ITC)	Chemin de la Prairie 4 CH-1296 Coppet	0041 22 788 1825 michelehwang88@yahoo.com
BARANOVA Raisa # (UNECA)	Boulevard de Smet de Maeyer 110, Boite 6, BE-1090 Bruxelles	0032 2425 5672
CHEVALIER-KALATHAKIS Anick (UNICEF)	rue Goetz-Monin 14 CH-1205 Genève	0041 78 606 5653 Pasiphae21@gmail.com
FLORET Marie-Jo (UNOG)	Rue Henri-Veyrassat 4 1202 Genève	0041 22 344 6453 floretn@ymail.com
FRANK Wolfgang (ITU)	392 rue des Terrasses FR-01710 Thoiry	0033 450 208 166 Wolfgang.frank@gmx.ch
HAHNEN G. Margarete (UNITAR)	Chemin du Lin 9 CH-1292 Chambésy	0041 22 758 8021 hahnen@bluewin.ch
MORROS Laura # (UNON)	Rue de la Printanière 7 CH-1293 Bellevue	0041 22 774 1317 morroslak@yahoo.com
NDAYA-TSHIBENGABU Regine A. (UNHCR)	Rue Gilbert 38, CH-1217 Meyrin	0041 22 782 9078 ndayayay@yahoo.com
NGUYEN Minh @ (UNICEF)	Rue de Lancy 3, C.P. 1344 CH-1227 Carouge	0041 22 342 9984 jadepphoto@romandie.com
ROCHANAKORN Kasidis	Chemin des Sansonnets 4 CH-1291 Commugny	0041 22 755 2420 Lalita900@yahoo.com
RODRIGUEZ CASANUEVA Victor (UNOG)	Rue de la Combe 21 CH-1260 Nyon	0041 22 361 7026
SAHUQUET-LEGAL Muriel # (WIPO)	Rue de la Prulay 40 CH-1217 Meyrin	0041 22 777 7202 mureilsahuquet@bluewin.ch
SANDANA Antony	Rue du Grand-Pré 21 CH-1202 Genève	0041 22 310 2530
TAWFIK Nagy (UNOG)	Chemin du Fief 6, C.P. 602 CH-1264 St-Cergue	0041 79 291 4487 nagdom@bluewin.ch
TURBANG J.-M.-Joseph (FAO)	6 rue Haute, BE-6700 Toernich-Arlon	0031 63 225825
VIVEKANATHAM Ranganathan (UNHCR)	Route de Peney 85 CH-1214 Vernier	0041 22 745 1432 Varho7@gmail.com
WALKER Catherine Ann (UNHCR)	Chemin de Malagny-le-Lac 5 CH-1294 Genthod	0041 22 739 7349
WANG Zhonghe (UNOG)	Chemin Taverney 3 CH-1218 Le Grand-Saconnex	0041 22 788 3172 Zhwang1406@hotmail.com
YOUNG Evelyn Folasade (UNPOS)	Chemin du Molard 7 CH-1290 Versoix	0041 22 779 1873 sadeyoung@bluewin.ch

ILS NOUS ONT QUITTÉS THEY HAVE PASSED AWAY

UNOG - ONU GENÈVE

APPLEGATE Simon	24 04 2011
BOONSTRA Christiaan N.	05 04 2011
BRON Alice	17 08 2011
DACHARY Maximiliano	16 03 2011
FRIES P.	24 04 2011
FÜRSTENBERG Roland	11 07 2011
KACIREK Jiri J. Baptiste	04 04 2011
LAMUNIÈRE Charlotte	29 06 2011
RENAZÉ Mikhaelina	22 07 2011
ROINET Claude André	01 05 2011
ROSSMANN Mireille	
Geneviève	17 05 2011
TANG Sue Sok.Chun	13 03 2011
TAP Alain Dominique	07 05 2011
TROXEL Richard	05 07 2011
WARNESURIYE Bernard	
Granville	13 04 2011

UNCTAD – CNUCED

BUOL Louis	20 03 2011
PLATE DE DONOSO Gabrielle	26 03 2011

UNECE – CEE ONU

LOPEZ-POLO Clemente	06 09 2011
RABAR Paul	20 08 2011

UNHCR

ANSARI Abdul Gayum	18 02 2011
ARAYA Belyy	12 06 2010
COAT Pierre	24 04 2011
FACCIN Guerrino	23 04 2011
KAZAZI Shefket	16 02 2011
KIBRET Legesse	26 02 2011
MLADENOVIC Zeliko	05 02 2011

ILO – BIT

ADAM Marie-Louise	20 04 2011
ARTIMANA Jorge	25 06 2011
AZIZ Abdul	13 03 2011
BROZOVIC Ivanka	16 04 2011
BUTLER Angela Amy	30 07 2011
CHAOUCH Fattouma	02 06 2011
CHRISTENSEN Erik Birger	31 08 2011
DIDIER Marie-Charlotte	05 03 2011
EADIE David Henry	04 03 2011
ERMIDA URIARTE Oscar	07 06 2011
GUMBAU Andrée	26 03 2011
KARARA Mohamed	24 05 2011
KLOPOTOWSKI Andrzej	12 03 2011
LETONA Beatriz B.	18 04 2011
LOCKWOOD Derek	22 06 2011
MAYOR B.G.	17 03 2011
MENDONGA I.	02 04 2011
MEYER Aya	03 07 2011

NEVE Alejandro	28 03 2011
OAKLEY Ann Sigrist	13 05 2011
PANT Girish Chandra	20 08 2011
PARRAT Remy	17 05 2011
PREY RUGOONATH	
Françoise	08 04 2011
RIZK Sami Gobran	10 03 2011
VENTURA J.	13 04 2011
VON MUTIUS Franz	02 08 2011
VON POTOBOSKY Geraldo	11 08 2011

ITU – UIT

APPELGATE Simon	24 04 2011
DUBRET Yvette	24 07 2011
MARSHALL N.E.	29 04 2011
PIERRE Aurore	25 04 2011
RISHIZAKI Yurg	23 04 2011

WHO – OMS

ABBOTT Mary O.	21 05 2011
ANJANEYULU Sarwa	13 05 2011
ANNAHEIM Joan	25 04 2011
ANTUNES DE SIQUEIRA M.	12 03 2011
BAGCHI Kalyan	10 01 2011
BAGNARA Faustino G.	11 05 2011
BARKWAY Jennifer	08 03 2011
BARNES Fannie Walker	28 03 2011
BENCZE Gabriella	26 03 2011
BOENTARMAN Soelastri	30 03 2011
BONNA Kamal A.	16 04 2011
BRYANT Sheila	24 03 2011
BULLA Eugenia	05 05 2011
CANESSA E.	03 03 2011
CARREIRO DE OLIVEIRA	
Hadelzira	25 02 2011
CARRIN Guido J.R.	28 03 2011
CHANE Kham	12 02 2011
CHANNANEH Zuheir Zeki	10 03 2011
DA CONCEICAO LIMA	
Hortensia	01 05 2011
DALLAL Jamile	28 03 2011
FIASORGBOR George K.	18 03 2011
FORD Diana Kay	04 04 2011
GENETA Oscar B.	17 05 2011
HASAN Marzia	31 01 2011
HERMANSEN Margaret	04 03 2011
INMAN Jeny P.	23 03 2011
KPOTOR Theophile F.K.	19 10 2010
KRAFFT Rudolph J.G.	07 03 2011
LAMBONI Kouassi	18 12 2010
LECLERC Philippe L.A.	20 03 2011
MBOUKOU Jacques	15 02 2011
MEERT Jean-Pierre	29 03 2011
MOORE W.M.	22 04 2011
NAIR Sreedevi	14 05 2011

OTTERSTETTER Horst	22 05 2011	RAMSDELL A.J.	20 03 2011
PAPPAGANNOU Athina	24 02 2011	RIGUEROS Sanche	05 05 2011
PIEROTTI Daniel	03 04 2011	ROBERTS Margaret M.	14 03 2011
PIERRE-NOEL Carmen	25 02 2011	SCALE Lucia S.	03 02 2011
POLICARO Guy	12 01 2010	SEIDU Raphaat	04 01 2011
PORTIER Suzanne M.	26 07 2011	SHEN Francis C.	30 01 2011
SAINT-VICTOR Andrée	01 03 2011	SIERRA Inger B.	08 05 2011
SALOHEIMO Maija-Liisa	14 05 2011	SIMMONS John W.	17 02 2011
SANDRIN Saturnia	27 04 2011	SMITH Elsie W.	05 04 2011
SCHAEFER Wolfram J.	05 05 2011	SUMI Sonja	07 01 2011
SCHOFIELD Francis D.	05 02 2011	TIGLAO Maria Ruby	05 03 2011
TAYLOR David	17 04 2011	TONG Lisheng	27 04 2011
TREZZINI Ange D.	17 04 2011	WILMINGTON Paulette	08 01 2011
VILLALTA Beppino Luigi	20 02 2011		
WEBB Hattie Sue	14 04 2011	FAO	
WILHELMSON Ellen M.	21 04 2011	ABD EL-HADI Nabil Hussein	07 05 2011
WILSON Walter C.J.	21 06 2010	ATOR Paul	18 04 2011
ZERBO Doro Gaston	22 02 2011	BABACK P.	11 02 2011
		BALDACCHINO Leonard	25 04 2011
WMO – OMM		BALVETTI L.F.	09 02 2011
MATHIEU René	08 06 2011	BARK Dhia Ahmed	09 03 2011
SARKER Ram Prasad	20 02 2011	BARRERA Benitez	02 04 2011
		BEDETTI POMPEI Maria	14 03 2011
UNHQ – ONU NEW YORK		BHIMAYA Cheranda	24 03 2011
AGRAWAL Sher Singh	28 02 2011	BOSTSARRON Claire	06 05 2011
AHMED Wajihuddin	05 01 2011	BYRNE Rita	18 01 2011
AHUJA Narinder P.	05 05 2011	CHRISTODOULOU Demetrios	01 03 2011
AMEDEE Hugh Albert	22 02 2011	CORWIN Emil	15 03 2011
BANERJEA Sumitra	29 04 2011	DEVITT Elizabeth	19 04 2011
BAUM Vladimir	17 05 2011	ECIMOVIC Eliza	06 02 2011
BICEGO Ugo	02 05 2011	EL MIDANI Munzer	31 03 2011
BLOCH Leonce	10 11 2011	EL SABBAN Mohamed Sai	26 02 2011
BRADLEY M.I.	21 03 2011	FANFANT R.	19 04 2011
CAMPBELL Jean Murray	18 02 2011	FRANCIS Buxton	22 11 2010
CHANG Chun-Mei Wu	19 02 2011	HAZIMAH May	19 03 2011
CROOKS Enid Marion	20 02 2011	KERANTO M.	18 04 2011
DOELGER P.J.	08 01 2011	KOFOD Harriet	10 05 2011
DUMONTET Claire	24 02 2011	KRIST JANSON Farida	23 03 2011
EAGLETON William L.	27 01 2011	LIPPOLD Paul	17 03 2011
EINARSSON Adalheidur	24 05 2011	LOESCH Harold	12 05 2011
FIRILAS Smeon	22 03 2011	MAHFOOZ Jan	03 03 2011
FISCHER Betty	26 12 2010	MONDAIN Solomalala Alibay	07 09 2010
GABRIEL Gary A.	06 05 2011	PAYNE William J.A.	15 04 2011
GHANDIKOTA Lakshmi Devi	05 02 2011	PITSILLI Stelios Michael	02 04 2011
GLENN Jane	15 04 2011	PIZARRO Fernando	15 05 2011
GOYENECHEA R.	30 03 2011	SACO Marjorie	05 04 2011
HUGHES Robert	25 02 2011	SANTOS Eugenio R.	23 03 2011
IRWIN Raymonde	26 03 2011	SELLA Sergio	05 04 2011
KAMEL H.	01 03 2011	SEMIZOGLU Mehmet Ali	08 03 2011
KAR S.	27 04 2011	STIGLIANO Maria R.	14 03 2011
KATZ Geraldine	06 04 2008	SYTS Emile Gaston	17 03 2011
KIPPLINGER Y.J.	19 02 2011	THOMAS Lily	22 03 2011
KRIVOSHEIN T.	17 03 2011	WOLFFSOHN A.	10 03 2011
LEE Dorothy	18 05 2011	WOODLAND A.G.	09 04 2011
MANSALY Moussa	01 04 2011		
MARZAN Agnes B.	05 03 2011	IAEA – AIEA	
McGEE Agatha R.	31 03 2011	BATTEN Gertrude	28 01 2011
NAIR Parvati Raghvan	18 04 2011	CHVATAL Milos	19 04 2011
PICKWICK Mildred Viola	27 04 2011	HADFIELD Alexander Charles	01 02 2011
RADIMSKY Olga	15 12 2006	INDRA Heniz	29 03 2011

KREN Alfred	03 05 2011
MIGUEL Manuel	30 03 2011
RADICELLA Renato	22 04 2011
SCHAER Maria Elizabeth	11 05 2011
WEIHS Nicole Marthe	07 05 2011
WUENSCH Helene	08 04 2011

ICAO – OACI

AITKENS Carmen Desbarrats	17 02 2011
MALIYAM Tavit	03 11 2011
MONETTE G.R.	23 12 2010
ORR James	28 03 2011
SAKAMOTO Hiroshi	15 02 2011
STATON Francis H.	06 05 2011
TASSOPOULOS Panagiotis	07 02 2011
VERES Victor Manuel C.	17 04 2011

IFAD – FIDA

CIARALLI Giorgio	23 03 2011
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IMO – OIM

THOMPSON John Laurence	25 02 2011
ZAKAULLAH Mohamooda	26 02 2011

UNDP – PNUD

AKHAVEN Fahimeh	04 10 2010
AYVAZ Jadeh I.	09 02 2011
BANTI Devi	23 03 2011
BOYD Paul	23 02 2011
DE SOUZA J.I.	21 05 2011
EJIOFOR Christopher	26 09 2010
ETFAGHA E.	01 10 2010
GOMEZ Luis Maria	11 05 2011
GOORUGOBINO	
Hoomadree N.	07 03 2011
HUSSEIN Bakri	05 10 2010
INDARAVATHIN Sawat	16 03 2011
KANAPATHY Thavase	07 02 2011
KHAIR Abul	27 01 2011
KHAN Foujdar	13 01 2011
OMAR Abdou S.	09 02 2011
PIEROTTI Daniel	03 04 2011
RAHMAN Abdul	01 12 2010
SHEIKH Iftikhar Hussain	22 03 2011
SITOTOMBE Agnes Kawonza	15 04 2011

UNECA – CEA

PEKI Kana Kwala	15 02 2011
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UNECLAC-CELAC

AMBROZEK Gerta	24 04 2011
BOLANOS Rodrigo	24 03 2011
CEDILLOS Osmin	14 02 2011
COLLANTES Carlos A.	26 03 2011
MENCIA J.	22 03 2011
REINER Jorge	27 05 2011

UNEF- FNUE

SHEHATA Helmi Bichara	17 03 2011
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UNEP – PNUE

MATHEZ Britt	07 04 2011
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UNESCAP – CESAP

BALASINGAM Malini	07 05 2011
BLOFELD Meifang	28 04 2011
CHEVINTULAK Virachai	26 03 2011
CHIEMWONG Praphan	19 04 2011
FLOYD Colin	04 02 2011
LAMAI PHOLIN Thongsaruan	09 05 2011
ORIG Luz Ungria	14 04 2011
PUNYONG Tanong	08 03 2011
RUTTAPITUCK Kamjorn	27 02 2011
SALEH Soemari	16 02 2011

UNESCO

ARGEMI Gladys Luisa	26 09 2010
BA Cheikh	27 01 2011
BARTAGNON Gaynor	17 04 2011
BERRY Paul S.	17 12 2010
BOGDAN D.	18 04 2011
BRASSEUR V.	02 04 2011
BUASRI Thamrong	04 02 2011
BUDELLOT A.	02 05 2011
CONSTANCIEN Daniel Ulysse	21 03 2011
DJEMAL A.	25 04 2011
FOSTER B.	15 03 2011
FREDERIKSEN Lucette	09 05 2011
GELDART L.	02 05 2011
GILBERT J.M.	07 02 2011
GLISSANT Edouard	03 02 2011
GOEHRING Irmgard Joh	31 03 2011
GRENADE Joseph	02 05 2011
HECKER M.	04 11 2010
HENQUET Pierre F.N.	16 05 2011
LEMOINE René	04 02 2011
MAHIN Suzanne	18 03 2011
MENARD Colette	26 04 2011
OKERA Peera	04 12 1996
OKOKO Comfort	14 02 2011
PAJANI Joan F.	21 03 2011
POIGNANT R.	08 03 2011
STAHL (VANHECKE) Jeanne	11 05 2011
TASSART A.	09 01 2011
THA-HLA Ellen Jeanette	18 03 2011
TOMBS Amy C.	19 04 2011
YAMAMOTO Fujiko	12 04 2011

UNICEF

ASKA Ahmad	12 03 2011
DAS Mira Bala	21 03 2011
DHONGDI Shivaji B.	25 01 2011
EKMEKDJIAN Angel Harant	02 01 2011
JAFRI Nasir Raza	08 04 2011
KHIN Tin Dwe Chit	17 01 2011
KHURAM Mohammad Zhahid	18 08 2008
LUTHFI Muhammad	06 03 2011
MAKANJUOLA Lasisi O.	02 12 2010
MANSARAY Abdulai	21 05 2011
NAZAR Ata Mohhammad	02 02 2011

SHRESTHA Madhav Ram	27 01 2011
SURIAWIDJAJA Raden Adjeng	20 04 2011
WLKER Robert C.	08 04 2011

UNIDO – ONUDI

BIRCKHEAD Monika	07 05 2011
DANGL Johann	28 12 2010
EGGOUGH Martin	08 05 2011
FERLAND Bosiljka	22 04 2011
GEISINGER Howrd	12 02 2011
GRIMAULT Jean-Marie	27 04 2011
JORDAN Donald	10 02 2011
LING George McDonald	07 01 2011
PACK Han-Woung	06 04 2011
PALIZZOTTO Carlo G.	14 05 2011
POJAR Kurt	27 04 2011
PRANDL K.	05 05 2011
SEN Santosh Kumar	05 05 2011
ZACHMANN Maria	04 05 2011

UNMIK

KAZAZI Shefket	18 02 2011
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UNON – ONUN

HAMEL Denis	23 04 2011
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UNRWA

AHUJA Narinder	05 05 2011
CHAPIROT Alma	07 05 2011
EAGLETON William	27 01 2011
MUNYARD Sheila Margaret	16 03 2011
O'NEILL Patrick	13 02 2011

UNTCOD

SAMUEL Machoudi	07 04 2011
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UNTSO - ONUST

MUFFAREH Salem Giryas	25 03 2011
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