

Former FAO and Other UN Staff Association

Associazione dei Pensionati della FAO e di altre Organizzazioni delle Nazioni Unite



Newsbrief 91
March 2014

In Memoriam

Mr Anton Doeve 1930-2014

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This first page is dedicated to Mr Anton Doeve, who filled the front page of every issue of the FFOA Newsbrief with his personal message to members for the 12 years that he was President of the Association, 2001-2012. He died on Australia Day, 26 January, and his funeral was held on 30th January (his 84th birthday), in an overflowing chapel at the Non-Catholic Cemetery in Rome.

Mr Doeve was born in Indonesia (then called the Dutch East Indies), where his family had lived and worked for some 200 years. After many hardships there during the Second World War, including five years in a Japanese internment camp, he was reunited with his parents and migrated to the Netherlands, where he studied law at Leiden University and began a legal career.

He joined FAO in 1964, serving as administrative officer for UNDP projects in Congo-Brazzaville, Iraq and Egypt and Regional Administrative Officer in New Delhi and Cairo (where he worked on the project for the elimination in North Africa of the South American screw-worm). After he came to Rome in 1968 he became Chief of the Contracts and Procurement Branch where his scrupulous reliability was much appreciated. He was in charge of the bids and negotiations for contracts with Van Breda and thus we have to thank him for our good medical insurance. Around that time, he met his wife, Clelia March, at a function at the Australian Embassy where she was cultural attaché.

In 1992, upon retirement from FAO, he joined FFOA and quickly became a member of the Executive Committee. In 2001 he was elected President and devoted most of the rest of his life to executing that office as well as possible. By his frequent presence in his office he was able to respond promptly to emergencies, and to provide wise advice to members who came to him with urgent problems. He initiated several important administrative changes, and conducted various negotiations with the Organizations in Rome. Of particular note was the negotiation of formal recognition

A Word from the President on Behalf of Your Executive Committee

The cover of this Newsbrief rightly pays tribute to my esteemed predecessor, Anton Doeve, to whom we said goodbye in the Chapel of the Protestant Cemetery by the Pyramid in Rome. The chapel was packed with friends and former colleagues. I was honoured to be asked by his dear wife Clelia to be one of his eulogists, along with our Vice-President, Pino Pace, who, of course had worked for years with Anton. He is sorely missed, and our hearts go out to her.

On a happier note, elsewhere inside this Newsbrief, you will find the good news that, for the fourth consecutive year, there will be no increase to our health insurance premiums.

You will see that this issue of Newsbrief comes to you in a new format, which we hope readers will find more attractive and easier to read. Anton was always looking towards the future, and we think he would have approved of the new look. We would be grateful for any comments or suggestions you may have, and of course, contributions

from the membership are always welcome.

Also, you will wish to note that your Officers are working hard on preparations for three important upcoming meetings: our annual General Assembly (at IFAD on 28 May), the FAFICS Council to be hosted by FFOA (in July), and the Pension Board meeting, to be hosted by FAO (also in July). We are anxiously awaiting the documents for the Pension Board, particularly the biennial actuarial valuation of the assets of our Fund, and we should be reassured to note that our investments are now breaking all-time high records.

With regard to the General Assembly, many participants at last year's session enjoyed the short afternoon session, so this year we are planning to continue the initiative, with a special guest speaker. So plan on having lunch with us after the formal GA finishes, and then come back to listen and participate in a topic which will be close to the careers which we all enjoyed. Mark the date (28 May) in your calendars.

Alan Prien
President

Newsbrief 89

September 2013

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Mailings for the General Assembly are graciously provided by IFAD

Pension Matters

(Responsible: **M. Breschi**, A. Prien, G. Eberle, A. Fusco Femiano, M. F. Purnell)

The state of the UN Joint Staff Pension Fund. An update by the CEO Mr Sergio Arvizu.

Mr Sergio Arvizu, Chief Executive Officer of the United Nations Joint Staff Pension Fund (UNJSPF) paid a special visit to Rome to meet with the FFOA Executive Committee in January to update us on the financial situation of the Pension Fund and on recent institutional developments. We are pleased to provide members with highlights of Mr Arvizu's presentation (the complete Power Point presentation may be downloaded from the FFOA webpage on Pensions).

Mr Arvizu briefed the Committee on his experience before assuming the role of Pension Fund CEO - he had served for seven years as Deputy CEO of the UNJSPF, and before that was Chief of the Investment Office of the Mexican Government for ten years. Other previous positions included Controller of Chase Manhattan Bank, and various positions with JP Morgan, and City Bank where he was responsible for financial strategic planning.

Mr Arvizu focused on the financial sustainability of the Fund. In the 2011 report of the Committee of Actuaries, the UN Pension Fund was given a comprehensive health check looking at various features of this 65 year old organization, including its size, the maturity of its investment portfolio, a thorough risk assessment and an analysis of comparative advantages vis-à-vis other major international plans, as well as opportunities for future developments.

Mr Arvizu emphasized that the UNJSPF is well funded, despite recent small downward trends of its actuarial value, which never exceeded the 2 per cent range, regarded by financial experts as a safe level. He stressed that the change in methodology for reporting demographics introduced in

2007 (based on new mortality tables) was the cause of an apparent deterioration of the Fund performance.

In the longer run the Fund remains strong as it continues to manage its investments in a prudent and effective manner, resulting in progressive improvements in their value as demonstrated by the all-time high levels reached at the end of 2013 when the total Fund value exceeded US\$ 50 billion.

A key indicator of the good financial performance of the Fund remains the Annual Rate of Return stable at the desired minimum level of 3.5 per cent per annum (inflation adjusted). The challenge in the years ahead is to maintain this level of performance. In this context, the Fund is constantly looking at ways to improve a number of key financial parameters such as increasing contributions by participating organizations and staff, reducing benefits, improving investment performance, increasing the normal retirement age.

The recent adoption of a new retirement age set at 65 for staff entering on duty in the UN at large on or after 1 January 2014 will certainly result in a further improvement of the Fund with an estimated positive impact of 1 per cent.

Achieving the projected 3.5 per cent rate of return on investments means that the Fund will not need to utilize its assets for payment of benefits thus effectively operating on a pay-as-you-go basis at least until the year 2047. The increase of the retirement age to 65 also for current staff currently being considered by the UNGA would represent a further improvement.

New All Time High Reached in February 2014!

As of December 2013 the investments of the UNJSPF reached an unprecedented all time high level of US\$ 50,739 billion. We are now pleased to report a new all time high level of US\$ 51,540 billion reached as of 25 February 2014. As previously reported, the growth

of the value of the Fund's investments continues to be attributable to positive trends in financial markets worldwide, to the improved composition of the Fund's portfolio and, last but not least, to more effective ways of managing and monitoring investment performance.

According to the latest Fund evaluation available as at the end of February, investments were distributed as follows: Equities 63.17%, Bonds 24.20%, Real Estate 5.42%, Cash /short term 3.54%, Alternatives 1.36%, Risk Control 2.31%.

United Nations General Assembly- Pension Policy Matters.

In previous Newsbriefs last year, we reported the recent approval by the UN General Assembly to amendments to articles 1, 29 and 30 of the UNJSPF Regulations providing definitions of normal retirement age, early retirement age and deferred retirement benefit respectively. The main change was the increase in normal retirement age to 65 for participants entering on duty on or after 1 January 2014. Related important changes were the increase in the eligibility for early retirement to age 58 for participants whose normal retirement age is 65, together with modifications on early retirement reduction factors. We also reported on the extensive debate as to whether the new definitions should be extended to staff in service as at the end of 2013 as recommended by the International Civil Service Commission (ICSC). The General Assembly in their December 2013 session was unable to reach consensus on this extension and any decision thereof was deferred. Any decision by the UNGA would have direct impact on the staff of the UN proper, while individual organizations such as those based in Rome would need to adopt separate policy deliberations with regard to their own staff. As the Fund's CEO Mr Arvizu pointed out in his visit to FFOA in January 2014, Rome-based organizations are likely to adopt different policies at least

initially. We will continue to express our views in support of extending the optional increase in the retirement age to serving staff to further aid the actuarial soundness of our Fund.

FAO/WFP Staff Pension Committee (SPC)

The first policy meeting of the SPC took place in early March to consider the revised Terms of Reference for the Pension Committees as well as for the Committees Secretaries. FFOA actively participated in the debate during 2013 and it is now engaged in closely following the final discussion within the SPC. Further improvements in the functioning of the SPC will be introduced in the coming months with regard to the Terms of Reference of the Chair of the SPC as well as to improved rotation modalities (in the Chair and vice-Chair positions) between the three constituencies of the SPC (Representatives of the Member Nations, of the Executive Heads, and of the staff). The SPC also began preparation for the upcoming UN Pension Board session in July.

Consistent with past experience in this regard, March was too early for a comprehensive review of the most significant matters in the Board's agenda while production of related documents was still underway. The most significant part of this work is likely to take place in May and June and the SPC will time its meetings accordingly. FFOA will closely follow developments.

Cost of Living Increase.

As per long standing practice, FFOA closely tracks the Italian CPI (cost of living index) on an ongoing basis and keeps the FAO Social Security office continuously updated on index movements in order to ensure the timely receipt of cost of living adjustments by pensioners on the dual track system. There will be no CPI increase for recipients on the Euro track in Italy this

year as the increase from last year was below the 2 per cent mark (any increase will be applied once the 2 per cent threshold is surpassed).

Certificates of Entitlement

The annual Certificates of Entitlement were released to retirees at the end of last year. We would like to remind members that it is extremely important to ensure that your signed certificate reaches the Pension Fund in time to avoid suspension of benefit payments. Confirmation of your status can be obtained by accessing the Pension Fund website with your pension number and password. For any problems, we suggest you inform the Fund directly.

Medical Insurance

(Responsible: **E. Seidler**, G. Eberle, A. Prien)

The Joint Advisory Committee for Medical Coverage (JAC/MC) finally met on 27 February 2014 having not met for four months. The Secretariat completed a close review of the plan operations and accounting practices aimed at improving modalities in the future, particularly following the expiration of the current contract period at the end of 2014.

The reported claims versus premium experience for 2013 was positive and justified a decision to maintain premiums/contributions at current levels for 2014, with no change since 2011.

You may have noted that Vanbreda International has introduced a process by which subscribers can submit claims on-line. VanBreda recommends that participants retain original bills for six months. FFOA recommends that participants retain original bills for a longer period – at least as long as is foreseen for retention of receipts under local legislation (for example, six years in Italy).

News from the UN Organizations

WFP

At the beginning of 2014, WFP had to respond simultaneously to four complex emergencies: the Central African Republic, the Philippines, South Sudan and Syria.

The First Regular Session of the WFP Executive Board took place on 10-11 February at WFP Headquarters, with a heavy agenda. It reviewed among other things the Working Capital Financing and the Method for Calculating the Indirect Support Cost Rate for WFP. Among the five evaluation reports, the evaluation of the WFP Gender Policy (2008-2013) received much attention. Furthermore, the Board approved the important Protracted Relief and Recovery Operations for Haiti and Yemen, as well as the budget increase of the development project in the Republic of Congo. It took note of the reports of the Executive Director on Operational Matters, as well as of Organizational and Procedural Matters. The Summary of the Work of the Second Regular Session of the Executive Board of 2013 was approved.

In her opening speech, the Executive Director stressed the Programme's investment in "WFP's people", promising the Board a future-looking people strategy at the next annual session in June 2014. Work done so far included the "Locally Recruited Staff Transfer Project", which "brings all of our staff under a single framework" and a pilot service contract exercise in four countries to "provide better contracts for our staff across the entire organization". The recent promotion exercise shows that "72 per cent of the promotions were for field-based staff, 62 per cent for nationals of developing countries, and 54 per cent promoted were women". The Executive Director also mentioned the health appraisal which took place several months ago among

some 4,000 staff members, to improve WFP's medical care.

The results of the mid-term reassignment exercise (288 posts) were published on 24 February 2014.

IFAD

IFAD's 37th Governing Council was held in the now-traditional tent in the courtyard from 19-20 February, with representatives of its 172 member states. The theme of its meeting this year was "Investing in smallholder family farmers for the future we want" in recognition of this year's United Nations International Year of Family Farming (IYFF). Guest speakers included Fabrizio Saccomanni, Minister for Economy and Finance of the Italian Republic; Abdullah Jummah Alshibly, Assistant Secretary-General for Economic Affairs, Co-operation Council for the Arab States of the Gulf Cooperation Council (GCC); and Paul Polman, Chief Executive Officer (CEO) of Unilever (a leading global consumer goods corporation).

During the meeting, IFAD and Unilever signed a public-private partnership agreement aimed at helping to improve the livelihoods of smallholder farmers around the world a five-year global agreement – the first of its kind by IFAD with the private sector.

Immediately prior to the main meeting, IFAD hosted the bi-annual meeting of 90 smallholder representatives from around the world including national and regional organizations, representing hundreds of millions of smallholder farmers, fishers, pastoralists and rural producers globally.

Following the meetings, IFAD held its first Global Staff Meeting to compare notes and share feedback on the lessons emanating from recent establishments of outposted field staff in 40 locations.

FAO

International Woman's Day was celebrated at FAO on 7th March with Mary Robinson

as guest speaker. The Director General emphasized that efforts are being made in FAO to bridge the gap between men and women. The workforce of FAO is 52 per cent female, and 40 per cent of professional staff are women (compared with the percentage 25 years ago of from 12 to 14 per cent). In 2014, 60 per cent of professional appointments to date have been female.

A long-awaited facility, the child care centre for children of three months to three years, will open shortly to supplement the existing nursing room. This is progress indeed.

News of the Staff Associations

The WFP Professional Staff Association (WFP-PSA)

WFP-PSA met with the IFAD, FAO, and UGSS staff associations to discuss the agenda for the 8th meeting of the Italy-based UN organizations, which took place in Turin on 20-21 February. The meeting focused on challenges surrounding the compensation package, mandatory age of separation, and non-represented contract categories, among other issues.

WFP-PSA continues to work alongside the WFP Reassignment Committee to ensure that staff rights are taken into consideration when reassigning. It is hoped that this process will be completed by the end of March.

A second phase to the review of the WFP-HR Manual has begun and WFP-PSA will work diligently alongside management to ensure professional staff is informed of any changes pertaining to their conditions of work.

Two working groups have been established to assist WFP-PSA with specific issues and interest areas that WFP-PSA membership identified during the PSA Annual General Meeting in November 2013. The Diversity and Inclusion Working Group is focusing on ways in which we can improve

and encourage a diverse workforce within WFP. The Communication and Outreach Working Group is focused on strengthening communication with the membership and conducting outreach to non-members.

WFP-PSA has also been given the honour of hosting the CCISUA General Assembly. Preparations have begun for the event that will take place in Rome at WFP from 7-11 April 2014. If anyone is interested in the event, please feel free to contact us.

The WFP-PSA Staff Council will continue to focus its work on the needs of its membership and the priorities expressed by them. It can be reached by sending a message to wfp.psa@wfp.org or by calling the office at +39 (06) 65133535.

FAO

The Association of Professionals in FAO held its Annual Assembly on 30 January. At the meeting, the Executive Secretariat reviewed key issues of the year including the consultative process, the redeployment situation, the proposed changes to the recruitment process, the PEMS rebuttal mechanism and the system-wide comprehensive review of the compensation package, and set its work plan for the coming year. Particular concern over the worsening relationship between FAO administration and the Staff Representative Bodies, including AP-in-FAO, was an undercurrent running through all phases of the discussion. The Annual Assembly will shortly be followed by elections to the Rep Council, which then elects the new Executive Secretariat of AP-in-FAO.

Social Activities

(Responsible: **J. Smidt**, G. Monciotti, I. Novelli, A. Van Arkadie, A. FuscoFemmianno)

Our first coffee morning for 2014 took place on 5 February and was well-attended, despite the rain on that Wednesday, by approximately 20 of our members. An

e-mail was sent out in January announcing the scheduling of coffee mornings every first Wednesday of the month, excluding August and December. We hope that our members will note these dates in their calendar to remember to attend this informal event.

Previous activities

Since our last Newsbrief 90, the following activities were enjoyed by some of our members:

In February 2014, members enjoyed visits to the Reggia di Caserta, including a visit to the Seterie di S. Leucio, a visit to the Complesso Museale Pontina (near Pomezia); and a visit to the Giardino dei Tarocchi (near Capalbio).

March 2014 featured a day trip to Minturnae, Hormie & Sperlonga, including the Riserva Naturale del Lago di Vico; a visit to the Parco Nazionale di Circeo; a trip to an orchid botanical garden; and two visits to the Tenuta Presidenziale at Castelporziano.

Upcoming activities

At the time of this writing we have announced an exhibition organized by our cultural guide Valentina to the Vittoriano Museum in Rome to admire paintings by Gauguin, Monet, Degas, Sisley, Pissarro, Van Gogh, Manet and many more from the French Musée d'Orsay.

News from the Executive Committee

FFOA annual General Assembly

The 44th Session of the FFOA General Assembly will be held on Wednesday, 28th May 2014 in the Italian Conference Room at IFAD Headquarters, Via Paolo di Dono, 44. All members are urged to attend, and anyone wishing to become a member is cordially invited to come as well. A buffet-lunch (Euro 20 per person) is being organized after the meeting in the Executive Dining Room for those who

book beforehand. Don't forget to bring your FFOA membership card and your pensioner's building pass for easy entrance. IFAD recognizes those issued by FAO and WFP and will give an IFAD visitor's pass to those from other UN organizations.

The GA will also be streamed live worldwide over the Internet (access instructions will be sent to members closer to the date of the meeting).

In addition to the usual important presentations of representatives of the Pension Fund and Social Security, this year FFOA plans to invite a guest speaker to speak in the afternoon about rural poverty alleviation on which so many of us have worked.

The documents for the General Assembly are transmitted with this Newsbrief; please bring them with you, as well as the Provisional Report distributed with Newsbrief No. 89 of September 2013.

How to get to IFAD

IFAD Headquarters is a 20-minute walk from the Laurentina Metro Station. The station is the last stop on the Metro Line B, which directly connects with the city centre of Rome. From there, the bus 764 stops at Di Dono/Baldovinetti, closest to IFAD (six stops from the Laurentina Metro Station). Other buses from Rome are the 716 from Teatro Marcello stopping nearby in Via Tintoretto/Baldovinetti.

Also, a shuttle bus service runs from Monday to Friday from 7:40 to 9:25 between Laurentina Metro Station and IFAD Headquarters and from 16:45 to 18:50 from IFAD Headquarters to Laurentina. The pick-up and drop-off point at Laurentina station is on Viale Luca Gaurico, on the main road behind the station. The drop-off and pick-up at IFAD Headquarters is the regular yellow bus stop adjacent the main entrance of the guardhouse (between via Paolo di Dono, 44 and 82).

Renewed your FFOA annual membership yet?

If you haven't renewed your FFOA annual membership yet, don't delay and risk losing all the benefits of Association membership – including this Newsbrief. Renewal is easy.

You can make your Euro 25 payment:

- in cash at the FFOA Office;
- by cheque in the name of "FFOA" (mail the cheque to FFOA, c/o FAO, Viale delle Terme di Caracalla, 00153, Rome, Italy;
- by bank transfer to the bank accounts of "FFOA" with the Intesa San Paolo at FAO Headquarters - IBAN: IT50T0306903356007326370137;
- by transfer from your UNFCU account to the FFOA UNFCU account No. 1771070.

To be sure you don't forget, you can even instruct your bank to make the payment annually, via a standing order; or better yet, become a life member, with a one-time Euro 375 payment.

UN Human Rights Council in Geneva

The United Nations so far has not adopted any law on the rights of older persons, despite the fact that the subject has been on the agenda of the UN Human Rights Council in Geneva for more than 20 years. However, in September 2013 the Council adopted a resolution calling on all States to promote and ensure the full realization of human rights and fundamental freedoms for older persons. It also decided to appoint in 2014 an independent expert on the enjoyment of all human rights by older persons, to collect all the necessary information to report annually to the Council. The International Day of Older Persons is celebrated on 1 October each year.

News from the Electronic World

(Responsible: Pino Pace)

E-commerce

Let's face it, e-commerce is here to stay. Today, you can safely and securely rent, buy, sample almost any product or service over the Internet - books, clothes, tickets, trips, furniture, electronics, large and small household appliances, etc. Moreover, you can easily compare offers from competing suppliers in terms of quality and cost (there are web sites specialized in assisting users to carry out this task, leading to strong price competition).

The products you order are delivered directly to your door, and most e-commerce dealers allow you to return a product for a full refund back for just about any reason - wrong size, poor quality, even just that it doesn't suit you. The more sophisticated dealers provide you with the possibility of defining and storing your profile and banking/ credit card information, so that every time you want to buy new items you can do that with just a single click. And they can even identify your buying preferences and present you with personalized offers when you visit their site, or by email.

And this brings us to one of the negative sides of e-commerce. How often have you cursed the plethora of email advertisements that have jammed your inbox and the time you spent to wipe them out only to find them back again the next day?

So here are some pointers to try to get the best out of the opportunities offered by e-commerce while avoiding the pitfalls and nuisances:

- Only purchase through reputable, secure sites (definitely avoid any sites that are flagged as unsecure by the antivirus security software you have installed on your PC);
- Before making a purchase, read the specifications carefully, and consult

the comments of other clients if the site offers this possibility;

- As with any traditional purchase, be sure of what you are ordering, and whether all the necessary accessories are included or whether you need to buy them separately at additional cost;
- Read the fine print, including taxes shipping costs and timing, and your right to returns and refunds;
- Consider using a payment mechanism that reduces the risk of fraud - for example a payment guarantee service such as Paypal, or a pre-paid card not linked directly to your bank account. In general, using a credit card online is common practice these days, but it never hurts to be safe;
- When registering on an e-commerce site, decide carefully whether to select the box that allows the company to send you promotional offers to your email (often the box is automatically selected and you have to deselect it to opt out). If you find yourself receiving unwanted e-commerce emails, look at the bottom of the message for an "unsubscribe" button, or select the email and mark it as "spam" - after that all emails from that address will automatically be deleted and should never appear in your inbox again.

In the end, be cautious, but keep informed of the continuing advantages being offered by better use of the Internet, with e-commerce as one of the most important and dynamic areas.

FFOA website offers links to free online training courses

The Recreational/Educational Activities page of the FFOA website has been updated to include links to a number of sites providing free online training courses in a wide variety of subject, in both English and Italian. Access is reserved to registered

users, so if you still haven't signed up, go to www.fao.org/FFOA and get started today!

Your Good Health

(FFOA publishes health suggestions for pensioners but does not guarantee their accuracy or efficacy.)

Improve your mind as you age

Here are 10 things you can do (or stop doing) to improve your mind as you age:

- Understand that your brain is designed to improve with use.
- Embrace a positive, optimistic attitude toward aging. Stop commiserating, complaining and whining about getting older! Eliminate phrases such as "I'm having a senior moment" or "I'm not what I used to be".
- Count your blessing every day. Keep a gratitude journal. Every night before you go to sleep let go of all your grudges and resentments. Laugh often.
- Clarify your life purpose and focus on it every day.
- Invest a minimum of 15 minutes each day in learning something new.
- Oxygenate your brain with some form of enjoyable daily exercise.
- Enjoy a healthy, wholesome diet of fresh, delicious foods. Stay hydrated, eat a healthy breakfast, take a high quality multivitamin/mineral supplement, minimize sugar intake. Respect the old saying: "don't eat anything your great-grandmother wouldn't recognize as food".
- Surround yourself with beauty. Aim to create a stimulating, positive environment.
- Listen to good music, enjoy inspiring art and spend time in nature whenever possible.
- Cultivate positive relationships, invest in your social wealth.

- Counter stress with a daily relaxation or meditation practices.

Adapted by Sabatino Salvi from the book "Brain Power"

News from the Membership

New Members

A hearty welcome to all our new members.

Aguille, Ms Clarissa
 Alesi, Ms Eleonor Patrizia
 Andrane Moreno, Ms Graciela Maria
 Anzalone, Ms Nadia
 Becker, Ms Sabine
 Bertoni, Ms Alessandra
 Biagi, Ms Alessandra
 Bonomi, Ms Maria
 Bousselham, Mr Mohamed Adhou
 Caldarone, Mr Claudio
 Carbonetti, Ms Flavia
 Castrioty, Mr Christopher
 Ceragioli, Mr Antonio
 Colussi, Ms Renata
 Cruciani, Mr Antonio
 Cubello, Mr Giuseppe
 D'Ascenzi, Ms Angela
 De Paolis, Ms Susanna
 Di Lauro, Ms Gianfranca
 Ferraro, Mr Vincenzo
 Grifoni, Ms Laura
 Grupposo, Ms Rosa
 Jost, Mr Stephane
 Kalisa, Mr Patrice
 Mafessoni, Mr Franco
 Marra, Ms Giulia
 Mascherucci, Mr Gian Paolo
 Mendosa, Ms Dulcie
 Messina, Mr Anonio
 Naim, Ms Liliana
 Najros, Ms Eliane
 Ohlsen, Mr Martin
 Pace, Ms Elisa
 Perlis, Ms Andrea
 Ponzo, Ms Rosina
 Quattrociocchi, Mr Franco

Sborchia, Ms M. Gabriella
 Stirton, Ms Jane Christine
 Syed, Mr Saifullah
 Trecca, Mr Pietro
 Vani, Ms Marina
 Went, Ms Janet

All retirees ought to join the Association to support its work representing the pensioners, and for their own interest, and should encourage their ex-colleagues to join!

IN MEMORIAM

Castilla Simarros, Mr José Luis
 14 March 2013
 Dutia, Mr Bhupendra Padmaish
 23 November 2013
 Poulain D'Andecy, Ms Marinette
 30 November 2013
 Ferrera, Mr Elgidio
 23 December 2013
 Herz, Mr Karl O.
 23 December 2013
 Mattsson, Mr Harald Mam
 1 January 2014
 Gianni-Cleofe, Ms Maria.
 03 January 2014
 Satta Fahmi, Ms Aida
 10 January 2014
 Duarte-Torres, Mr Rodrigo
 16 January 2014
 Dudal, Mr Raoul
 23 January 2014

Go, Mr Tie Siem
 26 January 2014
 Jackson, Ms Maureen
 26 January 2014
 Doeve, Mr Anton
 26 January 2014
 Simms, Ms Barbara
 1 February 2014
 Boari, Mr Franco
 03 February 2014
 Ricagni, Mr Pietro
 11 February 2014
 Sabet, Mr Kamal A.
 2 March 2014
 Poulot, Ms Gisele
 5 March 2014
 Tran, Mr Van Nao
 5 March 2014

On behalf of all the members of FFOA, we express heartfelt sympathy to the families and friends of the above-mentioned members.

Anton Doeve

(continued from page 1)

or cooperation agreements with WFP and IFAD, to follow on that previously established with FAO.

He ably represented FFOA at the FAFICS Councils and was elected Presiding Officer at the FAFICS Council held in IMO. In spite of increasing ill health, he continued up to the end of his mandate in December 2012, though finally in a wheelchair. In May 2013,

the General Assembly conferred upon him the title of FFOA Honorary President.

Such a fulfilled life of service to FAO and to colleagues and members deserves to be celebrated rather than mourned by his numerous friends. Always smartly dressed, he will long be remembered as a hard-working and helpful colleague and a pleasure to discuss matters with.

Our deepest sympathy go out to his widow Clelia, his family and friends.

Raoul Dudal

1926-2014

With sadness we report that Dr Raoul Dudal died on 23rd January, aged 87. Born in Bruges he studied soils and development at the Katholieke University Leuven (KUL). He went to Indonesia with FAO and later became professor in the Indonesian University. From 1960 he led development of the World Soil Map, which was finally published in 1983, and has proved its value, particularly as a guide for scientific soil classification worldwide, and as a base for calculations of the likely effects of climatic change. By developing the Legend of the FAO/Unesco Soil Map of the World, Rudi made a major contribution to harmonizing existing national soil classification systems.

He was Director of the Land and Water Development Division from 1976 to 1984 when he retired from FAO and became Professor of Tropical Soils in the KUL. He also served

as President of the International Society of Soil Science, and on the Technical Advisory Committee of ICARDA.

His outstanding contribution to soil science and its application for rural development was recognised by the Honorary Doctorates and special Awards, too numerous to mention here, which were awarded to him from many countries around the world.

Rudi Dudal was an admirable man, a pleasant colleague, a considerate boss, and a good friend in the field and office. His outstanding wit and good humour made his interventions a pleasure. He was a keen supporter of FFOA and twice served as Chairman of the Annual General Assembly.

Our heartfelt sympathy is with his widow, Maria, and their family.

Lawrence W. Jacobson

1941- 2013

Lawrie Jacobson was a familiar figure speeding about the corridors of FAO in his wheelchair. An Irish national, he joined FAO in 1969 in ESN Division to work on the Codex Alimentarius, but was soon diagnosed with muscular dystrophy. Separated against his wishes, Lawrie successfully appealed to the ILO Administrative Tribunal and was reinstated on a special post charged with improving the facilities for physically disabled staff and visitors. Until his retirement in

2003 he travelled the world in his wheelchair - he was fond of a photo of himself atop Machu Picchu. His persistent and successful campaigning greatly improved staff conditions both in Headquarters and in the field offices. Though often suffering he was a cheerful conversationalist and will be missed by his many friends. His wife, Esther, who cared for and chauffeured him for many years, predeceased him. Lawrie is survived by his son Jonathan.