

Staff news



NOVEMBER/ DECEMBER



THE FUND ATRIUM came alive on December 15 as more than 2,000 staff members and their guests celebrated the beginning of the holiday season at the Annual Christmas Party.

The guests enjoyed a feast of London broil (about 1,000 pounds' worth) chicken julienne (1,500 pounds), sunburst rice, salad, and a vegetable medley. For those preferring lighter fare, the second and third floor hallways boasted tables filled with more than 11,000 nouvelle pizzas and empanadas. However, staff with a penchant for seafood were content to spend most of their time at the raw bar set up in the cafeteria, devouring the 6,000 clams and oysters as soon as they were shucked and set up on the table. Of course the pièces de résistance were the 5,000 or so baba à l'orange that disappeared almost as soon as they were put out. The food was accompanied by a white Pouilly Fuisse and a red Léonard de St. Larose Aubin Trinitudon.

Adding to the sparkle of the occasion was the music, which beckoned dancers to the floor. There was something to fit everyone's taste. The Latin rhythm of

the Miguel Vega Orchestra drew its usual followers to the Meeting Hall, which was filled to capacity. Those preferring a more subdued type of dancing concentrated in the Interior Court, where the sounds of the Ambiance Orchestra filled the air. Meanwhile, disco lovers worked off their calories to the wild beat and flashing lights of the Sound Service Disco set up in the cafeteria.

The success of the party was due to the efforts of many staff members who worked under the overall direction of James B. Kaiser of the Administration Department. Margaret Miller was again in charge of all catering and music arrangements while Rosemary Eory concentrated on the issuance of tickets and announcements. The job of overseeing the transformation of the Fund into a gigantic party room fell to Harold White, while John Wharen ensured that the sound systems were in perfect working order.

The collages on the front page and on pages 8 and 9 show the party in full swing. They were created by Susan Harrison, with photographs by Denio Zara.

HE WAS HAVING LUNCH at the cafeteria when all of a sudden a colleague came to his table to congratulate him on having won a sparkling new IBM PC Jr computer, complete with a specially designed desk and chair. This is how Warren L. Coats Jr. of the Treasurer's Department learned that he had won first prize in the United Way Campaign raffle, held in the Atrium on December 10. Like the other winners of major prizes, Mr. Coats was not present at the drawing since, as he says, "I did not think I would win—I've never won anything in my life!" Mr. Coats is very happy to be the new owner of a computer, particularly since he is just about to get a similar one in his office. "Just think," he said, "Now I can take all my computer work home."



Warren L. Coats won first prize in the UWC raffle.

The second prize—one week's stay in St. Croix (including round trip air transportation)—was won by Margaret Kepner of the Bureau of Computing Services. When told of her good luck, Ms. Kepner replied excitedly, "Now I don't have to shop for a Christmas present for my husband!"



Maureen M. Moore and Patrice Guilnard conducted the raffle, while Brigitte Duces and Michael Gehringer (at table) verified the names of winners.

Kehinde Mbanefo of the Secretary's Department was the winner of the trip to Martinique, which includes a two-night stay at a hotel plus a discount for three additional nights' stay. Mrs. Mbanefo said she was delighted about winning and was particularly glad that she had not thrown away her tickets—as she usually does with other raffles.

The trip to Acapulco was won by Winfried Rudek of the Bureau of Statistics. Like the other winners, he was thrilled with his good fortune and is already making plans to take his trip as soon as possible. But he admits that he did not even remember that the drawing was taking place! For Frank Hogan, the recipient of two tickets on Eastern Airlines to a destination of his choice (within the United States), winning means that he can now go visit some places he's been wanting to see for some time. As he puts it, "I'm considering the Virgin Islands. But then, I've

never been to Harbor Place in Baltimore...."

Other prize winners in the United Way Campaign raffle were:

Paris trip (both transportation and stay)

Kenneth Clark
(ADM, retired)

Hassan painting

E. Coons
(ADM, retired)

New Orleans stay

Milton Chamberlain (SEC)

Orange, Va. stay/dinner

Albert Goltz
(ADM)

Language kit

R. Feldman
(ASD)

Gift certificates for:

Kramer Books

Valerie Ball
(EUR)

Washington Squash Club

James Wein
(ADM)

Elizabeth Arden Salon

Lynn Rhomberg
(BCS)

Dinner for two at the following area restaurants:

Le Lion D'Or

A. Lanyi (RES)

Auberge Chez Francois

William Holder
(LEG)

Chez Grandmere

Richard Erb
(ODMD)

Omar Khayyam

Angel Antonaya
(FAD)

El Bodegon

W. Hemphill
(EUR)

Las Pampas

Kenneth Young
(EXR)

Bombay Le Bicycle Club

H.J. Huss
(EUR)

Encyclopaedia of Science
and Technology

Jeanne Nash
(ADM)

Art book and Tin Tin
book (collector's
item)

Michael Gray
(BCS)

New Zealand sheepskin rug

Jeanne Letts
(ODMD)

Case of Argentine wine

S. Ralph (ADM)

One-Year subscriptions to:

Vogue

M. Etemadi
(ADM)

The Economist

P. Whipple
(OMD) and
M. Zavadjil
(AFR)

*Far Eastern Economic
Review*

Malcolm Knight
(RES)

Elle

Brian Rose
(EUR)

Gourmet

F. Collings
(AFR)

Connoisseur

Menachem Katz
(FAD)

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AN OMBUDSMAN IN SWEDEN in the 18th century was a person who protected individuals from the government. The Fund Ombudsman, Robert O. Harris, has a similar job—he protects Fund staff members from mistreatment by the Fund. In particular, according to Mr. Harris, he is the person to whom staff can complain about the way they are being treated at the Fund. These complaints can range from problems in getting along with a coworker, to the denial of a benefit, to a failure to be promoted. Mr. Harris emphasizes that any and all problems discussed in his office are strictly confidential. He encourages any staff member who is having a problem—no matter how minor it may seem—to stop by his office in Room 1-200 for a chat. Alternatively, staff members may wish to give him a call either at the office (Ext. 77108) or at home (966-7028).

The tall, outgoing attorney was appointed to his position by the Managing Director in July to replace Professor Frank Dugan, who retired after five years as the Fund's first Ombudsman. Before coming to the Fund, Mr. Harris had a distinguished career spanning 25 years in the areas of labor law and



Robert O. Harris is the Fund's new Ombudsman.

industrial relations. Until his recent retirement, he served as Chairman of the National Mediation Board, of which he was a member for seven years. He has also held positions at the U.S. Department of Labor, the National Labor Relations Board, and several U.S. Senate committees. In addition, he still

teaches at American University's Washington College of Law, where he is an Adjunct Professor.

Mr. Harris believes that his broad background and his experience in dealing with individual employment problems has taught him how to reconcile differences of opinion in a non-controversial way. In addition, he feels that his years of work in the labor relations field has prepared him to be a sympathetic advocate of a staff member who has a problem, and to deal with even the most senior staff on an equal footing. These are important qualities for an Ombudsman, he maintains, since the Ombudsman can only make recommendations; he has no power to enforce them. But if those recommendations are based on many years of professional experience, he feels, they are more likely to be accepted. In fact, Mr. Harris reports, based on the records of his predecessor and on his own experience to date, the recommendations of the Ombudsman are accepted in 90-95 percent of the cases.

Although Mr. Harris does not see a need to change the terms of reference or the powers of the Ombudsman, he points out that the job naturally reflects the style of the person in the office. An open and friendly individual, Mr. Harris creates an atmosphere that is conducive to discussing staff problems. In some cases, according to the new Ombudsman, staff members may just want to talk over a problem with him--either to determine if it really is a problem or to get another opinion on the best course of action.

In talking out a problem, Mr. Harris says, he can often help staff members find workable solutions without recourse to official action. He uses the annual performance evaluation as an example. If a staff member feels that he has been unfairly evaluated, Mr. Harris would be happy to discuss the evaluation with the staff member, and, if need be, help him write a rebuttal in the appropriate space on the evaluation form. This can be especially helpful to staff members whose native tongue is not English and who may misinterpret the evaluation they have received, or who are unable to

write an effective rebuttal. Mr. Harris offers his counseling on this and any other staff problems.

Another function of the Ombudsman that is sometimes overlooked, Mr. Harris comments, is that of watchdog for the institution. Because the Ombudsman hears complaints from many different staff members, he can sometimes detect a pattern of misbehavior or wrongdoing at an early stage. His unquestioned access to all Fund records enables him to investigate a series or pattern of complaints without anyone knowing what he is investigating. Depending on what he finds, he is then in a position to go directly to the Managing Director with his report. In this way he can uncover and presumably resolve a problem before it becomes a major problem--and before it becomes generally known.

Mr. Harris emphasizes that although he is in a position to take a staff member's complaint to the highest level necessary, he cannot perform miracles. He promises to look into any staff complaint and to try to correct any wrongdoing. But he also promises to be totally honest with staff members. For example, he may feel that a staff member who complains that he or she has been unfairly denied a promotion may actually have misjudged his or her suitability for promotion. If so, he will try to discuss it openly and honestly with that staff member. Mr. Harris says that this is the only way in which he can be successful. At the same time, he assumes that staff will be open and honest with him when bringing their problems to him and in their discussions with him.

The most important message Mr. Harris wants to convey to staff members is that he is there to help them. Moreover, he says, he will do everything in his power to keep that help confidential. The new Ombudsman is available for consultation at his Fund office every Monday and Friday from 10:00 a.m. to 3:00 p.m. Staff members may leave messages for him at any other time or, if circumstances and urgency so require, they can reach him at home.

(This article was written by Pamela J. Bradley of EXR.)

IN RESPONSE TO A CALL FOR MORE HUMOR in
Staff News (Bahram Nowzad, in his Letter
to the Editor published in our Septem-
ber/October 1984 issue), a staff member

has sent us the following poem, which
reportedly first appeared in the *Diary*
of *Oxfam*. We reprint it here without
further comment.

The Development Set
Anonymous

Excuse me friends, I must catch my jet,
I'm off to join the Development Set;
My bags are packed, I've had my shots,
I have traveler's cheques and pills for
the trots.

The Development Set is bright and noble,
Our thoughts are deep, our vision
global.
Although we move with the better
classes,
Our thoughts are always with the masses.

In Sheraton Hotels in scattered
nations
We damn the multinational corporations.
Injustice always seems easy to protest
In such seething hotbeds of social
unrest.

We discuss malnutrition over steaks
And plan hunger talks during coffee
breaks.
Whether Asian floods or African
droughts,
We face each issue with an open mouth.

We bring in consultants whose
circumlocution
Raises problems for every solution.
Thus guaranteeing continued good
eating,
By showing the need for another meeting.

Consultants, it's said, believe it no
crime
To borrow your watch to tell you the
time.

The expenses, however, are well
justified,
When one thinks of the jobs they might
later provide.

The language of the Development Set
Stretches the English alphabet.
We use swell words like "epigenetic,"
"Micro," "macro," and "logarithmic."

It pleasures us to be so esoteric.
It's so intellectually atmospheric!
And though establishments may be
unmoved,
Our vocabularies are really much
improved.

When the talk gets deep and you're
feeling dumb,
You can keep your shame to a
minimum.
To show that you too are intelligent,
Smugly ask: "Is it really development?"

Or say: "That's fine in practice, but
don't you see,
It doesn't work out in theory!"
A few may find this incomprehensible,
But most will see you as deep and
sensible.

Development Set homes are extremely
chic,
Full of carvings and curios draped with
batik.
Eye-level photographs subtly assure
That your host is at home with the great
and the poor.

Enough of these verses--on with the mission!
Our task is as broad as the human condition!

Just pray the Biblical promise is true,
The poor ye shall always have with you.

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THE WORLD'S WORD, a multilingual literary and arts publication for the staffs of the Fund and Bank, has recently published its third issue (Summer/Fall 1984). The new issue contains about 35 written articles in 11 languages, plus a number of attractive illustrations. Copies may be obtained free of charge from the World Bank Bookstore located in the H Building (at the corner of 19th and G streets), the newsstand in the "E" Building lobby, the Bank/Fund Credit Union, and the Joint Bank/Fund Library.

The editors of the *The World's Word* would welcome more contributions--both

written and illustrative material--from Fund members and their immediate families. Written contributions can include poetry and short stories, plays, and essays. They can be in English or in the native language of the staff member. Artwork can be in the form of drawings, sketches, musical sheets, slides, or printed photographs. Submissions should be sent to José Pedro C. da Silva, at the World Bank, Room F-718. All manuscripts and artwork will be returned to the authors as soon as possible. Authors will, of course, retain copyrights to their work.

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IF THIS DRAWING LOOKS FAMILIAR TO YOU, it is not your imagination playing tricks. It was designed by Dick Stoddard, Art Editor of *Finance & Development*, and originally appeared on the cover of the publication's September issue, whose theme was "population and development."

Most readers liked the design, but none more so than G. Kaufhold, a member of the Reutlingen chapter of Germany's Free Democratic Party. He wrote a letter to the Editor in which he not only complimented the design but asked permission to reproduce it as part of a campaign to prevent traffic violations.



Kampf dem Verkehrstod

(please turn to page 10)



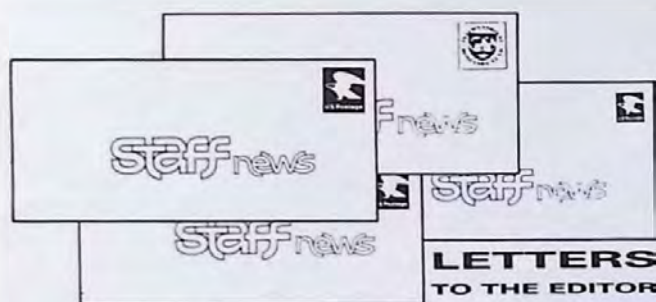


It seems that Reutlingen has been plagued recently by a number of traffic accidents in which several children have been killed. Mr. Kaufhold's Party chapter decided to fight back, and formed an Action Group to deal with the problem. One of the stumbling blocks they faced, however, was finding an appropriate emblem--for use in posters and other illustrative material--that would provide the public with a clear idea of what the Group was trying to do.

Their search was over as soon as the September *Finance & Development* made its

way to Reutlingen. The design by Mr. Stoddard was exactly what the Group had in mind, and they lost no time in obtaining the Editor's permission to use it in their safe-driving crusade.

So the next time you are in Reutlingen, do not be surprised if you see a sign that reminds you of a drawing you saw back at the Fund. This time, however, the words accompanying it will not be *Finance & Development*. Instead, the legend will say "Kampf dem Verkehrstod," which loosely translated means "Fight Traffic Deaths."



I would like to address a problem that concerns the upward mobility of support staff within the Fund. The problem stems from the ineffectiveness of the vacancy list process in giving A-E staff the opportunity to move into higher ranking positions--namely those in the F-and-above ranges. A case in point is an F-range opening that was advertised recently. I understand that not one of the many Fund staff members who applied for the position "measured up" to the requirements needed to fill the vacancy.

The question that arises is: "Why not?" particularly since some of the applicants were already performing somewhat similar jobs in other departments of the Fund. It seems to me

that it would be easier to teach the specifics of a job to a person who is both familiar with the job and the Fund than would be to train an outsider. Maybe Fund departments should realize that the best person for the job is not always the one with outside experience!

The way this vacancy was handled raises another important point: Why doesn't the Fund promote from within to the F range to a larger extent? This organization has many support staff members who could, if given half a chance, perform most of the F jobs advertised. Most of us have spent many years working in the Fund, know the needs of the institution, prepare ourselves academically, and yet are not successful in moving to higher positions because the department advertising a vacancy already has an outside applicant in mind for the job. This happens over and over, to the extent that there are now hardly any F-level jobs that are not earmarked for someone. This is true even in cases where vacancies are not footnoted.

Unfortunately, this way of handling vacancies is likely to continue even after the career streams exercise is implemented. If outsiders are brought in at the F level, the career oppor-

tunities of support staff will remain nil. Thus, the career development benefits supposedly inherent in the career streams system will never be passed on to the A-E staff. They will have to remain in dead-end jobs, with no chance of promotion to the next higher position within their own career stream or in a somewhat similar stream.

In my opinion, this can only lead to a further deterioration of morale among the support staff and to a negation of the principle behind career development. After all, isn't the purpose of career development to give employees the oppor-

tunity to "grow" into more demanding jobs?

As I see it, there is only one way to make the system more fair: Fund departments should make a conscious effort to promote from within. Moreover, the Administration Department should play a more active role in the selection process. In particular, it should exhaust all avenues in trying to fill a vacancy from within the Fund and not give in to pressure from the departments to fill vacancies with outside candidates.

--Name withheld by request

I believe that Mr. Nowzad's comments regarding the "arbitrary" treatment of travel claims [Letters to the Editor, Staff News, September/October 1984] warrants a response from me. The procedures we follow are described below:

All claims are preaudited by the Administrative Expenditures Division in accordance with rules approved by Management. These rules are published and distributed to all staff members as General Administrative Orders. They are also explained in Staff Bulletins. Although some staff members may not be familiar with the existing rules, frequent travelers and Administrative Officers of the Departments and Bureaus are. When a travel claim is settled, the staff member is provided with a copy

of his claim, showing the processor's name and extension number. If a staff member has any questions about the way his claim has been settled, he should, of course, feel free to call the processor or anyone else in the Travel Unit. I am also available at all times to assist with any questions.

The above shows that there is nothing "arbitrary" in the way the Administrative Expenditures Division settles travel claims. For the sake of good order, we follow clearly established rules.

--Robert Noë, Chief,
Administrative Ex-
penditures Division
Treasurer's De-
partment.

[Note: If you have questions that you would like answered or opinions that you feel may be shared by other staff members, please send them in to us and we will publish them along with a reply from appropriate officials if possible.

As a matter of editorial policy, we request that all letters be signed. In cases where anonymity is requested, we

will make every possible effort to comply. Should we feel that the opinions expressed in a letter call for a signature, we will notify the writer of our decision and give him or her the final word on whether the letter will be published or not.

Please address your letters to the Editor, Staff News, Room 10-548.]

VAN POOL DIRECTORY

Area Served	Arrival/Departure	Remarks and Persons to Contact
Alexandria, Va. (Beacon Mall)	8:20/5:10	Scheduled to begin in January; riders needed; Mr. Brown, Ext. 60236.
Bethesda, Md. (Montgomery Mall)	8:25/5:10	Needs more permanent riders. Otherwise, it will be discontinued. Mr. Rivera, Ext. 75541.
McLean, Va.	now forming	From Old Chain Bridge Rd. at Old Dominion Dr.; Ms. Weich- brodt, Ext. 75768 (you may also call her if you want to fill out a questionnaire that be used to determine the schedule and cost of the van pool).
Reston, Va. (Hunter Woods)	8:45/5:35	Via Dulles Toll Road; Ms. Ferreira-Snowden, Ext. 75445.
Vienna, Va.	7:55/4:35	Wolf Trap Barn via Lewinsville Rd. and Rt. 7; Mr. McFadyen, Ext. 60568.
White Oak/Adelphi, Md.	8:50/5:40	Spots seats available; Ms. Harley, Ext. 74924, or Mr. Armar, Ext 74221.

New Members of the Fund Staff



Nermin A. Abaza
Jordan - OED



Patricia Alonso-Gamo
Spain - EUR



Luis Miguel Beleza
Portugal - EUR



Wolf-Ruediger Bengs
Germany - OED



Fiona Birrell
U.K. - BUR



Herve R. Bloch
France - BLS



Wilhelmina Buenaobra
Philippines - MED



Gloria E. Bustillo
U.S. - WHD



Sheila B. Caseley
Canada - OED



Ajai Chopra
India - RES



In-Ok Cho
Korea - ADM



Klaus Enders
Germany - INS



Paul R. Fenton
Canada - RES



Matthew Fisher
U.K. - AFD



Fernando J. Gaitan
U.S. - ADM



Behrouz Guerami-N
Iran - EUR



Yolande M. Guyon
France - AFD



Muhammad Badrul Haque
Bangladesh - ASD



Glen D. Hodgson
Canada - OED



Jocelyn P. Horne
Australia - RES



Vera Jasenovec
Canada - RES



R. Barry Johnston
U.K. - CBD



Marta Y. Kanashiro
Bolivia - LEG



Nezha Khaneboubi
Morocco - BUR



Paulo C. Leme
U.S. - ETR

New Members of the Fund Staff



Cynthia M. Leoro
Ecuador - WHD



Marcello Mentini
Italy - EUR



Rachid Msadek
Tunisia - OED



Gonzalo C. Pastor
Peru - BUR



Kristy Lynn Pettie
U.S. - EUR



E. Liliana Rojas-Suarez
Peru - WHD



Beverly A. Rome
U.K. - SEC



Margarita Lorenz Santin
Peru - RES



Ana P. Santos
Peru - WHD



Gayle E. Schofield
U.S. - SEC



Jorge Sol-Perez
El Salvador - WHD



Peter Stella
U.S. - ETR



Huda Sulaiman
Oman - OED



Livio Tornetta
Italy - OED



Alida H. Van Ee
Netherlands - OED



Rachel V. Weaving
U.K. - EXR



Bruce D. White
New Zealand - OED



Kumiko Yoshinari
Japan - ETR



Philip M. Young
U.S. - EUR

PHILIPPE G. DUVAUX of the Central Banking Department died on November 23 at his home in Washington. A national of France, Mr. Duvaux joined the Fund staff in 1981 as an Advisor in CBD. He had earlier served as a central banking expert under the Fund's Technical Assistance Program, first in Burundi (from 1972 until 1975) and then in Kuwait (from 1980 to 1981).

Mr. Duvaux is survived by his wife, Marie-Claire Duvaux, a daughter, and two sons.



Philippe G. Duvaux.

FORMER PEACE CORPS STAFF OR VOLUNTEERS

who are presently working for the Fund are invited to join an active local Peace Corps Alumni organization. With over 350 members, Returned Peace Corps Volunteers of Washington, D.C. (RPCV/W) is the largest among the more than 25 volunteer local organizations dealing with international development issues.

This group organizes international policy forums, many social and cultural

events, provides support for several community-based overseas development projects, and lobbies for a healthier Peace Corps budget. Returned Peace Corps Volunteers and former staff are urged to contact David Unsberger, Membership Chairman of RPCV/W, for a list of upcoming events and membership information. Call Mr. Unsberger at 332-3927, or write directly to RPCV/W at P.O. Box 4924, Washington, D.C. 20008.

TWENTY-YEAR STAFF. The following staff members commemorated twenty years of service with the Fund: In August, C. Victor Callender of the African Department. In October, Judith A. Koole-shevich of the Exchange and Trade Relations Department. In November, Jacqueline V. de Leon of the Bureau of Statistics and Jaime S. Porras of the Fiscal Affairs Department. And in December, Hrisanti Kendal of the External Relations Department and Arthur H. Whitfield of the IMF Institute.

MARRIAGES. On October 6, Gulnar Djed-daoui of the Secretary's Department was married to Saad Mortada, and Emily Landis of the Office of Executive Directors was married to William J. Walker of the Bureau of Computing Services.

BIRTHS. A son, Evan Alex, was born to Mr. and Mrs. John Karlik on November 12; and a son, Dereje Girma, was born to Mr. and Mrs. Girma Begashaw on November 15.

RESIGNATIONS. The following staff have resigned from the Fund: in September, Ahmed Abisourour, Giorgio E. Gomel, Marguerite Hudgins, L. Ionescu, Claudia P. Jentgen, Celia M. Porro, David R. Sapsford, Mildred A. Sierks, and Elwaleed M. Taha (became Advisor to an Executive Director); in October, Romeo L. Bernardo, Detlev Hammann (became Advisor to an Executive Director), Mariam S. Khoursheed, Georgia F. La Croix, Lewis Albert Lytle III, Wakana Morioka, Paul D. Mortimer-Lee, George W.K. Pickering (became Advisor to an Executive Director), Eduardo Portas, Mario A. Weitz (became Advisor to an Executive Director), Carl A. Wright, and Guangxi Zhu.

RETIREES. O. Mary Price of the External Relations Department retired in September, and Elizabeth Coons of the Administration Department retired in October.

DEATH OF RETIREE. N.S. Narayana Chari, who retired in 1974 from the Legal Department, died on October 30, 1984.

STAFF TRANSFERS. The following staff members transferred in October: Regis F. Biin, from Office in Europe to the post of Resident Representative in Zaire; Christian Brachet, from WHD to ETR; Sheetal K. Chand, from RES to FAD; Martin J. Fetherston, from FAD to ASD; Toma Gudac, from RES to WHD; Yusuke Horiguchi, from WHD to EUR; Peter Keller, from ETR to ASD; G. Russell Kincaid, from ASD to ETR; Jorge R. Marquez-Ruarte, from ETR to ASD; Lorenzo Perez,

from EUR to WHD; Pedro R. Rado, from FAD to INST; M. Ranji P. Salgado, from ASD to BUR; Luisa Choy-Luy, from ETR to SGSS; Sheila A. Odell, from INST to FAD; and Maria Elena Ureta F., from SGSS to ETR.

The following staff members transferred in November: David S. Cutler, from TRE to ADM; G.E. Gondwe, from ADM to AFR; Mario T. Hernandez, from WHD to INST; Oumar Barou Makalou, from AFR to INST; J.B. Zulu, from AFR to CBD; E. Catherine Fleck, from EUR to RES; Norma M. Gillen, from INST to ETR; Jeffrey W. Robinson, from ADM to SEC; and Luzmaria Valencia, from WHD to ETR.

PARENTS OF G-IV CHILDREN are reminded that students who intend to work in the United States during the 1985 summer vacation should submit their work authorization applications at least 60 days prior to the date of employment. A G-IV dependent may not work for hire unless the INS authorizes his or her employment; authorization takes place only upon receipt of the notice of approval from INS. Work authorization forms may be picked up in the Staff Relations Unit, Room 6-320.

Photo credits: pages 1-4, Denio Zara; pages 13-14, Robert Townsend; page 15, Joseph Diana.

Season's Greetings

AND BEST WISHES FOR YOUR HAPPINESS

IN THE
New Year



Staff
news

Published by the
Current Publications Division
of the External Relations Department
International Monetary Fund
Washington, D.C. 20431

Year 1984 — Issue No. 6