

18 August 2021

UNITED NATIONS CAREER RECORDS PROJECT

***Review of UNCRP Activities under
Phase I (1989 – 95)***

and

Phase II (2003 – 2021),

Part I Results and Recommendations

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- BAFUNCS members
- Non-members

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- Richard Sydenham, who carried out oral interviews and prepared transcripts.

Michael Askwith
UNCRP Coordinator



Bill Jackson and Michael Askwith



Figure 1. Witness Seminar on the UK and UN in Development Cooperation (WS1), Institute of Development Studies at the University of Sussex, 13 – 14th May 2015 (see 3.1, page 23)

Participants (from left to right)

Back row standing: Michael Davies, ?, Richard Nemes, Robert England, David Whaley, Steve Woodhouse, Paul Matthews, Peter Metcalf, Sheila Macrae, Basil Hoare, Michael Hughes, David Whaley, Peter Simkin, Stephen Browne, John Burley, Ben Ekeyi, Alan Doss, Nigel Ringrose, Shoko Kuroda, Julian Lefevre, Alan Roe, ..?, Richard Sydenham, Parmeet Singh, Ron Skeldon, John Murray

Front row seated: David MacFadyen, Bill Jackson, Tina Micklethwait, Robert Leigh, Marilyn Carr, Bryan Locke, Lord Mark Malloch-Brown, Helen Langley, Michael Askwith, Sir Richard Jolly, Dame Margaret Anstee



Figure 1 Participants of WS2 UN & UK in Humanitarian Affairs, Bodleian Library, 16 November 2015 pictured at All Souls College.(see 3.2, page 24)

EXECUTIVE SUMMARY

Coverage of the Report

The present report constitutes the basis for a ‘handover note’ to the new UNCRP Coordinator, as well as an information tool for UNCRP stakeholders, particularly EXCO and the Weston (Bodleian) Libraries as well as interested readers. It is designed to serve as a stock-taking exercise of the results achieved since the start of the UNCRP in 1989 during Phases I and II and an opportunity to make recommendations on future needs under Phase III in the light of lessons learned.

The **Introduction** provides a brief contextual and historical summary of the origins and purposes of the UNCRP and of some of the results achieved. It also identifies some of the constraints faced, and the actions required to strengthen it during its next phase.

Chapter 1 UNCRP Phase I 1989 – 95 provides a reminder of its original four objectives relating to the collection of materials on the careers of four types of contributors, namely of UK nationals who were former UN staff members (1); of UK nationals who served in various parts of the British government (diplomatic, technical, military) (2); of UK nationals who served in NGOs (3); and finally of non UK nationals, whether living in the UK or elsewhere (4).

It then summarises features of its implementation and of results achieved under its **two Stages**, namely **Stage 1 (1989 – 92)** relating to the collection of materials, particularly through the use of a questionnaire sent to about 800 BAFUNCS members and the 233 responses received, on which the Final Report of Stage 1 by Richard Symonds provides brief summaries of career highlights of 152 individuals out of the total of 329 contributors; and **Stage II (1993 – 95)** devoted to the preparation of a Catalogue of these materials, prepared by Martin Jennings.

Chapter 2 UNCRP Phase II, 2003 – 2021 notes the hiatus period of eight years between Phases I and II during which the project was in a holding pattern, prior to the approval of a second Phase in 2003. As for Chapter 1, this Chapter starts with a reminder of its three original objectives (2.1), namely of updating Stage 1 records (1), particularly on those contributors who might have additional materials to submit; of analysing the results achieved (2); and finally of preparing reports as a documentary record (3), followed by a reminder of preparations carried out (2.2) and implementation (2.3). As part of the analyses processes of Phase II, two Appendices have been added to an updated version of the Phase I Final Report in order to list contributors mentioned (152) and all contributors to Stage 1 (329).

The present report then reviews results achieved under the above objectives (2.4) and on five further areas relating to follow-up with contributors (1); cataloguing (2); fundraising (3); UNCRP-related websites (4); and witness seminars (5).

It also reviews UNCRP’s experience relating to Governance and management issues (2.5) notably on record-keeping; links with the Bodleian, EXCO and Annual Reunions; staffing; inputs from a restored advisory panel; and the constitutional place of UNCRP within BAFUNCS. Finally, it reviews the information available relating to users and researchers of the UNCRP archive (2.6).

Chapter 3 Recommendations, tries to draw out some conclusions from the experience gained in the form of Recommendations in seven main areas: supply of career records (1); awareness-raising for contributions of materials (2); facilitating access to UNCRP records (3); promoting Witness Seminars (4); outreach events and UNCRP awareness raising (5), governance and management (6) and promotion of use by researchers (7).

Finally the report includes a series of twelve **Annexes** and seventy five **sub-Annexes** bringing together, for ease of access, key documents in the life of Phase II. These relate to the original proposal to EXCO (Annex 1), UNCRP annual reports to EXCO (2), minutes of meetings with the Bodleian (3), UNCRP presentations to Annual Reunions (4), UNCRP website pages – Bodleian and BAFUNCS (5), outputs produced (6), fundraising (7), lists of contributors (8), participation in witness seminars (9), potential partnerships (10), a brief note of ‘thoughts’ from Bill Jackson (11), and a separate Excel spreadsheet of contributors (12).

Key conclusions

The present report noted some varied, although positive results in the following five main areas, while highlighting areas where they fell short of expectations:

1) Mobilising additional contributions, in the form of a steady, although sometimes limited, flow of additional contributions from BAFUNCS members and others, since 2003. These included from 37 of Phase 1 contributors, as well as 216 new ones. They have included questionnaires, memoirs, articles, reports, books, and photographs from an average of ten to twenty contributors each year. In physical terms the Bodleian has informed us that the total shelf space devoted to UNCRP materials has doubled since 2003 to a total of 25 metres.

2) Documenting career summaries of 572 contributors from both Phases I and II, and in publishing them in *The Guide for Researchers of the UNCRP* (2017), and two *Supplements* (2019 and 2021).

3) Cataloguing, in which very limited progress was made to process the materials received during Phase II, due to funding constraints and limited personnel resources, although noting the significant achievement in cataloguing the papers of the late Dame Margaret Anstee.

4) Fundraising, in which efforts to mobilise funds for cataloguing have proved unsuccessful, until a recent commitment from the Helen Roll Charity, which will enable the Bodleian to resources to catch up with some of the backlog, and to release matching funds from an anonymous donor;

5) Witness Seminars, whereby UNCRP, in conjunction with the Bodleian and other partners successfully organised five witness seminars in conjunction with the UNs 60th (2005), 65th (2010) and 70th (2015/16) Anniversaries. Increasing numbers of participants attended these seminars, rising from about 25 for UN@60 to about 150 for the third one under UN@70, or a total of about 320. These seminars have provided opportunities for former UN and other staff to share their experiences, to become more aware of the UNCRP and to submit written and oral contributions to the UNCRP. A significant number of working papers and witness briefs/witness statements were received, and an overall document on the UN@70 series of witness seminars was published as an IDS Evidence Paper and launched at the House of Lords.

6) Governance and management, whereby the project has maintained continuous and fruitful contacts and dialogue through meetings with the Bodleian Library, EXCO and BAFUNCS membership through Annual Reunions. The establishment of a new Advisory Panel has not been pursued, although the organisation of a de facto advisory event at the Ditchley Park Conference Centre in 2009, as well as continuous informal contacts with stakeholders, have been helpful for monitoring and planning purposes.

Finally, it notes that while many positive results have been achieved, the numbers of **users** of UNCRP materials, a key purpose of the project as a whole, has been extremely modest, an area which will need to be addressed.

Key follow-up areas

This therefore calls for increased attention in the areas covered by the Report, namely:

1) Supply of career records, through the continued collection of questionnaires and CVs, personal memoirs, mission reports, obituaries, memorabilia and photographs, contributions from spouses/partners and oral history.

2) Awareness-raising for contributions of materials, through personal encouragement, regional 'UNCRP champions', BAFUNCS Newsletter articles – including for future regional and/or thematic/topical subjects, and the posting of articles on websites.

3) Facilitating access to UNCRP records so as to increase user demand, through support to the Bodleian for the cataloguing of the backlog of materials and keeping abreast of new acquisitions; fundraising to mobilise resources for cataloguing and other purposes; updating the websites of the Bodleian and BAFUNCS so as to promote increased awareness and use of UNCRP materials; and the

continuous updating of career records through the addition of summaries in future *Supplements* to the *Guide for Researchers of the UNCRP*.

4) Promoting witness seminars, through the identification of potential partner organisations and themes, financial backing, as well as the planning and organisation of future seminars, for instance for UN@ 77/79 in 2022/23 and/or UN@80 in 2025.

5) Outreach events and UNCRP awareness-raising through UN Careers events and UNCRP awareness-raising with universities, links with UNA-UK and through UN agency networks with a view to increasing the number of users and researchers.

6) Governance and management, through enhanced links and more formal accountability with the Weston (Bodleian) Library and EXCO; a suggested amendment to the BAFUNCS Objects of Association to regularise the absence of any mention to one of BAFUNCS activities, namely the collection of personal career records for research and historical purposes. Recommendations are also made for the strengthening of UNCRP 'staffing' through the identification of potential helpers in the area of editing, and advocacy (regional UNCRP champions). Finally it recommends the restoration of a functioning advisory panel or group/committee which could meet, for instance on an annual basis, to take stock of progress, and to advise on work planning and future activities.

7) Enhanced use by researchers and users, through a strategy to promote use through linkages with universities, the establishment of a monitoring system, the development of an enhanced UNCRP profile among potential users, and a continuation of outreach activities to promote greater use.

INTRODUCTION

The UNCRP was started in 1989 at the instigation of the late Richard Symonds, in collaboration with the Helen Langley of the Bodleian Library. Its aim was simply to create a historical record of the experiences of mostly, although not exclusively, British former UN officials and of others who had been associated with the UN through the British government, the military and non-governmental organisations. The archive thereby produced would complement the collection of official records of the UN in the Bodleian's capacity as an official depository of UN documents.

Over a three-year period (1989 – 92) the project, with funding from the Ford Foundation and the Rhodes Trust, from its base in St. Antony's College, Oxford, collected a significant number of career records in the form of questionnaires, memoirs, papers, articles, obituaries, letters, interview transcripts. The results of the project were duly described in a 65 page *Final Report on Stage 1989 – 92*. A two-year second stage (1993 – 95) was then initiated with supplementary funding from the Ford Foundation and the Gladys Kieble Delmas Foundation, to prepare a catalogue of the materials received, which was prepared by Martin Jennings (1995).

Thereafter, due to lack of funding, the project lay effectively dormant until 2003 when a proposal by the author for a second phase was approved by BAFUNCS EXCO and has been carried out with virtually no external funding, over a period of eighteen years, largely through the combined inputs of the author and Bill Jackson. This extended duration is clearly longer than anticipated, largely due to the difficulties of finding a new Coordinator but with the handing over in May 2021 of responsibility to a new Coordinator, Nicholas Rosellini, this second phase can now be considered closed, and a third phase started.

The present Review has been prepared to assist in the transition process by trying to take an overall view of the main results and challenges of the project through its first and second phases while bringing together an 'institutional memory' in the form of the main documents produced during the duration of the second phase. It focuses essentially on the extent to which its declared objectives have been achieved, as well as others which developed during its implementation.

In the light of its experience and lessons learned, it also makes a series of recommendations, which are summarised in an accompanying Handover Note. These relate to the need to (i) maintain the supply of career records for deposit in the Bodleian; (ii) to raise awareness on the need for contributions of materials; (iii) facilitate access to UNCRP records through cataloguing, fundraising, websites, and *The Guide for Researchers* and future *Supplements*; (iv) promote future witness seminars; (v) support outreach activities such as UN careers events and links with compatible organisations such as UNA-UK, UN agency alumni associations, universities, etc.; and (vi) strengthen governance aspects with the Bodleian and EXCO, links with BAFUNCS membership through Annual Reunions and regional support; and amending the BAFUNCS Constitution to recognise the role and importance of capturing career records for historical and research purposes.

The UNCRP is one of over 400 Special Collections managed by the Bodleian's Senior Archivist, Jeremy McIlwaine, under Susan Thomas, head of that Department. When one realises that the Conservative Party archive is just one of those collections, it becomes clear that, to the Library at least, the UNCRP is of relatively minor size and priority, although it is certainly among the most active in frequently adding fresh material to the archive. The project greatly appreciates the support it has received from our Bodleian colleagues, past and present, and the good relations and open door it has always enjoyed.

One of the key purposes of the project has been to serve as a repository of information which could be used by researchers. This was one of the requirements for Bodleian support for a second phase when Helen Langley highlighted a number of practical difficulties, firstly that 'Her line manager, the 'Keeper' (Richard Ovenden) will have to be persuaded that it is a useful, viable project with a catalogue and contents that are used by researchers. Despite her efforts to advertise the UNCRP records on the Library Website, are currently unused.' Secondly that there was a shortage of storage space, reserved for 'priority projects decided by the Keeper, and thirdly that there would be difficulty

obtaining the funding for archiving since the case will need to be related to the use made of the collection – which at present is ‘not a lot/none’¹

As mentioned by Bill Jackson in his two-pager ‘Some thoughts’ ‘A signal weakness of the Project in the Bodleian’s eyes is the lack of take-up of the material by researchers. This is because the Project is not well known. It is not well known because, other than for the original Jennings cataloguing, it does not yet appear in detail in the Library’s online catalogue – and remember that the material is in any case currently accessible only to cardholding readers of that Library.’

Despite the above constraints, the project has persevered, and in fact broadened its remit to achieve significant other results, particularly relating to the preparation of *The Guide for Researchers of the UNCRP* and of *Supplements no 1 and 2*, and the organisation of and reporting on five Witness Seminars to commemorate the UN’s 60th, 65th and 70th Anniversaries, with the generous material and financial support of the Bodleian, the Institute of Development Studies (IDS)/DFID, All Souls College, Oxford, and UNA-UK/FCO.

As Bill has also mentioned, ‘Thanks largely to the support of the present and immediately past Chairmen of EXCO, the UNCRP is now quite well recognised within BAFUNCS as a proper activity of the Association. Prior to that there were doubters, although early EXCO minutes leave no room for doubt.’ Nevertheless, both perception and practice still often places the UNCRP under ‘Any other business’, a place which the project has tried hard to correct, and for which hopefully the present Review will provide solid evidence of the need for change. As Bill also says, ‘Above all, there needs to be a new and determined resolve on the part of the Association and EXCO to make the UNCRP a mainline BAFUNCS activity’.

It is hoped that this Review will serve as both an ‘aide-memoire’ of the results of both Phases I and II, as well as a springboard for action to address the main constraints noted, namely of (i) limited user use, (ii) the serious backlog in cataloguing the collection, (iii) the financial constraints which have prevented, inter alia, the recruitment of staff for cataloguing purposes, (iv) the need to restore UNCRP coverage in the Bodleian website and to strengthen that of the BAFUNCS website.

It is also hoped that this Review will help to address governance aspects and assist with (a) strengthening links with and accountability to the Bodleian and EXCO; (b) establishing a new advisory panel and/or EXCO sub-committee; (c) strengthening links with BAFUNCS membership through Annual Reunions and regional support; and finally (d) Amending the BAFUNCS Constitution through the addition of an Object of Association relating to the need to collect and retain career records of former UN staff for historical and research purposes.

Finally, this review recognises with appreciation the support and contributions over the past sixteen years of fellow UNCRP team member and traveller, Bill Jackson, whose *Guide to Researchers of the UNCRP* and Supplement has done so much to put UNCRP on the map.

And in conclusion, all good wishes to Nicholas Rosellini, as he assumes the leadership and coordination of UNCRP as it enters its Phase III, and helps it go from strength to strength with all the other stakeholders involved.

Michael Askwith
15 June 2021

¹ See 2.4 UNCRP Phase II, 2003 and 2021, and Annex 3.1 Note of meeting with David Axford, 20th August 2003.

I. RESULTS OF UNCRP PHASE I - 1989 - 95

From 1989 – 1992 a first phase of the United Nations Career Records Project (UNCRP) was carried out under the direction of Richard Symonds, a former UNDP Resident Representative, who had served with UN and UNDP for 25 years. He was the author of the project's final report, from which the information below is drawn.²

This first phase was divided into two stages: Stage 1 (1989 – 92) for the collection of materials and Stage 2 (1993 – 95) for cataloguing them.

Based at St. Antony's College, Oxford which provided administrative support, and under the professional guidance of the Bodleian Library, and its Curator of Modern Manuscripts, Helen Langley, the project also received support from BAFUNCS in publicizing it and from members who conducted interviews.

The project received financial support from the Ford Foundation (£20,214) and from the Rhodes Trust (£5,500) for Stage 1, with an additional grant (amount not mentioned) from the Ford Foundation for two-year support to cataloguing (1993 – 95) (Stage 2).

1.1 Objectives

An Advisory Committee was established which approved a Statement of Objectives as follows³

'(a) Records of UK nationals in the UN: To acquire, record and maintain memoirs, recollections and other written or illustrated materials of UK nationals, whether living in Britain or abroad, or of people of other nationalities living in Britain, who were employed by the United Nations and its Specialized Agencies. This includes people who worked in Secretariats at Headquarters, in regional or country level offices, and on mission as officials, experts or military observers.

(b) Records of UK nationals in UK government In addition, the project receives materials from UK nationals who served as Permanent Representatives, government representatives at general conferences, and on governing bodies of UN agencies. In some cases, the same people served at different times as government representatives and as international officials.

(c) Records of UK nationals in NGOs Another category whose materials may be collected on a selective basis is that of British nationals who served with non-governmental organisations accredited to UN agencies.

(d) Records of non-UK nationals The project occasionally accepts materials from nationals of other countries who do not live in Britain.'

The Advisory committee also stipulated that:

'In all cases, the project exercises discretion as to what materials it agrees to receive and maintain. It acts in full consultation with donors.

The project seeks to complement, rather than duplicate, materials which are in official UN records and in the archives of UN agencies. UN official records often, by their nature, omit important aspects of UN activities and decision-making processes.'

1.2 Implementation

All respondents were invited to contribute their recollections, in addition to questionnaires, in whatever form they considered appropriate. Some guidelines were suggested. The contributions varied in length from memoirs and autobiographies of several hundred pages, to letters of only a few pages. They were mostly of the following kinds:

- (a) Accounts of careers of former UN agency officials prepared specially for the project, usually of about 5 – 20 pages. Some deal with careers at Headquarters, some with career in the field,

² *The United Nations Career Records Project, Final Report on First Stage, 1989 – 92* by Richard Symonds, St. Antony's College, Oxford, September 1992. (65 pages)

³ *Ibid*, (page 3)

often as technical assistance experts; some deal with both. Some cover whole careers, even going back to the League of Nations period, while others describe particular episodes or particular aspects.

- (b) Copies of autobiographies and memoirs, originally written with the prospect of publication, or for private circulation.
- (c) Collections of diaries, reports, correspondence, and photographs.
- (d) Cassettes, whether self-recorded or records of interviews by the project.

Questionnaires were sent only to people who had been directly employed by UN agencies, thus excluding Government representatives and military officers. 233 replies were received of the 800 members of BAFUNCS who were asked to complete them. Replies were received covered service from 30 agencies, and several of those who replied had served with more than one agency.⁴

The questionnaire was intended both for statistical purposes and to provide biographical information which could be attached to individual contributions. A total of 233 responses or 28% were received from those who had served in the 30 UN agencies.

1.3 Results under Phase I

1.3.1 Stage 1 Collection of materials, 1989 - 1992

In the light of the original statement of objectives established by the Stage 1 Advisory Committee (see 2.1 above), the following results have been forthcoming:

1.3.1.1 Records of UK nationals within the UN

“(a) UK nationals within the UN: To acquire, record and maintain memoirs, recollections and other written or illustrated materials of UK nationals, whether living in Britain or abroad, or of people of other nationalities living in Britain, who were employed by the United Nations and its Specialized Agencies. This includes people who worked in Secretariats at Headquarters, in regional or country level offices, and on mission as officials, experts or military observers.

As mentioned under 2.2 above 233 replies were received to the request for questionnaires⁵ or about 28% of the 800 BAFUNCS members. An analysis of the 329 Stage 1 contributions, made up of 130 questionnaires and other materials was carried out under Phase II (See 3.2 below and Annex 8.3).

1.3.1.2 Records of UK nationals – Permanent and other Government Representatives

(b) UK nationals, UK Permanent Representatives: In addition, the project receives materials from UK nationals who served as Permanent Representatives, government representatives at general conferences, and on governing bodies of UN agencies. In some cases, the same people served at different times as government representatives and as international officials.

Seven former UK Permanent Representatives are mentioned in *The Guide for Researchers* as having contributed to the UNCRP, including through the speeches of five of them at Annual Reunions (reported on in relevant BAFUNCS Newsletters), namely:

- 1) **Lord Caradon (formerly Sir Hugh Foot)** at AR 1980, Bath, Avon on *International Agreement on Independent Cyprus*
- 2) **Sir Anthony Parsons** (no 65) (1979 – 82) contributed a comprehensive forty-page typescript of an interview he gave in 1991 on the Falklands/Malvinas War supplemented by seven pages on the elections of Kurt Waldheim and Javier Perez de Cuellar as Secretaries-General. He was

⁴ UN (57), FAO (54), World Bank (53), ILO (41), WHO (27), UNESCO (24), UNDP (including UNTAB and UNSF) (2)), UNRRA (14) UNHCR, (6), UNICEF (5), UNIDO (5), IAEA (5), UNRWA (5), ECA (4), ITU (4), IMF (4), UNCTAD (3), IREO (3), ICAO (3)m IMCO (IMO) (2), UNRISD (2), UPU (2), WMO (2), WFP (2), UNFPA (2), ESCAP (1), GATT (1) and UNITAR (1)

⁵UN (57), FAO (54), World Bank (53), ILO (41), WHO (27), UNESCO (24), UNDP (including UNTAB and UNSF) (2)), UNRRA (14) UNHCR, (6), UNICEF (5), UNIDO (5), IAEA (5), UNRWA (5), ECA (4), ITU (4), IMF (4), UNCTAD (3), IREO (3), ICAO (3)m IMCO (IMO) (2), UNRISD (2), UPU (2), WMO (2), WFP (2), UNFPA (2), ESCAP (1), GATT (1) and UNITAR (1)

also the main speaker at AR 1991, Grange-over-Sands, Norfolk on *Lessons for the UN from the Gulf War*

- 3) **Sir Crispin Tickell** (no 88) (1987 – 90) contributed copies of lectures given to the University of Georgia, the World Affairs Council and the Royal College of Defence Studies. He was also the main speaker at AR 2002 Poole, Dorset on *Climate change and global governance*.
- 4) **Lord Ivor Richard** (no 73) (1974 – 79) contributed a ten-page transcript of an interview he gave on some of the difficulties Faced by the UN during the Cold War era. He was also the main speaker at AR 2004, Cobham, Surrey on *The UN: the view from Westminster*
- 5) **Sir Jeremy Greenstock** (no 27) (1998 – 2003) was the main speaker at AR 2006 on *Iraq and its wider implications*.
- 6) **Lord David Hannay** (no 28) (1995 – 95 and 2003 – 2004) has provided recollections of his time at the UN to the British Diplomatic Oral History Project at Churchill College, Cambridge. He was the main speaker at AR 2012, Oxford on *The UN's role in global security*, and has been invited to be the main speaker at AR 2022 in York.
- 7) **Sir Mark Lyall-Grant**, was the main speaker at AR 2016, Bournemouth on *National security and the UN system*.

The full career records of the above are presumably stored elsewhere, with oral contributions in the British Diplomatic Oral History Project at Churchill College, Cambridge (see Annex 10.5)

1.3.1.3 British nationals who served with NGOs

(c) Another category whose materials may be collected on a selective basis is that of *British nationals who served with non-governmental organisations accredited to UN agencies*.

Some UK nationals who have worked with NGOs or been closely associated with the UN, although these may not have been accredited to UN agencies. Those who have contributed to the UNCRP, include **Professor Sir Adam Roberts** (no. 335), Oxford University; **Col. Patrick Montgomery** (no. 336) (1967 -80), Anti-Slavery Society; **Sir Cyril Townsend** (no 338) Council for Arab-British Understanding; **Ed Cairns** (no 339) and **John Clark** (no 536)(Oxfam and later with the World Bank); **Sidney Bailey** (no 341) and **Duncan Wood** (342) (Religious Society of Friends).

1.3.1.4 Nationals from other countries

(d) Nationals from other countries: The project occasionally accepts materials from nationals of other countries who do not live in Britain.

A review of the list of 329 contributors for Stage 1 (see Annex 8.6) shows that the vast majority of contributors were UK nationals. Of these, 25 or 10% had nationalities other than British at birth.

Since 2003 contributions have been received from contributors from **Australia, Denmark, France, Guyana, Ireland, Jamaica, Myanmar (Burma), Nepal, Pakistan, the Netherlands, Sweden, USA, Uruguay**. These have included positive responses for contributions through the UNDP Senior Alumni Network, based in New York.

1.3.1.5 Final Report of Stage 1

The 65-page Final Report prepared in September 1992 by Richard Symonds, provides brief highlights of the careers of 152 contributors, with observations on some of their experiences, agencies, projects, and working contexts, both positive and negative.

The Final Report was divided into three Parts:

Part I Organization of the Project: Background, Objectives, Method of Work, Relations with other Institutions, the need for a further stage⁶, the Bodleian Library and Acknowledgements.

⁶ This is taken to mean a Stage 2 for the purpose of preparing a Catalogue of the Stage 1 materials.


THE UNITED NATIONS CAREER EXHIBIT PROJECT
FIRST REPORT OF FIRST STAGE (1989-91)
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Figure 2 Final Report of Stage 1 by
Richard Symonds

At the end of September 1992, the project's office at St. Antony's College was closed, and the responsibilities of the Hon. Director ceased. The materials collected by it were transferred to the Department of Western Manuscripts of the Bodleian Library, Oxford. Helen Langley, Department of Western Manuscripts, thereafter, assumed responsibility for the project.

Updated version:
12 April 2021

BAFUNCS 

The British Association of
Former United Nations Civil Servants



Bodleian Library
UNIVERSITY OF OXFORD

BRITISH ASSOCIATION OF UNITED NATIONS CIVIL SERVANTS
(BAFUNCS)
BODLEIAN LIBRARY, UNIVERSITY OF OXFORD

UNITED NATIONS CAREER RECORDS PROJECT
REPORT OF RESULTS OF STAGE 1
(1989 - 92)

Richard Symonds,
With updated List of Contributors and
Appendix 4 List of Contributors mentioned in chapter 'A Summary of Contributions Received'

Appendix 5 Data Base of Contributors who submitted Questionnaires

St Antony's College,
Oxford
September 1992

NOTE: From 1 October 1992 correspondence regarding this project should be addressed to
Ms Helen Targary, Western Manuscripts Department, Bodleian Library, Oxford OX1 3UJ

With thanks to David of Cornwallis Ltd, Appendix 4 List of Contributors mentioned in chapter 'A Summary of Contributions Received' for giving 10% discount on orders. From 1 October 2021 onwards.

* Figures regarding the British Association of Former United Nations Civil Servants (BAFUNCS) are not open to copyright or database protection.

- *Appendix 4 Stage 1 Contributors by Agency*, drawn from pages 12 – 53 of the Final Report, which shows a total of 152 contributors in 19 agencies, including 46 from thirteen departments of the UN⁹ (See Annex 8.1 below).
- *Appendix 5 Stage 1 Database- Analysis of contributions* (see Annex 8.3 below).

Figure 3 Cover page of updated version of Report of Stager 1, with additional Appendices 4 and 5

⁸ .\..l..l..\OneDrive\UNCPRV1. Phase I Reports (1989 - 95)\Phase I, Stage I Final Report (1989 - 92) Richard Symonds, with full table of contents (25-6-2010) and lists of contributors (Rev MA, 15-04-21).doc

⁹ Prepared by MA, April 2021

1.3.2 Stage 2 Catalogue of The Papers of the UNCRP, 1993 - 95

After the closure of Stage 1, the UNCRP project remained open for acquisitions but the approach had been largely reactive rather than pro-active, in other words, arising from agreements made during the lifetime of Stage 1 rather than documenting the period since its conclusion.

Pages 5 and 6 of the Final Report on the First Stage mentions in the section 'A Further Stage' that

'A further grant from the Ford Foundation has been made to the Bodleian Library to finance a part-time cataloguer at the Bodleian Library for a two-year period. During this period, the collection will be kept open for further contributions and the Advisory Committee will remain in being. BAFUNCS will keep its new members informed of the project and its members may occasionally be able to undertake interviews. The Bodleian Library will be responsible for all further activities from 1 October 1992. A final report on the use of funds in the first stage of the project will be prepared after that date.'

Martin Jennings duly produced a *Catalogue of the papers of the United Nations Career Records Project, Bodleian Library, University of Oxford*, (1995 ¹⁰ (Department of Special Collections and Western Manuscripts).

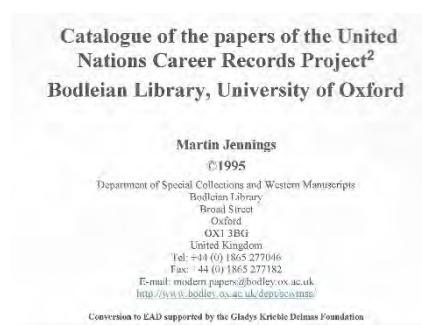
In addition to Ford Foundation funding, the Gladys Krieble Delmas Foundation (GKD) (USA) also provided funds for adapting the Catalogue to use the 'Encoded Archival Description (EAD) system', a standard for encoding descriptive information regarding archival records¹¹.

This catalogue covered the materials of a total of 302 individuals, broken down as follows:

- A. Major contributors (21)
- B. Minor contributors (109)
- C. Questionnaires (133)
- D. UK Government representatives (34)
- E. Military contributors (5)
- F. NGO contributors (11)
- G. Cassettes (25)
- H. Additional (19)

This catalogue was subsequently updated in 2000¹² and later reformatted in Word¹³ in 2009 under Phase II to include the names of each of the 233 contributors¹⁴ in a comprehensive Table of Contents with a *List of contributors by type*. (See Annex 8.2 below).

The project is not aware of the '*final report on the use of funds in the first stage of the project*' mentioned above, although such a report was no doubt submitted to the Bodleian and to the funding sources.



² Word document showing information on UNCRP from website <http://www.bodleian.ox.ac.uk/depts/scwmss> with full table of contents of contributors (Michael Askwith, March 2006)

Figure 4 Cover page of Catalogue of the papers of the UNCRP (1995)

¹⁰ Word document showing information on UNCRP from website of Bodleian Library (www.bodleian.ox.ac.uk/depts/scwmss/wmss/online/modern/uncrp/uncrp.html) with full table of contents of contributors added by Michael Askwith, March 2006 <https://www.onedrive.com/share/10e1d1e1e1e1e1e1>

¹¹ See [Encoded Archival Description - Wikipedia](https://en.wikipedia.org/wiki/Encoded_Archival_Description)

¹² [Collection: Archive of the United Nations Career Records Project | Bodleian Archives & Manuscripts \(ox.ac.uk\)](https://www.bodleian.ox.ac.uk/depts/scwmss/wmss/online/modern/uncrp/uncrp.html) (Martin Jennings and Mike Webb 2000)

¹³ By Michael Askwith

¹⁴ The names of the 133 contributors of Questionnaires still needs to be added to the Table of Contents.

2. RESULTS OF UNCRP PHASE II, 2003 – 2021

From 1995 – 2003, the project was effectively dormant, although some additional papers to those received during Stage 1 were received by the Bodleian from seven contributors¹⁵. The Minutes of a meeting with the Bodleian of 6th May 2006¹⁶ 'highlighted the regrettable consequences of the absence of a systematic follow-up to Stage I, until it was relaunched in 2003. The result has been an almost total absence of contributions over a period of eleven years, except for the additional papers mentioned above, which were donated independently of either BAFUNCS or the UNCRP.'

Notwithstanding the above, a useful initiative was undertaken during 2002/2003 in the preparation of a booklet "*Travellers' Tales: Stories of Life in the United Nations*", a collection of twenty-two short stories contributed by Members of the BAFUNCS Surrey Region, which was compiled and edited by Bernadette Rivett (2003) and launched at the AR 2003 in Torquay (see Annex 8.5.1 below). A second booklet '*More Travellers' Tales*' was later published by the Surrey region in 2014 (see Annex 8.5)

Since the completion of the first phase, many British UN officials and experts had reached retirement age, there was a continued need to up-date the records on their lives and accomplishments. In addition the careers of many younger UN officials had not yet been included in the UNCRP. A proposal was thus made by Michael Askwith to the EXCO meeting of 24th July 2003 (see Annex 1) that it should endorse the approval of a second phase of the UNCRP, with the following objectives:

2.1 Objectives

1. Updating of Stage 1 records: *Update the records of the Bodleian Library with information on all those former UN officials who did not complete questionnaires under the first phase (Stage 1), through the distribution of a new questionnaire.*
2. Analysis of results: *Prepare an analysis of their careers, based on that of the Report of the first phase, but expanding it in any way which might amplify the record, and increase its value to future researchers and readers.*
3. Reporting: *Produce a report, both in hard copy and on CD ROM, summarising the results of the questionnaires, with analysis, to be filed in due course in the Bodleian Library collection, as well as be available for sale.*

It was also proposed that a new questionnaire, based on the first one, should be distributed with the next issue of the BAFUNCS Newsletter in September/October 2003 (copy attached as Annex 1.1).

To promote consistency with Stage 1 of the first Phase, the same questions were retained, with the addition of two sections which were considered to be of particular relevance to researchers:

19. Highlights of career in terms of perceived achievements and challenges
20. Personal reflections on UN career.

It was also proposed that:

The questionnaires would then be analysed, and a report prepared in such a form that it could be suitable for publication. It would include statistical and other annexes.

The UNCRP Phase II, would be carried out by a Working Committee, under the responsibility of a Chairman, advisers, a Project Coordinator, and representatives of each region. It would work in close coordination with an Advisory Committee. (see 4. below)

EXCO duly agreed on the following proposal:

- (i) An agreement in principle from EXCO to move forward UNCRP, Phase II,

¹⁵ Dame Margaret Anstee, R. Krishnamurti, K.D. Luke, Sir David Owen, J.E. Richards, Richard Symonds, Fergus Wilson.

¹⁶ Ref meeting at the Bodleian of 6th May 2006 (see Annex 3.5)

(ii) Contacts with Helen Langley, of the Bodleian Library, Richard Symonds, and Erik Jensen to discuss Bodleian Library's views on proposal, and on potential follow-up;

(iii) Informal contacts by the President, Erik Jensen and Chairman, David Axford, with potential members of the Advisory Committee, and Working Committee to obtain agreement on members.

(iv) Distribution of UNCRP Questionnaire, with explanatory note, to all BAFUNCS members, with September 2003 Newsletter, to be completed only by those who have not completed one under Stage 1.

2.2 Preparations

Following up on this decision, the David Axford then met with Helen Langley on 20th August 2003. The Note on this meeting (See Annex 3.1) stated that:

2. Helen was involved with the original UNCRP Project and clearly is personally in favour of its continuation/ revival. However, she brought up the following practical difficulties:

- *Her line manager, the "Keeper", will have to be persuaded that it is a useful, viable project with a catalogue and contents that are used by researchers. Despite her efforts to advertise the UNCRP records on the Library Website they are currently un-used. (NB – The data base contents are in FoxPro)*
- *At the moment there is a shortage of storage space for new projects which is unlikely to be resolved before around 2006. At present the space they have left is reserved for "priority" projects – as decided by the Keeper.*
- *There will be difficulty in obtaining the funding need to cover the archiving since the case will need to be related to the use made of the collection – which, at present, is "not a lot / none".*

A follow-up meeting was then held on 20 October 2003 with the Keeper, Richard Oveden, on which the Note of the meeting prepared by David Axford (see Annex 2.3) stated that:

Helen Langley began by describing the background of the existing UNCRP from the time it was originally set up in 1989. She pointed out that the active phase had ended some 11 years ago and that the time was now ripe for a second phase.

I mentioned that whereas the first phase had concentrated on the most politically important people from the UN family, there is now a growing interest (from historians) in the experiences of those working in "lesser" roles and BAFUNCS was keen to get feedback from these people also.

*Helen agreed that while the responses to a Questionnaire would be an important first step in re-activating the UNCRP, emphasis should now be placed particularly on **Oral Histories** caught on audio tape and the possibilities of **Witness Seminars** which could be organised around specific Issues/Themes and taped.*

She envisaged such a Seminar at which post-graduates could ask questions from retirees who had been present in the field. Such records could be useful as Teaching Aids as well as Historic Records.

Mr Oveden agreed in principle that a second phase could be supported by the Bodleian provided that suitable funding can be generated. He felt that the next steps should include:

- 1) *Developing the Proposal in a suitable form to put to potential Funders.*
- 2) *Developing a Strategy with regard to Funding. In particular this will require "pre-conditioning" of suitable Fund Trustees. He proposed the "Atlantic Philanthropies" Fund as a front runner, saying that, since they can only be approached by an insider, he would make the necessary enquiries to find out how to do this. The Ford Foundation was a second possible source of funds. Action: R. O.*

- 3) *Obtaining the support of suitable top experts in Academe would be essential. The Professor holding the Lester Pearson Chair of History of the International Organisations should be approached, as should others of the “Great and Good” such as **Sir Marrack Goulding**, Warden of St Antony’s College, **Sir Adam Roberts** and so on. With these academics on board, funding from the SRC and/or the Leverhulme Trust might be possible. Helen Langley recalled that St Antony’s had made a room available for the Project Officer during the 1st Phase of the UNCRP.*

Subsequently, contacts were made, and support received from Sir Marrack Goulding and Sir Adam Roberts, and Helen Langley prepared a draft proposal for funding from the Ford Foundation (see Annex 6.1 below). This envisaged the funding of a Server, DataBase and sufficient memory plus a room (perhaps at St Anthony’s) and an off-site Office, under an **overall project cost of about £250,000**, of which about £25k for a set-up fund, and the rest to cover the various running costs of carrying out the work, and the 2 staff (perhaps part, or full time). The project was envisaged to run for two years from March 2005 to March 2007, and to be implemented with the support of an Advisory Committee¹⁷

2.3 Implementation

Unfortunately, due to changed priorities since its earlier approval of Stage 1, the Ford Foundation did not approve the new, and probably over-ambitious, funding proposal. The project was thus forced to proceed without the type of human and material support which Stage 1 had enjoyed. In addition, the Advisory Committee never met on a formal basis, although the project kept in touch with some of the members on an informal basis, notably Dame Margaret Anstee, Sir Richard Jolly, Richard Symonds and Helen Langley.

2.3.1 Questionnaires

Michael Askwith worked closely with Helen Langley during 2004 and 2005 to circulate revised questionnaires to those BAFUNCS members who had not completed the earlier one under Stage 1. Unfortunately, EXCO decided not to distribute the hard copy questionnaire with the mailing of the September 2004 or September 2005 BAFUNCS Newsletter. Instead, Regional Representatives were invited to solicit expressions of interest of their members in late 2004, followed by distribution of a flyer with the September 2005 Newsletter to ask them if they would be interested to contribute through a questionnaire, or an oral interview.

At one of the periodic meetings at the Bodleian Library on 6 May 2006 (see Annex 3.5 below), the modest results to date in terms of completed questionnaires was noted. In this respect, of the 39 members who had expressed interest at the Annual Reunion in completing questionnaires and/or participating in an oral history, only seven completed questionnaires had been received to date, out of the balance of the current BAFUNCS membership who had not contributed to Stage I. In addition, ten partial questionnaires (Part I only) were returned by former UK/UNA volunteers who were later staff members, and four autobiographical articles or books submitted.

Subsequently, requests were made at each Annual Reunion under the AoB slot, for contributions, often accompanied by an oral and written report on the state of the project (See Annex 4).

¹⁷ Suggested members of the Advisory Committee:

Dame Margaret Anstee, Chair, former UN Under-Secretary General, 1993-7, lecturer, writer and consultant on UN issues
Sir Marrack Goulding, Warden of St Antony’s College, Oxford. former Under -Secretary General, Political Affairs, 1993-7;
Professor Neil Macfarlane, Lester B. Pearson Chair of International Relations and Director, Centre for International Studies, University of Oxford,

Professor Sir Adam Roberts FBA¹⁷, Montague Burton Professor of International Relations, Head of the Department of Politics and International relations, University of Oxford,

Helen Langley, curator of modern political papers, Bodleian Library, archival adviser to UNCRP, 1989-93.

Professor Sir Richard Jolly, Professorial Fellow, Institute of Development Studies, University of Sussex and Co-Director, UN Intellectual History Project, City University, New York,
Sir Crispin Tickell, formerly British Ambassador to the UN,

Richard Symonds, Honorary Director of UNCRP, 1989-92 and

BAFUNCS representatives **Erik Jensen**, **David Axford** and **Michael Askwith**, and possibly others.

Results were normally quite modest with an average of 10 to 20 contributions each year of questionnaires, CVs or other materials submitted.

2.3.2 Witness seminars

In addition to soliciting new contributions, the project embarked on its second objective of organising **Witness Seminars**. This was in response to Helen Langley's suggestion at the 20th October 2003 at the Bodleian that '*emphasis should now be placed particularly on **Oral Histories** caught on audio tape and the possibilities of **Witness Seminars** which could be organised around specific Issues/Themes and taped.*' (See Annex 3.2)

A first **Witness Seminar** on the theme of *The UN at 60: Future Directions and Past Recollections* took place on 20 May 2005 in Convocation House in the Old Bodleian Divinity Hall at which twelve speakers contributed their recollections under the chairmanship of Helen Langley. (See Annex 6.2 below for a copy of the website account)

A second **Witness Seminar** was organised at the Rothschild Archive Trust, King William St, London in conjunction with the 65th Anniversary of the UN. It was hosted by the Centre for Contemporary British History (CCBH) of King's College, London, and its Director, Michael Kandiah. This Seminar took place on 22 October 2010 and focused on the theme of "*The UN in Crisis Situations*", at which **Dame Margaret Anstee** and **Alan Doss** shared their personal experiences. An article by Alan Doss was subsequently received on his talk, which subsequently was published by the Edinburgh University Press¹⁸. Unfortunately, due to lack of resources, a typed transcript of Dame Margaret's talk was never prepared, although a CD of it was received and forwarded to the Bodleian.

The UN's 70th Anniversary provided an opportunity to organize three more **Witness Seminars** on the UK and the UN in **Development Cooperation** (at the Institute of Development Studies, University of Sussex, May 2015), **Humanitarian Action** (at the Weston (Bodleian) Library, Oxford, October 2015) and on **Peace and Security** (Church House, Westminster (January 2016).

These were followed by the publication of an **IDS Evidence Report on "The UN at 70, and the UK: Development Cooperation, Humanitarian Action and Peace and Security – Lessons from Experience and Policy Recommendations"** (2016) co-edited by Sir Richard Jolly and Michael Askwith, and of the **"Guide for Researchers to the United Nations Careers Records Project** at the Bodleian (Library, University of Oxford") edited by Bill Jackson (2016).

Michael Hughes, Senior Archivist from 2015 – 2018 and Jeremy McIlwaine, Senior Archivist from 2018 to the present, succeeded Helen Langley as UNCRP's main point of contact at the Bodleian, and have provided valuable support.

It had originally been planned to complete Phase II by 2009. A draft report was initiated with annexes on the contributions received, as well as obituaries of about fifteen members. However, there appeared to be no need to formally close this phase and EXCO had no objection to giving further time for it to achieve its objectives.

¹⁸ The UN in crisis situations - Some personal perspectives, which was later published as A life in trouble: a personal reflection on managing crises

2.4 Results under Phase II, 2003 to present

These can be summarized according to the original objectives (see Annex 1) (1-3) as well as some additional ones (4.1 – 4.5):

2.4.1 Updating of records through second distribution of questionnaires.

1) *Updating of Stage 1 records: Update the records of the Bodleian Library with information on all those former UN officials who did not complete questionnaires under the first phase, through the distribution of a new questionnaire.*

Due to the eleven-year hiatus between the end of Phase I Stage 1 in 1992 and the start of Phase II in 2003, no additional information could be collected from former UN officials who had not completed questionnaires under the first phase. As Bill Jackson mention in his draft memo on his analysis of Stage 1 results (see Annex 8.3) . *'Sadly, it is not only too late to seek have those who declined consider the matter further, but too late in many cases to receive anything even from those who were willing in principle. They have gone to the great Secretariat in the sky!'*

Nevertheless, a slightly revised questionnaire was distributed in hard copy to members attending Annual Reunions from 2004 onwards, as well as by email to those who had expressed interest. Unfortunately, for practical reasons, it was not possible to include questionnaires in mailings of BAFUNCS Newsletters. Only a relatively small number (about 20) of completed questionnaires were received, some of these only partially, while others submitted CVs.

Additional questionnaires were received, mainly from former UNA International Service Volunteers who later joined UN agencies.

2.4.2 Analysis of careers – Guide for Researchers of the UNCRP

2) *Prepare an analysis of their careers, based on that of the Report of the first phase, but expanding it in any way which might amplify the record, and increase its value to future researchers and readers.*

The *Report of the First Stage* (65 pages) covered a total of 329 contributors, of which brief summaries of the careers of 152 of them, grouped by agency, were given in the Report itself (see Annex 8.1 below).

For analytical purposes, the information on these 329 contributors was then incorporated into a database, prepared by Bill Jackson in 2008 (see Annex 8.3)¹⁹ to provide the following information:

1. Name
2. Birth and Death years
3. Nationality
4. UN/Agencies served in
5. Year/s served
6. Positions held
7. Status/location of contribution to UNCRP, per Bodleian Library
8. Questionnaire respondent completing Part 1 also?
9. Keywords & subject areas for researchers

His draft memo to EXCO entitled Thoughts following completing the UNCRP Stage 1 database, dated 25 February 2008 (see Annex 8.3) highlighted the practical challenges of collecting further information on the above, particularly from those who had only contributed questionnaires (162), in the light of the fact that *'Sadly, it is not only too late to seek have those who declined consider the matter further, but too late in many cases to receive anything even from those who were willing in principle. They have gone to the great Secretariat in the sky!'*

¹⁹ The table lists contributors in alphabetical order and provides Birth and death year, nationality, UN/Agencies served, Year(s) of service, positions held, Status/location of contributions to UNCRP per Bodleian Library, Questionnaire respondents intending to complete Part 1 also, Keywords & subject areas for researchers.

He also highlighted the difficulties of attracting more non-members of BAFUNCS in the future, particularly UK ambassadors, representatives, and the need to re-energise the UNCRP Advisory Committee, as well as of BAFUNCS members, for which an energetic campaign among our own membership, including with the help of regional UNCRP ‘champions’ would be desirable.

As a means of condensing the information received into readable form, the project initiated a process of preparing a set of one-page summaries of each contributor’s contributions, to be included in due course in a Compendium of contributions. A start was made with this, but it was later decided to include this information into a [Guide for Researchers to the UNCRP \(2016\)](#) (edited by Bill Jackson) which was launched at the May 2017 Annual Reunion in King’s Lynn.

This 143 page *Guide* included brief career summaries of 506 contributors from both Phases I and II, broken down into two parts:

A Main Guide listing career summaries and materials received from 332 individuals from the UN Secretariat (98), from eleven UN Funds and Programmes (84), from eleven UN Specialized Agencies (147) and from two related agencies (3). In addition, eight individuals from other auspices, including NGOs are added, making a total of 340.

A Supplementary List made up of brief career summaries of 162 individuals from fifteen UN organisations who had submitted completed questionnaires or CVs but had not attached or subsequently sent additional reflections or other materials for the use of researchers.

The *Guide* used a similar Agency-based structure to that of the Phase I (Stage 1) Report for listing contributors but provided more detailed entries for each one, derived from the Stage 1 Final Report and materials submitted under Stage 2 as well as from online sources such as Wikipedia. The entries summarise salient career facts and give bibliographic references of the materials donated, with photos.

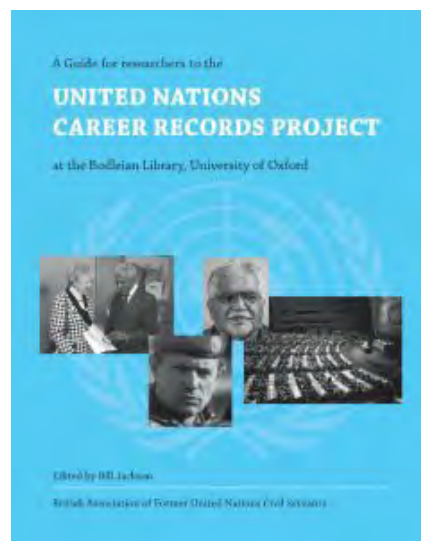


Figure 5 Cover page of Guide for Researchers to the UNCRP

In addition to an informative Preface describing the background to the project, the nature of the contributions and acknowledgements, the *Guide* includes an Index to Names of contributors (pp 131 to 134), and an Index to Keywords (pp135 – 140), culminating in a Select list of similar and related resources (pp 141 – 142).

The *Guide* was designed to be updated periodically by Supplements containing additional materials received by both existing and new contributors. To date the following Supplements have been prepared, with a third one scheduled for 2023:

[Supplement no 1 of the Guide](#), reflecting additional contributions from 15 of the above and 16 new names, was issued in 2019, and

[Supplement no 2 of the Guide ..\Guide to UNCRP\Supplement 2 Guide for Researchers \(2019 - 2020\) Final \(25-05-21\).pdf](#) reflecting materials from 18 existing contributors and 9 new ones.²⁰ was issued in 2021.

The *Guide* and its two *Supplements* have been uploaded onto the BAFUNCS website (www.bafuncs.org/uncrp, and www.bafuncs.org/publications, with a Note..[\Guide to UNCRP\Supplement 2 uploaded - Note for website, Bill Jackson \(26-05-21\).docx](#) by Bill Jackson.

²⁰ NB Draft version only available as of 12 May, pending receipt of shelfmark references prior to finalisation.

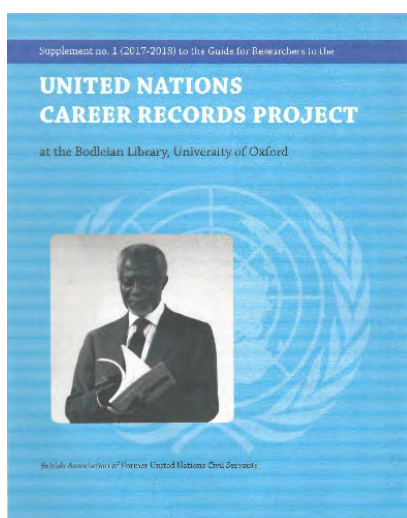


Figure 6 Supplement no 1 of The Guide for Researchers (2019)

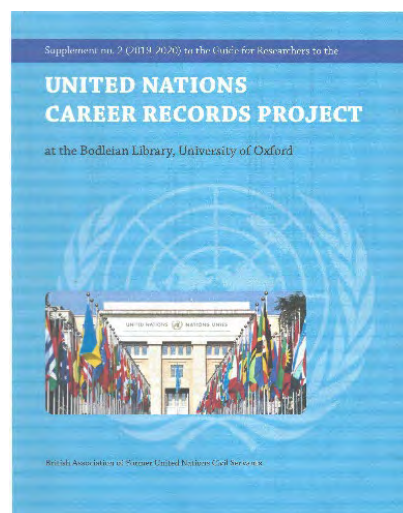


Figure 7 Supplement no 2 of The Guide for Researchers (2021)

See [Recommendations](#) in chapter 3.3 Facilitating access to UNCRP records, 4) Guide for Researchers of the UNCRP and Supplements.

2.4.3 Report on results of the questionnaires and analysis, and record-keeping

3) Produce a report, both in hard copy and on CD ROM, summarising the results of the questionnaires, with analysis, to be filed in due course in the Bodleian Library collection, as well as be available for sale.

As mentioned under 2.4.2 above, Annex 8.3 below provides an analysis by Bill Jackson in the form of an Excel spreadsheet of the 329 questionnaires received, with commentary in a covering draft Memo and draft covering note. The spreadsheet provides helpful information on each contributor, including birth/death dates, nationality, UN agencies served, years served, positions held, type of contribution (major or minor report, questionnaires, etc.), and keywords and subject areas for researchers. Annex 8.3 has also been attached as Appendix 5 to the up-dated version of the Phase I (Stage 1) Final Report (dated 15 April 2021) (see 3.1, 5) above.

The Guide for Researchers provides additional information on these contributors and these two documents can be considered as a response to this objective (although it is not for sale), while addressing much more than the results of questionnaires received.

The above have been part of the UNCRP's efforts to maintain records for monitoring purposes. From 2004 an Excel spreadsheet was maintained by the author to help track contributions but this tended to fall into disuse in favour of the use of Bill Jackson's own system in connection with the preparation of the *Guide for Researchers of the UNCRP* and its *Supplements*.

Annual Reports on UNCRP to EXCO and to Annual Reunions have tried to contain statistical updates on contributions, but may not have captured all, nor on the rich variety of materials received, which is essential for cataloguing purposes.

For the purpose of the present report an attempt has been made to update Annex 8.3 by adding contributors included in the *The Guide* and its *Supplements* (see Annex 12)²¹ This has given the following results:

Phase I 1989 - 92

- | | |
|---|------------|
| 1. Contributors with career summaries in Appendix 5 of Final Report | 152 |
| 2. Other contributors listed in Appendix 5 | <u>177</u> |

²¹ Derived from *Guide for Researchers, Supplements 1 and 2, WS1 Compendium of Working Papers, WS2 Witness Briefs, and WS3 Witness Briefs*. NB to be amplified and updated.

Total	<u>329</u>
<u>Phase II 2003 – 2021</u>	
1. Additional contributors (see Annex 12)	TBC
<u>Contributors included in <i>Guide for Researchers & Supplements</i></u>	
1. <i>Guide for Researchers</i>	
Main Report	340
Supplementary List	<u>162</u>
<i>Total</i>	<u>502</u>
2. <u><i>Supplement no 1</i></u>	
Additions for existing contributors	15
New contributors	<u>16</u>
<i>Total</i>	<u>31</u>
3. <u><i>Supplement no 2</i></u>	
Additions for existing contributors	18
New contributors	<u>21</u>
<i>Total</i>	<u>39</u>
<u>Types of materials contributed</u>	
1. Full questionnaire completed	27
2. Partial questionnaire completed	18
3. Website-based CV	18
4. CVs submitted	51
5. Contributors who submitted articles, memoirs etc	94
6. Obituaries (including in Newsletter)	22
7. UNIHP transcripts	5
8. Oral history transcripts (see Annex 8.6)	17
9. BAFUNCS members	109
10. Former UK UNA-IS volunteers	6

See [Recommendations](#) in chapter 3.1, 8) Record keeping

2.4.4 Additional results

2.4.4.1 Follow-up with contributors

One of the key functions of the project has been to follow up with potential contributors. These include those who have contributed questionnaires, as well as others who might have expressed interest, or sent in drafts of partial memoirs. This has been carried out in a number of different ways, including:

- 1) Correspondence with individuals on their contributions,
- 2) Organisation of collection by or deposit of materials at the Bodleian.
- 3) Assisting authors through editing and/or bringing together individual chapters into book form (e.g. Molly Bruce, Edward Mortimer, Terry Jones, Dame Margaret Anstee);
- 4) Attending events relating to UN issues and networking with participants with a view to eliciting contributions, for example UNA-UK Annual Receptions, Anniversary event of the Independent Commission on International Humanitarian Issues (ICHI) at Chatham House, November 2017), FCO Witness Seminar on the UK and the UN Mission to the UN (see Annex 9.6).
- 5) Personal contacts with participants at BAFUNCS Annual Reunions, regional reunions and events, UN system reunions.

- 6) Reaching out to UN system alumni networks (e.g. UNDP Senior Alumni Network)
- 7) Promoting the concept of 'UNCRP champions' with regional representatives, albeit with limited response to date.

This type of informal follow-up has been essential in order to increase awareness of UNCRP as well as to provide personal support to individuals. In most cases the response has been limited – a 'trickle' rather than a flood, but important all the same.

See [Recommendations](#) in chapter 3.2, Awareness raising for contributions of materials.

2.4.4.2 Cataloguing

The limited capacity of the Bodleian to allocate staff to follow up on the 1995 Catalogue by cataloguing materials generated subsequently must have adversely affected access by potential users, due to their lack of awareness of these new contributions. This low prioritization for the UNCRP was caused by the limited number of users, the higher priority among some of the other four hundred or so archives for which Senior Archivist is responsible, and the lack of funding.

It was thus encouraging that the Bodleian was able to engage three interns in 2018 and 2019 to catalogue the Dame Margaret Anstee Archive, for which two catalogues were prepared^{22,23}. Unfortunately, this process could not be continued in 2020 due to Covid constraints.

Bill Jackson in his 'The UNCRP in 2021 – Some thoughts' mentions under 2. *That 'The Bodleian is months if not years behind in cataloguing, not just for the UNCRP. It only accelerates cataloguing specifically for our Project as and when there are funds – or occasionally, interns – available. If the UNCRP is to be featured in their online catalogue, we must ensure a modest, regular availability of funds. A fortiori if the material is ever to be digitised for widest public access.*

See [Recommendations](#) in chapter 3.3, 1) Cataloguing.

2.4.4.3 Fundraising

Funding constraints and low priority by the Bodleian have hindered the allocation of resources for cataloguing. A funding proposal for cataloguing contributions received since the 1995 Catalogue by Martin Jennings was submitted by the Bodleian Library to the Ford Foundation in 2004, but this was not approved due to changing priorities of the Foundation (see Annex 7.1). Later, in 2018, the Bodleian prepared a second proposal for funding a catalogue for about £55,000 (see Annex prepared by Michael Hughes) but no funding was forthcoming. In 2020 Jeremy McIlwaine initiated the submission of a proposal by the Bodleian Development Office (BDO) to the GKD but this was also not approved, due to revised funding criteria.

Nevertheless, he was able to obtain funding for the recruitment of the above summer interns in 2019 to focus on the papers of Dame Margaret Anstee.

On the positive side, an anonymous donor kindly agreed to contribute a £20,000 legacy towards the costs of the 2018 proposal, with £5,000 available in advance, subject to receipt of matching funding. In April 2021 the Helen Roll Charity approved £12,950 to address the immediate backlog after the 1995 Catalogue, of which the above donor generously agreed to 50% or £6,475.

In addition, with EXCO's agreement, some £1,364 gross was spent from its dormant Shirley Philips Fund to cover the costs of design, layout, printing and mailing of *The Guide for Researchers of the UNCRP*, with a small additional contribution for *Supplement No. 1* in 2019. EXCO also agreed on 20 November 2020 'to consider any future proposals to finance enhancements of the UNCRP' after the elimination of this Fund and the merging of its balance of about £1,000 into the General Fund.²⁴

²² *Catalogue of the Margaret Joan Anstee archive, 1960-2009*. CMD ID 6344 .ID 6562 prepared by Carolyn Lewis (2018) and

²³ *Catalogue of the Additional Papers of Dame Margaret Joan Anstee* CMD ID 12426 Katherine Cook, Tilly Guthrie (2019)

²⁴ Shirley Phillips Fund

The committee was requested to approve the elimination of the Shirley Phillips Fund and the balance of funds transferred to the General account.

The lack of funding for cataloguing the contributions received since 1995 has prevented the updating of more recent materials. Since materials cannot be accessed by researchers without an up-to-date catalogue it stands to reason that its use by them is inevitably curtailed and constitutes a major bottleneck to enhancing the numbers of users.

Bill Jackson in his 'UNCRP in 2021 – Some thoughts' has remarked under 2 that *'It (the Bodleian) only accelerates cataloguing specifically for our Project as and when there are funds – or occasionally, interns – available. **If the UNCRP is to be featured in their online catalogue, we must ensure a modest, regular availability of funds.** A fortiori if the material is ever to be digitised for widest public access.*

Jeremy Mcl can help with this dispassionately: however the financial needs of the Bodleian/UNCRP are but one of the doubtless hundreds of needs for funds on the part of the different Oxford University colleges, faculties, institutes, halls of residence etc, etc, all of which must obligatorily be routed through the University Development Office.'

He adds under 3. That *'The anonymous donor is understandably keen that BAFUNCS' membership in general also contribute financially to this. **The governance of the Project needs to come up with a simple fund-raising plan, secure EXCO's support for it and implement it.** Say, a personalised approach with a target of 80 members donating £100 each, together with a request for legacies.'*

See [Recommendations](#) in Chapter 3.3, 2) Fundraising.

2.4.4.4 UNCRP-related Websites

2.4.4.4.1 Bodleian website

The project has paid limited attention to that part of the **Bodleian website** devoted to UNCRP (see Annex 5.1), considering that this was the responsibility of the relevant department in the Bodleian. However, it later transpired that this site had been discontinued, due apparently to limited user use. Its effective absence may in itself have contributed to limited user use (see 3.4 Users and Researchers). Its restoration and populating would thus seem to be essential for facilitating future access, for which further dialogue with the Bodleian to ascertain how it can be reactivated, will be required.

2.4.4.4.2 BAFUNCS website

The **BAFUNCS website** pages devoted to the UNCRP (www.bafuncs.org/uncrp) were updated in 2018/19 in the context of the website's overall updating by the website manager (see Annex 5.2). Since then, the website has been used periodically to post articles. This constitutes an important and valuable development, for which there is great scope for future expansion.

See [Recommendations](#) in chapter 3, 1) Websites

2.4.4.5 Witness Seminars

In accordance with Helen Langley's proposal at the 20th October 2003 meeting (see Annex 3.1) that *'while the responses to a Questionnaire would be an important first step in reactivating the UNCRP, emphasis should now be placed particularly on **Oral Histories** caught on audio tape and the possibilities of **Witness Seminars** which could be organised around specific Issues/Themes and taped. (see 2.4 above).*

Phase II has provided opportunities for the organisation of five Witness Seminars AND ONE Reunion event to commemorate five-year anniversaries of the UN (UN@60 in 2005, UN@65 in 2010 and UN@75 in 2015 and 2016).

Decision: The committee approved the elimination of the Shirley Phillips Fund and the balance of funds being transferred to the General account. The committee agrees to consider any future proposals to finance enhancements of the UNCRP.
20 November 2020

1) UN@60 Personal Recollections and Future Directions, Oxford, May 2005

The **first Witness Seminar** on the theme of *The United Nations at Sixty: Personal Recollections and Future Directions* was a one-day event on 23 May 2005, organized by the Department of Special Collections and Western Manuscripts, of the Bodleian Library and the Centre for International Studies, University of Oxford. It took place in the old Divinity School of the Bodleian, under the chairmanship of Helen Langley, and was attended by twelve former UN staff, who shared their personal recollections.



Figure 8 UN@60 Witness Seminar in the old Divinity School, Bodleian Library (Helen Langley presenter)

A Report was prepared on this seminar, which includes transcripts of proceedings.

Unfortunately, no full list of participants is

available, except for the twelve UN contributors who contributed (see Annex 9.1)

2) UN@65 Witness Seminar and former UK/UNA/IS Volunteers, London

2.1 UN@65 *The UN in crisis situations*, London, 22 October 2010

The **second Witness Seminar** took place at the Rothschild Archive Trust, 1 King William Street, City of London, EC4N 7, under the auspices of the Centre for Contemporary British History (CCBH), the Bodleian and BAFUNCS/UNCRP, and chaired by the CCBH Director, Dr Michael Kandiah and Sir Richard Jolly, President of BAFUNCS. Nineteen people attended, of whom ten also attended the UNA IS Volunteers Reunion the next day (see Annex 9.2.1 and 9.2.2)

It addressed the theme of *The UN in crisis situations – Some personal perspectives*, through presentations from Dame Margaret Anstee and Alan Doss.

The Report of the Seminar includes the programme, bio-summaries of the two speakers, and an article by Alan Doss on which his talk to the seminar on the above theme was based. This was later reprinted by the Edinburgh University Press in an article entitled "*A life in trouble: a personal reflection on managing crises*"²⁵ (2012). A copy of Dame Margaret's talk was received on CD, which was then deposited at the Bodleian, but unfortunately no transcript was prepared (see Annex 9.1)²⁶

2.2 UN@65 *UNA IS Former Volunteers Reunion*, London 23 October 2010

From 1965 – 1975 the British Government funded volunteers from the UNA International Service component of the British Volunteer Programme (BVP) for assignments as Junior Professional Officers (JPOs) with UN agencies, particularly UNDP, UNICEF and FAO.

About half of this number went on to serve as full staff members after their volunteer assignments.

The 60th Anniversary of the UN provided a good opportunity to bring together as many of these former volunteers as possible at a Reunion Dinner at the Royal Overseas League in London on 23 October.

Fifty-five people were invited, with Dame Margaret Anstee and Sir Richard Jolly as Guests of Honour, and Helen Langley from the Bodleian and former UNA IS staff member Bill Stephens and current UNA IS Director, Matthew Snell.

²⁵ Received 12 January 2012

²⁶ [...\\OneDrive\\UNCRP\\2. Witness Seminar Reports \(2005 - 2015\)\\UN@65 WS UN in Crisis Situations, Alan Doss - Some personal perspectives - UNCRP \(22 Oct 2010\).docx](#)



Figure 9 Sir Richard Jolly, who has attended all Witness Seminars and events

A total of 43 people attended, including 23 former volunteers, 10 spouses, and 7 other invitees. Of these participants, 10 attended the Witness Seminar the day before (see Annex 9.2.2)



Figure 10 Former UNA IS Volunteers and UN staff members

Two documents were prepared in conjunction with this event: firstly, an Article for Britain and the World, Witness to History entitled *The former UK/UNA Volunteer programme, A breeding ground for international careers in the UN*^{27,28} by Michael Askwith and secondly, a table of statistics²⁹ on the former volunteers and their subsequent UN careers, both included in the documentation prepared for WS1 on Development Cooperation. (see Annex 6.3.2)

3) UN@70 Development Cooperation, Humanitarian Affairs, and Peace and Security

Three Witness Seminars took place to commemorate the UN's 70th Anniversary. (see Annex 9.3, 9.4 and 9.5 for names of participants).

The incentive for this series of witness seminars emerged from participation by Edward Mortimer, Dame Margaret Anstee, Michael Davies and the author from BAFUNCS, and Helen Langley from the Bodleian, at an FCO Witness Seminar on 22 May 2013 on the **"The History, Role and Functions of the UK Mission to the United Nations (UNMISS)**". This was the sixth of this series on key UK diplomatic missions in Paris, Pretoria, Washington, Berlin, Beijing and New York. It was chaired by the former FCO chief operating officer Matthew Rycroft, and later UK Permanent Representative to the UN (and BAFUNCS AR Speaker in AR 2019) and was made up of a series of presentations by authors presenting books of their experiences relating to the UK and the UN (see Annex 9.6 below).

During the UNMISS seminar, the thought occurred to the author that it would be interesting and timely to organise a similar programme of witness seminars to highlight UK and UN experience in the areas of development cooperation, humanitarian affairs and peace and security. Soundings on this idea were sought from BAFUNCS and Bodleian participants, who were supportive. It was subsequently presented to EXCO as an initiative to be pursued by UNCRP to commemorate the UN's 70th Anniversary (see Annex 9.6 for Note for File on the FCO/KCL/AHRC Witness Seminar).

The proposal was duly approved by EXCO, and plans were set in motion for the organisation of three seminars, to be hosted at the Institute of Development Studies (IDS), University of Sussex on the UK and the UN in development cooperation (WS1), at the Bodleian Library on the UK and the UN in humanitarian affairs (WS2) and at Church House, Westminster, on the UK and the UN in Peace and Security (WS3).

²⁷ [..\\..\\OneDrive\\UNCRP\\2. Witness Seminar Reports \(2005 - 2015\)\\Michael Askwith - Britain and the World article - The former UK UNA Volunteer programme \(rev. 16-3-19\).doc](#)

²⁸ This article is an expanded version of the one originally referred to in the special UN at 70 issue of *New World* (2015) (page.26) posted on www.una.org.uk/UN70 and reproduced with permission. It was proposed for inclusion in the section *Witness to History*, of a future issue of *Britain and the World* (Edinburgh University Press, <https://britainandtheworld.org/journal>) by Dr Michael Kandiah, Director, Witness Seminar Programme of the Centre for Contemporary British History (CCBH) of King's College, London.

²⁹ [..\\..\\OneDrive\\UNCRP\\2. Witness Seminar Reports \(2005 - 2015\)\\UNA-UK former volunteers and UN career assignments \(13-2-15\).xlsx](#)

3.1 UN@70 WS1 The UK & the UN in Development Cooperation, IDS (13 – 14 May 2015)

WS1 was organised in a seminar room at the IDS, thanks to Sir Richard Jolly and the Director, Melissa Leach, and was opened and chaired by Lord Malloch Brown, former UNDP Administrator, Deputy Secretary General, and Cabinet Minister responsible for Africa in the Government of Gordon Brown.

The seminar brought together 33 former UN staff and 9 support staff (see photo on page i). Of the former, many had started their careers as UNDP or UNICEF volunteers, sent out by UNA-International Service to UNDP and UNICEF offices as junior professional officers (see Annex 8.3). The seminar was made possible through funding from a UK DFID grant to IDS.

Our most distinguished participant was Dame Margaret Anstee, who at the age of 89 and in a wheelchair, had made memorable efforts to attend personally, travelling by taxi from her home in Wales for probably her last official function before passing away in August 2015 at the age of 90. Despite her age, she had managed to contribute a paper to the seminar, as well as papers for the other two WS's.

The seminar took the form of contributions from the floor on career experiences relating to a series of themes, including **1. UN Overview: Issues and challenges** led by keynote presentations by Mark Malloch Brown and Margaret Anstee; **2. Regional experiences** from Asia and the Pacific, Latin America and the Caribbean, Eastern Europe and the Commonwealth of Independent States (CIS) and Africa; **3. Global, Technical and Sectoral Experience** on UNCTAD restructuring, women in the UN, human rights, children, World Bank perspective on working with UN agencies, and health; and **4. Strengthening the UN – Lessons of coordination**, on longer term positioning of the UN system, UNICEF perspectives on coordination, and coordination processes and mechanisms – UNDAF and Delivering as One (DaO).

A full report of the proceedings of the seminar was prepared³⁰ with Annexes giving a list of participants (see Annex 9.3) (1), list of working papers and career summaries (2), Joint BAFUNCS and UNA-UK letter to the Prime Minister (3), reply from Baroness Verma of DFID (4) and letter from UNA-UK to DFID on the recruitment of UK JPOs for the UN (5).

Also prepared was a Compendium of Working Papers and Career Summaries³¹ of a total of 40 people, of whom five were not able to attend.



Figure 11 Cover page of the WS1 Report

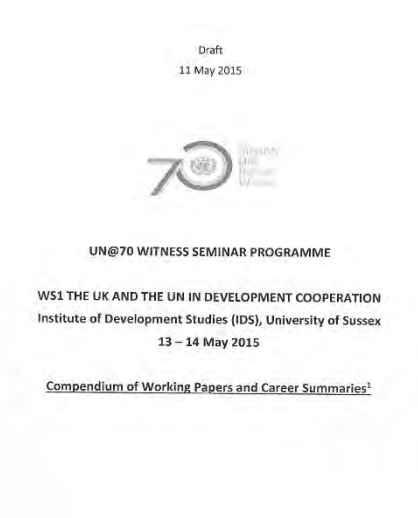


Figure 12 Cover page of Compendium of Working Papers and Career Summaries

³⁰ [\\OneDrive\UNCRP\2. Witness Seminar Reports \(2005 - 2015\)\WS1 Report - Development Cooperation \(Rev. 7-11-16\).docx](#)

³¹ [\\OneDrive\UNCRP\2. Witness Seminar Reports \(2005 - 2015\)\WS1 Compendium of working papers and career summaries \(May 2015\) \(Rev. 11-1-18\).docx](#)

3.2 UN@70 WS2 The UK & the UN in Humanitarian Affairs, Oxford, 16 November 2015

The **second seminar** was held in the Amphitheatre of the newly refurbished Weston (Bodleian) Library, with support from the Bodleian Library and All Souls College, Oxford. It was attended by 29 former UN staff members, and 62 others, or a total of 91 (see photo on page ii)

Opened by the Keeper of the Bodleian Library Richard Ovenden and the BAFUNCS President and Distinguished Fellow of All Souls, Edward Mortimer, it was made up of four panel discussions, each chaired by a Moderator, at which humanitarian specialists and former UN staff made presentations and comments.

The themes covered were

- 1. Delivering humanitarian aid, who does it best?;** with presentations by Michael Mosselmans, Angela Raven-Roberts and Lamees Hafeez;
- 2. Working with political and development actors: Where should the UN humanitarian sit?;** with presentations by David Harland, Alan Doss and Nicola Dahrendorf;
- 3. Delivering humanitarian aid while protecting human rights: the challenges for the UN of impartiality, access and advocacy,** with presentations by Guy Goodwin-Gill, Sir John Holmes, and Mukesh Kapila; and
- 4. What has our experience taught us? Lessons for future policy,** with presentations from Sir Adam Roberts, Michael Keating and Dr Randolph Kent.

A full report of the proceedings³² was prepared with five annexes giving the programme (1), biographical summaries of Moderators and Panelists (2), seminar participants (see Annex 9.4 below) (3), witness briefs and papers on humanitarian action (4), and follow-up letters to DFID, the FCO and UNOCHA.

A separate document³³ giving a full transcript of the recorded proceedings was also prepared.

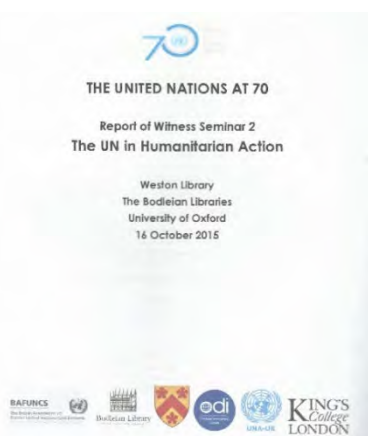


Figure 13 Cover page of the WS2 Report

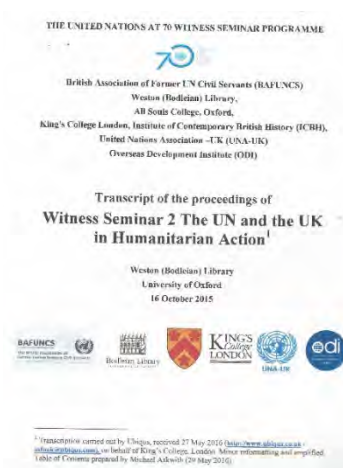


Figure 14 Cover page of the WS2 Transcript of proceedings

³² [..\\..\\..\\OneDrive\\UNCRP\\2. Witness Seminar Reports \(2005 - 2015\)\\WS2 UK & UN in Humanitarian Action Report. UN@70 \(21-3-16\).docx](https://www.oncrp.org.uk/OneDrive/UNCRP/2. Witness Seminar Reports (2005 - 2015)/WS2 UK & UN in Humanitarian Action Report. UN@70 (21-3-16).docx)

³³ [..\\..\\..\\OneDrive\\UNCRP\\2. Witness Seminar Reports \(2005 - 2015\)\\WS2 Humanitarian Action - Transcript of proceedings - 16.10.15 \(3-6-16\).docx](https://www.oncrp.org.uk/OneDrive/UNCRP/2. Witness Seminar Reports (2005 - 2015)/WS2 Humanitarian Action - Transcript of proceedings - 16.10.15 (3-6-16).docx)

3.3 UN@70 WS3 The UK & the UN in Peace and Security, London, 13 January 2016

The third Witness Seminar was held at Church House, Westminster in the same location and on the same day as that of the opening of the first meeting of the Preparatory Meeting on the establishment of the United Nations.

UNA-UK played the major role in organizing this seminar, for which it used funds allocated to it from the FCO. A total of 149 participants attended, including 34 former UN staff, and 115 others (see Annex 9.5 for full list).

Four moderators and eight panelists addressed four themes:

1) the UK on the Security Council: addressing the Record after 70 years; 2) Prevention and early action; 3) Peacekeeping and peacebuilding; and 4) Lessons and recommendations from seven decades in international peace and security. Their remarks were the subject of comments and responses.

A partial report of the seminar was prepared by UNA-UK, which regrettably omits a full description of the presentations and discussion of sessions 2 and 3. Four Annexes are included giving the Programme (1), brief profiles of the Panelists and Respondents (2), WS3 participants (see also Annex 9.5) (3) and Witness Briefs from thirteen panelists and participants.

The Report³⁴ (contains Recommendations to the UK at the Security Council (6.1), the British government (6.2) and British Parliamentarians (6.3).



Figure 7 Cover page of WS3 Report

The following table summarizes the results in terms of participation of former UN staff, non-UN staff, total, and numbers of contributions to the UNCRP.

WS	Location	Former UN staff	Non UN	Total	Contributions to UNCRP
1) UN@60					
1.1 <i>Personal Recollections and Future Directions</i>	Oxford	15	6 ³⁵	21	12
2) UN@65					
2.1 <i>WS Crisis situations</i>	London	15 ³⁶	5	20	2
2.2 <i>UK UNA volunteers Reunion</i>	London	40 ³⁷	3	43	0
3) UN@70					
1) <i>UN@70 - WS1</i>	IDS, U of Sussex	33	19	52	97 ³⁸
2) <i>UN@70 - WS2</i>	Oxford	29	62	91	20
3) <i>UN@70 - WS3</i>	London	34	115	149	15
Total		166	210	376	146

Table 1 Participation in UN@70 Witness Seminars and contributions to UNCRP

³⁴ [\\.\.\.\.\OneDrive\UNCRP2. Witness Seminar Reports \(2005 - 2015\)\WS3 Peace & Security Report, Church House, Westminster, 13 January 2016 \(30-9-17\).docx](\\.\.\.\.\OneDrive\UNCRP2. Witness Seminar Reports (2005 - 2015)\WS3 Peace & Security Report, Church House, Westminster, 13 January 2016 (30-9-17).docx)

³⁵ Estimated, as no full list of participants is available.

³⁶ Estimates, as no full list of participants is available.

³⁷ Including 10 spouses

³⁸ Estimated

Each of the Witness Seminars constituted a valuable opportunity to bring together a wide variety of former UN staff and others from the UK government, academia, non-governmental organisations and the military to discuss issues with which they had both personal and professional experience. The table above, and the lists in Annex 9, show the steadily increasing numbers of participants, both former UN staff and others. These totalled 166 former UN staff, 210 non-UN participants making a total of 376. From these seminars an estimated 146 contributions of different types, were received by the UNCRP.

Furthermore, the oral contributions from moderators, panellists, respondents, and the floor, as well as written contributions in the form of Working Papers and career summaries (WS1) and witness briefs (WS2 and WS3) show the value of these witness seminars in generating contributions for the UNCRP.

Many of these are captured in *The Guide for Researchers of the UNCRP* and constitute a rich mine of information on career records, issues to be addressed, and recommendations for policy makers and implementers.

3.4 IDS Evidence Report - UN at 70, and the UK

In the light of the success of the UN@70 Witness Seminar experience, Melissa Leach, the IDS Director suggested that the key results of the three seminars be written up in the form of an IDS Evidence Report.

This was duly prepared and published as Evidence Report no 205, under the title of *The UN at 70, and the UK, Development Cooperation, Humanitarian Action, and Peace and Security: Lessons from Experience and Policy Recommendations*³⁹ (Academic Editors: Sir Richard Jolly and Michael Askwith, October 2016).

It was launched on 20 October 2016 at a special event in the House of Lords, chaired by Lord David Hannay.

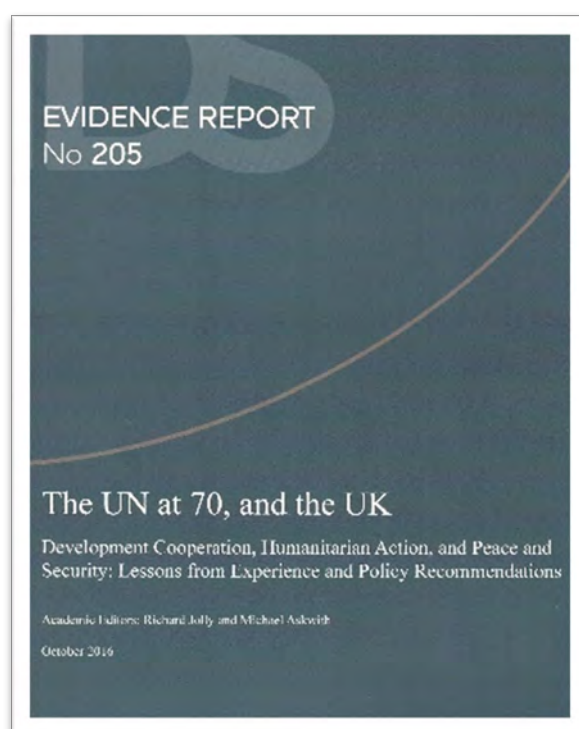


Figure 15 Cover page of IDS Evidence Report on the UN@70 Witness Series

³⁹ [..\\I..I..I\\OneDrive\\UNCRP\\2. Witness Seminar Reports \(2005 - 2015\)\\UN@70 and the UK - IDS Evidence Report, no 205 \(October 2016\).pdf](..\\I..I..I\\OneDrive\\UNCRP\\2. Witness Seminar Reports (2005 - 2015)\\UN@70 and the UK - IDS Evidence Report, no 205 (October 2016).pdf)



Figure 16 Launch event of IDS Evidence Paper in House of Lords meeting room (L to R – 3 unknown, Michael Askwith, Sir Jeremy Greenstock, Sir Richard Jolly, Lord David Hannay (Chair), Prof. Sir Adam Roberts, others.)

In addition, the five papers contributed by Dame Margaret Anstee to the three Witness Seminars were brought together in a compendium dedicated to her as a further output of the seminar series.⁴⁰



Figure 8 Cover page of Dame Margaret Anstee WS papers



Figure 17 Dame Margaret Anstee, key supporter of UNCRP and contributor to all three UN@70 Witness Seminars and IDS Evidence Report

See Recommendations in chapter 3.4 Promoting Witness Seminars: 1) Identification of potential partner organisations and potential themes, and 2) Planning and organisation of future witness seminars.

⁴⁰ [\\.\.\.\OneDrive\UNCRP2. Witness Seminar Reports \(2005 - 2015\)\Margaret Anstee - Contributions to Witness Seminars \(2015, 2016\) \(16-6-16\).docx](#)

2.5 Governance and management

2.5.1 Record keeping and monitoring

The project has attempted to maintain records for monitoring purposes. From 2004 an Excel spreadsheet was maintained by the author to help track contributions but this tended to fall into disuse in favour of the use of Bill Jackson's own system in connection with the preparation of the *Guide for Researchers of the UNCRP* and its *Supplements*.

Annual Reports on UNCRP to EXCO and to Annual Reunions have tried to contain statistical updates on contributions, but may not have captured all, nor on the rich variety of materials received, which is essential for cataloguing purposes.

For the purpose of the present report an attempt has been made to update Annex 8.3 by adding contributors included in *The Guide* and its *Supplements* (see Annex 11)⁴¹ The results are shown under 2.4.3 above

2.5.2 Links with the Bodleian - periodic meetings

From the outset of the project, close relations have been maintained with the project's main Bodleian counterparts, namely Helen Langley (until 2015), Michael Hughes (2015 – 2018) and Jeremy McIlwaine (2018 to the present).



Figure 18 Helen Langley (centre) at WS2 chatting with Michael Hughes (left)



Figure 19 Michael Hughes, at WS2 lunch at All Souls



Figure 20 Jeremy McIlwaine, Bill Jackson, Tom Rowland (President of OU UNA) and Michael Askwith (Meeting at Bodleian, 13 October 2018)

⁴¹ Derived from *Guide for Researchers, Supplements 1 and 2, WS1 Compendium of Working Papers, WS2 Witness Briefs, and WS3 Witness Briefs*. NB to be amplified and updated.

The project is very appreciative of the support provided by the Bodleian in a context of resource constraints, and relatively low priority for the UNCRP visavis the 400 other archives for which the Senior Archivists are responsible.

Meetings have taken place in Oxford, at least once a year, for regular stock-taking and to discuss plans and issues. Notes on these meetings are given in Annex 3.

In addition, Bill Jackson, living in Wheatley, near Oxford, has played a valuable liaison role with Senior Archivists and has delivered hard copy and electronic contributions to the Bodleian.

See [Recommendations](#) in chapter 3.6 Governance and management: 1) Links with the Weston (Bodleian) Library

2.5.3 Links with EXCO - Annual and periodic reporting

Bill Jackson has remarked in his 'Some thoughts' (Annex 10) under 4 that *'Thanks largely to the support of the present and immediately past Chairmen of EXCO, the UNCRP is now quite well recognised within BAFUNCS as a proper activity of the Association. Prior to that there were doubters, although early EXCO minutes leave no room for doubt. Mike Askwith's heroic efforts in piloting the several Witness Seminars, and the appearance of the Guide for Researchers and Supplements have strengthened the relationship. It is desirable however to copper-fasten this by having the UNCRP as a standing item on the EXCO and Annual Reunion agendas, even if at given moments there may be no particular UNCRP business to transact.'*

BAFUNCS leadership and EXCO support has been provided to UNCRP, when needed. Strong support was given in 2003-4 by the former chairman David Axford, to the reactivation of UNCRP and this has been continued through successive Presidents (particularly Erik Jensen, Sir Richard Jolly, Edward Mortimer and Sir Kieran Prendergast) and Chairs (Michael Davies and Robert England). UNCRP continues to be extremely thankful for this support.

Bill's remarks about *'Prior to that there were doubters'* highlights the observation by former Newsletter Editor Tony Loftus that appealing for contributions to the UNCRP 'was like flogging a dead horse' before he thankfully recognised its value and sang its praises in a speech at his last Annual Reunion and contributed an article on his own career (see Annex 6.4.5). Efforts to obtain funding also bore little fruit, noting a former Treasurer's standard response that 'there is no budget for the UNCRP' in contrast to his successor who imaginatively suggested that funds for printing *The Guide for Researcher* could be drawn from the unused balance of the Shirley Philips Fund.

In terms of accountability to EXCO, the author has represented UNCRP in EXCO meetings as a co-opted member and submitted annual and ad hoc reports on UNCRP activities and plans. (See Annex 2 for copies of submissions to EXCO).

See [Recommendations](#) in chapter 3.6 Governance and management: 2) Links with EXCO

2.5.4 Links with Annual Reunions – presentations and requests for contributions

UNCRP has made brief oral presentations at Annual Reunions, complemented by written reports (See Annex 4 for copies of reports to Annual Reunions).

Requests for contributions and informal contacts with participants have been a useful way of stimulating interest. These are usually followed up by a small number of contributions, normally between five and ten per year.

See [Recommendations](#) in chapter 3.6 Governance and management: 4) Annual Reunions – presentations and requests for contributions.

2.5.5 Staffing

The bulk of UNCRP work has been carried out by the Coordinator and the Editor, Bill Jackson. Despite attempts to identify helpers as regional UNCRP ‘champions’, these have not borne much fruit, although the principle for them is still valid.

In the interests of longer-term sustainability, the need for a successor for the Editor function when Bill Jackson feels that one is needed, should be borne in mind. In the meantime, the identification of a potential assistant would be appropriate.

See [Recommendations](#) in chapter 3.6 Governance and management: 4) Staffing

2.5.6 Advisory Panel

The Advisory Panel which had been assembled for Stage 1⁴² could not be continued under Phase II due to the uncertain status of the project in its early days and the lost momentum caused the hiatus period. No formal panel was established to replace the Phase I panel, although proposals for membership were made (see 2.4, footnote on p. 7).

Instead, the project managed to work relatively satisfactorily through regular contacts between the Coordinator and Helen Langley, and informal contacts, as needed, with Sir Richard Jolly, who attended all the Witness Seminars, Helen Langley, Michael Hughes, Jeremy McIlwaine, and EXCO Chairs.

The main attempt to bring together a group of interested persons was at the **Consultation on UNCRP held at the Ditchley Park Conference Centre on 22 May 2009**, whose report provided a valuable basis for follow-up planning and action (see Annex3.9). Under the chairmanship of the Director, Sir Jeremy Greenstock, this Consultation was attended by 13 participants (see Annex 3.7) and constituted a de facto gathering of an Advisory Committee and resulted in a good series of observations and recommended. These were then incorporated into a work plan and provided the basis for future activities during the following year.

The project could benefit from more systematic planning and targeting, as well as from an advisory group made up of BAFUNCS/EXCO members and representative of relevant organisations (e.g. UNA-UK, academia, etc.). Such a panel or group could be of help in ensuring accountability, in monitoring performance and results, and in work planning for future activities.

In this respect Bill Jackson in his ‘*Some thoughts*’ under 5. that *To achieve the aims in 1-3 of his paper requires reinforcement of the ‘governance’ of the Project. It is no longer sufficient for it to be left to a Coordinator and an Editor. A sub-committee reporting to EXCO has been suggested. It should be of*

Prof. Adam Roberts,	Montague Burton Professor of International Relations, University of Oxford and Fellow of Balliol College, Chairman
Ms. Maggie Black	Author of the official history of UNICEF.
Mr. Alan Elliott	BAFUNCS*, formerly UNESCO.
Mr. Granville Fletcher	BAFUNCS*, formerly United Nations.
Dr. Erik Jensen	Director, General Assembly Affairs, United Nations, New York.
Mr. M.C. Kaser	Director, Institute of Russian, Soviet and E. European Studies, University of Oxford, Fellow of St. Antony's, and formerly with U.N. Economic Commission for Europe.
Ms. Helen Langley	Curator, Dept. of Western MSS, Bodleian Library, Oxford
Ms. Imogen Mollett (from 6/92)	Chairman, BAFUNCS*, formerly UN
Mr. R.W. Neath	BAFUNCS*, formerly United Nations.
Dr. A. Shlaim,	Alastair Buchan Reader in International Relations, University of Oxford, and Fellow of St. Antony's.
Sir Crispin Tickell,	Warden, Green College, Oxford. Formerly British Permanent Representative to the United Nations, New York.
Sir Brian Urquhart,	Formerly Under-Secretary-General, United Nations
Mr. Graeme Warner,	Director, U.N. Information Centre, London.
Richard Symonds,	Senior Associate Member, St. Antony's College, formerly UNDP, UNRRA, UNITAR, and Hon. Director, UNCRP
Secretary	Ms. Diana Hartnell, formerly ILO, UNDP, UNHCR, (BAFUNCS)

much the same size as the Trustees of the BAFUNCS Benevolent Fund, and to have the same degree of commitment. Zoom should suffice for most meetings.

*Besides the Co-ordinator, one person with some background in academia might concentrate on enhancing the profile as suggested in 1 above. Another might look after the recording of oral contributions. Marilyn Carr's initiative vis-à-vis university student bodies might well be wrapped into the sub-committee and Project. A fourth person might help work up the fund-raising. **So we need to find three or four BAFUNCS members sufficiently convinced of the value of the Project.***

A handful of other distinguished people, such as Sir Richard Jolly, Edward Mortimer and John Burley, might act as advisers to the sub-committee on request.'

See [Recommendations](#) in chapter 3.6 Governance and management: 5) Advisory panel

2.5.7 Constitutional basis for UNCRP within BAFUNCS

As Bill Jackson suggests in his 'Some thoughts' under 7, 'Above all, there needs to be a new and determined resolve on the part of the Association and EXCO to make the UNCRP a mainline BAFUNCS activity. In some ways it is less important that it provide an outlet for ex-members of staff of the UN system to record their memoirs: much more significant is the value of much of the material to inspire the students and researchers of the future to value the UN and the Specialised Agencies, and to provide useful guidance to tomorrow's peacemakers and development specialists – see Doss, Whitchurch, Browne, et al.'

Despite UNCRP's significant activities during its first and second phases, the function of 'promoting UN history' or 'retaining the experience of former UK (and other) UN staff for posterity', the Objects of Association of BAFUNCS have never included career records. (see Objects below-⁴³

Notwithstanding this, UNCRP matters are regularly addressed in EXCO meetings and Annual Reunions, and career-related articles and Obituaries are often included in BAFUNCS Newsletters. The support and encouragement of the Editor, Mary Roll-Vallajon is greatly appreciated in this respect.

When a proposal to amend the Objects of Association was made when the BAFUNCS Constitution was last updated in 2010, repeated suggestions were made by the Coordinator of the need to ensure that UNCRP activities were covered by BAFUNCS Objects of Association. They were never entertained by EXCO on the grounds that UNCRP was 'a project'.

A compatible organisation to BAFUNCS is the Overseas Service Pensioners' Association (OSPA⁴⁴), which closed in 2017. Established originally to address pension concerns of former UK colonial civil servants, it was progressively expanded to include career records, memoirs, book reviews, obituaries etc. with close links to the Bodleian Library of Commonwealth and African Studies at Rhodes House. Although its Constitution is not on its website, it presumably was broad enough to cover all its activities. The former Secretary, Treasurer and Editor, David Le Breton attended the 2003 Annual Reunion in Torquay as a Guest and gave a brief presentation on the work of OSPA.

⁴³ The Objects of the Association shall be;

1. To encourage and help members to keep in touch with former colleagues through social, cultural and leisure activities.
2. To ensure that members are kept aware of changes in pensions and health insurance matters.
3. To help members and their families moving to the United Kingdom on their retirement in the United Kingdom.
4. To extend welfare support and advice to its members and other former employees of the United Nations and its Organizations and Bodies and their spouses in need.
5. To represent members' interests in their relations with the United Nations and its Organizations and Bodies and the United Kingdom Government Authorities.
6. To support the Federation of Associations of Former International Civil Servants and maintain liaison with such other bodies as are concerned in protecting and improving retirement conditions.
7. To co-operate with organizations engaged in mobilizing public support for the United Nations and its Organizations and Bodies and national organizations concerned with support for the elderly.

⁴⁴ <https://ospa.org.uk/> OVERSEAS SERVICE PENSIONERS' ASSOCIATION (ospa.org.uk)

It is proposed to address this apparent anomaly through the addition of an appropriate clause which addresses the reality of UNCRP's role, value and potential.

See [Recommendations](#) in chapter 3.6 Governance and management: 6) Constitutional basis for UNCRP within BAFUNCS

2.6 Outcomes

While not specified in any of the objectives of the two UNCRP Phases, a number of 'outcomes' can be identified as indicators of impact of the more immediate 'outputs' of the project in terms of materials collected, activities organised and documents produced. These could include:

- 1) Conservation of materials of potential value for historians and practitioners, and avoidance of loss through disposal.
- 2) Motivation by contributors to prepare memoirs and submit materials.
- 3) Use of UNCRP materials by researchers and other users.
- 4) Awareness raised among potential users and partners of the existence of the archive.

2.6.1 Conservation of materials

The fact that large quantities of materials on the careers of former UN officials and others with involvement with the UN have been 'saved from the skip' and conserved for posterity can be considered a success, regardless of the potential use to which they might be put, which only time will reveal.

The Phase I materials now catalogued by Martin Jennings in his page catalogue⁴⁵ and the two catalogues by Carolyn Lewis, and Katherine Cook & Tilly Guthrie, of the 147 boxes of papers of Dame Margaret Anstee⁴⁶ are evidence of just a proportion of the total of materials received, with many more collected during the Phase II period still to be catalogued.

In addition, the *Guide for Researchers to the UNCRP* and its two *Supplements* provide much further evidence of large quantities of materials received, all of which would otherwise not be available to researchers and potential users.

2.6.2 Motivation of contributors

The existence of a secure and highly reputable 'home' in the Bodleian for UN career records has no doubt been a factor in encouraging contributors to deposit materials with the UNCRP.

In addition, the existence of the project and support by it has undoubtedly encouraged some former staff, colleagues and friends, to consider preparing memoirs and to donate other materials, which would otherwise have never come to public attention.

The additional assurance that these materials would not be lost forever and that they could be accessed in the Bodleian itself, or online by family members, thus avoiding the use of no doubt scarce domestic space, could still be another motive for 'saving from the skip'.

2.6.3 Users and Researchers

The results summarized under Phases I and II above suggest that much has been achieved, for which there is much documentary evidence in terms of outputs.

However, a key concern to the project has always been the extent to which these outputs have contributed to the ultimate 'impact' or 'outcome', of being used by researchers and others. Regrettably, the answer to this question is that there is little evidence of use. In fact, there are only

⁴⁵ *Catalogue of the papers of the United Nations Career Records Project* by Martin Jennings (1995) (88 pages)

⁴⁶ *Catalogue of the Margaret Joan Anstee archive, 1960-2009* (CMD 6344 and CMD 6562) by Carolyn Lewis (2018) (19 pages) and *Catalogue of the Additional Papers of Dame Margaret Joan Anstee* (CMD 1246) by Katherine Cook and Tilly Guthrie (2019) (66 pages)

two researchers who are known to have used UNCRP materials, as well as five others⁴⁷ who have no doubt been inspired by the UNCRP, namely:

2.6.3.1 Dr Teresa Tomas Rangil, on Conflicts and Humanitarian Interventions (1945-present) and the UN in the Congo crisis (1960 – 64)

Dr Teresa Tomas Rangil, a Spanish Post-doctoral researcher and graduate research assistant in Jesus College who carried out research on a project entitled *United Nations Experts on Conflicts and Humanitarian Interventions (1945-present): Linking theory to practice* (2014) with the aim of (i) enlarging and enriching the existing UNCRP collection of the Bodleian Library at the University of Oxford; (ii) gaining a deeper understanding of the relationship between theory, policy and action in conflict and humanitarian interventions led by the United Nations Organization and its specialized agencies since 1945, with four expected research outcomes: a set of interviews from UN officers, a workshop, a book and a guide.

She also prepared a paper entitled “*Policy from Below: The UN and the Congo Crisis (1960-1964)*, research at Oxford's United Nations Career Records Project”, using materials from *Spectator in the Congo – Memories from the Diary of an Onlooker at the Violent Birth of the Democratic Republic of the Congo* (1971) by Winifred Tickner, wife of Fred Tickner, UN Representative in Kasai (see 89. Winifred Tickner, *Guide for Researchers of the UNCRP*). This was presented as part of a Seminar Series on “Authorship, Memory & Manuscripts,” University of Oxford, February 4, 2013.

2.6.3.2 Dr Eva-Marie Muschik, Building States through Development Assistance, 1945 to 1965, and the UN in the Mass Dismissal of Labor in the Iranian Oil Industry, 1959-1960

Eva-Marie Muschik, of the Center for Global History at the Free University of Berlin, whose Ph.D dissertation for New York University examined the subject of *Building States through International Development Assistance: The United Nations between Trusteeship and Self-Determination, 1945 to 1965*, with special reference to several UN development initiatives – in the former Italian colonies of Libya and Somaliland, in Bolivia, at the UN headquarters in New York, and in newly independent Congo (January 2017). Her Congo research drew significantly on the contributions of the former UNDP Resident Representative in the Congo, *Anthony Gilpin*, and to a lesser extent on the memoir of the wife of the UN Representative in Kasai, *Winifred Tickner* (1971).

She also wrote an article “*A Pretty Kettle of Fish: United Nations Assistance in the Mass Dismissal of Labor in the Iranian Oil Industry, 1959-1960*” (2018), based on the work in Iran of John Alexander-Sinclair (UNTAB) (see 101, page 44 of *Guide for Researchers*) which was due to be published in the *Journal of Labour History*.

In addition to the above, two other publications followed participation by the authors in witness seminars, and used information from the UNCRP, particularly from *The Guide for Researchers*.

2.6.3.3 David MacFadyen, Michael Davies, John Burley and Marilyn Carr, n Eric Drummond and the League of Nations and global governance

David MacFadyen, Michael Davies, John Burley and Marilyn Carr jointly wrote *Eric Drummond and his Legacies, -the League of Nations and the Beginnings of Global Governance* (London 2019). A most informative panel presentation of this book was made by the authors at the 2019 Annual Reunion in Stratford-upon-Avon. On 16 April 2019, there was an event in the UN Library, Palais des Nations, “Shaping Multilateralism”, where John Burley talked about this book. A similar event was scheduled for a House of Lords event in December 2019 but had to be moved at the last moment to the QEII Conference Centre because of the election regulations barring meetings in the Hall during an election campaign.

⁴⁷ David MacFadyen, Michael Davies, John Burley, Marilyn Carr and Matthew Whitchurch

2.6.3.4 John Burley and Michael Davies, *The Early Contributions of British Nationals to the Post-War International Organisations*

John Burley and **Michael Davies** prepared a monograph entitled *The Early Contributions of British Nationals to the Post-War International Organisations: Britain, the League of Nations and the New International Order* which was presented at an on-line conference on "Britain, the League of Nations and the New International Order" at the University of Edinburgh on 20 – 21 November 2020. In this paper they described the roles of many former British UN staff in the early days of UN agencies, many of whom contributed materials to the UNCRP. In January 2021 a further on-line discussion took place to celebrate the 75th anniversary of the first General Assembly meeting in Westminster Hall in January 1946. It was organised by Westminster UNA and included **Sir Peter Marshall**⁴⁸, Dan Plesch from SOAS and John Burley on behalf also of Michael Davies talking about their monograph.

2.6.3.5 Marilyn Carr, Ph.D, *Women, The League Of Nations and the United Nations: A Story in three Parts*

Building on her work on the book *Eric Drummond and the League of Nations and global governance* (see 2.6.3.2 above) which she co-authored, Marilyn Carr noted that research on the role played by women in the League of Nations has been sparse and scattered. Her 15 page contribution to the *UNESCO/UNITWIN Network on Gender, Culture & People-Centered Development* (Boston), *Global Network of UNESCO Chairs on Gender* (Buenos Aires) (December 2020) is an attempt to focus on their contributions and to highlight how much is owed to the women who not only lobbied strongly for a League of Nations in the first place (Part I) , but also lobbied for equal job opportunities within its ranks and equal attention to issues of importance to women (Part II). Part III shows how the work of earlier generations of women formed the basis of future work on gender equality in the UN.

A handful of scholars have recently taken an interest in the history of women in international organizations in the 1920s and 1930s and this article draws heavily on their work. This is supplemented by materials available in various archives and Marilyn's contributions to the Eric Drummond book. While UNCRP resources may not have been directly used in this article due to the paucity of records of women during the period of the League of Nations, it is hoped that the existence of the UNCRP has provided both an incentive as well as a framework for research on the careers of former UN staff in areas of particular interest.

2.6.3.6 Lt. Col Matthew 'Sticky' Whitchurch, *UN Peacekeeping*

Another example of the use of the UNCRP has been in linking UNCRP contributors to potential users. For instance, the project put the new **UN Studies Centre** of the **University of Buckingham** in touch with former UN Peacekeeper, **Lt. Col Matthew 'Sticky' Whitchurch**. This resulted in an invitation by the Director of the UNSC for him to speak to students in September 2021 on his UN Peacekeeping experience, thus providing an additional way of sharing his experience and expertise.

Overall, the paucity of evidence, both direct and indirect, of the impact of UNCRP in terms of use by users highlights the need to reflect on this objective as well as on the means of collecting evidence.

Bill Jackson in his '*The UNCRP in 2021 - Some thoughts*' (Annex 11) mentions under 1. that '*A signal weakness of the Project in the Bodleian's eyes is the lack of take-up of the material by researchers. This is because the Project is not well known. It is not well known because, other than for the original Jennings cataloguing, it does not yet appear in detail in the Library's online catalogue – and remember that the material is in any case currently accessible only to cardholding readers of that Library.*'

He added 'A priority for UNCRP is surely to enhance its profile with such as the Development Studies Association, the Refugee Studies Centre, Department of International Studies, Oxford, and the British

⁴⁸ Who presented his paper *All Together Now! A UN75 reflection on our multilateral future*, by Sir Peter Marshall, KCMG, CVO (11 pages, December 2020), which is also posted on the www.bafuncs.org website.

International Studies Association, so that our resource can be brought to the attention of students and potential researchers.'

Further thought and action will be required to ways of stimulating potential users to make fuller use the UNCRP archive, and to be able to access it. At the same time further attention to monitoring and record-keeping would be helpful.

See [Recommendation 3.7 Promotion of use by researchers](#)

2.6.4 Awareness raised among potential users and partners

While increased awareness of the UNCRP has undoubtedly come about, there is clearly much scope for building on this further through targeted activities.

See [Recommendation 3.7 Promotion of use by researchers](#)

3. RECOMMENDATIONS

The above results provide some valuable learning experiences which have given rise to the following **recommendations**:

3.1 Supply of career records

Continued efforts will be needed to ensure a steady flow of materials which could be of use to researchers and other users. These include:

3.1.1 Questionnaires and CVs

Encouragement of members, and others to complete the standard UNCRP Questionnaire, or at least a submit a CV. Welcome letters from the Membership Secretary, and Information Note 9 on the UNCRP can be a useful way of initiating interest and a dialogue on this matter.

3.1.2 Personal memoirs

Encouragement of members to write and submit their personal stories of life in the UN and the results of their work, through memoirs, articles, etc.

3.1.3 Mission reports

Donation of technical and other reports, if members still retain either hard or electronic copies of their technical and other reports, with annotated bibliographies and keywords.

3.1.4 Obituaries

The preparation of Obituaries for publication in the BAFUNCS Newsletter, as well as the obtaining of obituaries prepared in the national press and elsewhere. These can constitute useful summaries of career records and impact.

3.1.5 Memorabilia and photographs

These can be valuable additions to contributors' files.

3.1.6 Contributions from spouses/partners

Oral interviews and transcripts from spouses/partners, as well as other relevant materials they may have prepared.

3.1.7 Oral history

1) Identifying members who might be able to conduct interviews with former UN staff, and others on their experience, including Regional UNCRP 'Champions';

2) Identifying British nationals and UK residents who might be interviewed along the lines of the 79 senior UN staff who had been interviewed under the UN Intellectual History Project (UNIHP), and for which comprehensive Oral History Transcripts had been prepared for the publication *UN Voices*.⁴⁹

3) Identify and approach possible funding sources for a UNCRP Oral History component, along the lines of the British Diplomatic Oral History Project (BDOHP) (see Annex 10.5)

3.2 Awareness-raising

Promoting interest among BAFUNCS members through:

3.2.1 Personal encouragement

Encouraging contributions, as well as through practical and personal help for both written and oral contributions, including from spouses, partners and family members.

3.2.2 Regional UNCRP ‘champions’

Inviting Regional Representatives to identify and assist volunteer ‘UNCRP champions’..

3.2.3 BAFUNCS Newsletter articles

Liaising with the Editor in promoting the writing of articles, book reviews and obituaries for the BAFUNCS Newsletter These can include region or theme-based supplements, such as for the Focus on Africa supplement in September 2020.⁵⁰

3.2.4 Website posting of articles:

Assisting the Website Manager in ensuring that UNCRP contributions are posted on the www.bafuncs.org/uncrp and www.bafuncs.org/publications web pages on a regular basis.

3.3 Facilitating access

Through a coordinated series of actions to link the following elements:

3.3.1 Cataloguing

Supporting efforts by the Bodleian to raise the profile of the UNCRP and to give increased priority for allocating resources to enable a catalogue(s) to be prepared for contributions during the 1995 – 2003 and 2003 – 2021 period, through:

(i) Interns: Recruitment of interns/archivists to prepare/update Catalogues.

(ii) Archivist: If possible, recruitment of a full-time archivist to update the 1995 Catalogue for the period 2003 – 2021.

3.3.2 Fundraising

To support efforts by the Bodleian to recruit the above staff, and raise other funds through:

(i) Oxford Development Office (ODU):

Supporting the preparation of funding proposals for cataloguing for submission to funding organisations/charities, etc. (as required)⁵¹.

⁴⁹ See CD *United Nations Intellectual History Project: The Complete Oral History Projects from UN Voices*, produced by the UNIHP, Ralph Bunche Institute of International Studies, Graduate Centre, The City University of New York (www.unhistory.org)

⁵⁰ The Editor, Mary Roll-Vallanjon, is to be warmly thanked for her initiative to produce such a supplement which included contributions by Lord David Hannay, Nicholas Westcott, Peter Simkin, Alan Roe, Michael Askwith, Frederick Lyons, Patricia de Mowbray and Bill Jackson.

⁵¹ Ref. Bill Jackson's recommendation that under 2. That 'Mike Askwith and I were disappointed that that Office did not seek our help in putting an application in 2020 (unsuccessfully) to the Gladys Krieble Delmas Foundation which had assisted the original Jennings cataloguing exercise. We would have wanted to see the application energetically marketed on the basis not only of the continuing success of the Project in various ways since then, but of the anonymous offer of £25,000 in the form of a

(ii) BAFUNCS General Funds:

Liaising with the BAFUNCS Treasurer to ensure that funds are available for selected UNCRP purposes (*Guide for Researcher Supplements*, travel, etc.),

(iii) Fundraising plan

Preparing a simple fund-raising plan to introduce a personalised approach with a target of 80 members donating £100 each, together with a request for legacies.' (ref. Annex 10 Bill Jackson 'Some Thoughts')

(iii) Identifying potential funding sources

NGOs, charities, individuals, including through legacies and other contributions.

3.3.3 Websites

(i) Bodleian Websites

Clarifying with the Bodleian its position regarding the restoration and/or updating of UNCRP information on its website ([United Nations Career Records Project - United Nations - Oxford LibGuides at Oxford University](http://www.bafuncs.org/uncrp)), (see Annex 5), and the strengthening of links with the www.bafuncs.org/uncrp website

(ii) BAFUNCS website

Promoting widespread advocacy of UNCRP resources through the www.bafuncs.org/uncrp websites; updating text and adding documents and articles, career summaries and obituaries on a regular basis, and liaising with the Bodleian to ensure appropriate links with its website. (see also 3.2.4 above)

3.3.4 The Guide for Researchers of the UNCRP, and Supplements.

Promoting *The Guide for Researchers*, and the issuing of further *Supplements* on a regular or biannual basis.

3.4 Witness Seminars

3.4.1 Identification of potential partner organisations and potential themes.

Witness seminars and their reports can provide a valuable source of contributors as well as archival materials. They should be continued as a tool for raising awareness and attracting contributions in conjunction with special events, themes and anniversaries and as useful opportunities for former UN and other staff to share their experiences, and to document them as contributions to the UNCRP.

Priority should be given to identifying:

(i) Potential host organisations (UNA-UK, universities, faculties, think-tanks, local UNAs, etc.)

(ii) Potential themes of interest, in which there is a good critical mass of former staff willing to share experiences.

(iii) Potential financial backing to the host organisation for potential seminars.

3.4.2 Planning and organisation of future witness seminars

Future discussions with interested parties could tentatively plan for witness seminars in conjunction with

(i) UN@77/78 Theme(s) to be determined

promised legacy (albeit that that is not cash in hand). The recent grant from the Helen Roll Charity, together with release by the anonymous donor of a complementary contribution, has improved the situation dramatically, but temporarily.'

(ii) UN@80 Theme(s) to be determined

3.5 Outreach events

3.5.1 UN Careers events with universities

Relations can be developed or consolidated with faculties and departments of development studies and international relations of UK universities and university UN Associations/Model UN Societies (MUNS) to promote the organisation of UN Careers Events and awareness-raising on UNCRP resources for potential researchers.

- Oxford University UNA (OU UNA)
- Oxford Brookes University Model UN Society (OBU MUNS)
- Cambridge University UNA (CUUNA)
- LSE
- SOAS
- University of Kent
- UN Studies Centre, University of Buckingham
- Institute of Development Studies (IDS), at the University of Sussex
- King's College London/Centre for Contemporary British History (CCBH)
- University of East Anglia (UEA)
- Bradford University
- Birmingham University,
- Manchester University
- University of York
- University of Edinburgh
- Others

(ii) UNCRP links to Oxford colleges with associations with the UN⁵²

Visits to the following individuals and Colleges could be organised to discuss their views on research needs on the UN, and how UNCRP resources could be used:

- Edward Mortimer, All Souls College;
- Baroness Valerie Amos, Master, University College, Oxford;
- Sam Daws, [Director, Project on UN Governance and Reform, Centre for International Studies](#), and Senior Research Associate at the Centre for International Studies
- Jeff Crisp, Research Associate, Refugee Studies Centre, University of Oxford
- St. Antony's College, Oxford

3.5.2 UNCRP links with UNA-UK

Periodic meetings could be held with the UNA-UK Executive Director and staff to stimulate the use of UNCRP resources through:

- Potential Witness Seminars,
- UN Careers events

3.5.3 UN agency alumni networks

Development of partnerships with UN-related organisations, including⁵³

- Associations of Former International Civil Servants (AFICS)
- Association of Former UNESCO Staff Members (AFUS), Paris
- Association of Former WHO Staff (AFSM), Geneva

⁵² Google websites for more information

⁵³ For further details, see section on 'Select List of similar and related resources' in *Guide for Researchers* (pp 141, 142.)

- Section of Former Officials of the ILO
- Former FAO and Other UN Staff Association (FFOA), Rome
- UNDP Senior Alumni Network (New York)
- World Bank (2020 Club?) and World Bank/IFC Archives Oral History Project
- IMF, through relevant link persons.
- United Nations Intellectual History Project
- Academic Council of the United Nations System (ACUNS)
- Other international organisations involved in UN affairs

3.5.4 Other and Non-UN related organisations

- British Diplomatic Oral History Programme (BDOHP), Churchill Archives Centre, Cambridge
- Library of Commonwealth and African Studies, London
- History of International Organizations Network (HION), Geneva
- Centre for Contemporary British History (CCBH)
- Overseas Service Pensioners Association (OSPA) (now closed but see website)
- Arts and Humanities Research Council (AHRC)
- Development Studies Association
- Refugee Studies Centre, University of Oxford
- Department of International Studies, University of Oxford
- British International Studies Association

3.6 Governance and management

3.6.1 Record-keeping and monitoring

For monitoring and accountability purposes, an appropriate record-keeping system should be devised for common use by the Coordinator and the Editor. In the light of experience, such a system should involve the collection of statistics on the following, and the regular maintenance of annual reporting on the following indicators:

1. New members informed about UNCRP through Welcome Letters and follow-up
2. Responses from new members in terms of expressions of interest and contributions.
3. Further contributions from existing members
4. New or further contributions from non-members
5. Monitoring of different types of materials:
6. Types of materials contributed
 - 1) Full questionnaires
 - 2) Partial questionnaires
 - 3) Website-based CVs
 - 4) CVs submitted
 - 5) Articles,
 - 6) Memoirs etc
 - 7) Obituaries (including in Newsletter)
 - 8) Oral history transcripts
 - 9) Others?

3.6.2 Links with the Weston (Bodleian) Library – liaison, monitoring and support

- (i) Meet with Jeremy McIlwaine and Susan Thomas to review the status of the project.
- (ii) Meet with the Oxford Development Office to develop a funding strategy and identify funding sources as well as assist in preparing future applications.
- (iii) Organise annual meetings in Oxford to review project progress, work planning and issues arising.

(iv) Review possibilities of cataloguing backlog of contributions and engaging either summer interns or a full-time staff member.

(v) Review the updating of the Bodleian/UNCRP website ([United Nations Career Records Project - United Nations - Oxford LibGuides at Oxford University](#)), with links to www.bafuncs.org/uncrp

(vi) Review options for increasing user use and develop an awareness-raising strategy for targeting potential user groups (universities, think tanks, both in the UK and abroad.

3.6.3 Links with EXCO – advocacy and accountability

(i) Participation in EXCO meetings, with a standing UNCRP agenda item, and through annual and ad hoc reporting

(ii) Contribution of recommendations on UNCRP to current BAFUNCS review being conducted by Philip Daniel.

3.6.4 Links with Annual Reunions – presentations and requests for contributions

(i) Participation in BAFUNCS ARs, with a standing UNCRP agenda item, and not as an AoB.

(ii) Introduction of a regular slot at Annual Reunions for an individual or panel presentation on a UN or UN-career related subject(s)⁵⁴

3.6.5 Staffing

Suggested UNCRP personnel should include the following:

(i) UNCRP Coordinator, to promote UNCRP and encourage contributions, coordinate its various activities and outreach, ensure close liaison with the Bodleian Library, ensure regular monitoring and reporting with both the Bodleian and EXCO.

(ii) Editor of the *Guide for Researchers of the UNCRP*, and *Supplements*, to ensure the preparation of biannual Supplements, with summaries and analysis of contributions received.

(iii) Assistant Editor, to ‘understudy’ and support Bill Jackson in editorial functions, and in due course to continue his work.

(iv) Regional ‘champions’ to promote and facilitate UNCRP coverage at regional level and serve on regional committees (with Regional Representative, Hon. Secretary, Treasurer, Member Support/Welfare).

(v) Website assistant, to assist the Website Manager in posting suitable materials on UNCRP and individual contributions, on www.bafuncs.org/uncrp, and in ensuring close liaison with the Bodleian website manager responsible for Archives and UNCRP inputs.

3.6.6 Advisory panel

The reestablishment of a more formal advisory and accountability structure to advise the project on a periodic basis, would be helpful in suggesting priorities for annual work planning, and in monitoring results, thereby strengthening overall accountability on behalf both of the Bodleian and BAFUNCS. This could include:

(i) An Advisory Panel of much the same size as the Trustees of the BAFUNCS Benevolent Fund, and to have the same degree of commitment. Zoom should suffice for most meetings.

(ii) Members, to be Identified by the UNCRP Coordinator, in conjunction with the Bodleian and the BAFUNCS Chairman/President⁵⁵, with responsibilities to cover:

⁵⁴ For instance, on the lines of the panel presentation of the book on Eric Drummond and the League of Nations at AR 2019.

⁵⁵ Susan Thomas, Head of Archives,
Jeremy McIlwaine, Senior Archivist
Nicholas Rosellini, UNCRP

(a) Performance monitoring (activities - collection of materials, processing/cataloguing, summarising for *The Guide for Researchers*; results (outputs); and outcomes (users);

(b) Links with academia, the Bodleian, UN careers events etc. UN alumni networks, etc.

(c) Fundraising

(d) Relationships with regions – including regional ‘UNCRP champions’ and for oral contributions.

(iii) Terms of reference for a sub-committee and advisory group

(iv) Meetings: Annual and/or semi-annual, both zoom or in person.

3.6.7 Amendment to the BAFUNCS Objects of Association

As Bill Jackson suggests in his ‘*Some thoughts*’ under 7, ‘*Above all, there needs to be a new and determined resolve on the part of the Association and EXCO to make the UNCRP a mainline BAFUNCS activity. In some ways it is less important that it provide an outlet for ex-members of staff of the UN system to record their memoirs: much more significant is the value of much of the material to inspire the students and researchers of the future to value the UN and the Specialised Agencies, and to provide useful guidance to tomorrow’s peacemakers and development specialists – see Doss, Whitchurch, Browne, et al.*’

(i) Update the BAFUNCS Constitution (last revised in 2010) to make UNCRP a mainline BAFUNCS activity by adding to its Objects of Association a clause relevant to the need to collect and retain career records for historical, research and family purposes (see clause in red below)⁵⁶ This would both provide a framework for former staff to record their memoirs but also emphasize the importance of much of the material for inspiring students and researchers of the future to value the UN and the Specialised Agencies, and to provide useful guidance to tomorrow’s peacemakers and development specialists.

A suggested addition to the Objects of the Association, could read (to be adjusted as appropriate):

‘To encourage members and others with associations with the UN to contribute memoirs, papers, and other relevant materials to the UN Career Records Project for storage with the Western (Bodleian) Library, University of Oxford and facilitate use by researchers and other users.’

3.7 Promotion of use by researchers

3.7.1 Strategy for user promotion:

Develop a strategy for promoting use of the UNCRP archives by researchers through linkages with universities and other relevant universities.

3.7.2 Monitoring system

Establish a monitoring system whereby those seeking access to and using UNCRP archives for research purposes are documented by the Bodleian and UNCRP.

Bill Jackson, UNCRP
Sir Kieran Prendergast, President
Robert England, Chairman
Sir Richard Jolly, former President
John Burley,
Stephen Browne
Mark Seddon, Director, UN Studies Centre, University of Buckingham
Others?

⁵⁶ Suggested by Michael Askwith in email to Robert England, 2 February 2021

3.7.3 Enhance UNCRP's profile

Enhance UNCRP's profile with a wider network of organisations which might be able to use UNCRP resources and encourage researchers to use them. This could include organisations, such as the Development Studies Association, the Refugee Studies Centre, Department of International Studies, Oxford, and the British International Studies Association as well as others mentioned in 4.5 Outreach events and UNCRP awareness-raising with universities.