



AFICS NEWSLETTER

ASSOCIATION OF FORMER INTERNATIONAL CIVIL SERVANTS (AFICS) Addis Ababa



Members' Group Visit to Bishoftu Resorts November 2012

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*Mr. Carlos Lopes, UNECA Executive Secretary
And
Honorary Member of AFICS (A. A)*

Table of Contents

	<u>Page</u>
Honorary Members and Members of the Executive Board	iii
Members of the Editorial Committee	iv
A Note from the President	1
United Nations Day 2012.....	3
The Secretary General's UN Day 2012 message.....	6
Highlights of the 41st Session of FAFICS Council	7
After-Service Health Insurance and Long-term Care (ASHIL).....	9
Summary report of the 59 th session of UNJSPF Board.....	10
The Funded Status of UN Pension Fund.....	13
News.....	15
Appointment of New Executive Secretary for UNECA.....	15
The Executive Secretary's Letter to AFICS President.....	16
Visit of CEO Pension Fund to Addis Ababa.....	17
Breaking News for MIP Policy Holders.....	19
Establishment of Emergency Fund.....	20
Photo Gallery.....	21
New Members since January 2012	23
In Memoriam	23
2012 Financial Report.	24

Honorary Members and Members of the Executive Board

- 1. Honorary Member of AFICS (AA) - Carlos Lopes, UNECA Executive Secretary**
- 2. Honorary Members of the Executive Board – Heads of UN Agencies**

Members of the Executive Board

Executive Members

1. Tedla Teshome	President
2. Mohammed Said	1 st Vice President
3. Bekele H.Selassie	2 nd Vice president
4. Almaz Teferra	Secretary
5. Willie Tadesse	Deputy Secretary
6. Amdu Zewde	Treasurer
7. Belene Alemeselassie	Assistant Treasurer

Other Members

8. Alemayehu Seifu
9. Aster Zaoude
10. Etagengehu W/Mariam
11. Kiros W/ Giorgis
12. Mulugojjam Assaye
13. Shenkute Tessema
14. Tadesse Abebe
15. Tesema Negash
16. Tiruneh Sinshaw
17. Workneh Degefu

Views and opinions expressed in this Newsletter
do not necessarily represent those of AFICS (AA)

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Acknowledgment

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the UNECA in printing this Newsletter*

The President's Note

It is gratifying to see that AFICS membership is growing steadily. More and more people are looking to AFICS for knowledgeable advice and guidance on pension and health insurance coverage matters. AFICS can proudly claim it has become a credible entity with accumulated knowledge and expertise in these areas. To ensure its sustainability, it is vitally important for more volunteers to come on board and start acquiring the needed experience to further enhance our institutional capacity. In this regard, I would urge, especially the younger generation of retirees, to join the AFICS Office and offer their voluntary services in order for us to be able to meet the ever-increasing demand for our services.



I wish to congratulate the Social Committee for successfully organizing a social event that brought together about 50 members to a retreat at Atcham Africa, a picturesque resort hotel overseeing the Salt Lake in Debre Zeit, about 45 km East of Addis Ababa. It gave members a chance to relax and freely interact. I wish to take this opportunity to congratulate Ato Sahlu (the Proprietor of the hotel), a life member of AFICS, for his ingenuity in building such a unique and artistically-designed holiday resort.

Advocacy of the United Nations and promotion of its programme of activities remain major activities of the Association. The commemoration of United Nations Day continues to offer an excellent opportunity to undertake this function. This year, the Association invited the Kidane Mehret Students' Self-help Association to make a choral presentation. They opened the show by playing much loved folk songs using traditional instruments to warm up the event and continued with choral songs. The lyrics were especially written for the occasion to depict the ideals of the United Nations and highlight its achievements and the challenges lying ahead. They concluded their show by playing the famous Kenyan liberation song, Harambee (freedom), which has over the years become the AFRICAN liberation anthem. Warm and prolonged applause underscored the success of the event.

AFICS members were fortunate to welcome the outgoing CEO of the Fund, Bernard Cocheme and his delegation, consisting of Alan Blythe, Head of the Pension Office in Geneva, Ms. Aliamane Bacar Said, and another Client Services Officer from the Pension Office in New York. Mr. Cocheme addressed the retiree community and his Team met with individual retirees who had outstanding cases to be reviewed. Members deeply appreciated the CEO's time to meet with retirees, make a presentation on the state of the Fund and answer questions from them. I wish to thank Bernard for gracing our Association with his presence and extend to him the very best in whatever he plans to do after leaving the Pension Office by the end of December 2012.

I would also like to take this opportunity to congratulate Mr. Carlos Lopes, a former colleague in the UNDP Regional Bureau for Africa in New York, on his appointment as the new Executive Secretary of the United Nations Economic Commission for Africa and Under-Secretary-General of the United Nations and thank him for graciously accepting the invitation to become an Honorary member of AFICS AA. I had the honour to make a courtesy call on him within days of his taking Office and had a fruitful conversation with him. He recognizes fully the valuable services that the Association is rendering to the retiree community and courteously assured me of his commitment to help us to function efficiently and effectively. His response to my welcoming letter is published in this present issue of the AFICS Newsletter.

Tedla Teshome

President



UN Geneva Office - UN Day 2012

United Nations Day 2012

AFICS celebrated United Nations Day 2012 on 30 October 2012 at ECA's historic Africa Hall where, almost 50 years ago, the Charter establishing the then Organization of African Unity, now renamed African Union (AU), had been signed. The theme adopted for the occasion was **"the United Nations and the Challenges Ahead"**.

Mr. Tedla Teshome, President of AFICS, opened the meeting by extending a warm welcome to participants. He then asked all to rise and observe a minute's silence in memory of all United Nations employees across the globe who, in the course of the year, had sacrificed their lives while serving the Organization.

The President then briefly recalled the circumstances that had led to the creation of the League of Nations, the reasons for its subsequent demise, and the establishment of the United Nations that we know today. Respectively, both organizations were the result of World Wars I and II. Both had had the same basic objective of preventing the outbreak of war and encouraging the settlement of disputes through negotiation and diplomacy in order to make the world a safer and better place for all. Lamentably, the League, heedless of Ethiopia's admonitions, had failed to live up to the expectation of its underlying principles. World War II had broken out, causing untold human suffering and catastrophic devastation.

While efforts were being made to make the present United Nations more inclusive but not precluding the use of force by the Security Council, in certain cases, to enforce the Organization's decisions, it still could only exercise a moral authority. As recent developments had proved, the success of the Organization could be measured by the degree of cooperation and collective resolve of Member States to uphold the ideals embodied in the United Nations Charter. The very relevance and existence of the Organization required no less.

While recognizing its many achievements made in all sectors, the President foresaw enormous challenges ahead of the Organization. In his view, collective resolve was the way forward to the effective maintenance of world peace and order, the creation of a conducive environment to address the daunting challenges of human rights, equality, freedom, good governance, and in short, the task of making the world a better place for all. He concluded by calling on AFICS members, as they commemorated UN Day, to reflect on the achievements of the Organization and renew their commitment to upholding the ideals enshrined in its Charter and to continue supporting the work programme of the United Nations and its affiliated agencies.

The President's introductory remarks were followed by a musical presentation staged by the Kidane Meheret Students' Self-help Organization. The performance was replete with much loved old traditional folk songs and choral presentations especially composed for the occasion. Quite a stirring of audience emotions down memory lane as participants reminisced the glorious past.

The lyrics of the choral presentations highlighted the ideals, achievements and goals of the United Nations as well as the challenges lying ahead. They were professionally and most appropriately performed and the audience expressed its appreciation with prolonged applause.

After a reading of the Secretary-General's message issued for UN Day, the musical group brought proceedings to a close with its rendition of Harambee, the well-known and much revered independence song which, in Swahili, means - liberation.

United Nations Day 2012



The President with 2nd Vice president and Secretary



Performers on the stage



Participants



Participants



Participants

The Secretary – General's UN Day 2012 Message

We are living through a period of profound turmoil, transition and transformation, insecurity, inequality and intolerance are spreading. Global and national institutions are being put to the test. With so much at stake, the United Nations must keep pace across the spectrum of its activities — peace, development, human rights, the rule of law, the empowerment of the world's women and youth.

There has been important progress on many fronts. Extreme poverty has been cut in half since the year 2000. Democratic transitions are under way in many countries. There are encouraging signs of economic growth across the developing world.

Now is the time to raise our collective ambitions. With the 2015 deadline for the Millennium Development Goals fast approaching, we must intensify our efforts to reach all of these lifesaving targets. We must prepare a bold and practical post-2015 development agenda. And we must continue to combat intolerance, save people caught in conflicts and establish lasting peace.

The United Nations is not just a meeting place for diplomats. The United Nations is a peacekeeper disarming fighters, a health worker distributing medicine, a relief team aiding refugees, a human rights expert helping deliver justice.

In carrying out this global mission we rely on countless friends and supporters. Non-governmental organizations, scientists, scholars, philanthropists, religious leaders, business executives and concerned citizens are critical to our success. No single leader, country or institution can do everything. But each of us, in our own way, can do something.

On this UN Day, let us reaffirm our individual commitment and our collective resolve to live up to the ideals of the United Nations Charter and build a better world for all.

Highlights of the 41st Meeting of the FAFICS Council



Participants of 41st FAFICS Council Picture - Paris 2012

The 41st Meeting of the FAFICS Council was held in Paris at UNESCO headquarters from 25 to 29 June 2012. Opening the Meeting, Mr. Eric Falt, Assistant Director-General of UNESCO, formally extended a warm welcome to participants and paid tribute to the Federation, assuring the Council of UNESCO solidarity with all the issues that FAFICS would be addressing on behalf of UN retirees.

The Council admitted Japan as a full member and Nicaragua as an Associate member.

As in times past, the Council's agenda was dominated by pension issues. Considerable time was also devoted to after-service health insurance (ASHI) matters. The Council reviewed extensively reports submitted by the Standing Committee on Pensions and the Standing Committee on After-service Health Insurance and Long-Term Care (ASHIL) and defined its positions on the various issues raised.

Pension Issues

The discussion on pensions focused on the actuarial valuation of the Fund's assets and liabilities and the 0.38% and 1.87% deficits recorded respectively in the two most recent actuarial valuations. Expressing concern over the deficit trend, the Committee underlined the need to protect the long-term financial viability of the Pension Fund, noting, however, that the apparently increasing deficit rates trend fell well within the 3.0%. Parameters of the accepted average. Accordingly, taking a long-term view, the Consulting Actuary had not recommended any corrective measures for increasing pension contribution rates. However, the Committee of Actuaries, while concurring with the Consultant's position, felt that serious consideration should be given to taking remedial action to arrest the continued deterioration of the deficit. Understandably, the results had largely been impacted by changing assumptions in making projections and a failure to meet investment objectives. The Council agreed to support the proposal to increase the normal retirement age to 65 as a way of improving cash flow in the short term as well as mitigating the effects of increasing longevity.

The Council was somewhat disturbed to learn that the CEO had decided to discontinue the local currency track benefit in Kenya and Venezuela on the grounds that the application of the local currency track had led to "aberrant" results. The Council expressed concern about the lack of clarity arising from the application of the pension adjustment system and urged the CEO to make the provisions of Article 26 more explicit in the "Two-track System" in order to improve clarity and render it more informative. That, in the opinion of the Council, would go a long way to helping participants and beneficiaries fully understand the consequences of opting for the two-track system.

As in the past, the Council also had an opportunity to meet both the CEO of the Pension Fund and the Assistant Secretary-General in charge of investment together with their respective senior officers, who presented detailed information on the funded status of the Fund and its investment performance. Council members had the benefit of discussing issues of interest to FAFICS membership in a question-and-answer session.

The Council also discussed extensively issues pertaining to small pensions. In conclusion, the Council agreed to recommend to the up-coming Pension Board Meeting that the Pension Fund Secretariat should incorporate the issue of small pensions in its on-going pension review study.

After-Service Health Insurance and Long-term Care (ASHIL)

After the Chairman of the Standing Committee on ASHI had introduced the report, extensive discussions ensued. Given that a large number of UN retirees contributed to various health insurance schemes, the Council tabled a resolution urging the International Civil Service Commission (ICSC) and all UN organizations to include retirees as active contributing participants in the management of their health insurance schemes.

Insurance coverage for former spouses was also discussed. It was noted that, at present, neither ex-spouses nor new spouses of retirees are covered by ASHI. While current spouses were recognized, it was agreed more data on the situation needed to be collected before any position could be taken on the way forward.

The Functioning of FAFICS Council

The Council reviewed several housing-keeping issues with a view to streamlining procedures to ensure efficiency and effectiveness in the management of the FAFICS Bureau. The importance of following a creative approach to increase the FAFICS membership was stressed. Member Associations were also urged to continue with their advocacy efforts in support of the ideals of the Organization in the programme of work of its affiliated agencies.

Venue of the next Meeting

It was indicated that the 42nd session of the FAFICS Council would be held in New York in early July 2013, back-to-back with the Pension Board meeting

Summary Report of The 59th Session of the United Nations Joint Staff Pension Board.

The fifty-ninth session of the Pension Board was held at UNESCO headquarters in Paris from 2 to 11 July 2012, soon after the 41st session of the FAFICS Council.

FAFICS was represented by its President Andrés Castellanos del Corral and Roger Eggleston, Mary Johnson, Gerhard Schramek, Ana Maria Gudz Robak and Tedla Teshome.

The meeting focused on two issues: selecting a new CEO/Secretary to replace Bernard Cochemé from 1 January 2013 and the Fund's actuarial valuation as of 31 December 2011.

CEO/Secretary

The selection process had begun in 2010 and been conducted by a Search Committee of the Board with FAFICS participation. The Search Committee had reviewed all 262 applications and drawn up an initial short list of 32 candidates which had been further refined to a list of six candidates who were interviewed in depth by the Search Committee and later invited to make presentations to and answer questions from the Board.

The Board unanimously selected Mr. Sergio Arvizu, currently the Fund's Deputy Chief Executive Officer, as CEO/Secretary of the United Nations Joint Staff Pension Fund with effect from 1 January 2013.

Sergio Arvizu is 51 years old and had joined the Fund in 2006 as Deputy CEO; he had assisted the CEO in the exercise of all his functions. Before joining the Fund, he had held a number of relevant senior positions in the private sector in Mexico and subsequently joined that nation's Social Security organization, where he had served both as Chief Investment Officer and as Chairman of the Financial Investment Committee.

The 2011 Actuarial Valuation

The Board received rather daunting information that the results of the valuation conducted as at 31 December 2011 reflected an actuarial deficit of 1.87% of pensionable remuneration; the second consecutive negative valuation - that at 31 December 2009 having been -0.38% of pensionable remuneration

The Consulting Actuary to the Fund had expressed concern at that trend but underscored his belief that it was not immediately necessary to take corrective action to increase contribution rates.

The Committee of Actuaries, however, noted with concern the deficit of 1.87 per cent of Pensionable Remuneration and while agreeing “that no immediate action regarding a possible increase in the current contribution rates” was “necessary”, maintained “the view that the Board should consider taking remedial action to avoid the continued deterioration of the deficit.”

The Fund’s failure to meet investment return objectives in terms of both the market benchmarks and its 3.5% real investment return assumption was cited as the main cause of the actuarial deficit. Repeated reference was made to the volatility of financial markets in 2011- a situation which was continuing in 2012. The Consulting Actuary said that the Board had to get used to volatile results.

As one measure to turn around the actuarial deficit, the Committee of Actuaries reiterated the need for the Board to consider increasing the normal retirement age to 65 for new participants of the Fund with effect not later than from 1 January 2014 in order to mitigate the effects of increasing longevity and thereby improve the actuarial situation of the Fund. The Board also urged ICSC and the member organizations of the Fund to follow suit and increase immediately the mandatory age of separation to age 65years.

To ensure the Fund's long-term sustainability the Board established a Working Group of members of the Board directing them to focus on the long-term sustainability, including governance, investment and asset and liability management. FAFICS will participate fully in the deliberations of the working group which will report to the 2013 session of the Board.

Small pensions

In 2010, as part of the study on Pensionable Remuneration, both the ICSC and the Pension Board had agreed on a two-stage approach for dealing with the issue of small pensions. Although the contemplated studies have been carried out, the CEO/Secretary invited the Board to request that a further study be conducted on the apparent overlap between the benefits provided under the small pension provisions and the minimum benefit provisions under Article 28 of the regulations 4. Alluding to the recent action taken by the CEO to discontinue the local currency track benefit in Kenya and Venezuela, both FAFICS and the Participants Group urged that the provisions of Article 26 should be made more explicit in the booklet on the "Two Track System".

The Funded Status of the United Nations Joint Staff Pension Fund (UNJSPF)

The CEO of the UNJSPF recently issued two very interesting and highly informative articles on the funded status of the Pension Fund. In his earlier article of 2011, he described three measurements used to address the impact of global financial crises on the Fund, namely: (i) the actuarial valuation which is used to establish whether the current and estimated future assets of the Fund will be sufficient to meet its liabilities and determine the contribution rate necessary to cover the cost of future benefits that have not yet been fully funded, (ii) the Asset Liability Management (ALM) study, and (iii) the Funded Status Ratio. A summary of the details of the application of these measurement systems were published in the No. 12 issue of AFICS Newsletter of January 2012.

This short note is intended to provide highlights of the second Article of 2012 that contained updated results of actuarial valuation based on the measurement system referred to above and indicates the short and long-term financial outlook of the Fund. Although deficits of 0.38% and 1.87% were recorded in the two most recent actuarial valuations in 2009 and 2011, respectively, given the changes made in the actuarial assumptions, the normal retirement age and certain benefit provisions aimed at reflecting changes in demographic and financial expectations, both the apparent declining trend as well as the magnitude of the deficits were found to fluctuate within the assumed long-term target of 2% as well as the required contribution rate of 23.3% of pensionable remuneration. The Actuarial Consultant, therefore, was reluctant to suggest immediate changes in the contribution rate. However, the Actuarial Committee felt that the Board should consider taking remedial action in order to arrest the continuing deterioration of the actuarial deficit.

In view of the foregoing, the Pension Board decided to form a Working Group of Board members to look into measures that would help to ensure the Fund's long-term sustainability, including governance, investment and asset liability management. In addition, the Board recommended increasing the Fund's Normal Retirement Age to 65 for new entrants in order to enhance the Fund's potential to lower the volume of benefit payment obligations. Accordingly, the Board will be requesting the General Assembly to authorize it to implement the increase effective no later than 1 January 2014.

Concurrent with the actuarial valuation of the Fund, the Committee of Actuaries also calculated the liabilities for benefits accrued to date for current participants, retirees and beneficiaries of the Fund to determine how much money would be needed should the Fund be terminated. Having established, after taking the current pension adjustments into account, that the funded ratio was below 100%, it was suggested that no immediate action was necessary in terms of changing the contribution level of member Organizations.

With regard to cash flow, the projection for the next 50 years demonstrated that benefit payments could safely be covered by current contributions and investment income. Nor would the principal of the Fund be needed to make benefit payments during the next 50 years and beyond. It was, therefore, concluded that the Pension Board and the General Assembly had time to determine such funding, investment and provisional changes as would best meet the needs of participants, retirees, beneficiaries and other stakeholders by keeping the downward trend of the actuarial deficit under control. That would also help to focus attention on the Fund's actual investment performance as compared to the Fund's investment return expectations. The ALM study underscored the importance of reaching the current target of 7.5% investment return (or 3.5% in real terms) and improving the funded status of the Fund under the current contribution rate of 23.7% of pensionable remuneration as a way forward. The article concluded by asserting that the Fund can weather investment fluctuations (which are expected and a normal part of long-term institutional investing) and expressed confidence that any possible measures developed by the new Working Group of Board members would ensure that the Fund remains healthy for many years to come.

NEWS

Appointment of New Executive Secretary for UNECA



*Mr. Carlos Lopes, UNECA Executive Secretary
And
Honorary Member of AFICS Addis Ababa*

Mr. Carlos Lopes, a national of Guinea-Bissau, was appointed Under-Secretary-General and Executive Secretary of the Economic Commission for Africa with effect from 10 September 2012. Mr. Lopes brings to the position more than 24 years of experience, including as UNDP Resident Coordinator and Resident Representative in Brazil and Zimbabwe.

A member of several African academic networks, as well as a strategist and socio-economist, Mr. Lopes has vast experience in capacity-building and technical cooperation on the continent, and intends to focus on building consensus among the various stakeholders to ensure that ECA becomes a key player in Africa's economic and social development.

Mr. Lopes was most recently the Executive Director of the United Nations Institute for Training and Research (UNITAR) and Director of the United Nations System Staff College.

AFICS wishes to congratulate Mr. Lopes on his appointment and cordially extend to him a warm welcome.



UNITED NATIONS
ECONOMIC COMMISSION FOR AFRICA

CARLOS LOPES
Executive Secretary

Date: 24 September 2012

Dear Mr. ^{Teshome} Teshome,

Thank you for your letter dated 17 September 2012 in which you kindly congratulated me on my appointment as the new Executive Secretary of the United Nations Economic Commission for Africa (UNECA), and in which you invited me to participate in AFICS as an *ex officio* Honorary Member.

I am pleased to be an *ex officio* Honorary Member and would like to affirm the importance of AFICS in serving the growing community of retired staff. I also wish to convey the ECA's on-going commitment to continue supporting the Association. Accordingly, I welcome the opportunity to meet with you and request that your office consults with my Assistant, Ms. Mestawet Mistir, to determine a suitable date and time. I look forward to speaking with you soon.

Please accept my sincere best wishes for your personal well-being.

Yours sincerely,

Mr. Tedla Teshome
President
Association of Former International Civil Servants
Addis Ababa

Visit of Pension Fund CEO to AFICS (AA)

CEO Pension Fund and with the President of AFICS

Mr. Bernard Cocheme, Chief Executive Officer of the United Nations Joint Staff Pension Fund, visited the United Nations Economic Commission for Africa headquarters in Addis Ababa for a Town Hall meeting and spent half the following day with United Nations retirees. His delegation, comprising two senior staff, both from UNJSPF Client Services (New York and Geneva respectively), arrived at the AFICS Office to a warm welcome by Mr. Tedla Teshome, President of AFICS (AA) and members of its Governing Body.

After introducing Mr. Cocheme to a tumultuous welcome by retirees assembled in the AFICS Conference Room, the President announced with sadness the demise of Margaret Bruce, most senior President Emeritus of FAFICS and past President of AFICS (NY).

A minute's silence was observed in her memory.

In his address, Mr. Cocheme expressed great pleasure at the opportunity of meeting with the retiree community and his profound appreciation for the warm welcome extended to him. He made detailed presentations on the recent performance of the Fund and its healthy outlook for the coming 50 years.

The two Senior Officers of the Fund, on their part, held a one-on- one consultation with eight individual retirees who had outstanding cases or were seeking clarifications on given issues. Wherever possible, such issues were resolved on the spot.



AFICS Members attending the meeting



AFICS members attending the meeting



CEO receiving farewell present from AFICS President

Breaking News**For****MIP Policy Holders**

It is recalled that earlier on, GMC had made an arrangement with selected local hospitals and pharmacies whereby the latter charges retirees only 20% of the total cost and bill the balance of 80% of the costs directly to GMC.

Up to now UNHCC was not a party to this arrangement. It is gratifying to note from circular. Ref. Clinic/12/11/0705/GF/fd of 20 November 2012, just issued by the UN Health Care Centre that, effective immediately, the same arrangement will also apply to UNHCC. However, it must be noted that retirees will be required to pay 100% for items listed as non-reimbursable. For further details, members are advised to refer to the said circular.

Furthermore, it has also been announced that the GMC has agreed to open an Office in Addis Ababa with a focal point person to be located in ECA compound. This is a most welcome development that would help to facilitate individual consultations and problem resolution. AFICS has been advocating the importance of such a move for some time. It is gratifying to witness that AFICS members are finally in a position to access all the facilities cited above and pay upfront only 20% of the total cost on the presentation of their MIP Cards as well as avail themselves of the services of the local GMC Liaison Office.

Congratulations to the AFICS Health Committee for tirelessly articulating, on behalf of UN retirees, the above referred issues at all available fora. AFICS rejoices at the tremendous success made in this respect.

Establishment of Emergency Fund

Pursuant to the decision made by the 13th General Assembly of AFICS (AA) held in February 2012, a local Emergency Fund has been established with members' voluntary contributions with a view to providing limited emergency assistance to members in dire need. The Executive Board takes great pleasure in announcing the Emergency Fund has now become operational with an initial amount of Birr 30,000. Copies of the guidelines and Application Form can be obtained from AFICS Office.

Photo Gallery

FAFICS 41st Council – Paris



FAFICS Council in Session – Partial View



Group Photo of Participants of 41st FAFICS Council – Paris 2012

Members' Group Visit to Bishoftu Resort



New Members Who Joined AFICS since January 2012

NO	NAME	AGENCY	NO	NAME	AGENCY
1	Alemayehu Tekeleyohanse	UNECA	18	Mattewos Adaye	WFP
2	Tedros Aghegn	UNDP/WFP	19	Tesfaye Teka	UNECA
3	Mehret Wakijra	UNICTR	20	Tsedale Barkelgn	UNECA
4	Sosina Bekele	UNECA	21	Teffera Woldyes	UNECA
5	Enushu Tuji	UNECA	22	Yeshi Kibite	MONUSCU
6	Tigist Dagne	UNECA	23	Berhanu Abshiro	UNECA
7	Aytenew Berhanu	WFP	24	Debrework Haile	UNICTR
8	Almaz Woldmichael	UNECA	25	Nabiha Sherif	UNICTR
9	Tesfu Tadesse	UNHQ	26	Atlaw Kifle	UNESCO
10	Zawdu Felleke	UNIDO	27	Raphael Desalegn	UNAMI
11	H.J Abdulkadir	UNHCR	28	Roza Habtewold	UNMIT
12	Fithanegest Gebru	UNDP	29	Fekrou Kidane	UNECA
13	Belay Mekonnen	WHO	30	Tenage Girma	UNECA
14	Assefa Workneh	UNWFP	31	Menbere Seifu	UNECA
15	Manyahlshal Kebede	UNEP	32	Yewubdar Ayalew	UNDP
16	Tadesse Tegegne	UNDP/WFP	33	Aynalem Duguma	UNECA
17	Feleke Kebede	UNECA	34	Peter Gabiral	UNECA

In Memoriam

We extend our deepest sympathy to the families and friends of the following members who passed away since January 2012

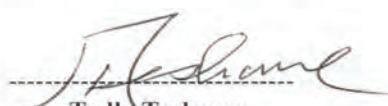
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|-----|-------------------------|--------|
| 1. | Zewdu Mekonnen | UNECA |
| 2. | Girma Seifemichael | ILO |
| 3. | Felicien Mwikaraga | UNECA |
| 4. | Elizabeth Asfaw | UNECA |
| 5. | Dr Tibebu Haileselassie | UNICEF |
| 6 . | Kasa Jiru | UNECA |
| 7 . | Azeb Demeke | UNECA |

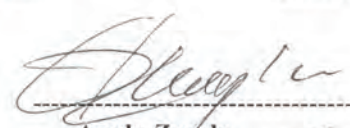
Financial Report of AFICS 2012

ASSOCIATION OF FORMER INTERNATIONAL CIVIL SERVANTS(AFICS)Addis Ababa.

Statement of income and expenditure
For the period ending 31 December, 2012
(Amount rounded to the nearest one birr)

<u>Income</u>	<u>2012</u>	<u>2011</u>
Annual members	2,200	1,700
Amortized life membership fees	25,400	29,140
Associate membership fees	500	400
Interest income from Special A/C	985	3,544
>> >> Fixed Deposit	14,840	15,310
SUB -TOTAL	<u>43,925</u>	<u>50,094</u>
<u>Other income</u>		
Administrative Support by Members	37,380	45,900
Voluntary Contribution by membs to		
Emergency Fund Contributions	35,650	----
Miscellaneous	2	----
	<u>73,032</u>	<u>45,900</u>
TOTAL INCOME	<u>116,957</u>	<u>95,994</u>
<u>Expenditures</u>		
Salaries and allowance	22,950	22,230
Stationary & office Supplies	293	---
Audit fees	4,025	3,450
Miscellaneous	912	920
SUB -TOTAL	<u>28,180</u>	<u>26,600</u>
<u>Other expenses</u>		
Participation in FAFICS council meeting	48,941	47,983
GA meeting Luncheon	12,357	12,145
UN day Celebration	4,500	----
Tree Plantation project	----	1,850
FAFICS Dues	10,315	9,769
SUB-TOTAL	<u>76,113</u>	<u>71,747</u>
TOTAL Expenditures	<u>104,293</u>	<u>98,347</u>
Excess of income over expenditure	<u>12,664</u>	<u>(2353)</u>


Tedla Teshome
President of AFICS


Amdu Zewde
Treasurer

Financial Report of AFICS 2012

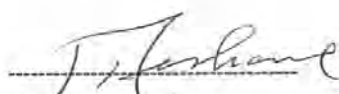
ASSOCIATION OF FORMER INTERNATIONAL CIVIL SERVANTS (AFICS) Addis Ababa

Statement of Assets, Liabilities and Fund Balance

As at 31 December 2012

(Amount rounded to the nearest one birr)

<u>Assets:</u>	<u>2012</u>	<u>2011</u>
<u>Current Assets :</u>		
Special Saving ,Accounts NO 1473(Ex-SPA141)	1,033	40,447
Special Saving Accounts NO 264(Ex-SPA797)	1,513	12,566
Current A/C - CBE/ECA No 3012453	65,675	24,732
Fixed Deposit A/C No 05055	353,285	353,285
Emergency Fund At CEB/ECA	30,650	
Deposits for bottles and crates	---	373
Accrued interest on Fixed Deposit	14,840	30,035
Total Assets :	466,996	461,438
<u>Liability:</u>		
Accounts payable	-	35
Income tax & pension contribution	785	1,263
Deferred Administrative Support income	1,560	1,595
Unamortized life time membership fees	127,700	142,600
Total Liabilities	130,045	145,493
<u>Fund Balance:</u>		
Balance brought forward	315,945	318,298
Prior Years adjustments	8,342	----
Sub- Total	324,287	318,298
Excess of income over expenditures	12,664	(2353)
Fund Balance	336,951	315,945
Total Liability and Fund Balance:	466,996	461,438


 Tedla Teshome
 President of AFICS


 Amdu Zewde
 Treasurer