



## Association of Former International Civil Servants of the United Nations (Kenya)

**Dear Colleagues and Friends,**



Welcome to the Association of Former International Civil Servants in Kenya (AFICS-Kenya), which is a member of the worldwide Federation of Associations of Former International Civil Servants (FAFICS) of the United Nations.

Our Association was established to represent the common interests of its members, advocate on their behalf and provide guidance to enhance their well-being.

The objectives of the Association are to:

1. Assist members to access their pensions and after-service medical insurance;
2. Share useful and relevant information from the Federation of Associations of Former International Civil Servants of the United Nations;
3. Advise and assist former international civil servants and those about to leave service;
4. Represent the interests of its members within the United Nations system and with the host government;
5. Organize periodic get-togethers for members to foster social and personal relationships;
6. Support and promote the objectives and activities of the United Nations.

Members are encouraged to have a positive outlook on life; to stay young at heart; to be kind and generous in spirit; and to enjoy their retirement. Formal work may have ended, but retirement is also a new beginning with many opportunities for fulfilment.

This brochure has been prepared to create greater awareness of our Association and its objectives, and to encourage potential members to join.

With warm regards,

**Amb. John O. Kakonge,**  
**President of AFICS-Kenya.**

## About AFICS-Kenya

AFICS-Kenya is a non-governmental, non-profit organisation affiliate of the United Nations system in Kenya that was established in 2009 and became operational in 2013 to advocate for the common interests of former international civil servants of UN and UN agencies. The organisation is a member of the worldwide Federation of Associations of Former International Civil Servants (FAFICS) of the United Nations.

We are committed to advocating on behalf of the members' interests, while providing world-class development-oriented consultancy services and skills based voluntary services to governments, development agencies and non-governmental organisations, through a pool of multi-disciplinary experts. As of 2019, we have a membership of more than 250 individuals with a wide range of backgrounds and expertise.

## Executive Committee

|                         |   |                                |
|-------------------------|---|--------------------------------|
| ❖ Amb. John O. Kakonge  | - | President                      |
| ❖ Ms Rebecca Katumba    | - | 1 <sup>st</sup> Vice President |
| ❖ Mr. Joe Mungai        | - | 2 <sup>nd</sup> Vice President |
| ❖ Ms Phyllis M. Gicharu | - | Secretary                      |
| ❖ Mr. Jason O. Onsembe  | - | Deputy Secretary               |
| ❖ Mr. James M. Mutiso   | - | Treasurer                      |
| ❖ Ms. Nasreen Mir       | - | Advisor                        |
| ❖ Ms. Teddy Gianopulos  | - | Honorary Secretary             |

## Vision

Our vision is to promote the interests and enhance the well-being of our members.

## Mission

We are a volunteer-led, non-governmental organisation of former international civil servants, working together to improve the quality of the lives of our members.

## Core Values

Our core values include:

- ❖ Integrity - Acting with honesty and truthfulness;
- ❖ Openness – Encouraging all members to openly share their views and opinions;
- ❖ Unity - Working together to build relationships to create added value for members;
- ❖ Respect - Treating members with mutual respect and appreciating their contributions;
- ❖ Teamwork - Supporting each other's efforts to meet shared goals;
- ❖ Accountability - Accepting responsibility for one's own actions.

## What We Do

The primary goal of the organisation is to advocate for the welfare of its members. This advocacy focuses mainly on pension matters and after service health insurance.

We also offer consultancy/advisory services through a pool of multi-disciplinary experts with regional and international experience. Our areas of competence include: capacity building; data management; public policy and research; governance; humanitarian assistance and response; environmental management; public health; and gender.

## Our Aspirations

AFICS-Kenya seeks to expand and diversify its membership and strengthen its consultancy services. To this end we intend to pursue the following outcomes:

- ❖ Establish AFICS-Kenya as a model reference point and success story for other AFICS chapters, especially in Africa to emulate.
- ❖ Continually fight for our members' rights related to pension and after-service health insurance (ASHI), especially deductibles (in the case of Cigna, any expenses above US\$5,000) and seeking a second opinion outside the country. This will be done through advocacy, petitions and sponsoring of legislation.
- ❖ Collaborate with other retiree organisations and benchmarking on their schemes that can benefit members of AFICS- Kenya.
- ❖ Explore innovative ways of increasing the membership of our Association from the current figure of 300 to at least 500 by 2022.
- ❖ Provide information on retiree issues and activities during pre-retirement training and seminars.
- ❖ Organize social activities and get-togethers to facilitate social interaction and networking, including sports, travel and community service.



**Former UNON DG, Amb. Sahle-Work Zewde; Honorary AFICS-Kenya Secretary, Ms. Anastasia Gianopulos; and the first president of AFICS-Kenya, Mr. Donald Kaniaru, at Re-launch in 2017.**

## Partnerships

AFICS-Kenya is also pleased to establish formal partnerships with other organisations wishing to benefit from the knowledge and experience of its members. Memoranda of Understanding have been signed, or about to be signed, with the following organisations:

- ❖ Frontier Counties Development Council to collaborate in providing a range of technical expertise across 10 northern counties.
- ❖ Kenya Diaspora Alliance to offer specific services to national and county governments.
- ❖ Kenya Technical University to organize seminars for senior management staff.

- ❖ Kakamega County to advise on establishing and managing a recycling project to be undertaken by women and young people.

## **Milestones**

### **❖ Office space**

Although it took three months, we have been able to persuade UNON to expand our current office space to incorporate the adjacent empty room.

### **❖ Changing the name of the Association**

Prior to the Association's relaunch in July 2017, our office was referred to as "UN Retirees". To bring us in line with the Federation of Associations of Former International Civil Servants (FAFICS), that name has been changed to AFICS-Kenya. This has raised the status and profile of our Association, and since then we have been received much more positively.

### **❖ Re-registration**

AFICS-Kenya was re-registered as an Non-Governmental Organisation (NGO) with the assistance of the NGO Secretariat, and re-launched in July 2017.

### **❖ Re-launching AFICS-Kenya**

Insufficient funds were available for re-branding and re-launching, so sponsors were sought. Within six weeks, KSh.1.5 million were raised from various donors including: UNON (KSh.400,000) KCB (KSh.400,000); Standard Chartered Bank (KSh.250,000); UNFCU (KSh.200,000); Monarch Insurance (KSh.100,000) and Mohamed Muigai Advocates (KSh.100,000). The re-launch was well attended, with Guest of Honour Ms Sahle-Work Zewde, former UNON Director-General, now President of Ethiopia, and 150 participants.

### **❖ Establishment of AFICS-Kenya Consultancy Services**

The knowledge and experience of our international civil servants is widely recognized and underpins the establishment of AFICS-Kenya Consultancy Services, which was presented at the Association's re-launch on 2017. Despite initial challenges, members have been busy networking and established close links with various organisations and agencies.



## **AFICS-Kenya Re-Launch Event 2017 with Former UNON DG, Amb. Sahle-Work Zewde.**

### **❖ Financial management**

The Association's accounting system has been improved and is kept up to date. Accounts for 2017 and 2018 have been audited, and books for 2019 are being audited. The Association now has the necessary checks and balances in place to ensure that its funds are utilized properly

### **❖ Recruitment of new members**

According to the UN Pension Fund, there are more than 1,500 UN pensioners in Kenya. Our goal is to increase our membership to at least 500. Currently, our Association has 300 registered and fully paid-up members. We are striving to attract more members through various initiatives, including: establishing a website; circulating a newsletter; and hosting various social events.

### **❖ Website**

AFICS-Kenya now has its own [website](#) to raise the profile of the Association and promote awareness of its services, including consultancy, to a wider audience. Feedback has been positive. Readers are encouraged to visit our website and see for themselves. Comments and suggestions on website content would be most welcome.

### **❖ Newsletter**

Several issues of a newsletter have been prepared and distributed to members. Readers are encouraged to comment on its contents and share items of interest with other members.



**AFICS-Kenya AGM 2018 with UNON DG, Ms. Hannah Tetteh.**

### ❖ Assistance to non-AFICS-Kenya members

AFICS-Kenya, in collaboration with the Pension Office and Cigna, assists retirees on both pension and medical issues, especially After Service Health Insurance (ASHI). Assistance is also provided to non-members to encourage them to join the Association.

### ❖ Sub-Committees

Three Sub-Committees on social events; benefits; and outreach and consultancy have been formed to complement the work of the Executive Committee. Members are urged to come forward to fill vacant posts and strengthen the role of these Sub-Committees.

### ❖ AFICS-Kenya Retreat

A retreat for the AFICS Executive Committee and Sub-Committees was held at the end of April 2019. The retreat was well attended with 35 participants. The objective of the retreat was to assist the Executive Committee to prepare the workplan for 2019/20.

### ❖ AFICS-Kenya ID

AFICS-Kenya has prepared its own ID cards for members, which will assist our office to support members, especially those without a UN ID.

### ❖ Increased Membership

One hundred new members have joined the Association since March 2017.



**Members attending the 2019 AFICS-Kenya AGM.**

## ❖ Social Events

Social Get-Togethers for our members were arranged in 2017, 2018 and 2019. The social Sub-Committee, led by Elizabeth Odhiambo, has been very active. More events, based on feedback from members, have been proposed and await the approval of the Executive Committee.



**AFICS-Kenya Get-Together, June 29th, 2019.**

## Looking Forward

AFICS-Kenya will continue to liaise closely with the UNON Pension Office and the Cigna Office, and inform members regularly on matters of interest.

With the approval of the Executive Committee, the Association will also endeavour to fulfill its other objectives and responsibilities, including:

- ❖ Organising regular seminars or workshops on topics of interest to members;
- ❖ Planning field trips for members to various parts of the country and beyond;
- ❖ Organising 2 or 3 Get-Togethers each year for members;
- ❖ Undertaking occasional charity work, as identified by members.

## For further information

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