

THE 1818 SOCIETY BULLETIN

Volume 3, Issue 7

www.worldbank.org/1818

December 2011



From The
1818 Society
President's
Desk

Dear Members:

The Board and Officers of the 1818 Society wish you all the best for the Holiday Season and a very Happy New Year!

Our tribe is growing. You will notice elsewhere in this issue that 105 new members have joined us.

We are grateful to the many members who sent contributions towards meeting the financial costs of engaging legal expertise on the Medicare Premium reimbursement matter. We have received over \$ 17000 so far in pledges of which nearly \$14000 has been paid. Our bills so far are around \$21000 and we hope that further pledges and payments would cover the gap. We are at this stage taking a break since the two cases are before the Peer Review Committee and the Administrative Tribunal respectively and work will resume only late in January. Meanwhile, the Steering Committee within the Bank looking at the issues is also likely to deal with the matter in January. We are therefore awaiting further developments before deciding whether further legal help would be needed. We will keep you informed on emerging developments

There are three issues relating to the appointment of retirees as Short Term Consultants on which the Bank wanted the views of the 1818 Board: first the introduction of a "cooling off" period of one year between the date of retirement of a staff member and subsequent reappointment as an STC and also the application of such a "cooling off" period, even for those who have already been re-employed as STC's, at the end of their present contracts : second, a reduction in the number of days a retiree can be employed as an STC from 190 days to 150 days, on par with non-retiree STC's; and third, the timing and transitional arrangements for such decisions, if taken.

The 1818 Board met and cautioned against hasty curbs on retiree re-employment. We are advocating that such reforms should be only within the framework of a strategic plan to improve HR policies and practices, which is long overdue and which has been highlighted by a recent Staff Pulse Survey. The Survey results demonstrate serious weaknesses in HR management of skills, knowledge and experience of staff and as well as ex-staff and valuing their contribution to the Bank, the succession planning process, career development plans and transparent and timely appointments, promotions, and termination. We have also pointed out that after 66 years of its founding, the Bank does not have a serious mentoring program that allows transfer of the experience of senior and retiring/retiree staff to serving staff in a timely and effective way to prepare them for career advancement.

If under revamped HR management, a cooling period is justified, we are suggesting:

(i) reducing the cooling off period to 6 months. This would force managers to make succession arrangements in time and yet allow valuable retiree contribution to materialize without too much initial delay: (ii) making this cooling off period effective for those retiring only after July 1, 2014, to provide time to managers to make alternate arrangements to handle work load and give enough time to adjust to affected staff, particularly ACS staff and those on G-4 visas: and (iii) doing away with prescribing a cooling off period for staff already employed as STC's. This proposal makes no sense as the purpose is to encourage managers to make timely decisions on succession and not punish retirees who have responded to the call of the managers. We are carefully watching further developments.

We have a high stake in the Bank-Fund Credit Union, where many of us have deposited our life savings. It can be only as sound as the quality of its Board. Elections for its Director's are in April and before that, possibly in February, Sandra Hadler will be organizing a face to face interaction with candidates so that members have an opportunity to exercise their vote based on more information.

We are actively engaged with the WBG Library with a view to improve retiree access to its facilities. While access to paper materials is not an issue, electronic agreements and information protection do place impediments in the way of alumni gaining access. We will shortly be placing on our Website further information on what can and what cannot be accessed. We are also seeking information from members, through email, on their anticipated use of electronic access, if offered, to get a better handle on the issue.

Under Sverrir's stewardship, the response has been enthusiastic to the suggestion of an inter-continental Iceland Reunion in July, 2012. Iceland Beware! 1818 is coming.

Jim Coates has put up on our Website a photo series on "Life After the Bank" in which many of your shots are included. And Tom Blinkhorn is bringing to close his second edition of "The Memory Bank: World Bank Stories and Revelations". Watch for its release on our Website. And don't miss the story in the World Bank Staff Connections on the "1818 Society, the Bank's Alumni Network". It is printed at the back of this Bulletin.

With best regards

Shiva
(J. Shivakumar)

Minutes of the 33rd Annual Meeting

By Catherine Fogle, assisted by Sverrir Sigurdsson

The 33rd Annual Meeting of the 1818 Society took place on November 2, 2011 at the World Bank from 3:30pm to 5:30pm. The Society also arranged three seminars the day before for members: these were on pensions, retiree medical insurance and a report on this year's World Development Report on Gender Equality. The Annual Meeting opened with a welcome from its President, J. Shivakumar (Shiva), which was followed by the adoption of the agenda and approval of the Minutes from last year's meeting.

President's Report.

The President welcomed members, particularly those who had traveled here from overseas, participating Bank managers, and representatives of the Staff Association, of sibling international organization retiree associations, and from the World Bank Family Network. He noted that members will have the opportunity to hear a recording of the meeting on The Society's website.

Shiva noted that over the past year, The Society has seen a remarkable increase in its level of activities, both **fiduciary** related to taxes, pension and medical insurance; and **networking**, related to social interactions and knowledge. He thanked The Society's officers,

Board and other volunteers, whose names and areas of activity were shown on a screen. On behalf of all members, Shiva congratulated Dr. Ellen Johnson-Sirleaf, President of Liberia and a distinguished alumna of the World Bank Group on her receiving the Nobel Prize for Peace and invited her to join The Society.

Shiva noted the four core areas of Society business:

- Pensions and related taxes and insurance;
- Retiree medical insurance, long-term care insurance and life insurance;
- Social networking through social events and support to members in need; and
- Knowledge networking on development issues, and expanded opportunities for members to continue contributions to the global development agenda.

The President noted that The Society now has about 6,000 members, of whom less than half reside in the US. He thanked our Pension Administration counterparts in the Bank for their support in the major updating of the membership database. Shiva noted that our website, www.worldbank.org/1818, is now the main tool which seeks to connect our members around the world. He also noted the strong contributions of our two office managers, Miren Fernandez and Swati Srivastava, to The Society's work. The Society now has a more formal and transparent funding relationship with the World Bank Group (WBG) through a Memorandum of Understanding. He noted that the Bank has recently shifted responsibility for the both The Society and the Staff Association from HR to Corporate Finance and Risks.

The Society now has nine geographical/linguistic Chapters. The geographical Chapters are in Britain, Chile, Florida, Japan, Netherlands and Australia-New Zealand, and the linguistic ones are the

French-Speaking and German-Speaking Chapters. The newest Chapter is in Canada. Thematic Group organization and programs have also been strong in the past year. There are now Thematic Groups in Agriculture, Energy, Water, Education, Health/Population/Nutrition, and Economics.

A wide variety of social events were held in the past year, including lunches, dinners, field trips and informal gatherings. All of The Society's Chapters organize annual reunions and other events. The Society, he noted, will continue to organize special events to share information with members, on topics such as income tax, estate planning issues and US exit tax issues. The Retirement and Active Lifestyle Chapter has held fairs on health issues and retirement-living options in the Washington areas.

Shiva noted that the demographic profile of WBG retirees is changing substantially, as all new staff contracts are fixed term, with the result that in 2010, 81% of staff leaving the Bank withdrew their pension benefits after serving for an average of 2.9 years and only 6% were retirees at mandatory retirement age. These changes affect the mindset of staff and their affinity with the WBG. Both the pension and health insurance plans changed significantly in 1998, and more than 80% of current staff are on the new plans, while 95% of current retirees are on the earlier plans. As a result, future Society members will be more interested in networking around knowledge than in many of The Society's traditional activities. One possibility could be the establishment of a separate, external entity sponsored by The Society, to enhance access to the development experience of Society members.

Shiva noted that in connection with the RMIP, the WBG has recently established a senior-level Steering Group on Benefits and Compensation. This Steering Group will, among other topics, review the continuing equity issue of the costs of US Medicare B premium levels and the sharply differential

levels of benefits to retirees of this membership.

Shiva ended by thanking the WBG – its President, Mr. Zoellick and its managers and staff, who have supported The Society's work over the past year.

Treasurer's Report.

Jeffrey Katz, The Society Treasurer, welcomed Marilyn Manalo as the new Assistant Treasurer and thanked the continuing contribution of The Society's auditor, David Jones and the outgoing Assistant Treasurer, Carolyn diCarlo, for her services. Jeff noted that the 2010 audit had been satisfactorily completed, with no negative findings, and is now available on The Society's website. He stated that The Society's funds increased modestly in 2010 and currently totaled about \$90,000 and noted that member activities are broadly self-supporting. The Society has spent about \$5,000 on legal advice in connection with the issue of Medicare B premium levels and reimbursement. He noted the in-kind contributions which the WBG makes to The Society, in the form of office space, staff, equipment and information technology.

Pension Finance Issues.

John Gandolfo, Director, Pension and Endowment Department (PEN), noted that PEN and The Society had held a workshop the day before the Annual Meeting to give Society members a chance to hear more, and ask questions about, pension investment strategy. He noted that PEN had revamped its Annual Report to provide additional information regarding investment strategy and Staff Retirement Plan (SRP) management. John explained that the SRP has a strong governing structure, and that the SRP is organized as a Trust, which explicitly notes that the funds can only be used for the benefit of beneficiaries (until all obligations are met). According to the Trust, the Plan may not be amended to reduce the benefits that have

already been earned. The WBG is obliged to contribute to the Trust on an annual basis, as determined by the Pension Finance Committee (PFC). PEN staff uses the expertise of an actuarial firm, external auditors and various internal and technical experts. He said that PFC members (of whom two are from The Society) are mandated to act in the best interests of the SRP and its beneficiaries, rather than represent any particular constituency. He noted that there had been a return on investments of 3.5% for CY2011, as of October 31st and that the funded status of the Plan as of that date was 90%. He noted that the drop in funded status was due to the decline in interest rates but that this status was favorable in comparison to the overall corporate sector. PEN is now working on development of a secure web portal which will contain detailed information on Plan strategy and management. John noted that an asset reallocation review was carried out in December 2010 and that this review had a strong focus on risk tolerance as directed by the PFC. The review maintained the focus on Plan liabilities. In 2011, the continuing weak economic status of many countries, including the US and the euro crisis had an impact on Plan returns. He noted that fixed income assets did relatively well, while equity returns were flat or poor. Finally, he explained that the SRP takes less risk than do many other pension plans, which may lessen its returns on rising markets but protects it in times of continuing asset declines.

Pension Administration Issues.

Sharada Sundar, Manager of Pension Administration, reported that about 250 staff participants in the Gross Plan retire each year, for a total participation of 2,197. The number of participants in the New (Net) Plan is growing as active staff no longer have the option of joining the Gross Plan. She noted that over 50% of retirees are now over 70 years of age and that about 5,769 retirees reside now in the US. She explained the basis of the cost of living adjustments and stressed the importance of retirees completing and

returning the annual Life Certificates. Sharada noted that a new Pension Administration kiosk had been opened across the hall from The 1818 Society's office.

Pension Finance Committee (PFC) Issues.

Jeffrey Katz, The Society's representative on the PFC, explained that a second member of The Society, Sudhir Krishnamurti, has joined the PFC as a member-at-large, nominated by The Society. He reminded participants that all PFC members are bound to place the best interest of pension beneficiaries as their criterion for decision-making, regardless of their institutional base. He stated that the PFC is responsible for the following: (a) setting investment policy; (b) approving the methodology used for the actuarial valuation of the pension plan's assets and liabilities and audit, which is carried out independently; (c) determining Bank contribution levels every year; and (d) approving the annual budget of the Plan. One notable change has been the expanded flow of information on the Plan to beneficiaries, both in terms of the Staff Retirement Plan's Annual Report and through the holding of pension seminars the day before the past two Annual Meetings. In addition, he and Sudhir have asked for comments via email from all Society members on questions or concerns they might want addressed, including on the safety of the SRP, investment strategy and performance, communications with beneficiaries, and Plan governance and risk assessment tools. Jeff also noted that a section of The Society's web site and the dedicated email address for pension issues remain open to permit further member comments.

Pension Administration Issues.

Alex Keyserlingk, Society representative on the Pension Benefits Administration Committee (PBAC), noted that this Committee meets as needed to review individual cases where a retiree questions pension benefits decisions. Khalid Siraj serves as The Society's alternate PBAC

member. Alex commended the Pension Administration Department for providing budget and technical support to the upgrading of The Society's membership data base. He stressed the importance of the changing demographics of WBG retirees due to the major shift in employment duration and the requirement that all staff joining the WBG after 1998 enter the Net Pension Scheme and the new RMIP.

Management Statement on RMIP Issues.

Maureen Brookbank, Director, HRSEC, noted that there are about 10,000 participants in the RMIP, and that the Bank contributes \$3 in premium payments to each \$1 contributed by RMIP participants. She stated that the total cost of the RMIP in 2010 was \$80 million, or \$57.7 million, once the co-pays, deductibles and reimbursements from US Medicare and prescription rebates were factored in. She noted that a 3.1% increase in annual RMIP premiums is expected for 2012. Maureen explained that the Bank was at present engaged in a Compensation and Benefits Review, whose timeline is listed on the HR website, and that this senior-level committee would first review compensation issues and then take up the Medicare B payment issue raised by The Society.

Society Comments on RMIP Issues.

Kabir Ahmed, Chair of The Society's Insurance Committee, explained that this committee examines issues connected to the RMIP, long-term health insurance and life insurance. He reminded the meeting of what Maureen had stated earlier, that in regard to the RMIP the Bank pays \$3 in premiums for every \$1 paid by retirees. However, this 75/25 payment ratio shifts to 60% Bank and 40% retirees when co-pays, deductibles, etc. are factored in. Kabir stated that the Bank has long required all eligible RMIP participants to join national health plans, if available in their countries of residence. In the US, Medicare B participation fulfills this requirement. In every country where such

participation is possible, membership in such national plans saves the RMIP significant sums of money. However, participation in Medicare B requires large out-of-pocket premiums. The Bank offers premium discounts for participation in such plans, but the discount for Medicare B participation is now very low in relation to its steadily rising annual premiums. Kabir stated that the RMIP gains substantial reduced costs due to retiree participation in Medicare B, but the issue now is how these benefits are financed and distributed. About one-third of RMIP participants are paying Part B premiums and subsidizing the remaining two-thirds, as well as the Bank itself. The Society identified this issue several years ago and notified HR accordingly.

HR hired consulting firm Towers/Watson in 2010 to review RMIP financing options. The Society has only had one opportunity to meet with the Towers/Watson team to date and has asked for an opportunity to review the RMIP financing options being considered by Towers/Watson. The Insurance Committee has also asked Towers/Watson to look at the policies of other international organizations in regard to this matter. He noted that two retirees have responded to this extended delay by filing appeals to the Bank Peer Services and the Administrative Tribunal in which they ask for a more equitable premium treatment for Medicare B participants. Kabir stressed that The Society is not suing the Bank but as all RMIP participants are likely to be affected by a Tribunal decision, it is in The Society's interest that the legal arguments used by these two retirees are sound on both technical and legal grounds. To help meet this goal, The Society has retained legal assistance for this process.

On other matters, Kabir noted that The Society's latest *Bulletin* has full information regarding the status of the increase in long-term care insurance premiums now proposed by MetLife. He also said that the RMIP pharmacy management contract is being re-

bid, with a decision on the new contract expected soon.

Nominations Committee.

Hazel Denton, a member of this Committee, reported that two Board members – Khalid Siraj and Kunio Kikuchi – had completed their terms and were stepping down after several years of distinguished service. Two new members will take their place; they are Patricia Neill and Ronald MacLean-Abaroa. Hazel noted that Shiva has agreed to serve an additional year as President of The Society as the Committee continues its search for a successor. A motion to elect the two proposed Board members and an extended term of service for Shiva was carried by acclamation.

Other Business.

Shiva expressed his appreciation to Society Board members, officers and other volunteers, and to the WBG, for their continued support to the 1818 Society.

Chapter Events

ANZ CHAPTER

A meeting of the ANZ Chapter will take place on Sunday 18 December 2011. The location is the Bank Hotel in Newtown. Lunch will be served after the meeting. Chapter members have been advised but any colleagues and partners who would like to attend from far lands will be welcome. Jo. Martins will report on Chapter's activities and a member of the Bank's staff will be invited to attend to bring us up to date on the Bank's efforts to reduce poverty.

For matters concerning the Australia-New Zealand chapter, please contact Jo. M. Martins, at jmartins@tpg.com.au, Tel: (02) 997-33022

BRITISH CHAPTER (BC)

Christmas Lunch and Reunion 2011.

Notice of the Christmas Lunch and Reunion at the Thistle Hotel, Euston, has been included in previous issues of the Bulletin. Unfortunately, the date of the reunion on 3 December is just after the print deadline for this issue of the Bulletin so it is not possible to provide details of the occasion. However, at the time of writing 50 members and guests are expected. Details and photos of the event will be on the Chapter website: www.1818bc.org.uk

Spring Reunion and AGM 2012

Date: May 11 – 13, 2012

Place: St. George's Hotel, Llandudno, North Wales

The 2012 reunion and AGM will be held in Llandudno, North Wales from 11 – 13 May. Accommodation will be in the St. George's Hotel, a four-star hotel located on the sea front. With an impressive Victorian facade, the hotel promises "elegance and excellence," and recent refurbishment of all rooms and facilities ensures a comfortable venue for the reunion.

Llandudno is a classic Victorian seaside resort with an elegant esplanade and two great beaches. To the west is Great Orme, a rocky promontory rising to over 500 feet (150 m) that provides spectacular views along the coast. The splendour of Snowdonia is within easy reach, and North Wales is studded with more castles than any history buff could wish for. Gardens, bird watching venues, and Victorian industrial sites abound.

The program for the weekend is being developed with the help and local expertise of John and Monica Peberdy. This is likely to include a guided walk around the town on Friday evening, or a trip to the summit of Great Orme on Britain's only cable tramway. On Saturday, a visit to Bodnant Gardens, a National Trust property, should provide a splendid show of rhododendrons and other late-spring flowers, followed by a trip through part of the Snowdonia National Park, affording views of some of the best scenery in Snowdonia. If time permits, a visit to the slate museum could be included.

There will be an after-dinner speaker who will entertain us and amaze us all with magical illusions

Finally, Llandudno not only provides a base for further exploration of Snowdonia, but is located close to Anglesey with its own range of attractions. For those wanting to extend their holiday, a fast-cat ferry from Holyhead can take you to Ireland.

More detailed information on the reunion and surrounding attractions in North Wales and Anglesey will be available on the British Chapter website www.1818bc.org.uk

CANADIAN CHAPTER

Canadian retirees who are interested in joining can contact Jim Smith on jsmith.econ@gmail.com or Helene Masson on conferencesinc@yahoo.ca. Jim and Helene would also welcome help in the task of contacting other Canadians who may potentially be interested.

CHILEAN CHAPTER

A countryside barbecue took place at Luis Pisani's *chacra*, at the Northern edge of Santiago on the Andean foothills. Some 30 colleagues and their spouses attended the all-afternoon event, including several colleagues coming from abroad, escaping the winter season in the Northern Hemisphere.

A luncheon is being arranged for December 12 with former Minister of Economy, Juan Andrés Fontaine, to discuss current international economic conditions and their impact on Chile. The event will take place in Club El Golf 50 in Las Condes. Those interested in participating, please contact Miguel Schloss (m.schloss@sur-invet.com) or Silvia Lay (slay-damc@vtr.net), or call (56-2) 458-6050 or alternatively (56-96) 140-0559.

An exhibition of modern sculptures entitled "Language of Earth" has been organized by the Cultural Corporation of Las Condes, which includes several works of Tito Quiroga. The event is taking place at the Corporation's exhibition garden (in Apoquindo Ave. 6570) until December 18, 2010. For details, see:

<http://www.culturallascondes.cl/sitio/sitio/lenguaje-de-tierra.html>)

For the coming months, and until further notice, points of contact for the following issues are:

- (i) Aetna, Jorge García-Mujica (jgarciamujica@mac.com);
- (ii) Vanbreda, María Angélica Correa (mcorreas@vtr.net);
- (iii) Web page, Ricardo Martin (ricardo.m.martin@gmail.com);
- (iv) SRP currency & foreign exchange issues, Jorge García-Mujica (jgarciamujica@mac.com);
- (v) SRP general, Miguel Schloss (m.schloss@surinvest.com)

DUTCH CHAPTER

Thirteenth Annual Reunion

Date: August 30 – September 1, 2012

Place: Middelburg, Province of Zeeland

This reunion will take part in the South-Western part of the Netherlands in the island province Zeeland. We will stay in its capital, Middelburg, and will be lodged in the modern van der Valk hotel. The program will include exploring Middelburg and its very old Abbey, followed by a visit to the Roosevelt Institute. In the evening we will enjoy a pub meal in the center of town. The next day we will explore Zeeland by boat and bus, focusing on its historic past as a seafaring province of the Netherlands and the continuing battle against storms and floods, the most recent of which was the Watersnoodramp of 1953.

Further information will be forthcoming. In the meantime please contact jtervrugt@planet.nl or rj@laovan.demon.nl

The Dutch chapter decided in its last meeting in Harderwijk that its reunions would henceforth be held on the first weekend of September. Normally these reunions begin the Thursday preceding the first weekend of September. (*Saturday September 1 is the first weekend – Sunday September 1 is not the first weekend*). Therefore our reunions for the next few years are scheduled as follows:

2012 August 30 – September 1

2013 September 5-7

2014 September 4-6

2015 September 3-5

2016 September 1-3, Etc.

FRENCH-SPEAKING CHAPTER

The Chapter's website can be found at: <http://www.1818france.org>. For further information, please contact Olivier Lafourcade at olafourcade@1818france.org.

GERMAN-SPEAKING CHAPTER

The 2012 annual meeting of the German-Speaking Chapter which is scheduled to be held between September 7-10, 2012 in Berne /Switzerland. The 2013 will most likely be held in Garmisch-Partenkirchen/Germany.

JAPAN CHAPTER

The Japan Chapter executive committee met on November 25, 2011 in order to implement few new programs and projects specifically endorsed by the fifth annual meeting in last June. Among them, the most urgent notification is to have semi-annual meeting in February, 2012 as our first attempt to sustain closer relations among the membership. The members who are interested in attending the meeting should watch for details, to be announced soon.

As Japan Chapter's membership rules are more liberal than 1818 Society's rules in terms of eligibility, we would be happy to welcome you as a new member. Please contact our administrator through e-mail: 1818societyjapan@gmail.com for details.

The Japanese and English-language version of the Japan Chapter's Web Home page can now be found at <http://www.1818societyjapan.com/>.

For further information and/ or details, the contacts in Japan are: Mr. H. Hamaguchi, Director, at harutaka_hamaguchi@kenedix.com; Mr. T. Kudo, Director, at Kudo.Tsutomu@jica.go.jp; and Mr. Masayoshi Takahashi, President, at mtaka1937@gmail.com. For the Washington

DC area, contact Mr. Kunio D. Kikuchi, HQ Liaison, E-mail: Kunio_kikuchi@yahoo.com.

FLORIDA CHAPTER

We are pleased to announce and welcome the new coordinator of the Florida Chapter Audrey Johnson, effective immediately. She can be contacted at evergreen9615@gmail.com

Cross-Continental Meeting in Iceland JULY 2012

The Society is planning a “Cross-Continental Meeting” of Society members and their families in Iceland in July 2012. The interest level has been high. As of November 30, 2011 over 150 Society members (more than 250 when counting family members and friends) from over 15 countries had responded to e-mailed invitations. About one half of this group was from the US; most of the others came from Europe, and there have been replies as far away as East Asia and the Pacific. Forty percent plan to extend their trip beyond the planned portion of the trip. Based on respondents’ level of interest, we estimate that the number of participants may be close to 200.

The planned part of the trip takes place from July 9 to 12 (Monday to Thursday). During the first evening, July 9, there will be a welcome dinner. On day two (July 10), the group will visit historical, geological, geothermal and scenic sites, and finally a new geothermal power plant near Reykjavik.

During the morning of day three (July 11), the participants can join a guided tour of Reykjavik, or visit Grindavik (<http://www.grindavik.is/english>) and the nearby Blue Lagoon geothermal spa. In the late afternoon, there will be a presentation on topics such as the financial crisis of 2008 and its aftermath, and the position of Iceland amidst the unfolding Euro crisis.

On day four (July 12), those who are leaving for the US, or extending their stay in Iceland, can join a Grindavik/Blue Lagoon tour in the morning. Afterwards, the bus will make a swing to the airport (15 minutes) and drop the rest off in Reykjavik.

Registration and purchase of the tour will take place via a website, which is under construction.

Visit The Society’s website www.worldbank.org/1818 for details as they become available. Sverrir Sigurdsson (tssigurdsson@AOL.com) is taking the lead on this initiative. He will respond to questions that you may have.

Thematic Group Events

Each 1818 Thematic Group would like to link up with new retirees from its Group. Right now, leaders of the Thematic Groups review the list of new members in each *1818 Society Bulletin* to spot newcomers affiliated with their sectors. Please help us improve on this hit-and-miss system by alerting the Thematic Group contacts mentioned below about new members affiliated with Operational Thematic Groups.

Agriculture and Rural Development Chapter

Shawki Barghouti
shawkibarghouti@gmail.com

1818 Economists' Chapter

Vikram Nehru
vnehru2@gmail.com

Education Group

Sverrir Sigurdsson
tssigurdsson@yahoo.com

Energy Group

Eugene McCarthy
emcc8940@aol.com

HNP Group

William McGreevey
mcg1938@gmail.com

Water Group

Dick MacEwen
rmacewen@alum.mit.edu

1818 AGRICULTURE AND RURAL DEVELOPMENT CHAPTER

For matters concerning the 1818 Agriculture and Rural Development Group, please contact Shawki Barghouti at shawkibarghouti@gmail.com.

1818 ECONOMISTS' CHAPTER

The 1818 Economists' Chapter had another three outstanding talks to round out the program for the calendar year—Professor Danny Leipziger on "Multilateralism Under Stress", Chief Economist Shanta Devarajan on "Development 3.0: What to do When Both Markets and Governments Fail Poor People", and Parvez Hasan on "A Chief Economist Remembers and Reflects". Thanks to the presenters for stimulating presentations and to Homi Kharas and Stephen O'Brien for kindly agreeing to chair two of the sessions. All the presentations are posted on the 1818 Society website under "Webcasts and Presentations".

The Chapter proposes to take a breather in December and January, but will return with regular presentations around the middle of every month, beginning in February. At this point, possible topics for the next three seminars include Afghanistan, climate change, and food security. If you have an interesting topic you would want to present, please let Vikram Nehru know at vnehru2@gmail.com. Happy Holidays to all!"

1818 EDUCATION GROUP

Eighteen members of the 1818 Education Group met for lunch in the Bank's Dining Room on Monday, November 7, 2011. Nick Burnett, who became UNESCO's Assistant Director-General for Education after leaving the Bank, gave a presentation about his post-Bank career, including in particular his current activities related to innovative financing of education. He noted that education has lagged other sectors, notably health, in this area but that there had recently been considerable interest from a number of quarters, including the establishment of a Task Force on Education by the Leading Group on Innovative Financing for Education. Nick laid out some of the current thinking on the topic, which is ever more urgent in the context of likely declining education aid budgets. His lively presentation was enthusiastically received by former colleagues.

The next Education Group meeting is planned for February 2012. We have asked Steve Heyneman to discuss the proceedings that led to the establishment of the UNESCO Institute of Statistics, his involvement in these events, what they mean for education systems around the world, and the World Bank's involvement therein. We will keep you informed via e-mail as the details of this event unfold.

Sverrir Sigurdsson (tssigurdsson@yahoo.com) is the organizer. In addition to Sverrir, the organizing/advisory group consists of Marlane Lockheed (mlockheed@verizon.net), and Eluned Schweitzer (elunedrob@hotmail.com). Other retirees are encouraged to add diversity and ideas by joining the advisory group.

1818 ENERGY GROUP

Dr. Oskar Sigvaldason, a past President of Acres International, the large Canadian engineering firm that continues to be active internationally in hydropower work, gave a lunchtime presentation on Friday, October 29, entitled "**Opportunities and Barriers for Hydropower in a Carbon-Constrained World**". It was a particularly stimulating presentation, attended not only by Bank retirees but also by Bank energy staff still active in the preparation and implementation of Bank hydro projects, and generated a lot of discussion. For those of you unable to attend and who would like to receive a copy of this presentation, please contact Hal Wackman at the e-mail address below.

We plan to resume our program of lunchtime presentations early in the New Year and will keep you closely informed as soon as we are able to firm up our next two speakers. In the meantime, we extend our warmest best wishes to all our energy retirees—living in the Washington DC area, in other regions of the United States, and in other areas of the world—for a healthy and prosperous New Year in 2012.

We remind you again to let us have your ideas about further topics, and particularly potential speakers, who may be visiting the Washington DC area during 2012. In addition, we are interested to include in our invitations all energy colleagues who have retired from, or left, the

Bank in the past five years. In this regard, we welcome in particular James Bond and Alain Barbu, both recently retired from the Bank and who have been especially supportive of the 1818 Energy Group. Finally, we wish our energy colleague, Akin Oduolowu, a full recovery from his recent round of cancer treatment. Please keep him in your in your thoughts and prayers.

For further information about activities of the Energy Group, please contact either Mike Gillette at mj.gillette@yahoo.com, Akin Oduolowu at Oduolowu@yahoo.com, Yves Rovani at yrovani@aol.com; Eugene McCarthy at emcc8940@aol.com; or Hal Wackman at hal.wackman@gmail.com

1818 HNP GROUP

Please forward suggestions for future sessions to mcg1938@gmail.com and we will seek to respond to all interested parties. Please induce friends and colleagues not now within reach to join our efforts. We have a site on GoogleGroups that all are invited to join.

1818 WATER GROUP

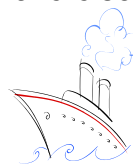
At a luncheon meeting on November 8th, member Carl Bartone, gave a case study presentation on the development of the Santiago Metropolitan Region (SMR) wastewater system in Chile from 1991 to the present. The driving force behind the development was a high incidence of typhoid fever, and later the fear of cholera linked to indirect wastewater irrigation of vegetable crops consumed raw. Carl described the steps the SMR followed to achieve 100 percent treatment of its wastewater and how it effectively used the private sector to finance and implement a major part of the program. Carl's slides and a background paper by Carl and others on the use of treated wastewater for irrigation can be viewed on the 1818 Society website under "Webcasts & Presentations".

Also available for viewing on "Webcasts & Presentations" is a paper presented in Dalain, China this October by new Water Group member Miguel Schloss on the challenges the world faces in meeting the energy requirements of the 21st century without negatively impacting

the environment. In his paper, Miguel faults environmentalists for not focusing on the cost of their demands and their impact on economic development. He goes on to explain his underlying reasons and point the way forward. Anyone concerned about how the world's future demand for energy will be met should read this paper.

If you're interested in receiving information about the Water Group's activities, please contact Dick MacEwen at email RMacEwen@alum.mit.edu; tel 703-734-0367. He'll add your name to the group's email distribution list.

The 1818 Society Travel Club



Cruise to New England and Canada October 6 – 15, 2011, by Tony Albert

Introduction:

On October 6, 2011, seven intrepid travelers sailed out of Baltimore, MD for a nine-day adventure to New England and Canada. Sailing aboard Royal Caribbean's *Enchantment of the Seas*, we set out on a beautiful sunny afternoon heading to Portland, ME. On board were Mr. Tony and Mrs. Silvia Albert, Ms. Maria Gomes, Ms. Bettina Foggiano, Mr. Promodh and Mrs. Maya Malhotra, and the organizer of the trip, Ms. Claudette Ducran.

The Cruise -

<http://www.royalcaribbean.com/home.do>

The cruise offered excellent food and many activities to occupy our time while we were at sea or if you just wanted to stay on board when the ship docked. There were so many things to do that it was impossible for anyone person to do them all: daily bingo and trivia games, exercise and yoga classes, a spa and workout center, pool parties, midnight buffets, music and dancing for every taste, daily entertainment with headliner acts such as the Platters, and movies, craft classes such as jewelry making and towel folding, art auctions, duty free shopping, and of course more food than any one person could eat. Additionally, when the ship reached port, there were many land

excursions and tours offered to the various points of interest at each stop, with enough variety to suit any one's taste be it tours or shopping. Clear skies and calm seas made for smooth sailing to Portland, ME, our first stop.

Portland, ME -

<http://www.visitportland.com/>

Preparing for fall, we ran into summer as the weather was unseasonably warm with temperatures in 80's. Taking local transportation, our first stop was the Victorian Mansion, <http://www.victoriamansion.org>. Also known as the Morse-Libby House, the Mansion was built between 1858 and 1860 as a summer home for Ruggles Sylvester Morse, a Maine native who made his fortune in New Orleans as the proprietor of luxury hotels. After our tour, we walked through Portland's Art District and some of us toured the Longfellow House http://dlstewart.com/longfellow/maine_house.htm, while others went shopping in Portland's historic old town shopping area and had Maine Lobster for lunch.

Next stop, Bar Harbor, or as the locals say "Bah Hahbaw".

Bar Harbor, ME

In Bar Harbor, we booked a tour of Acadia National Park, <http://www.nps.gov/acad/index.htm> through <http://www.acadiatours.com/>. It is one of the most beautiful places I have been. Unfortunately, the weather remained unseasonably warm so not much in the way of leaves turning color, but the vistas are breathtaking. Our bus driver and tour guide, Roger, did a wonderful job giving us the history of Bar Harbor and pointing out the best places to take photos.

After the tour, some more shopping and back to the ship for the trip to:

Saint John, NB, Canada -

<http://www.tourismsaintjohn.com/>

We arrived in Saint John on October 10th, which is Canada's Thanksgiving Day, and most everything was closed. The seven of us hired a cab to take us to the echo caves at St. Martin's, <http://www.stmartinscanada.com/>, and give us a tour of the city. Our tour guide Eddie turned out not to know too much about the city, but he did know the price of houses, and why the leaves have not changed, which he told us repeatedly for three hours. We did see the caves and the reversing tide in the river, and not much else. The village of St.

Martin's was nice but we were all looking forward to Halifax, our next stop.

Halifax, NS, Canada -

<http://www.halifaxinfo.com/>

We arrived in Halifax and five of the seven rented a car and drove to a picturesque village called Peggy's Cove, which has one of the most photographed lighthouses in the world. It is also a working fishing village and looks much the same as it did 100 years ago.

http://en.wikipedia.org/wiki/Peggys_Cove,_Nova_Scotia

After Peggy's Cove, we drove back to Halifax and toured the historic properties, the clock tower, and the public gardens. Once again, beautiful weather and finally some fall colors.

We returned the car and back to the ship for a day of sailing to Boston, MA and back in the USA.

Boston, MA -

<http://www.cityofboston.gov/visitors/>

We arrived in Boston on a dark, rainy, and dreary day. While some decided to stay on board, others decided to brave the elements and take in some of the sights like the Old Meeting House, King's Chapel cemetery from 1630, the Granary Cemetery where Paul Revere is buried, and the most famous Boston landmark of all, *Cheers*, just like the TV show!

Back to the ship and off to home port Baltimore.

Back in Baltimore

We arrived on October 15th on a beautiful Saturday morning, much the same weather as when we sailed; blue skies and warm temperatures and now with bright memories of our voyage, the places we've seen and the friendships we made.

Photos from the cruise are posted on The 1818 Society web site.

For more information about the 1818 Society Travel Club, please contact *Maria Gomes* at the following address: 1818travelclub@gmail.com. Future events will be announced.

Fund-Bank Ski Club Program

Program for the Fund-Bank Ski Season 2011/12

January 12 – 17, 2012 - Copper Mountain, Colorado, \$1110, msexton@ifc.org

January 27 – Feb. 5, 2012 - Serre Chevalier, France, \$1895, nspatafora@gmail.com

February 18 – 25, 2012 - Snowmass/Aspen, Colorado, \$1390+air, matteaudoris@verizon.net

March 3 – 10, 2012 - Whitefish, Montana, \$1460, msexton@ifc.org

Flyers and trip application for each trip are available on the club's website: www.fundbankskiclub.org

Junior Professional Associates (JPA) Mentoring Program

The 1818 Society has launched the **Junior Professional Associate (JPA) Mentoring Program**. The objective of this program is to enable JPAs to benefit from the experience, knowledge and expertise of our Society members.

The JPA Program of the World Bank is a learning opportunity designed for students who have graduated with Bachelor's degrees or higher but have limited or no work experience. It provides the World Bank with a replenishing supply of strong research and analytical skills. JPAs are given non-renewable contracts for two years.

The JPA Mentoring is a joint program of JPAs and The 1818 Society whereby interested Society members will provide mentoring and guidance to interested JPAs. Society members who are interested in participating will sign up as "Mentors" by a link available on the Society's website in Quick Links box (look for "Register in JPA Mentoring Program"). Similarly, JPAs seeking mentoring from Society members will also register as "Mentees" on their website. Mentees will select from the JPA website the Mentor and will contact him/her and will follow up, as appropriate.

This program is guided by the following broad principles:

1. This program operates purely on a voluntary basis with decisions to establish a mentoring match between the Mentee (JPA) and Mentor (1818 Society member) resting entirely on the discretion of the two parties. Neither the 1818 Society nor the World Bank management will have any say in this matter. Both the Mentor and Mentee can opt out at

any time after an initial match and can look for another match.

2. A Mentee will be responsible for informing his/her line manager the name of the Mentor and obtaining clearance.

3. The Mentor and Mentee will mutually decide on the establishment of the mode of communication (e.g., face-to-face meetings, emails, Skype, etc.) and the type of mentoring being sought.

4. The professional guidance to be provided by the Mentors to the Mentees will be entirely at their discretion and shall not necessarily represent the views or approval of The 1818 Society, its directors or officers. The 1818 Society does not accept any responsibility for any advice, acts, or omissions of the Mentor which may be given or occur in the Mentor's relationship with the Mentee.

5. Mentors should do their best to avoid a situation of conflict with the line managers of the Mentee. In case the advice provided by a Mentor conflicts in any manner with the decisions and/or advice of the line managers, the Mentee will follow the decision/advice of line managers.

6. Mentors will not provide any input on the performance evaluation of Mentee.

New Members

We welcome the following Bank Group retirees/alumni to The 1818 Society.

Country of intended residence other than the USA have been added after their names.

Abid Hasan

Pakistan

Albert F. Martinez

Andriy Storozhuk

Andriy Storozhuk

Anne C. Miduch

Anne T. John

Ashok Subramanian

Asmaou Diallo		Maria J. Fuller	
Athena F. Tallroth		Marie Favis	
Boyd Galloway		Marie Rose Sam	
Bruno Vollmer		Mario A. Aventino	
Chantal Dejou		Mario Fischel	<i>Thailand</i>
Chris Hoban		Mark H. Fairless	<i>Uruguay</i>
Christiaan J. Poortman		Martha Tuszka	
Christian P. Diou	<i>France</i>	Mary E Maginley	
Cynthia M. Hobbs		Mary Rita Yang	
Daniela Sperco	<i>Austria</i>	Awatif (Mary) Abuzeid	
David Ian Walker	<i>UK</i>	Mathurin Gbetibouo	
David McMurray		Maureen P. Graham	
Dina M. Da Silva	<i>Portugal</i>	Michel Layec	
Donnita R. Whittier		Miriam Guillen	
Eduardo Dopazo		Mohsen Fahmi	
Edward Bos		Moira M. Hart-Poliquin	<i>Canada</i>
Elena Correa	<i>Colombia</i>	Monish K. Dutt	
Emma J. Mariano		Mustapha Rouis	
Emmanuel N. Njomo		Myrna Vallido	
Francine M. Peltz		Nargees Moghaddam-M	
Geri Wise		Naushad Khan	
Hadj A. Allaoua		Nawal Kamel	
Hans Juergen Gruss		Nirmaljit Singh Paul	
Helena Ribe		Noemie P. Del Marr	
Hock-Chye Ong		Olivier Hassler	<i>France</i>
Ida Njeri Muhoho		Paula J. White	
Iona Sebastian		Peter L. Stephens	
Iouri Bairatchnyi		Philomene Lai Cheong	
Jamil Salmi	<i>Colombia</i>	Prasad C. Mohan	<i>India</i>
Jane B. Bloodworth		Rajesh Vidyasagar	
Jean N. Edillon	<i>Philippines</i>	Richard Patenaude	
Jennie Litvack		Ritva Laukkanen	
Joan Hubbard		Ronald W. Hoffer	
John F. May		Sandra H. Ross	
Jonathan C. Brown		Sandra Rosenhouse	
Joyce O. Sabaya		Seyda Ozpaker	
Juio C. Morinigo		Shahin Outadi	
Julie G. Vilorio		Shahrokh Fardoust	
Jyrki Koskelo			
Kalpana Mehra			
Kazi M. Matin			
Ken John Avis			
Khosrow Zamani			
Kristin McLaughlin			

From the Editor

There was a very satisfying turnout of 1818 Society members for The Society's annual meeting and associated seminars on November 1 and 2. As was obvious from the presentations, The 1818 Society is evolving in very positive ways to meet the challenges stemming from the changing employment policies of the World Bank, the effects of which are even now being felt by The 1818 Society, and to which it must respond effectively. Also noted at the meeting were the challenges presented by the uncertainties in the world economy, which are being addressed by The Society's members on the Pension Finance Committee, and the efforts of those members who are concerning themselves with the Retirees' Medical Insurance Plan and long-term care issues.

The 1818 Society is no longer just something of a social club, but rather has evolved into an organization that, while maintaining the social aspects of its activities, is more and more involved in what I would not hesitate to call professional-like activities associated with the pension and medical benefits of its members. In that context, I would observe that the members of The 1818 Society constitute a vast reservoir of talent and energy, and I urge you, as one of those with talent and energy, to step forward to help The 1818 Society in these challenging—but very interesting—times!

I would also like to offer my own sincere thanks to the many dedicated and knowledgeable volunteers who make The Society go.

As always, I am happy to receive your suggestions and comments. I can be reached at chiegler1@hotmail.com.

Chuck Ziegler,
Editor

World Bank Group Alumni Association The 1818 Society

Postal Address: P.O. Box 27388
Washington DC 20038-7388
Telephone: (202) 458-1956
Fax: (202) 522-2417
E-mail: 1society@worldbank.org
Website: www.worldbank.org/1818

Board members – 2011/12

Kabir Ahmed, Carroll Long, Sandra Hadler, Aberra Zerabruk, Hugh Henry-May, J. (Shiva) Shivakumar (Chairman), Sverrir Sigurdsson, Patricia Neill, Ronald MacLean-Abaroa, Adrienne Nassau (Honorary Member).

Officers & Staff – 2011/12

J. (Shiva) Shivakumar - President.
e-mail: 1society@worldbank.org
Alexander Keyserlingk - Vice President
Kabir Ahmed – Vice President
Jeffrey Katz - Treasurer
Marilyn Manalo - Assistant Treasurer
David D. Jones - Auditor
Catherine Fogle - Secretary
Miren Fernandez - 1818 Society Office Manager
Swati Srivastava - 1818 Society Office Manager

Retiree Representatives on BG Committees

Sudhir Krishnamurthi - Pension Finance
Jeffrey Katz - Alternate, Pension Finance
A. Keyserlingk, - Pension Benefits
Khalid Siraj - Alternate - Pension Benefits

Publication

Bulletin - Chuck Ziegler,
chiegler1@hotmail.com

Chapter Contacts

ANZ – Jo. M. Martins;
e-mail : jmartins@tpg.com.au
Tel: (02) 997-33022
Canada – Jim Smith,
e-mail: jsmith.econ@gmail.com;
Tel: (613) 746-6407,
Chile - Miguel or Silvia Schloss;
E-mail: m.schloss@sur-invest.com
Tel: (56-2) 458-6050
France - Olivier Lafourcade;
e-mail: olafourcade@1818france.org
Germany – Franz Kaps;
e-mail: fkaps@t-online.de
The Netherlands - Robert Jan van der Lugt
e-mail: rj@laovan.demon.nl
Tel: 31-71-3613860.
Japan – Masayoshi Takahashi
e-mail: mtaka1937@gmail.com
United Kingdom – Mick Nightingale
e-mail: micknightingale@aol.com
Tel: 44.1789.840 418
Florida – Audrey Johnson
evergreen9615@gmail.com

Responsibility Matrix 2011-2012

Name and E-mail		Responsibility
Directors	Aberra Zerabruk azerabruk@gmail.com	Legal adviser
	Adrienne Nassau anassau@igc.org	Honorary Member, Discounts and Privileges
	Carroll Long carroll_long@yahoo.com	Washington Social Events, WBFN
	Hugh Henry-May Hughhenry-may@comcast.net	Legal Adviser, IFC matters
	J Shivakumar, Jshivakumar1818@gmail.com	Chairman and President
	Kabir Ahmed, Kabirhahmed@gmail.com	Insurance, Long term care
	Ronald MacLean-Abaroa, romacab@aol.com	TBD
	Patricia Neill; pat.e.neill@gmail.com	Outreach to Country Office retirees
	Sandra Hadler, shadler@seraconsult.com	Retirement and Active Lifestyle Chapter, WBI
	Sverrir Sigurdsson, tssigurdsson@yahoo.com	Database Management, Directory, Office Equipment, Sector Groups
Officers	Alexander Keyserlingk, sanderkey@aol.com	Vice President, Pensions, Webmaster, LinkedIn
	Catherine Fogle, c.fogle@att.net	Secretary, Management of the Society Office, Program Implementation, Retirement Seminars
	Marilyn Manalo,	Assistant Treasurer. Financial management, accounts and audit, MoU with WB, Resource Mobilization
	J Shivakumar, Jshivakumar1818@gmail.com	President, 1818 Management, Chapters, Alumni Forum, CCF
	Jeffrey Katz, katz.jeffrey@gmail.com	Treasurer: Financial Policies and Financial Management of The 1818 Society; Resource mobilization
	Kabir Ahmed kabirhahmed@gmail.com	Vice President, Retiree Medical Insurance
Volunteers	Daniel Ritchie, dritchie@worldbank.org	NGO's Fair
	Frona Hall fronahall@aol.com	Member Remembrances
	Maria Elena Anderson, mariele777@aol.com	Volunteer Coordination
	Sudhir Krishnamurthi, sudhir.krishnamurthi@rockcreekglobal.com	Pension Finance & Pension Administration
	Tom Blinkhorn, tblinkhorn@gmail.com	e-book publication
	Zafar Ahmed, zahmed@cox.net	Alumni University links, EXT Liaison, Access to Bank information
Advisors	Chuck Ziegler, candziegler@hotmail.com	Editor 1818 Bulletin, Annual Meeting, Archives, Bank Oral History
	Jean-Yves Maillat, jymaillat@yahoo.com	International Retiree Organizations
	Khalid Siraj, ksiraj@cox.net	JPA Program, Tax Seminars

***The Memory Bank – Volume 2:
“Now It Can Be Told”***

Ever wonder what it must have been like to help navigate a paramount A-type personality, Bob McNamara, through an official visit to French-speaking West Africa when the Bank President spoke not a word of the language, except perhaps for a guttural “We” (instead of Oui)? Retired Director Andre Gue relates the inside story of that torturous experience in a vignette for the soon-to-be-published volume 2 of the Memory Bank e-book.

Michael Cernea reveals how he escaped from his native Romania and took an unorthodox, circuitous route to a Bank career. Andy Vorkink describes an embarrassing incident at a Board meeting when his video presentation from the Bucharest office went totally black, or the time when, at the first signing of a Russian loan at Blair House, he was mistaken for the Bank president by the Russian Prime Minister. Gerda Merwald lifts the lid on how she beat the “unspoken rule” that “girls who got pregnant out of wedlock were politely asked to leave the institution on a voluntary basis.”

These are just a small sample of the treasure trove of mostly humorous reminiscences that will never appear in official Bank publications but which retirees remember vividly and are now willing to share through The 1818 Society’s on-line Memory Bank. The first volume, still available through the Society’s web site, was very well received.

Tom Blinkhorn, drawing on his global network of contacts from 30 years of experience with the institution, is now compiling volume 2 of *The Memory Bank*. He reports an enthusiastic response so far to his request for more vignettes. The aim is to complete work on the new volume before the end of the calendar year. So, if you have something to contribute, please send to Tom at tblinkhorn@gmail.com. Or you can reach him at 603-643-9863.

**Pension Administration Kiosk
at MC 1-850**

The Pension Administration Kiosk at MC 1-850 is open between 9 AM and 4 PM.

Please note that you can use the below link to verify the receipt of your Life Certificate.

<http://staff.worldbank.org/pension/lifecertificate>

For any questions please contact Pension Administration Division at:

New Mail Stop Number MSN C 7-702

Phone: (202) 458-2977

Fax: (202) 522-1723

Email: 1pension@worldbank.org

Website: <http://staff.worldbank.org>

**Please Keep Your Address and E-mail
Up-to Date**

Please remember to inform the 1818 Society when your address, phone number or e-mail changes. The best way to do this is via e-mail as it reduces typing errors. Please do not inform the Society of address changes by phone. The Society’s e-mail is 1society@worldbank.org. The mailing address is:

The 1818 Society, P.O. Box no: 27388,
Washington DC 20433.

World Bank Mail Stop no: MSN MC 1-104.

***Please include your UPI on all e-mails sent to
The 1818 Society office.***

IMPORTANT REMINDER

**Required Medicare Enrollment and the
Retiree Medical Plan (RMIP)**

Under the rules of the RMIP, retirees (and their covered spouse or domestic partner) are required to enroll in the National Health Plan (NHP) of the resident country registered with Pension if they are eligible on the same basis as a national of that country. In the United States, the NHP is Medicare and enrollment in Medicare is required for all eligible retirees and their spouse or partners in the RMIP.

Most World Bank retirees who are now U.S. citizens or permanent residents aged 65 or over are eligible for at least Medicare Part B. Failure to enroll in Medicare Part B when eligible can result in a Medicare premium penalty if you enroll at a later date and can

reduce your RMIP claim reimbursements for U.S. medical services.

Further information is available on The 1818 Society web site. Click on **Related Links**, then click on **Retiree Medical Insurance Plan (RMIP) and Medicare FAQs**.

Job Opportunities

Job opportunities at the World Bank Group and other organizations are regularly posted on The 1818 Society's web site at: <http://1818members.wordpress.com/job-opportunities/>.

Millennium Consumption Goals by Mohan Munasinghe

The Millennium Consumption Goals (MCGs) idea was recently proposed for the Rio+20 Earth Summit in Brazil in June 2012. It has received worldwide support since then. Proponents argue that MCGs are needed urgently because unsustainable patterns of consumption, production and resource exploitation have led to multiple problems threatening the future of humanity like poverty, unequal consumption, resource scarcities, conflict and climate change.

The global economy driven by consumption already uses natural resources equivalent to 1.5 planet earths. The 1.4 billion people in the richest 20th percentile of the world's population consume over 80% of global output, or 60 times more than those in the poorest 20th percentile. Meanwhile the Millennium Development Goals (MDGs) seek to raise consumption levels of over 2 billion poor people. Clearly, the consumption of the rich is not only unsustainable, but also crowding out the prospects of the poor.

A business-as-usual attitude that ignores the problem will exacerbate conflict and increase the risk of global unrest. Instead of viewing the affluent as a problem, the novel concept of MCGs will persuade them to contribute to the solution without having to reduce their

quality of life. The MCG approach offers the hope of a more manageable future rather than an unpredictable and potentially disastrous outcome.

More details are available at:

<http://www.millenniumconsumptiongoals.org/> & <http://www.uncsd2012.org/rio20/index.php?page=view&type=510&nr=312&menu=20>

Comments are welcome, addressed to Mohan Munasinghe at mohanmunas@gmail.com.

Artists' and Writers' Corner

Maria Elisabeth le Paige who retired from the World Bank Institute has published her first novel with historical background, written in French, **LE MAL DE L'ABSENCE, ISBN 978-2-7563-2015-1**.

This book deals with the diaspora of the Portuguese people and refers to Europe's expansion in the world starting in the late XV century and, as such, some of the action happens in China, India, East Africa, South America, and Europe. The book concentrates on the lives of several characters from late XIX century up to the XX century mid-sixties. Along with historical references, the novel centers on a few characters and the importance of appropriate choice according to personality in order to achieve personal fulfillment.

The book is published by EDITIONS BENEVENT

P.O.B.4049

06301 Nice Cedex 4

France

infos@editions-benevent.com

Tel ... 33 (0) 493 26 30 12

Fax... 33 (0) 493 26 66 53

Pakistan has received more than \$20 billion in external development assistance but has made little evident improvement in its social indicators. A new book, **So Much Aid, So Little Development**, offers a fresh explanation for this outcome.

The author, Samia Altaf, a physician and public health specialist, follows one major initiative, the Social Action Program developed by the Pakistani government in 1992 and funded by the World Bank to the tune of hundreds of millions of dollars. In an engrossing account that reads almost like a novel, at times hilarious, at others heartbreaking, she tells the story of the program's shortcomings through a series of eyewitness vignettes. She begins with planning meetings in Islamabad, moves through layer after layer of the Pakistani bureaucracy down to the village health trainee, and then returns to Washington for the evaluation. At every stage, she finds skewed incentives, misplaced priorities, and inappropriate designs diverting the project from its original intentions and ambitions. In the process, Altaf introduces into the development conversation the human dimension that most frameworks have neglected to their detriment.

Price: \$50.00 hardback; \$25.00 paperback,
Woodrow Wilson Center Press with Johns Hopkins
University Press, 2011
ISBN:
978-1-4214-0137-9 HARDBACK; 978-1-4214-0138-6
PAPERBACK

An Opportunity to Join LinkedIn

In an effort to improve our networking ability amongst World Bank Group alumni, a new LinkedIn group has been set up with the title:

The 1818 Society, World Bank Group Alumni Association.

This is a networking tool used by some 100 million professionals and by many alumni associations. You will be required to join LinkedIn for free at: www.linkedin.com

By joining LinkedIn you will be able to join our new group, which will allow those members interested in keeping in touch with former colleagues and in expanding their personal networks to have a central point of contact. You will see that many of your former colleagues have already joined. The more members who join, the more effective this tool will become. The more professional information you provide, the more useful this tool will become.

SPECIAL HISTORICAL SUPPLEMENT

Another Look to the Past

By Donald D. Fowler

Dick Demuth's "A Look Backward" in the October 2011 *Bulletin* suggests a further look to the past. I too joined the Bank Staff in 1946. The staff boasted fewer than one hundred persons and we, with space to spare, occupied four floors in the 1818 H Street building, which had previously been the home of a part of the United States Department of State. Another four stories of the building were allocated to the Fund.

My initial position was an assistant to Harold Smith, the first Vice President, with directions to begin study for the administrative policies and practices of the infant organization. My previous experience with international institutions had been a mere eight months in the Personnel Office of the United Nations Relief and Rehabilitation Administration (UNRRA), and a short consulting assignment with the United Nations at its first location in Lake Success, New York. I worked with Guy Moffit, a U.S. consultant, and Dave Sommers, of the Legal Staff, on salary policy for a beginning international staff, settling in practices for new staff coming from member countries, and pension and health plans.

On the first days of my Bank employment, I was aware of the tension between the Executive Directors (an unwieldy Board of soon to be 20 members) and the Management, and, to an extent, its carry-over to members of the staff. Soon, as Demuth reported, the first President, "Mr. Meyer resigned upon completion of six months' service." It was obvious to lowly staff such as I that the Director for the United States, Mr. Collado, a presumed leader among the Directors, was insisting on almost immediate loans to member countries and equally immediate floating of the Bank's bonds, while the Management under Mr. Eugene Meyer, and later Mr. Smith, cautioned a more conservative policy and slower action. Less than two months after Mr. Meyer's resignation, Mr. Smith died. Mr. Moffit and I ate lunch with Mr. Smith on the day of his death at a restaurant on Maine Avenue in Washington. He spent the time, in a heated manner, recounting his differences with the members of the Executive Board and with some Bank staff members. In that afternoon, he went to his farm in nearby Virginia,

rode his horse to near exhaustion, and died of a heart attack pitching hay into the horse's pen. Thus, the "Bank drifted leaderless," as Demuth said, for more months.

New life in the form of new management gave staff a restored morale and an urge to get on with Bank development. The Bank was designated a specialized agency within the United Nations family, but it did not fit easily into the group. Each specialized agency was to prepare a statement of UN relationship for mutual approval by their respective legislative bodies. A liaison officer to the United Nations was immediately appointed by the Bank, but the final approval of a statement of relationship took several years. The Bank conceived of itself strictly as a private business corporation, with the special flavor of the business world, most probably the American business world at that. It was necessary, our management contended, to convince the buyers of our bonds (and the U.S. was initially the only market) that it was a strictly business World Bank, fully independent of its UN affiliation, and allied with creditworthy institutions, for example, like the Morgan Bank. As Dick described it, Mr. Black and his staff, after a solid orientation of the buyers, successfully sold Bank bonds to American institutions.

The Bank prided itself on its small but competent international staff. It built slowly. A number of country loans, including those for lesser-developed countries and several bond issues later, it still numbered less than 400 employees. Even by 1960, Mr. Black stated that the Bank would probably never exceed 450 staff members. Vice President Robert Garner was fond of saying that "additional recruitment should await the time when the existing staff could not perform the schedule of work in front of its face." By that time I had been the Personnel Manager for ten years of my fourteen and, like Mr. Black, found that a relatively small, very busy staff was a contented staff. The Bank had developed a professional

personnel environment, unencumbered by serious unexplored staff problems. Soon, subsequent managements, initially that of Mr. Robert McNamara, had changed the policy to recruitment based on three to five years projections of possible work load. By the time I retired in 1977, the Bank staff had long exceeded its first thousand total employees.

Between 1946 and the late 1950s, the Bank and Fund, living side by side in the same building, aimed to establish common administrative policies and practices. Personnel of the two organizations met together frequently to try to accomplish this laudable objective. The almost identical pension plans for the Bank and Fund were planned and adopted under the guidance of George B. Buck, Consulting Actuary, who remains to this day the Actuary for the Bank Plan. Nevertheless, a basic institutional difference prevented progress. The Fund, with European management personnel, assumed a European government flavor, with staff from central banks alternating their employment between the Fund Headquarters and their home countries. On the other hand, the Bank proceeded with its development of a business atmosphere and a career service, so never the twain could meet.

In the mid-1960s, the Bank discovered a "bunching problem," that the preponderance of country project loans were approved by the Board of Directors in the final two months of each fiscal year. To the staff's mind whether this was a good, bad, or materially indifferent condition was a matter for debate; to the mind of President Robert McNamara it was bad. He appointed a task force to study the problem and present a possible remedy. By the time I left the Bank, it may be that fewer loans were approved at that late date, but I have no idea whether the "problem of bunching" currently exists.

Maybe another 1946 staff member (as we then called Bank employees) may add to the historical lore?

IN MEMORIAM

We regret to inform you of the deaths of the following, to whose families we extend our sincere sympathy.

If you would like to post information about a friend's memorial service, you can use the link <http://1818members.wordpress.com/in-memorial/> or go to the Society's website and click on the flower, on the upper right hand side. Look for In memorial, scroll all the way down and post your comment, it will appear on the top.

Emmanuel Y. Ablo, 70, of Silver Spring, Maryland, on November 9, 2011. Mr. Ablo retired from the Bank in 2003

Noshir H. Basrai, 75, of Mumbai, India, on June 18, 2011. Mr. Basrai retired from the Bank in 1979.

Mary Brown, 90, of Rockville, Maryland, on October 20, 2011. Ms. Brown retired from the Bank in 1983.

Frederick S. Butler, 62, of Rockville, Maryland, on November 13, 2011. Mr. Butler retired from the Bank in 1998.

Frank Cassell, 81, of East Croydon, Surrey, UK, on October 14, 2011. Mr. Cassell retired from the Bank in 1990.

Jiri Cerych, 83, of Cahors, France, on October 4, 2011. Mr. Cerych retired from the Bank in 1992.

Adelia D'Albuquerque, 83, of Arlington, Virginia, on October 10, 2011. Ms. D'Albuquerque retired from the Bank in 1987.

Danièle de Fleurieu, 93, of Paris, France, on August 7, 2011, surviving spouse of Georges de Fleurieu

Elmo M.C. Fernando, 81, of Kohuwela, Sri Lanka, on October 18, 2011. Mr. Fernando retired from the Bank in 1992.

K. Georg Gabriel, 83, of Washington DC, on November 12, 2011. Mr. Gabriel retired from the Bank in 1988.

David G. Greene, 74, of Austin, Texas, on September 28, 2011. Mr. Greene retired from the Bank in 1991.

Nasim Tariq Husain, 69, of Potomac, Maryland, on October 11, 2011, spouse of retiree Tariq Husain.

Harrison D. Hutson, 85, of Falls Church, Virginia, on October 11, 2011. Mr. Hutson retired from the Bank in 1969.

Suvira Kapur, 88, of New Delhi, India, on November 24, 2011. Mrs. Kapur was the surviving spouse of Shiv S. Kapur.

Saleha Khatoon, 70, of Dhaka, Bangladesh, on August 8, 2011, surviving spouse of Syed Ahmed.

Rosemary Jane Kirk, 67, of Clifton, Virginia, on October 24, 2011. Ms. Kirk retired from the Bank in 1997.

Kiyoko Kumashiro, 96, of Tokyo, Japan, on October 9, 2011, surviving spouse of Moritada Kumashiro.

Abdul Karim Lodhi, 76, of Karachi, Pakistan, on November 8, 2011. Mr. Lodhi retired from the Bank in 1998.

Gilbert J. Marrou, 77, of Marseille, France, on October 14, 2011. Mr. Marrou retired from the Bank in 1998.

Raymond Joseph Noronha, 78, of Alexandria, Virginia, on October 8, 2011. Mr. Noronha retired from the Bank in 1995.

Yoopa Pranich, 82, of West Palm Beach, Florida, on September 23, 2011, spouse of retiree Kanok Pranich.

Roy C. Prosser, 79, of Salisbury, UK, on October 25, 2011. Mr. Prosser retired from the Bank in 1991

Muriel E. Shupp, 88, of Springfield, Virginia, on September 20, 2011. Ms. Shupp retired from the Bank in 1988.

Robert M. Steinberg, 65, of Walkersville, Maryland, on October 20, 2011. Mr. Steinberg retired from the Bank in 2007.

Thomas A. Stringfellow, 92, of Bowie, Maryland, on November 4, 2011. Mr. Stringfellow retired from the Bank in 1984.

Thein Swe, 67, of Bethesda, Maryland, on November 8, 2011. He was the domestic partner of Patricia Haas.

Jaime Vázquez-Caro, 64, of Bogota, Colombia, on September 28, 2011. Mr. Vázquez-Caro retired from the Bank in 1988.

Article reproduced from World Bank webpage — Staff Connections

The 1818 Society, the Bank's Alumni Network

It's not just for retirees—learn more



Some of the current board and officers at the last board meeting of The 1818 Society, from left to right: Hugh Henry-May, Alexander Keyserlingk, Carroll Long, J. Shivakumar, Kabir Ahmed, Aberra Zerabruk, Patricia Neill, Catherine Fogle.



The 1818 Society was formed in 1978 by a group of Bank retirees. Pictured here is the founding group at the signing of the Society's charter. Courtesy of World Bank Group Archives.

December 16, 2011—Sooner or later, many of you will become eligible for membership in [The 1818 Society](#), so it would be good to know something about it before you join!

The 1818 Society was originally formed in 1978 as the organization of World Bank Group retirees. Its present membership is about 6,000, or 75 percent of all retirees. Membership in The 1818 Society is open to former staff members receiving a World Bank pension, or who have chosen a deferred pension, and others who have had five or more years of service—including some pensionable service—in the World Bank.

But first, how did it get such a curious name? Some have noted that Karl Marx was born in 1818; others have said that The 1818 Society has just short of 20/20 vision! The truth is a bit more prosaic: the address of the World Bank is **1818** H Street and no one remembers any other address!

The Society has traditionally had two main purposes: facilitating social networking among former staff, and acting as a liaison with the Bank on matters of concern to retirees such as pensions and health insurance. However, in recent years it has expanded its role and re-branded itself as an alumni organization, with added focus on knowledge networking. If retirees are associated with liabilities, alumni are assets!

The 1818 Society's members reside worldwide, and geographical/linguistic chapters have been established in Australia/New Zealand, France, Canada, the UK, Netherlands, Germany, Japan, Chile, and Florida. Work is ongoing to establish further chapters. These chapters regularly hold reunions and other social events, and promote alumni networking. Society members are kept informed through The 1818 Society's own web site and by The 1818 Society Bulletin, published every two months.

The Washington-based 1818 Society's Alumni Forum, open to all staff, has been able to attract high-profile speakers, such as Bank President Robert Zoellick, Chief Economist Justin Yi-fu Lin and several vice president's of the Bank.



Driven by the growing involvement of 1818 Society members in the Bank's development agenda, sectoral chapters have been established for Agriculture and Rural Development; Education; Energy; Health, Nutrition and Population; Water; Transport and an Economists' Chapter. These hold regular meetings on topical development issues, with current Bank staff also participating.

The Society has just established a mentoring program for Bank Junior Professionals. Through its Speakers Forum, it also sends its members to speak to outside audience on behalf of the Bank.

The Society also regularly organizes seminars on subjects of personal interest to its members, such as housing alternatives in retirement, estate planning, pension, medical insurance, long-term health care and immigration. If you visit the Society's website worldbank.org/1818, you can find more information, including an e-book titled "World Bank Stories and Revelations" and a photographic collection on "Life after the Bank."

As the world and the Bank change, The 1818 Society must also change. In 2010, 81 percent of the staff leaving the Bank withdrew their pension benefits after serving for an average of 2.9 years, while only 6 percent were retirees at mandatory retirement age. The average age of Bank alumni has been getting younger. Many of them are involved in new careers and community service. In short, the next generation of Bank alumni is likely to have different interests and priorities and may be less inclined to feel the need for an affinity group like the 1818 Society than the current generation of members.

To study the challenges posed by these changes in the Bank, The 1818 Society established an 1818 for 2020 Task Force to suggest ways that the Society could evolve to meet them. It concluded that while the focus on pensions and health care will continue to be an important part of the 1818 Society's responsibility to its members, the emphasis will shift toward fostering professional affiliations and increased knowledge networking.

The 1818 Society is examining how it can attract the generation of staff leaving the Bank who are likely to be younger, interested in maintaining their professional ties and skills, less likely to be based in Washington, DC, more used to social networking mechanisms other than the traditional lunches and dinners, and in a sense, less defined by their service in the Bank. It's a nine member Board, with J Shivakumar just reelected for a third term as its chairman and president is grappling with this challenge.

There will be interesting times ahead for The 1818 Society!

Contributed by Chuck Ziegler, Archives