

La revue officielle des fonctionnaires Internationaux – The official magazine of international civil servants



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EDUCATION IN GENEVA

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ALEXANDER MEJIA
Editor-in-chief / Rédacteur en chef

This edition is unique, as it marks the 800th monthly publication of our long history. As most of you know, we started in 1949 as *UN Special* right here, at the Palais des Nations in Geneva. We are now called *UN Today*, but we have the same motivation of our founders: to share information amongst United Nations staff members and to also create an important piece of institutional memory at UNOG.

Every month the Editorial Board comes together to plan the edition ahead. When we did it for the June edition, we decided unanimously to focus on education in Geneva. It is a top priority for staff members with children and remains an expensive endeavour if we enrol our kids in private schools in this city. We have to remember that the first international school in the world was created here by our precursors, the staff members of the League of Nations, for the same reason we face today: international children require international education. In that light, we offer you several articles about education in Geneva, including interviews with four of the most prestigious international schools in this city. We hope you find this coverage interesting and helpful.

In addition, we have also articles on Consultants, the forgotten workforce at the UN, and on Greycells, the association of former International Civil Servants for Development. Other topics include interviews with Mr. Fabrizio Hochschild-Drummond, Special Adviser to the Secretary-General on the Preparations for the Commemoration of the United Nations 75th Anniversary and with maestro Michelangelo Pistoletto, the world-renowned artist, creator of the Rebirth sculpture at the Palais des Nations.

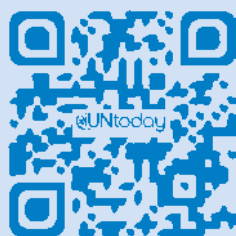
Enjoy your magazine!

Ce numéro est spécial, puisque c'est le 800^e de notre longue histoire. Tout a commencé en 1949, ici même, au Palais des Nations à Genève, avec la parution du premier UN Special. Votre mensuel est aujourd'hui devenu UN Today, mais la motivation initiale n'a pas changé: relier et informer les membres du personnel de l'ONU et contribuer à construire la mémoire institutionnelle de l'UNOG.

Le comité de rédaction qui se réunit chaque mois a décidé à l'unanimité d'axer l'édition du mois de juin sur l'éducation à Genève. Ce sujet est très important pour les fonctionnaires qui ont des enfants, et ceux d'entre nous qui se tournent vers les écoles privées de cette ville savent bien l'enjeu financier que cela représente. Souvenons-nous que la première école internationale au monde a été créée ici même, par nos prédécesseurs de la Société des Nations, qui comme nous étaients conscients de l'importance qu'il y a, pour des enfants internationaux, à recevoir une éducation internationale. Ce dossier que, nous l'espérons, vous trouverez intéressant et utile, comprend entre autres des interviews de représentants de quatre des plus prestigieuses écoles internationales de Genève.

Il sera en outre question des consultants, ces travailleurs de l'ombre de l'ONU, et de Greycells, une association d'anciens fonctionnaires internationaux pour le développement. Vous pourrez également lire les interviews de M. Fabrizio Hochschild-Drummond, Conseiller spécial du Secrétaire général pour les préparatifs de la commémoration du 75^e anniversaire des Nations Unies, et du maestro Michelangelo Pistoletto, artiste internationalement reconnu et créateur de la sculpture du Palais des Nations intitulée « Rebirth ».

Bonne lecture de votre magazine!



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Education in Geneva

Today's reality for a UN staff member

Alex Mejia*

The Education Grant allow us to provide education to our children at our duty station. It has been reduced a few years back, while the cost of education in Geneva remains high.

As every year pass by, staff members find it more and more difficult to cope with increasing academic fees. This entitlement does make a difference for the UN, as it ensures that the best professionals are recruited and retained. We should defend it at all cost.

Everyone reading these lines would agree with Benjamin Franklin's famous quote, postulating that "an investment in education always pays the best return", and most importantly, with the need to preserve the UN Education Grant the way it is.

**"An investment
in education always
pays the best return"**

Benjamin Franklin

So, if we need to maintain the grant as a great investment – at the individual and at the societal levels –, and also as a strong incentive for the best and the brightest to join the UN, why is it that several UN member states in 2017 stripped it down and diminished the financial support provided? During that year, the UNOG Staff Coordinating Council gave a good fight to prevent that from happening, but the member states went forward anyways, arguing several illegitimate financial reasons.

However, this article is not about that; it is dedicated to share insight from a practical perspective: as a



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Lord Mountbatten presenting the first International Baccalaureate diplomas in September 1971 at the International School of Geneva

proud UN staff member for more than a decade, blessed father of three daughters that went – or are going – through international schools in Geneva, and as a head of household that has to make ends meet every month.

The reality of a UN staff member as a parent

I started serving in the USA, then was relocated to Japan and now work in Switzerland. Having known international schools in these three countries, my wife and I have always maintained the same cognitive dissonance in my mind: **a)** this is what we want for our daughters, but, **b)** we cannot afford it comfortably.

During the initial years, every June I would come to the same conclusion: this is simply too much money, even with the Education Grant – and that was with the grant before it was stripped down. But then Benjamin Franklin and my wife would become accomplices and they would make me go back to my senses, ready to start paying school fees again in September when classes would resume. I would receive the Education Grant at the beginning of the academic year and the rest would be paid to the schools in monthly instalments. A unique cycle of

happiness and satisfaction would start, as we saw our daughters progressing academically.

But, in a few months that cycle would become gradually sour and frustrating, as we would be shorter and shorter of money every month, while we paid our portion during the latter part of the academic year.

A harsh reality that we have been willing and able to endure for more than a de-

cade, because we remain convinced it is our duty and obligation in our family, our *raison d'être* as parents, and in my particular case, because I have adopted it as one of the greatest motivations to go to work every single day.

The Education Grant Education in Geneva is onerous

The Education Grant is provided to staff members who are internationally recruited, including those in the Professional and higher categories, the General Service category and the Field Service. You have to reside and serve at a UN duty station outside your home country (or the country of your home leave), and normally the grant covers around 75 % of the tuition costs of your children's education, based on a sliding scale.

I have benefited from the grant for several years and remain grateful for it. To recall only our last duty station, in Geneva our daughters have attended the École Internationale, the Lemman International Academy, and École Moser. Two of them have now graduated and moved on to Universities in other countries, and our last daughter is still here with us. I can honestly say that all of those schools in Geneva are outstanding institutions, with the best academics and well-rounded educational programs to prepare our children for life. Their administrators and teachers are a testament to the professionalism and vocational excellence that should characterize an international school.

“The tuition payments are followed by a litany of other payments that would make you cry: your bank account is ‘peeled’ like an onion every month with payments for tuition, after school studies, meals, outings, books, trips and extracurricular activities.”

**“Our children’s education
in Geneva is a great privilege that
normally only the rich can afford.
We are not rich, but this is possible
because we work at the UN
and this is still an entitlement.”**

But those schools are located in Geneva and pay Swiss salaries, so they are also expensive. Their tuition payments are followed by a litany of other legitimate payments that would make you cry, even if you don’t usually cry when peeling an onion. It is literally like that: your bank account is “peeled” like an onion every month with payments for tuition, after school studies, meals, outings, books, trips and extracurricular activities. My wife and I have paid an average of CHF 124,000 per year, of which only about half come as Education Grant. If you do the math and divide that half into 10 monthly payments, you would understand why the “peeling” allegory.

The Education Geneva, a privilege to be defended

At the same time, I assure you that your investment in education is indeed worthy and that I would not have done it any different. When time pass, you will see your children’s education in Geneva as a great privilege. A privilege that normally only the rich can afford. And it is all possible because you work at the UN and this is still an entitlement. We must defend it at all cost, and we must remind the UN member states that if they want our multilateral organization to perform with the excellence that is expected of us, and with ever growing demands, this

entitlement does make a difference and ensures that the best professionals are indeed recruited and retained.

The old saying (even though is not from Benjamin Franklin) that applies here is this: “you pay peanuts, you get monkeys...” Think about it. And while you do, make sure your voice is heard next time someone has the brilliant idea that to cut costs at the UN, the Education Grant has to be watered down again. That would be a very bad idea, indeed! ■

International schools in Geneva

To complete this insight from a practical perspective, we asked international schools in Geneva to answer three specific questions, the same for each school. Four of them answered and they are, respectively: École Internationale de Genève, École Moser, Institut Florimont and Institut International de Lancy. You can read their answers in the following articles of this issue. We hope this will be useful for you.

* Alex Mejia is Editor-in-Chief of *UN Today* magazine and Division Director at the United Nations Institute for Training and Research (UNITAR).

**The Centre des arts
of the International School
of Geneva (Ecolint).**





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ECOLINT – École Internationale de Genève

Michael Kewley*

Ecolint is the second largest international school in the world, and birthplace of the International Baccalaureate Diploma.

working from the home of one of their founders, Ecolint now comprises eight school divisions, spread across three magnificent campuses in Geneva and Vaud. With 4450 students and 1300 staff.

Ecolint – short for École Internationale de Genève – was founded in 1924 by local pedagogues who were keen to make learning more child-centric, and international civil servants from the ILO and League of Nations who were looking for educational alternatives for expatriate families such as themselves. Starting with just eight children (and a rabbit!),

The COVID-19 pandemic has affected the way the school operates. How do you see the school after COVID?

In many ways, the experience of COVID-19 has reinforced the importance of what we already do so well and highlighted the unique value which schools bring to young people, which is much more than academic – developing their abilities to form productive and meaningful social and human relationships, whether that is with their classmates or with teachers and other staff.



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COVID-19 forced us to deliver our educational provision differently – using online tools – and the speed with which our staff rose to that challenge, and the outstanding feedback we have received from parents, is testament to the quality and dedication of our staff. It also demonstrates that should there be a second wave of confinement caused by COVID-19 – or any other pandemic or major disaster – then Ecolint would be able to change gears seamlessly and move back to distance learning. Having now gained so much experience with these tools, it also seems inevitable that we will use them more often in future.

Virtual parent meetings for parents who are not able to come in person; teaching or mentoring students on different campuses; holding virtual staff meetings to avoid unnecessary travel – which will also help us reduce our carbon footprint in line with our campus mobility plans – are just a few examples of how our new familiarity with online learning approaches and technology will change the way we operate in the future.

What won't change, however, is our commitment to the social and pastoral

development of our young people, and the focus on human relationships, and whilst these are still possible using virtual collaboration tools, we are all delighted to be able to welcome our students and colleagues back to school in person.

How do you differentiate yourself from other international schools in Geneva and its surroundings?

Ecolint is the world's oldest international school, and the birthplace of the International Baccalaureate diploma, which has become the standard of reference for international schools all over the world.

Our IB Diploma examination results are exceptional, with an average 96% pass rate over the past five years, nearly 20 points higher than the world average, despite an admissions policy which is entirely inclusive and which means that we have students who span the entire range of academic abilities. As well as being by far the most popular school among international parents in the Geneva area, Ecolint is also the most diverse school on the planet, with students and staff representing over 140 nationalities and speaking over 80 mother tongues.

Whilst we are not an "official" UN school, Ecolint's creation by, among others, the USA's first envoy to the newly created League of Nations, means our UN connection goes back even further than the creation of the UN! One of our Governing Board members is always a UN appointee, and many other members of the Board work in international agencies, including such eminent figures as Mr Kofi Annan.

International civil servant and diplomatic corps parents find themselves among their peers, and the strong humanitarian values, which underpin the vital work of international organizations, are shared by the school. Whilst some other schools are run as businesses, with corporate or private equity shareholders, and corresponding financial objectives at least partly the focus of their management, being a resolutely not-for-profit Foundation, the only thing which drives Ecolint is our mission to educate for peace and the future of humanity.

"We are told there are more UN children at Ecolint than any other school in the world."

“Our fees are not the lowest in the Geneva marketplace, but we know that the value for money we are offering justifies the expense.”

Children of international civil servants represent a large percentage of the students enrolled in your school. The rules for the reimbursement of school fees have changed, putting a strain on the budget of some families. Do you plan to take measures to remain competitive with other schools?

Having always been, since our creation in 1924, a not-for-profit organisation, every Swiss Franc invested by families is used to deliver an outstanding educational experience for our 4450 young learners. Whilst our fees are not the lowest in the Geneva marketplace, we know from parental feedback and our strong enrolment trends that the value for money we are offering justifies the expense. As well as delivering outstanding academic results, we also pride ourselves on offering services which most other schools do not – such as our Extended Support Programme which has been recognised as “one of a kind” in Switzerland – and on having world-class facilities to develop fully rounded young people well beyond the academic domains.

Our La Grande Boissière Centre des arts and STEM Centre facilities, our Campus des Nations collaborative study space or “CoLab” and the world class sports facilities such as those at La Châtaigneraie are just a few examples of the added value provided at Ecolint. We also believe in rewarding our staff in a manner which is commensurate with the high expectations we – and fee-paying parents – have of them.

Given that one of our founders was a senior member of the ILO, it is natural that we believe in providing a secure and stable working environment, where staff enjoy favourable conditions and good job security, and which enable us to recruit the very best people from around the world. ▶

* Michael Kewley is Director of Marketing & Stakeholder Relations of the International School of Geneva.



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École Moser

École Moser
in Geneva.

Alain Moser*

École Moser was founded by Mr Henri Moser in 1961 and is now run by his son Alain Moser. It is one of the last family-run private schools in French-speaking Switzerland.

was very reassuring for all in these unsettling times. École Moser's pedagogy has valorised the use of teaching and learning technology for several years. The school has invested heavily in creating an infrastructure that has integrated ICT seamlessly into the daily experience of teaching and learning. 1:1 technology, interactive white boards, online learning platforms and a dedicated "Moser Lab" ICT hub, have successfully enabled us

The COVID-19 pandemic has affected the way the school operates. How do you see the school after COVID?

COVID-19 may have emptied and closed the school buildings overnight, but our school opened the very next day "virtually" and not one lesson was missed. Every teacher and pupil were able to maintain their pedagogic relationship in a stable and secure learning environment, which

"It is located in Geneva, Nyon and Berlin and takes pupils from primary school to pre-university (pupils from 8 to 18 years old)."

to breakdown the artificial distinction between the classroom and home. It was this tradition of a more “blended” learning environment that made the transition to distance learning during the recent school lockdown relatively straight forward. Our surveys of parents have confirmed that the effectiveness of our virtual school provision has been highly appreciated. And as the schools gradually re-open, this system is also easing the transition back to normality as pupils take it in turns to come to face-to-face lessons, while the others participate in the same lesson via video link at home or in an adjacent classroom. Based on this successful experience, we plan to further develop online support solutions for our students, for example, expanding our successful interactive video lessons www.matuonline.ch In brief, COVID-19 has confirmed the importance and efficacy of the school’s digital strategy and our commitment to the digital future of teaching and learning.

How do you differentiate yourself from other international schools in Geneva and its surroundings?

The ecology of École Moser is on a human scale, adapted to the needs of our local families. Our teaching and learning philosophies reflect this. Our school environment follows the “Positive Discipline” framework. It is rigorous and supportive. Our teaching is child centred and differentiated, our classes are small, and pupils are guided individually. Every day after school from

“In Ecole Moser, the teaching is innovative, multilingual and based on dynamic learning methodologies.”

3:45 to 5:00 pm we offer “appui” where students can get help and support from their subject teachers. The agenda for this support time is determined by the students themselves on a basis of individual need. This personal tuition allows them to, for example, ask questions, practise orals, listen to further explanations or improve their subject methodology.

The learning of languages in an immersive context (CLIL) is another centrally important characteristic of École Moser. Starting in primary, pupils can learn and access subject content in a language other than French. This system is highly flexible and encourages an impressive level of linguistic ambidexterity. For example, in 6e Primary, arts, music and

École Moser
in Nyon.



© AURELIEN BERGOT



© ÉCOLE MOSER

Alain Moser,
Director General.

sport are taught in German while history is taught in English. In 7^e Primary, arts and geography are taught in German while "art of thinking" is taught in English. In 8^e Primary, geography and biology are taught in German while mathematics is taught in English. This logically leads to the possibility for older students to join either of the two bilingual sections (French/German – French/English) in the Secondary school. Over 50 % of Secondary 2 students (ages 15-18) in Geneva and Nyon are currently studying in one of the bilingual sections.

For many families, the most valued feature of École Moser is our exceptional success rates in the Maturité exams. Our pedagogy in Maturité classes is based on a pre-university system for the last three years. For example, pupils might sit in an auditorium and listen to short lectures and then split into groups to share

and collaborate in order to complete their work. Teams of teachers cooperate and co-teach in most Maturité classes; encountering several points of view and having a team of teachers to refer to is an enrichment for all. And now École Moser is offering the possibility for students to prepare for the double diploma of Maturité / IB. This double diploma combines the traditional subject-based academic rigour of the Swiss Maturity with the 21st century skills-based approach of the International Baccalaureate. Pupils will not have to choose between the two diplomas but will be offered the unique opportunity to graduate in both systems.

Children of international civil servants represent a large percentage of the students enrolled in your school. The rules for the reimbursement of school fees have changed, putting a strain on the budget of some families. Do you plan to take measures to remain competitive with other schools?

École Moser is aware of this new situation for international staff and will maintain what are already some of the lowest school fees in French-speaking Switzerland. We make the joint advantages of a Swiss and international education relatively affordable. But it is important to note that École Moser is fully 21st century orientated. École Moser is a Swiss school that recognises and promotes universal values, social and cultural diversity, whilst providing a uniquely innovative pedagogic environment to challenge each and every child. ■

* Alain Moser is Director General of École Moser.

**“École Moser is the only school
in French-speaking Switzerland to offer
the double diploma which enables the same
student to gain both the Swiss Maturité
and the International Baccalaureate Diploma.”**



Pupils in primary kindergarten.

Institut Florimont

Sean Power*

Florimont is a coeducational private school that offers a comprehensive educational program from Kindergarten through the end of secondary education.

The COVID-19 pandemic has affected the way the school operates. How do you see the school after COVID?

Above all COVID-19 has required schools to adapt their approaches to teaching and learning. Students have been learning from home using, amongst other things, technology and programs of blended learning. It has been a wonderful opportunity to develop student autonomy and improve digital skills beyond what we already work on when students are in school. This unique situation has encouraged teachers and students to explore the potential of these tools and approaches to teaching and learning even further, to "push the boundaries", to experiment and take risks that they perhaps wouldn't normally have taken. It has encouraged creativity and resulted in people finding new ways to work as a team from a distance.

The challenge post COVID-19 will be to capitalize on this experience, to take what we have learnt and see how we can enrich teaching and learning once we are back in a classroom situation.

It has also provided a unique opportunity to reflect on the true meaning and practice of the fundamental values at the heart of our school communities,

"Knowledge and skills are taught through a learning experience that reflects the realities and needs of today's world while continuing to reap the benefits of tried-and-tested methods."

such as solidarity or respect for others and the world around us. This will provide a deeper understanding of why we engage in community and citizen-based projects, and what it really takes to “live these values”.

How do you differentiate yourself from other international schools in Geneva and its surroundings?

To start with, our roots! We were founded by the Missionaries of St Francis de Sales in 1905 and have been under secular leadership since 1995. Our heritage is still very strong, and we remain firmly committed to our traditional core values and standards, such as solidarity, tolerance, respect for differences and service towards others. This heritage is the bedrock on which we also develop today's skills and competencies which enable our students to become well rounded and ethically conscious 21st century citizens.

We are also very much a local school with an international outlook. The vast majority of our families are at home here and our students stay with us for many years; some from the age of 3 to 18! We are proud of our francophone culture, but the majority of our students follow bilingual programs (French / English), in a multilingual setting. We also offer German, Italian, Spanish and Mandarin in the different sections of the school.

Regarding our curriculum, the combination of local roots and an international outlook has led us to developing three final diploma programs: the “maturité Suisse gymnasiale”, the “baccalauréat français” and the International baccalaureate diploma. We are the only private school in Geneva to offer this choice.

Children of international civil servants represent a large percentage of the students enrolled in your school. The rules for the reimbursement of school fees have changed, putting a strain on the budget of some families. Do you plan to take measures to remain competitive with other schools?

Florimont's range of academic programs and holistic development experiences are amongst the most competitive in the canton. We do all we can to ensure that this remains the case, whilst seeking to provide the standards of quality and excellence that our students deserve. As a not-for-profit organization, any surplus that we generate is ploughed back into developing our educational mission and ensuring the best possible opportunities for our school community. Clear evidence of this is the finalization of the 10-year renovation plan of our campus to provide a fantastic learning and teaching environment for our community.

Next year, we will have new Arts and STEM blocks, a new theatre, a third gymnasium and a new “Cœur de l'école”. This central space has been designed to be the focal gathering point of the school, a place to live, to think and to meet together as a community. Investing in our physical offline infrastructure is an important way to address 21st century learning and teaching

“We want all members of the Florimont family to pay the fairest price possible for the very best service. It is as simple as that!”

challenges whilst recognizing the online benefits we have learnt from COVID-19!

We are proud to say that we have met the challenge of accomplishing this without adding to school fees, imposing a capital expenditure fee on top of tuition fees, or calling on extra funding from the school community.

Speaking of evolution, we are also deepening our bilingual offer by extending it to our youngest ones (as of 12th grade). This is a very strong demand amongst our community, and we are happy to be able to address it as of September 2020 with minimal impact on tuition.

We want all members of the Florimont family to pay the fairest price possible for the very best service. It is as simple as that! ▶

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Sean Power,
Director General.

* Sean Power is Director General of Institut Florimont.

Graduation ceremony.

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Institut International de Lancy

Monique Roiné*

Founded in 1903 as College Marie-Thérèse, the Institut International de Lancy (IIL) is an international school welcoming student from 3 to 19 years old.

With integrated digital learning and a uniformly French and English environment, IIL offers a choice between 3 curriculum paths while providing a comprehensive education for the global citizens of tomorrow.

In the English section, students follow the National Curriculum for England including the IGCSE examinations, preparing them for the International Baccalaureate (IB) Diploma with multilingual exam options (IB World School). Students in the French section follow the Education Nationale curriculum which leads to the Brevet des Collèges and French Baccalaureate diplomas. The IIL Bilingual Primary section combines the strengths of both UK and French curricula to deliver a bespoke curriculum offering the best of both to our students.

The IIL Community stays united around the core values of mutual care and respect, shared with the founders, the Sisters of

St Joseph of Lyon. A forward-thinking school, IIL nurtures collaboration, creativity and critical thinking becoming in 2011, the first One to One iPad School in Switzerland. Learner-centric, engaging and collaborative activities are the key to our digital learning approach. Our students discover comprehensive and personalized tools while developing their individual potential. With access to a variety of technologies and continuous support, our education staff explore and develop new methods of teaching, responding to the needs of their classes and students.

In the IIL campus, students of all ages benefit from modern facilities including fully equipped sports halls, auditorium, science labs, art rooms and a brand new STEAM Lab: a creative space, where



Science, Technology, Engineering, Art and Math concepts are woven together to breathe life into novel concepts.

The COVID-19 pandemic has affected the way the school operates. How do you see the school after COVID?

With confidence working together as a community we succeeded in providing structure and support at all levels. During these challenging times, IIL staff, students and parents have proven exemplary in their dedication and resourcefulness.

Thanks to our integrated digital learning approach, we were prepared to face the COVID-19 crisis from day 1, covering all subjects across the curriculum in all year groups. During confinement, IIL teachers successfully applied their knowledge and expertise to ensure continuity of teaching and learning. As part of our wellbeing support, IIL Physical Education (PE) staff provided online sports classes to staff as well, helping to diminish stress levels to cope with these challenging times.

As of May 11th 2020, in adherence with the instructions of the cantonal authorities regarding the sanitary requirements and procedures, we finalized our "Back to School Safely" Plan putting in place every effort to welcome students and staff in the best possible conditions.

Every staff member at IIL has been informed and updated to strictly respect de-confinement measures but our ultimate hope is to go back to normal and see school life restored.

How do you differentiate yourself from other international schools in Geneva and its surroundings?

Known for encouraging academic excellence, IIL strives to make students independent, autonomous learners through the use of 21st century approaches to teaching and learning.

Since 2011, we pride ourselves on our international, well established reputation for using information and communication technology in education. IIL has been, since then, playing a pioneer role in Switzerland with the implementation of a One to One iPad program and as an Apple distinguished school.

Our 21st century approach is also reflected through our first-class infrastructure

"Our 21st century approach is also reflected through our first-class infrastructure of the IIL campus that allows a greater adaptability to teaching innovations."



Monique Roiné,
Director General.

of the IIL campus that allows a greater adaptability to teaching innovations. Open spaces foster collaboration, creativity and flexibility for peer-to-peer learning and group projects. Through our holistic approach and values, we nurture tomorrow's world citizens. In this direction, IIL takes the lead and introduces for the first time in Switzerland an integrated, whole-school, anti-bullying program.

IIL has been accepted as an official member of KiVa schools, a Finnish based program dedicated to addressing the fundamentals of bullying in terms of prevention, intervention and monitoring. After a full training in Finland, the IIL KiVa team is now ready to train every staff

member on the core values and philosophy of KiVa. Classroom teachers will integrate and follow age appropriate prevention and awareness activities for all students. Our goal is to develop a KiVa attitude throughout the school highlighting values of tolerance, respect for differences and self-confidence.

Children of international civil servants represent a large percentage of the students enrolled in your school. The rules for the reimbursement of school fees have changed, putting a strain on the budget of some families. Do you plan to take measures to remain competitive with other schools?

At IIL, we pride ourselves on a real-world view and therefore strive to maintain competitive fees. For the last few years, our fee policy has been stable, and this has been greatly appreciated by our IIL families. IIL aligns to the Geneva Association of Private Schools (AGEP) fee recommendations.

In terms of competitive measures, at IIL we believe that families select a school that coincides with their values in education and child development. The Institut International de Lancy offers choices in languages, arts, sciences, academic curricula and first-class facilities while preparing students to be well-rounded world citizens of tomorrow. The IIL difference is in our community where each student is an individual and part of the family. ▶

* Monique Roiné is the Director General of Institut International de Lancy.

**"IIL aligns
to the Geneva Association
of Private Schools (AGEP)
fee recommendations."**

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And how about putting your children into a Swiss public school?

Ian Richards*

We spoke with Guylaine Antille, in charge of internal communication at Geneva's education department, on what's involved if you want to educate your child locally and save yourself a lot of money in the process.

L'école primaire, le cycle d'orientation et le collège sont-ils ouverts aux fonctionnaires internationaux et les diplomates ? Y a-t-il des examens d'entrée ?

Pour l'école primaire et les Cycle d'orientation (École obligatoire), tous les enfants domiciliés dans le canton de Genève, et ce indépendamment de leur statut, peuvent être admis à l'école obligatoire publique genevoise.

Les enfants en âge d'intégrer l'école primaire publique genevoise sont, en principe, admis dans l'année de scolarité qui correspond à leur classe d'âge sans examens d'entrée.

De la 1P à la 3P, les élèves fréquenteront à plein temps les classes ordinaires.

A partir de la 4P, les élèves non francophones seront inscrits à mi-temps en classe ordinaire et à mi-temps en classe d'accueil afin de parfaire leurs connaissances en français.

Les enfants francophones en âge d'intégrer le cycle d'orientation (CO) passeront des tests d'admission en français, mathématiques, anglais et allemand (à titre indicatif et uniquement si les élèves l'ont déjà étudié avant leur arrivée dans le canton).

Les épreuves d'anglais et d'allemand sont réservées aux élèves souhaitant rejoindre les 10^e et la 11^e années du CO.

Les enfants non francophones en âge du CO sont admis directement dans les classes d'accueil (à plein temps) sans passage de tests d'admission.

Pour le collège, oui, c'est une réglementation qui l'autorise. Ce ne sont pas des examens d'entrée mais une étude de dossier pour savoir où se situe l'élève, et s'il doit entrer par la voie des classes d'accueil ou directement dans une filière francophone.

Faut-il avoir une maîtrise parfaite de la langue française ? Sinon, comment les enfants peuvent-ils y participer ?

Pour l'école primaire et les Cycle d'orientation (École obligatoire) la maîtrise de la langue française n'est pas obligatoire pour l'admission des élèves dans l'enseignement obligatoire public genevois.

Des classes spécifiques, appelées classes d'accueil, pour des élèves à partir de la 4P jusqu'à la 11^e du CO sont prévues afin de préparer les élèves non francophones à acquérir les connaissances nécessaires en français en vue d'une intégration réussie dans le système scolaire public genevois.

Pour le collège, non, du tout. Les classes d'accueil pour élèves non-francophones sont là pour ça.

Comment peuvent les parents trouver de plus amples informations pour inscrire leurs enfants à l'école publique ?

Les parents souhaitant inscrire leurs enfants dans l'enseignement obligatoire public genevois peuvent consulter notre site internet :

- Pour une demande d'admission dans l'enseignement primaire : <https://www.ge.ch/inscrire-mon-enfant-ecole-primaire>
- Pour une demande d'admission au cycle d'orientation : <https://www.ge.ch/inscrire-mon-enfant-au-cycle-orientation>

* Ian Richards is an economist at the United Nations Conference on Trade and Development (UNCTAD).

Intern

1 Ecole Brechbühl

Date of creation: 1875
Number of students: 170
School fees: from CHF 811 to CHF 1,400
Teaching language(s): French
Programme: Swiss curriculum
School type: Nursery and primary schools
<https://brechbuhl.ch/>

ADDRESS

Rue Toepffer 3
1206 Geneva

2 Institut International de Lancy

Date of creation: 1903
Number of students: 1420
Number of campuses: 1
School fees: from CHF 12,000 to CHF 26,800
Teaching languages: French / English
Programme: Cambridge IGCSE, IB Diploma
Programme, French Diplôme National du Baccalauréat
School type: Nursery and primary schools / Secondary schools
www.iil.ch/

ADDRESS

Avenue Eugène-Lance 24
1212 Grand-Lancy

3 Institut Florimont

Florimont
Date of creation: 1905
Number of students: 1490
Number of campuses: 1
School fees: from CHF 16,000 to CHF 26,500
Teaching languages: French / English
Programme: Maturité cantonale, French
Baccalauréat, International Baccalauréat
School type: Nursery and primary schools /
Secondary schools
www.florimont.ch/

ADDRESS

Avenue du Petit-Lancy 37
1213 Petit-Lancy

4 Institut Catholique La Salésienne

Date of creation: 1919
Number of students: 410
Number of campuses: 1
School fees: CHF 10,200 (CHF 850/month)
Teaching language: French
Programme: French Swiss study plan
School type: Nursery and primary schools
<https://salesienne.ch/>

ADDRESS

Route de Veyrier 243
1255 Veyrier



ational Schools in Geneva

5 Collège Saint-Louis

Date of creation: 1919
Number of students: 250
Number of campuses: 1
School fees: CHF 15,500
Teaching language: French
School type: Secondary schools
www.college-stlouis.ch

ADDRESS

Route de Bellebouché 34
1246 Corsier

6 International School of Geneva

Date of creation: 1924
Number of students: 4500
Number of campuses: 3
School fees: from CHF 19,968 to CHF 34,256
Teaching languages: French / English
Programme: Maturité Suisse, Universal Learning Programme, High School Diploma.
School type: Nursery and primary schools / Secondary schools
www.ecolint.ch/

ADDRESS

Route de Chêne 62
1208 Geneva

7 International Notre-Dame du Lac

Date of creation: 1946
Number of students: 300
Number of campuses: 1
School fees: from CHF 13,900 to CHF 16,850
Teaching language(s): French
School type: Nursery and primary schools
www.notre-dame-du-lac.ch/

ADDRESS

Chemin Notre-Dame-du-Lac 5
1223 Cologny

8 Lycée Rodolphe Töpffer

Date of creation: 1954
Number of students: 220
Number of campuses: 1
School fees: from CHF 15,000 to CHF 49,660
Teaching language: French
Programme: Swiss Harkness, French baccalaureate
Boarding school or day school: both
School type: Nursery and primary schools / Secondary schools
www.lycee-topffer.ch/

ADDRESS

Avenue Eugène Pittard 21
1206 Geneva

9 Ecole Bénédict

Date of creation: 1957
Number of students: 120
School fees: from CHF 15,000 to CHF 18,000
Teaching language: French
Programme: Swiss Maturité fédérale
School type: Secondary schools / Vocational and business schools
www.ecole-benedict.ch/

ADDRESS

Rue Madame-de-Staël 7-9
1201 Geneva

10 Collège du Léman

Date of creation: 1960
Number of students: 1900
Number of campuses: 1
Different nationalities: 110+
School fees: from CHF 22,480 to CHF 89,900
Teaching languages: French / English
Programme: French Baccalaureate, Swiss Maturité, American High School Diploma, International Baccalaureate
Boarding school or day school: both
School type: Nursery and primary schools / Secondary schools
<https://www.nordangliaeducation.com/en/our-schools/switzerland/cdl>

ADDRESS

Route de Sauvigny 74
1290 Versoix

11 Ecole Moser – Geneva

Date of creation: 1961
Number of students: 710
Number of campuses: 3 in Geneva, Nyon and Berlin (Germany).
School fees: from CHF 17,500 to CHF 25,000
Teaching languages: French / English / German
School type: Nursery and primary schools / Secondary schools
www.ecolemoser.ch/geneve/

ADDRESS

Chemin de la Montagne 81
1224 Chêne-Bougeries

12 Ecole des Nations (pédagogie Montessori)

Date of creation: 1989
Number of students: 100
School fees: CHF 19,700
Teaching languages: French / English
Boarding school or day school: Day school
School type: Nursery and primary schools
www.ecoledesnations.ch/

ADDRESS

Chemin Adolphe-Pasteur 13
1209 Geneva

13 Ecole Rudolf Steiner

Number of students: 350
Number of campuses: 1
School fees: from CHF 710 to CHF 1,820
Teaching language: French
Programme: French baccalaureate
School type: Nursery and primary schools / Secondary schools
<http://ersge.ch/wordpress/>

ADDRESS

Chemin de Narly 2
1232 Confignon

14 German School of Geneva

Number of students: 345
Number of campuses: 1
School fees: from CHF 9,000 to CHF 12,350
Teaching languages: German / French
Programme: official German diploma "Reifeprüfung"
School type: Nursery and primary schools / Secondary schools
www.dsgenf.ch/

ADDRESS

Champs-Claude 6
1214 Vernier

15 Mosaic School

Date of creation: 2004
Number of students: 250
Number of campuses: 1
Different nationalities: 40 +
School fees: from CHF 11,000 to CHF 15,500
Teaching languages: French / English
Programme: Swiss (Harkness) & British Curriculum.
School type: Nursery and primary schools
www.ecolemosaic.ch/fr/

ADDRESS

Avenue Dumas 23
1206 Geneva

Source: <https://www.agep.ch/en/schools>



University of Geneva

An innovative program for leadership and management in non-profit organizations!

Sun Zuchuat-Ji*

A new program for IOs & NGOs professionals.

school areas for strategic development (sustainability, analytics, and governance), allowing our participants to benefit from innovations occurring in other areas.

The **IO-MBA** has been one of the school's flagship programs for many years, reflecting the importance of the "International Geneva" to the University and the Geneva School of Economics and Management (GSEM). Importantly, it is one of the two Association of Masters of Business Administration (AMBA) accredited programs, and ranked among the 10 best MBAs for non-profit management by the FIND MBA website since 2018.

Staying on top requires continuous innovation. In order to keep the program among the top programs in its area, we decided to restructure its offer in September 2020, while building on its strengths and on the best of what our Executive MBA program (the other AMBA-accredited program) has to offer. This will help us be better aligned with the

The context

International Organizations and NGOs are under ever more pressure regarding resource mobilization, the need for effective management practices and the expectations around outcome indicators. As a result, these organizations have an obligation to evolve and develop more innovative and creative ways to operate, in order to ensure their own sustainability. By addressing concepts and practices, such as cross sector and global partnerships, social entrepreneurship and performance management, the new proposed *DAS (Diploma of Advanced Studies) Effective Leadership of IOs* is at the cutting-edge of innovative management practices and leadership approaches for non-profit organizations.

The Diploma of Advanced Studies Effective Leadership of IOs

The *DAS Effective Leadership of IOs* enables participants to develop their technical, leadership and managerial skills and extend their knowledge of the socio-economic and political contexts in which IOs and NGOs work. Throughout the modules, participants acquire the conceptual tools and skills that will en-



Geneva, home
of International
Organizations.

able them to meet the management, communication, and organizational challenges specific to the international environment. Indeed, international institutions in Geneva currently affected by specific and diverse challenges, such as budget cuts, need – more than ever – professionals capable of managing projects more efficiently, developing innovative financing models and coming up with out-of-the-box concepts and practices.

The new program will have a core component that will be common to the Executive MBA program and provide the fundamental management tools used in modern organizations. In the second part of the program, participants will specialize in the management of International Organizations with a curriculum that will share many of the modules that exist today in the current IO-MBA, but with a stronger emphasis on sustainability issues. These changes will help our graduates better address some of the important challenges corporations and societies face today. This will not only strengthen a program that we have always been very proud of, but it will also improve and meet the participants' expectations who aspire to advance in their careers by acquiring skills and a global vision of management in non-governmental and international organizations.

The DAS Effective Leadership of IOs will enable participants to :

- ▶ master advanced management skills and practices applicable to intergovernmental, public, and non-profit organizations;
- ▶ apply fundamental concepts of change management in complex organizational settings;
- ▶ understand risk analysis and decision-making mechanisms;
- ▶ acquire project management skills and set up innovative solutions;
- ▶ and strengthen leadership and team management skills and learn to apply intercultural negotiation techniques.

This program focuses on an executive education niche market in International Geneva. GSEM's key competence is the applica-



tion of state-of-the-art management tool and principles to the specific contexts of IOs and NGOs as well as the deep understanding of the needs of the public and the private sector. Responding to the market needs, the *DAS Effective Leadership of IOs* combines state-of-the-art management skills and leadership practices from the non-for-profit sector and the corporate sector. The program gives the opportunity to participants coming mainly from the field of international co-operation to exchange with professionals from the corporate sector, which is unique compared with other executive programs available in Geneva. ▶

* Sun Zuchuat-Ji, Program Manager, University of Geneva (UNIGE).

For more information :

io-ngo@unige.ch | +41 (0)22 379 98 81

<https://www.unige.ch/gsem/cours/das-effective-leadership-of-ios-2020>

UNOG Staff Coordinating Council News at a glance

Our Town Hall on 7 May

A total of 850 staff members attended our first ever virtual Town Hall. We raised several issues of importance, namely:

UN plans for return to office

We have been in close and continuous consultation with UNOG Administration on the safe return to the campus. Due to major constraints in logistics, including the requirements for safe distancing in lifts, shared offices, cafeterias, corridors, plus other issues such as border crossing with France, and most importantly the need to protect vulnerable staff members, we estimate that the current mode of teleworking will remain for most people until late summer. The plan is being finalized, but we have been making sure all your concerns are being addressed as we move forward.

Telecommuting post-COVID-19

In view of the change of attitude towards teleworking given the current experience, we warned of the potential risk should long-term telecommuting become a new norm. Long-term telecommuting will pose a real threat to the organization's capability to carry out fully its functions and could risk the outsourcing of jobs in certain sectors.

Financial situation and regular budget liquidity freeze

At the Council's request, the Controller held a Town hall on the liquidity crisis on 21 April. The liquidity crisis is expected to last at least until October this year. A freeze is being imposed on recruitment, promotion and lateral movements. We fear that it could lead to more recruitments from extra-budgetary resources and to more precarious types of contracts. It could also lead to an increased workload for staff, which in turn will have an impact on your well-being. We will continue to monitor closely the situation.

Delegation of Authority

We shared with staff our concerns on the issue of delegation of authority, particularly in light of the new instruction allowing Heads of entities to decide on contract termination for permanent and continuing contracts in the event of any downsizing exercise. We are particularly concerned by this latest development, as we fear it could lead to favouritism and abuse as it effectively removes all previous checks and balances. We intend to raise this at the upcoming SMC meeting.

Pension Fund

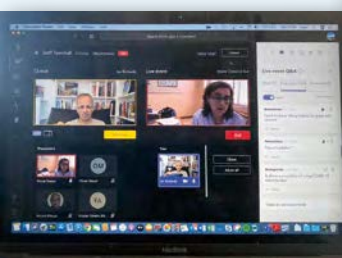
We arranged for an information session on 29 April with the new Acting Representative of the Secretary-General to brief staff on the Fund's investments. We are pleased that the new leadership appears to be more open to working in a more transparent manner but from our position in the pension board, we will continue to follow the situation closely.

Strategic Heritage Plan

We have been in close contact with the DG to raise our continuing concerns about the layout of the new H building, especially in light of the growing body of literature which provides evidence on the link between open space, hot desking and the spread of contagious and viral diseases. We are now in discussions on management as to what changes can be made at this late stage to provide a more safer work environment.

Temporary staff

We received confirmation that for those temporary staff whose contracts are ending, they will be able to avail themselves of medical insurance for a further 3 months as provided for in UNSMIS rules. The Carte de légitimation grace period has been exceptionally extended upon expiration of contract from 1 to 3 months.



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Palais des Nations.
21 January 2020.

Support us, Support *UN Today*

We are delighted to announce that our new magazine is attracting more and more readers. The latest statistics for the period between 25 March and 23 April shows that the website has received over 1,000 visitors in one day alone.

In the meantime, we have been very active on various other issues, despite all the difficulties encountered by all of us teleworking from various different locations.

Donation in solidarity with the local Geneva community

We thank you for your active response to our call to help the vulnerable migrant workers and their families. As of the time of writing, We received the amount of CHF 30'216.05 to which the SCC added CHF 10'000.—. The collected amount was transferred to the local food bank *Partage*.



© IAN RICHARDS

UN beach and bike repair

On a more positive note, we are pleased to announce the reopening of the UN beach as of 15 May, respecting all the recommended distances and new hygiene requirements (details are on the UN Port Website <http://www.unport.org>).

And finally, we are also planning to organize a workshop late summer on bike repair and maintenance to assist those of you wanting to avoid public transport and who are considering cycling to work.



© IAN RICHARDS

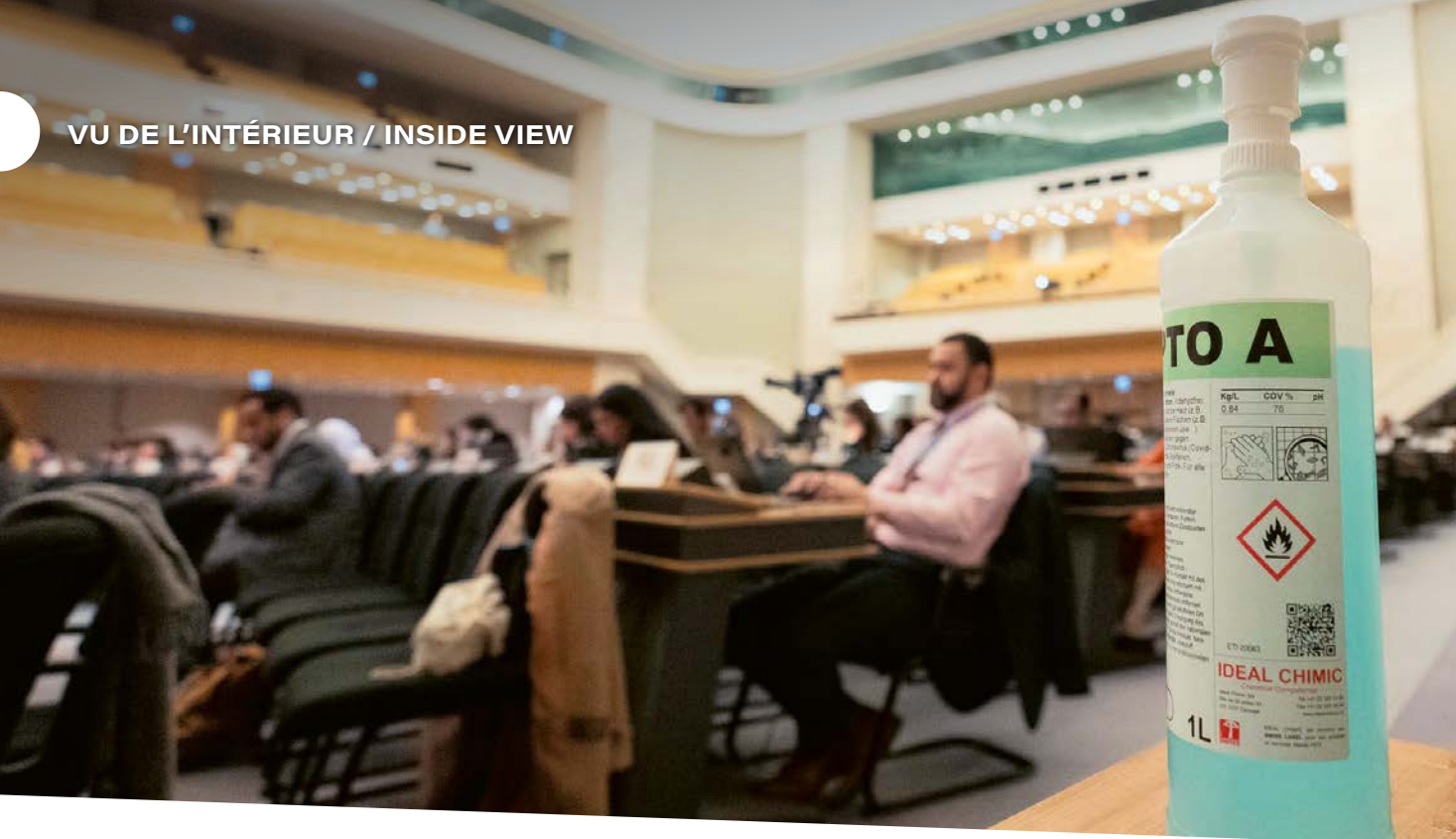
Equal Pay Campaign

Our case for equal pay is still pending in the UNDT in Nairobi. We will closely monitor the developments and update you once we have further news.

For more information on any of these topics or other ones, please consult our website :

<https://www.staffcoordinatingcouncil.org>

You can also share your thoughts, ideas or comments at :
unogstaffcouncil@un.org



Return to the office at the time of COVID-19

Hand sanitizer
in the Assembly
Hall.

Catherine Louise Peck Arif and Froylan Silveira Alberti*

Ms. Daniela Wuerz, Senior Coordination Officer at UNOG, has been at the forefront of UNOG's plan for the return to office. She shared with UN Today how she's facing the enormous task ahead and how will staff be returning safely to the Palais des Nations.

It all starts on 8 June

Until now, only the critical staff needed to maintain and prepare the premises are allowed in the Palais for the current preparatory phase. The second phase, that of the gradual return to office, will start on 8 June for a maximum of 30% of staff. This date coincides with the plan of the Swiss Federal Council to loosen

restrictions on gatherings of more than five people, and to open all educational institutions (pending Federal Council decision on 27 May). UNOG will closely monitor the situation to decide on a gradual increase in the number of staff that may return to the premises.

With more than 40 entities within the Palais, managers are responsible for deciding who will be amongst the 30% returning to the office (based on operational requirements and the circumstances of each staff member), and UNOG has suggested precautionary measures such as rotation of staff and staggered hours. Managers have been asked to show maximum flexibility towards their staff, to enable the return to office on a voluntary basis, and to allow staff to come to the office at different times to avoid peak public transport hours. But most importantly...

"Any staff who is part of the at-risk group or living with someone at risk should continue teleworking, if they are able to."

“Each staff can contribute to keeping our premises clean, by washing their hands and using hand sanitizer regularly, and by disinfecting their own office spaces as well.”

Paving the way for our safe return

Currently, the focus is on preparing the Palais for a gradual return. In order to ensure the required two-meters physical distance in office spaces, at least 9 m² must be allowed per person. To achieve this, UNOG has analysed all office spaces and is placing stickers on office doors indicating the maximum occupancy for each room. Conference rooms will also have a revised maximum capacity. In the cafeteria and bars, plexi-glass is being fitted, only payment by card will be accepted, tables will be spaced out, and extended opening hours will be put in place. Only one person per elevator will be allowed, with priority given to those who need to use them and / or whose offices are above the fifth floor. People will also be required to enter and exit by the entrance door closest to their office, and signs on the floor will indicate the flow of foot traffic. Hand sanitizers will also be placed in all strategic areas.

Following the recommendations from the Federation of European Heating, Ventilation and Air Conditioning (REHVA) all ventilation systems have been switched to “100% fresh air circulation only” and have increased running times. Outside air filters have been replaced and their maintenance is being strictly monitored. In other parts of the

Poster in Palais des Nations with safety instructions.



© CATHERINE FIANKAN-BOKONGA

premises without automatic ventilation systems, staff are encouraged to open their windows as much as possible to ensure regular ventilation.

Making sure we stay safe

UN Geneva will not be carrying out testing for COVID-19; only designated places in the canton of Geneva are officially allowed to undertake these tests (HUG, Hôpital de la Tour, Clinique des Grangettes, Cité Génération, among others). Taking into account the local situation and the recommendations of the host country and the UN Geneva Medical Service, it has been decided not to carry out antibody testing at this time.

Concerning masks, the Swiss Federal Council has decided not to impose their wide-spread use. However, UNOG will be providing masks to staff whose functions prevent them from maintaining the required physical distance, such as colleagues in security and building management. Staff are also welcome to wear their own mask if they wish.

The health and safety of personnel is the first guiding principle of the return to the workplace planning, and UN Geneva is implementing a wide range of measures to provide a safe working environment. This includes sending a strong message to all personnel that

While it is neither feasible nor practical for cleaning crews to be continuously disinfecting every area, the cleaning protocol is being taken very seriously by the management. In addition to general cleaning, the current plan is to have all communal areas sanitized at least once per day, and offices sanitized at least once per week. Staff can also help by disinfecting their own personal space (desk and equipment) daily, for which disinfectant and wipes are being provided in every office.

Conferences, guided tours, and the Ariana Park

Visitors to the Palais will have to wait a bit longer before being able to come to the Palais des Nations again. Also, for the few conferences that will resume, strict measures will be put in place on the maximum number of participants, physical distancing, etc. Happily, the Ariana Park will be open, even if staff will be asked to respect the two-metre distance rule.

Slowly but surely, we'll return to our workplace. And even if it will be “business as unusual”, we will all be happy to see our colleagues again! ▶

* Catherine Louise Peck Arif is President of the UNOG Staff Coordinating Council, and Froylan Silveira Alberti is assistant of the UNOG Staff Coordinating Council.

“We are counting on staff to stay home at the slightest sign of any symptom.”



Don't forget the consultants

Ian Richards*

Consultants are the forgotten workforce at the UN, even if they sometimes or often sit side by side with colleagues. With precarious contracts, low wages and a status that keeps them half in and half out of the UN system, it's time to shed a light on the way the UN treats so many of its workers.

Two consultants have accepted to share their thoughts with *UN Today* on condition of us not revealing their names.

The first is a testimony in which a consultant tells of the challenges she faces, not only in normal times, but with the additional complication of the COVID-19 crisis.

The second is a letter from a consultant to the Cantonal ombudsman highlighting their situation. Consultants are subject to tax and social security payments. But as soon as their contract ends, they must leave the country, reaping little from the payments they have made. And while they are subject to the

obligations of someone working in the Swiss private sector, they receive none of the benefits. The letter makes clear suggestions on how to prevent consultants falling through Switzerland's administrative cracks. The ombudsman replied that there were a number of important issues to examine.

We want to continue covering the plight of the UN's forgotten and vulnerable workforce in the hope of bringing about some change because that change won't happen by itself. The interns have shown how organizing can make a difference.

Please get in touch if you would like to share your thoughts or testimonials. Don't be silent. ▶

* Ian Richards is an economist at UNCTAD.

Being a consultant for the UN

As a consultant working for the UN since late 2018, I came into the organization in between all the chaos about payment of taxes and other dues. Being a consultant for the UN has been an adventure more than anything else, the experiences, the travel, the uncertainties, the quarterly bills from OCAS and the tax offices all have become a routine part of my existence in Geneva.

Then came the global pandemic that is now known as COVID-19. This brought with it more uncertainties even for the highest-ranking officer in the building and obviously to us consultants too. Although I have been one of the lucky few to have continuous contracts for 6 month periods each, I unfortunately cannot say this for the most of us. And as project funds dwindle due to the current situation, we move into more and more difficult times. Irrespective of this, the effort that the organization has taken cannot be ignored.

The two-year limit of undertaking consultancy work has been extended for this period and this softens the fall for many. And the continuous sup-

port of our supervisors and team leads makes sure we are very well part of our teams.

As many sectors across the world face a lag, I am more than happy to say that our work has been increasing and has been more challenging than ever in the field of International Trade. Countries are seeking more and more support to ensure that their policies, infrastructure and institutions are in place to face this challenge successfully. As the world fights this battle, all we consultants can hope for is our next contract and exciting work.

“A lot will change across the world as we emerge through this time, but unfortunately, the uncertainties still remain the most certain for us.”

Appeal to Cantonal Ombudsman on tax and social contribution obligation of UN consultants

I am an international consultant working at the International Trade Centre in Geneva. For a long time, I have thought about the tax and social contribution obligations of United Nations consultants.

During the time I have worked as a UN consultant, I have fully complied with these instructions. However, I want to point out some inconsistencies in the regulation for your consideration:

“We are treated as working for the private sector but are barred from entering the Swiss labour market.”

1. UN consultants are treated on one hand as non-staff employees: we are not granted similar privileges as UN employees (no immunity rights, no tax and AVS exemption, no Swiss insurance exemption). Indeed, we are treated in the same

manner as anyone working independently or working for the private sector in Switzerland. However, as CDL holders, we are barred from entering the Swiss labor market and from applying for permanent residence and/or citizenship.

2. When it comes to paying taxes and social contribution (AVS), UN consultants are paying even more than people working in the private sector. Since the UN is not responsible for paying half of the AVS amount, consultants will have to pay 100% by themselves. That a large share of consultants' income goes to AVS contribution is one thing, but what is even worse is that we do not know how we will receive benefits from our tax and AVS contribution.

(continued on next page)

"We pay 100% AVS... but cannot receive unemployment allowance"

3. When his or her contract ends, a UN consultant will have maximum 2 months (grace period) before having to leave Geneva and Switzerland. This fact makes it impossible for a consultant to claim any benefits in reality. According to UN rules, no person can work as a consultant for more than 24 months in a period of 36 months. So if a consultant cannot be recruited as a UN employee after these 2 years, it is almost certain that he or she will become unemployed because the CDL does not allow him or her to enter Swiss labor market. However, since he or she will have to leave Switzerland within 2 months, he or she will not have sufficient time to declare unemployment in hope of receiving any unemployment allowance.

"CDL holders are not allowed to apply for citizenship. This is unfair"

4. Basically no matter how long they stay in Switzerland, CDL holders are generally not allowed to apply for Swiss citizenship. This is absolutely unfair for consultants who work in Switzerland for several years, paying taxes and AVS. Those years should not be disregarded only because they hold CDLs type "H".

5. The above points lead me to the conclusion that the Mission and the Canton of Geneva have only thought of the obligations of UN consultants to pay taxes and AVS, but have not taken into account the benefits we should receive as tax payers and AVS contributors.

"After taxes and AVS I receive US\$ 220 per working day"

I tend to agree with the status of UN consultants as non-staff employees; therefore, we should pay taxes for our earnings. However, the UN has not raised its payment scale for many years. I receive now US\$ 320 per working day, which is because I have had accumulated many years of experience. After subtracting taxes and AVS, which makes a total of about 30 %, I actually receive about US\$ 220 per working day (no insurance, no paid leave, no other benefits are offered by the

UN). Taking this into account, I sincerely ask the Canton of Geneva to consider some types of tax reduction, if not exemption, for UN consultants.

Regarding UN consultants who later choose to reside for long or permanently in Switzerland, we should be treated as, for instance, permit "B" holders. For the same reason, the duration that consultants work for the UN (and pay taxes and AVS), should be taken into account when they wish to apply for work permits and/or residency after terminating their contracts with the UN.

"The UN has never cared about the welfare of their consultants."

I understand that the UN should be the party who is most responsible for all these problems. They are circumventing Swiss laws: UN consultants like us are indeed working like other staff members (we go to work every day, based at the office from 9 am to 6 pm) but we are not treated as employees. The UN deliberately classifies us as consultants (who should be home-based and paid in line with outputs) so that it will not have to cover anything for us: no insurance, no pension plan, no paid leave, etc. But the UN has never cared about the welfare of their consultants.

Faithfully yours.

"We want to continue covering the plight of the UN's forgotten and vulnerable workforce in the hope of bringing about some change because that change won't happen by itself."





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If life gives us lemons, let's make lemonade!

Alejandro Bonilla Garcia, Manuela Tortora and Cécile Molinier*

The Association of Former International Civil Servants for Development (Greycells) was created 12 years ago.

Greycells has always been inspired by Charles Darwin's "It is not the strongest of the species that survives, nor the most intelligent that survives. It is the one that is most adaptable to change".

When Greycells celebrated its 10th anniversary at the Palais des Nations in 2018 we innovated by launching "Intergenerational dialogues on SDG's issues" that brought together former international civil servants and international millennials with local seniors and millennials from Geneva.

**"COVID-19 is NOT
the last global challenge,
it is only the latest."**

The intergenerational dialogue

In the first intergenerational dialogue, in collaboration with UNOG and its Perception Change Project, millennials and seniors exchanged their respective views, expectations, roles and responsibilities on the SDGs. In the second intergenerational dialogue, organized in association with "Cité Seniors", participants tried to respond to the question: Is gender equality a utopia? and shared their visions on what to do to move towards equality.

The third intergenerational dialogue, organized in part-

nership with UNOG and the Geneva Press Club, intended to contribute to the commemoration of the 100 years of the International Civil Service (ICS) and aimed at discussing its role at the core of multilateralism as well as to explore alternatives to rethink and reinforce the ICS in today's shaken international system.

In 2018 and 2019, Greycells collaborated with the Master of Advanced Studies in European and International Governance of the University of Geneva; and with IO-Talent and the Geneva Sustainable Development Innovation Training Program, via multidisciplinary groups of Chinese students on study tours in international Geneva.

Training, advice and simulation sessions for millennials

Greycells regularly organizes training, advice and simulation sessions for millennials aspiring to join the United Nations or its specialized agencies as well as activities contributing to the professional integration of qualified migrant women. Greycells joined and started collaboration with the NGO Ageing Committee Geneva, the Platform of Associations of Seniors of Geneva, the UN Staff 1% for Development Fund and the NGO Committee on Intergenerational Solidarity. Greycells has also been supporting and facilitating contacts with the "Peace Incubator" project of the Rotary Club Genève International.

Greycells is a regular participant, promoter and contributor to activities organized by the International Geneva Welcome Centre (CAGI) and has had the privilege to participate in the jury of Eduki's yearly competition of Swiss primary and secondary schools around the different themes of the SDGs.

In 2019, Greycells joined a research project led by the Right to Development, Sustainable Development, and Economic and Social Rights Branch of the OHCHR and a network of universities worldwide aiming at analyzing the impact of government budgets on Human Rights

Greycells participated in November 2019 in the 12th Meeting of the UNECE Working Group on Ageing and together with the Centre for Socio-Eco-Nomic Development (CSEND), submitted a motion to set up an ad hoc Expert Group on "Ensuring Digital Inclusion and Digital Literacy of Ageing Population", in particular in emergency situations. When such motion was submitted, no one would have imagined how relevant the consideration of the specific needs of older persons in emergency planning, preparedness and response would be just a few months later when the world would move to a new era.

The Chinese zodiac assumes a repeating 12-year cycle, starting with the year of the Rat and it so happens that 2020 was the start of a new cycle, which indeed is and feels like the start of a new era. Greycells started the new cycle in the best possible way since we were honored by Mr Michael Møller, former Director General of the United Nations Office at Geneva, and a long-time supporter of Greycells, who kindly agreed to become our Honorary President.

**"It is not the strongest
of the species that survives,
nor the most intelligent that survives.
It is the one that is most adaptable
to change"**

Charles Darwin

"Grey Talks" amid COVID-19 pandemic

To adapt to the onset of the COVID-19 pandemic, Greycells launched "GREY TALKS", online presentations by guest speakers, followed by lively interactions with participants from all ages. The updated program and films of previous sessions can be accessed at: <https://bit.ly/GREYTalks>.

Through virtual meetings, Greycells adapted its participation to this year's Eduki's competition; to the Master of Advanced Studies in European and International Governance of UNIGE; to our session with IO-Talent and with our partner, BestTop, which is a mentoring program for students in Singapore.

Reaching the objectives of the SDGs by 2030 looks more challenging than ever, and intergenerational action and solidarity as well as a new, more effective and inclusive multilateralism, are required. Crises are levers of change, let us not miss this unique opportunity!

Greycells intends to rise to the challenge during and after the COVID-19 and when we will reach the "new normal", we will be more active than ever, giving back to the younger generations and in the process living fully and intensively with family, colleagues and Greyfriends.

Join now, the juice is worth the squeeze! ▶

* Alejandro Bonilla Garcia is President of Greycells, Manuela Tortora is the Vice-President, and Cécile Molinier is the Executive Committee Member. Greycells is the Association of Former International Civil Servants for Development.



RESTRICTIONS





freedom



USG Fabrizio Hochschild
in Abu Dhabi.

Fabrizio Hochschild-Drummond,

Special Adviser to the Secretary-General on the Preparations for the Commemoration of the United Nations 75th Anniversary

Ian Richards*

In the midst of a global pandemic is now the right time to celebrate the UN's 75th birthday?

COVID-19 has shown how crucial it is for us work together – across borders, sectors and generations. It has laid bare our underlying interdependencies. As the whole UN system unites to tackle the coronavirus pandemic, we are also scaling up our efforts to give voice to the global public and give people the opportunity to shape its priorities.

Now is the time to put into practice the commitment to future generations that is central to the UN Charter, and to make progress on the UN we need for the future we want, as envisaged in the Sustainable Development Goals. That is the

spirit in which the UN's 75th anniversary was conceived by the Secretary-General last year: not as a celebration, but as a moment of reflection, of listening, of coming together as a human family to discuss how we can overcome the big trends shaping our future, from the rapid changes in the make-up of our population to popular discontent in many parts of the world.

We want this anniversary to be a turning point in bringing people closer together, and in bringing their hopes, fears and priorities for the future to us – so we can better serve them and future generations.

The response of our member states to COVID-19 appears to have challenged



the concept of multilateralism. In this important year do you see better times ahead ?

When the Secretary-General decided last year that the UN would mark the 75th anniversary in a new and unorthodox way, focusing on a global reality check rather than a celebration, nobody had ever heard of COVID-19. But even then, it was clear that while global threats were multiplying, the multilateral system was ailing and in need of resuscitation in light of growing divides, isolationism and loss of confidence. The Secretary General thought one way of trying to reinvigorate international cooperation was to draw again on the aspirations of “we the peoples” through a global listening experience.

In very tragic ways, COVID-19 has highlighted the tragic importance of multilateralism. To put it bluntly: Lives will be lost or saved depending on how well countries work together. How fast we emerge from this crisis will depend on our individual behaviour and the solidarity we show within our communities and our countries, but also on the degree to which we work together across borders. This is the meaning of multilateralism, and never has multilateralism mattered more than it matters now.

The bigger question is what kind of world will we have after COVID? We will either come out of this more united with greater solidarity or alternatively, with greater fragmentation, more isolationism and more distrust. Which path will we take? That is the question of our time and one which will determine the welfare of those who came after us. It is in our hands to influence the outcome. To this end, we believe the UN 75 anniversary initiative, is more important than ever.

A key part of this year's activities is a global conversation reaching communities everywhere. Yet in the UN's host country and our biggest contributor, the US, large sections of the population appear to have doubts about our usefulness. How will you engage them?

We want to hear from all communities and constituencies across borders, sectors, and generations, including naturally in the United States, our host country. The UN75 initiative is



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Youth takes the UN75 survey at the UN75 launch event with the Secretary-General, “Youth in the Driving Seat” at UNHQ January 2020.

not a self-validation exercise aimed at gathering praise, but rather an attempt at rejuvenating multilateralism by having a clear and critical look at how multilateral institutions function and how equipped they are to address the threats to our common future. In that regard, we want to hear from our critics, hear their encouragement but also their grievances, concerns, and suggestions on how to make the Organization work better to support the people we serve.

As regards to engagement with the US public, the UN Foundation headquartered in DC is our key partner and has been active in raising awareness on the UN75 initiative in the US, including through the UN Association for the USA. The US Mission to the UN has been supportive, including through the organization of a UN75 youth art exhibition at the Mission.

The world needs solidarity and every contribution counts.

Have your say at www.un75.online. ▶

* Ian Richards is an economist at UNCTAD.



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UN75 engagement in a school in the Democratic Republic of Congo.

Lift the lockdowns on Parliaments too

Martin Chungong*

During the ongoing coronavirus emergency, extraordinary measures may have been necessary so that national leaders can make rapid and vital decisions that have had a restrictive effect on how we enjoy freedoms.

But these measures should be short-term only. They must not become the norm. As many countries begin to lift their lockdowns, power must be returned to national Parliaments.

It is true that most of us have been willing to sacrifice a little bit of freedom if it helps to save lives, including ours, lighten

Martin Chungong,
IPU Secretary
General.



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the burden on our health systems, or even protect our economies. After all, this pandemic has seen millions of us stay at home, hand over personal data, even change the way we live and work.

Health can hardly be characterised as controversial. Nobody can legitimately challenge the rationale for protecting people's health. And while we may differ in our modalities, we should all be able to rally behind such a noble objective. That is also why Parliaments and thousands of their members around the world have changed the way they work, often using the latest video technologies. The robust way in which parliaments have thus responded to the crisis bears testimony to the vitality and centrality of parliaments in any governance dispensation, especially when, more than ever parliamentary scrutiny is essential.

Unfortunately, some national leaders have seen this crisis as an opportunity to increase their executive powers and encroach on those functions that accrue to parliaments. Taking more power for themselves, they claim a need for strong leadership in the very best interests of their citizens. By some calculations, at least 84 governments have introduced emergency laws, giving extra powers to the executive (<https://www.economist.com/leaders/2020/04/23/autocrats-see-opportunity-in-disaster>). The autocrats are grabbing power.

By tolerating these power grabs, however, we are storing up problems for the future. As the lockdowns begin to lift, our societies have some difficult questions to answer. What is the best way to protect our societies while we have not conquered the virus? What risks are our societies willing to take? Who will win and who will lose in our post-coronavirus societies?



The 141st IPU Assembly last October
in Belgrade, Serbia.



© IPU / SERBIAN PARLIAMENT

Parliamentary democracies will do a better job of answering these questions than an autocracy ever can. Nobody claims that parliamentary democracies are perfect. But open discussion tends to allow a better flow of ideas, insights, and information, making it more likely that our societies will arrive at a better solution. For this very reason, parliamentary democracies tend to have stronger, fairer, more stable, politics, societies, and economies.

The representative nature of our parliaments means that these solutions are good for a wider range of people, not for one limited group. This is another reason why we need to make our parliaments as representative as possible of the people, especially in terms of age and gender. Our parliaments become more inclusive. Our societies become much fairer. After all, is it not said that parliaments should mirror the society in its composition, diversity and interests? Is that not the basis of its legitimacy?

And if our leaders are unwilling or unable to draw the right conclusions, then democracies offer a smoother change of political leadership. Accountability – through parliamentary scrutiny, the media, civil society, and elections – is a major pressure that requires our leaders to achieve the best results. If not, they lose power, usually through an election. Authoritarian systems, on the other hand, tend to shield their leaders from accountability, making mistakes and poorer judgements much more likely.

Venting anger and frustration

Democracy is not a product that we can sell from the shelf, like a watch. We cannot ever say that it is complete. It will always need improvement and that is especially true right now, when populism and fake news are distorting our politics.

But we need democracy now more than ever. This pandemic is changing our societies and economies, sometimes beyond recognition. It is hammering our economies, destroying jobs, and exposing our inequalities. And we still have massive challenges to come. How will this crisis affect trade, globalisation,

and economic production, for example? How will we restructure our economies? How will we take care of those who have lost their jobs?

Some leaders say this crisis will need an indefinite period of strong and what we could term autocratic government. But this claim is false. Instead, we need wise and empathetic government. We need governments that will care about their citizens. More often than not, parliamentary democracies tend to produce such governments that deliver for all the people, not just a select few.

Many of the world's more autocratic leaders have failed to tackle this coronavirus effectively. And this is not a coincidence. When a government cares more about power than service, then it ceases to care. Worryingly, some autocratic leaders have already tried to avoid the blame for their failures, by blaming refugees, other countries, and more.

But these leaders are right to fear the pent-up rage and anger that will likely follow. The widespread economic crash, and accompanying anger, will likely smash our societies even more. The autocratic response is often to crack down even harder. The democratic process allows this anger to be heard and drive an effective response. It allows the necessary changes to be made. That is why democracies tend to be more stable.

This is an important and delicate moment. Autocrats may have seen an opportunity for more power, but over many centuries, democracy has demonstrated its ability to adapt. Democracy produces better, more stable and inclusive, government. People and Parliament must demand that autocratic power grabs are extraordinary and temporary only. I argue therefore that what is needed today is more democracy if the world stands a chance of overcoming the current crisis and its aftermath. Parliaments are central to that dispensation, if we want to move from the fire-fight mode in which we are now to a fire-proofing mode. ▶

* Martin Chungong is Secretary General, Inter-Parliamentary Union (IPU).



Agora dans le parc
de la Tête d'or à Lyon.

Dialogues en humanité

Une école de la démocratie à ciel ouvert

Muriel Scibilia*

À première vue, on pourrait se dire que les quelque 10 000 personnes qui se retrouvent chaque année en juillet dans le parc de la Tête d'or à Lyon sont de doux rêveurs.

Imaginé lors du Sommet mondial sur le développement durable organisé par l'ONU en 2002 à Johannesburg (Afrique du sud), les Dialogues en humanité se fondent sur un constat : bien que les humains soient responsables de la plupart des crises qui secouent nos sociétés, aucun événement international ne traite la question de l'humain sur le plan politique. D'où l'idée d'instaurer un cadre qui permette de mettre les intelligences en commun pour élaborer des réponses novatrices. Il s'agissait aussi de faciliter les échanges entre des personnes engagées dans la transformation de la société afin qu'elles y puisent de nouvelles forces.

Pensez-donc cette foule bigarrée et joyeuse ambitionne de changer le monde afin qu'il soit plus équitable, respectueux de la nature et créatif. Un monde dont le moteur ne serait plus une compétition délétère aux plans tant mondial qu'individuel mais la nécessité de prendre soin les uns des autres. Une belle utopie ! Pas sûr.

Car à y regarder de plus près, ce festival citoyen est un véritable laboratoire où

s'élabore mine de rien une autre façon de se relier et de faire société quelles que soient son origine, sa confession ou son statut social.

Premier axe : tabler sur l'intelligence collective pour concevoir des solutions innovantes et permettre à chacun de grandir en humanité. Autre pierre angulaire, l'idée que toute transformation collective passe par une transformation individuelle. Pour changer son regard sur la politique et apprendre à mieux vivre ensemble, il faut agir sur les comportements individuels et collectifs.

A travers des agoras, des ateliers, dits du sensible, des découvertes des cuisines du monde, des spectacles et des performances, parents, danseurs, ouvriers, enfants, curieux, artisans, chercheurs, philosophes, militants, écrivains, étudiants, comédiens, chefs d'entreprises, élus, poètes, se rencontrent, échangent, chantent, dansent, multiplient les expériences tant intellectuelles que sensorielles. Des vies se croisent et s'enrichissent mutuellement, des projets se fructifient, des initiatives voient le jour.

Chacun peut s'exprimer à partir de son vécu et construire son avis à partir d'une multiplicité de points de vue. Il n'y a pas d'un côté des « sachants » et de l'autre des « ignorants ». Tout le monde est sur un pied d'égalité. Des personnalités de stature nationale, voire mondiale, peuvent échanger et partager des expériences avec des personnes tombées dans la précarité. Ce qui permet de mutualiser les savoirs.

Cette école à ciel ouvert, qui se réinvente chaque année à Lyon et dans une centaine de villes à travers le monde, du Brésil à l'Inde en passant par le Bénin et l'Allemagne, n'est pas une succession de colloques. Elle s'apparente plutôt à la pratique ancestrale de l'arbre à palabre utilisée en Afrique pour échanger, régler les conflits sans léser personne et préserver le lien social.

Comme il ne suffit pas de savoir lire et écrire pour être en mesure de décrypter le monde et faire preuve de discernement, les très nombreuses activités

En raison des restrictions imposées par le Coronavirus, l'édition 2020 des *Dialogues en humanité* sera numérique.

Au programme : des agoras, par exemple sur les nouvelles formes d'engagement de la jeunesse ou sur les transitions à opérer pour une économie plus humaine et respectueuse de la planète. Des ateliers, des contes, des concerts, des films, des performances, des présentations de livres.

<https://dialoguesenhumanite.org/>



proposées par cette école de la démocratie permettent d'aiguiser son sens critique et développer sa créativité.

Engager une telle transformation implique de pratiquer « l'écoute bienveillante ». A l'heure où les conflits se multiplient, où les antagonismes se renforcent, ou s'érigent de multiples barrières identitaires, il est plus que jamais nécessaire de sortir des débats, qui sont souvent des combats, et d'apprendre à dialoguer. Ce qui passe par le respect de quelques principes : simplicité, liberté de propos, écoute bienveillante, respect et égalité de tous devant la question humaine. ▶

* Muriel Scibilia, auteure, ancienne fonctionnaire de la Conférence des Nations Unies sur le commerce et le développement (CNUCED).

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The SDG project
in Cuba.

Time for “Demopraxy” and the Rebirth of society

Paola Deda*

Interview (over skype) with maestro Michelangelo Pistoletto, the world-renowned artist, creator of the Rebirth sculpture at the Palais des Nations

Maestro Pistoletto is still recovering from the COVID-19 virus after a long isolation in a hospital in Biella, Italy.

Maestro, it gives me immense pleasure to interview you today and see you regaining your health. We know that you were in isolation at the hospital for a long time. What did you learn from that experience?

Through this illness, despite being isolated and distanced, I felt an inevitable connection with the rest of the world, living and suffering through the same experience that I was living. While in my hospital room, staring at the white wall in front of me, I felt an immense emptiness, yet full of potential. This emptiness

was the global silence, where the whole world was united to fight this pandemic, a true global war. But the emptiness also creates new relationships, motivates a desire for balance, stimulates new creativity and inspires a rebirth of humanity.

I also thought a lot about the vital significance of the Rebirth symbol during this time, the symbol of many of my sculptures including the one at the Palais des Nations. I visualized my emptiness as the large circle in the middle that connects the two smaller ones, representing the natural world on the one hand, and the man-made artificial world on the other.

The situation we are living clearly shows it is now time for a strong balance between the two worlds, and to turn the emptiness into a creative force.

75 years have passed since the creation of the United Nations in 1945. You lived through the war, celebrated its end and witnessed the creation of the UN in 1945. What do you remember of that year?

Although I was only 12 in 1945, I remember the end of the war with incredible lucidity. From 1943 to 1945, my parents and I were living in Susa after escaping from Turin that was under heavy bombing. Those were years of terror during which we did not really 'live', we simply 'survived'. On liberation day, I felt I was born again.

I did not have any notions regarding the United Nations at the time, but I was later proud to see how the UN was born out of the ashes of the war, as an absolute necessity for humanity. The creation of the UN corresponded to the start of a new world, a modern society, developing fast with new industries, economies, markets. Unfortunately, development was not equally distributed over the years. This unbalance is still unsolved, and the UN has much work to do in this regard.

Your Rebirth sculpture at the Palais des Nations in Geneva is more relevant to the world than ever. The post COVID world, 75 years after WWII, will need a Rebirth. What do you envisage? What are the main challenges?

The Rebirth sculpture was inaugurated in Geneva on the occasion of the 70th anniversary of the United Nations. Let's not forget the sculpture is composed of 193 stones each one representing a UN member State. The sculpture connects the stones, and there are no boundaries between them. This is what nations should do, be united despite their differences, beyond borders, around the same purpose. As mentioned, it reminds us of the need for a new balance between the natural and the human made. In the same way it is to be intended the role of politics and diplomacy, to find balance, compromise, to meet "in the middle".

We should also remember that the sculpture was inaugurated at the same time as the Sustainable Development Goals of the UN. They were born together, and immediately after the unveiling of the Rebirth sculpture in Geneva, I created a Rebirth sculpture in Cuba, made with the symbols of the 17 SDGs. I wanted the two concepts to be connected.

How can art help facilitate a global Rebirth?

Starting in the middle of the 20th century, art gained autonomy, something it never had before. Art used to be at the service of the power of the Palace, and was understood as entertainment, or a system to reproduce image of the reality.

In the 20th century, every artist became free in his / her expression. But for me freedom has become responsibility. Art is a common property, shared creativity can influence life, economy, politics and our relationship with nature in a generative way when inspired by artistic responsibility.

What is the message you want to send to the UN staff and delegates who will be reading this interview?

I hope that all those that work in and with the United Nations will be free to assume their responsibilities, free to decide and work together at a common and balanced future, towards "Demopraxy". Yes, we are not misspelling Democracy. Democracy is about people exercising power and government, but the people are made up of individuals who as singles cannot have power. What I am advocating is to move from ideology to 'practice'; and acknowledge that power is already within groups of people, small or big, united in associations, foundations, enterprises, consortia, clubs, working groups; all of them are already micro-governments that brought into dialogue can form governments of shared responsibility.

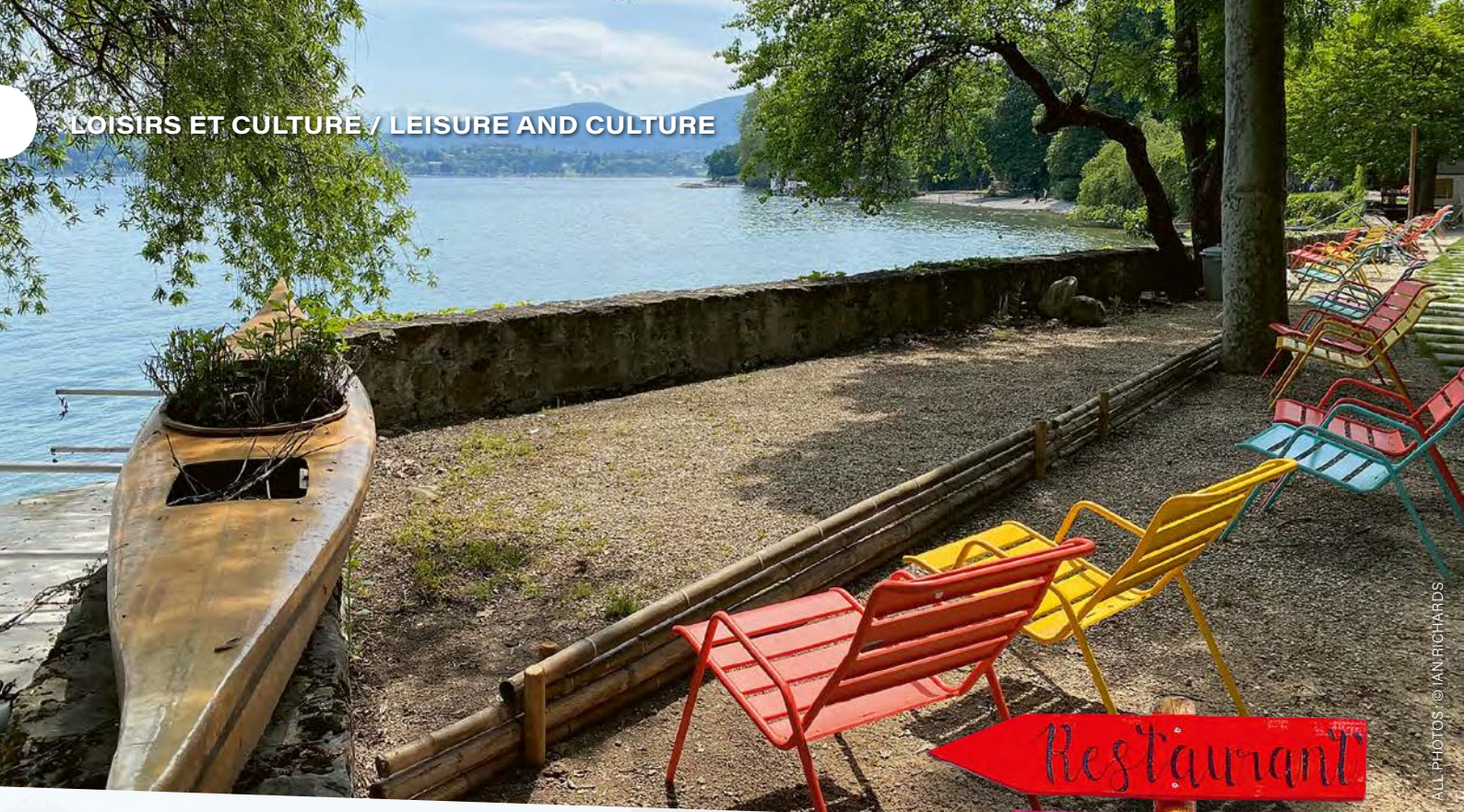
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Maestro Pistoletto speaks to Paola during the interview.

People in the United Nations meet in small and large groups, formal and informal, on so many issues and topics, and could help "Demopraxy" become the way ahead, beyond ideologies, where the results of democratic concepts get put into practice for the common good. ■

* Paola Deda is Director of the Forests, Land and Housing Division at the United Nations Economic Commission for Europe (UNECE).



We're off to the (UN) beach!

Ian Richards*

No need to travel this summer.
The UN Beach is open and waiting for you
in the heart of Geneva and on the shores
of our beautiful lake.



The gates are open

This summer the UN Beach will be open as usual, every day from 9 am to 11 pm and welcoming everyone who wants to liberate themselves from confinement.

Come enjoy the superb facilities, including a restaurant, over 250 sunloungers, a rooftop terrace, a bar, access to paddle boards and pedalos (for members) and a paddling pool for your kids.

Best to get a membership

You can get your seasonal subscription at <http://unport.org> as well as find out more about how we will be implementing federal sanitary measures. For those who want to swim, the water is now warm enough for a nice dip.





As last year, membership gets you unlimited access and unlimited use of paddle boards and pedalos. It is also a prerequisite for renting a board or kayak storage space, boat mooring or locker. During busy periods, and in view of capacity constraints, members will have priority in entering the beach over those paying entry fees.

One of the first things you will notice is that the restaurant terrace has been enlarged, and the restaurant has a new name, based on a competition that we ran on our Facebook page: facebook.com/unport.

A floating pontoon with more boat spaces

Over winter, concrete blocks with chains were buried into the lakebed (strictly following recommendations from the environmental authorities) to secure the pontoon in place. The towing of the pontoon from its storage point to the beach was delayed by COVID-19 but should be in place shortly. If you are interested in a boat mooring, please contact admin@unport.org to get onto the list.

Bring your pétanque balls

Sanitary measures prevent the use of the red table picnic area. So this has been replaced by a pétanque pitch, a great way to have fun. Pastis can be bought at the bar.

Wifi so you can work

Many of you come to the beach to relax. However, with new alternative place of work arrangements and capacity restrictions on the access to your offices, we are boosting the wifi signal around the restaurant area to enable you to work from out-



side the office (and outside your home for those who have had enough) while also being on UN grounds so you can absorb the diplomatic vibe.

Greener transport and parking

We know that over the last three months, there has been a big switch in Geneva to cycling. This builds on a growing trend of the last two years. As a result, some of the car parking space has been converted into bike parking, as one car can take the space of up to 12 bikes. For sanitary reasons there won't be valet parking this season.

Looking forward to seeing you back at the beach, albeit following the necessary safety precautions. ▶

* Ian Richards is an economist at the United Nations Conference on Trade and Development (UNCTAD).





© BERTRAND LOUIS

Le Club international de golf de Genève

Bertrand Louis*

Club International de Golf



International Golf Club
www.cig-icg.com

Le golf peut se pratiquer comme loisir ou comme sport, entre amis ou en famille, toutes générations et tous niveaux confondus. Le golf est l'une des rares disciplines où des joueurs de niveaux différents peuvent partager une même partie, échanger tout en jouant et même se confronter. Rare sport qui se pratique dès le plus jeune âge et tout le long de votre vie, dans le monde entier et par tous les temps, ouvert à tous, quelque soit sa morphologie et sa condition physique. Une activité de plein air, pas d'efforts violents, une activité énergétique constante, six à dix km de marche dans un cadre de verdure, sans jamais retrouver deux golfs identiques. Le dessin, la végétation, la faune que vous y croiserez vous apportera l'assurance d'une évasion totale. Des valeurs particulières tel que le respect du terrain, l'autoarbitrage, la concentration à chaque coup, le respect des autres et le parcours comme seul adversaire développent une convivialité réelle et sincère entre golfeurs et inhibe toute rivalité personnelle...

C'est bien tout cela que le Club international de golf de Genève (CIG-IGC) peut vous offrir. Célébrant cette année le 35^e anniversaire de sa création, il fut fondé comme club de golf des fonctionnaires internationaux pour promouvoir la pratique du

golf parmi les membres de la communauté internationale de Genève. Le CIG compte aujourd'hui quelque 200 membres et est ouvert à tout le personnel de l'Office des Nations Unies à Genève et des autres organisations internationales, aux membres des Missions permanentes, des organisations non gouvernementales, aux fonctionnaires internationaux à la retraite ainsi qu'aux journalistes accrédités auprès de l'ONUG. Il est également ouvert à tous leurs conjoints et enfants. Le CIG accueille aussi en tant que membres associés les représentants des sociétés multinationales dont le siège se trouve dans la région genevoise et des joueurs dont l'activité professionnelle est en lien avec la Genève internationale.

Le membership du CIG offre aux joueurs n'étant pas membres d'un club de golf la possibilité d'acquiescer la licence de la Fédération française de golf (FFG) et tous ses avantages : obtention et gestion de l'index, assurance en responsabilité civile et participation aux compétitions du CIG. Il leur est proposé un programme très attractif d'une vingtaine de compétitions pour la saison à venir sur les magnifiques parcours de golf de la région ainsi que divers week-ends. Chaque compétition est traditionnellement suivie d'une remise des prix et d'un cocktail organisés avec le soutien de nombreux généreux sponsors.

Nous nous réjouissons de vous accueillir prochainement au CIG-IGC. ▶

Pour de plus amples informations contacter : GIG-IGC – 8-12, Palais des Nations – CH-2011 Genève 10 | Rodrigo Vasquez Unternährer, président ou Bertrand Louis, personne de contact pour la communauté internationale | contact@cig-icg.com

* Bertrand Louis est membre du comité du Club International de Golf.

«100 ans, Genève Aéroport» : un livre animé

Françoise Debons*

En raison de la pandémie actuelle et du plan de protection, Genève Aéroport célèbre dans un premier temps son centenaire en images ! A cette occasion, un ouvrage anniversaire a été publié, alliant 160 photographies inédites à une vingtaine de vidéos d'archives originales. La réalité augmentée donne vie aux images et vous invite à plonger au cœur des événements qui ont jalonné ce siècle.

Tout a commencé avec l'arrivée à Genève de la Société des Nations, ancêtre de l'actuelle Organisation des Nations Unies (ONU) en 1919. Cela a été un élément essentiel à l'essor de Genève Aéroport, devenu au fil des ans, un aéroport international aux dimensions humaines ! A l'heure actuelle, Genève abrite 34 organisations internationales, 380 ONG et 177 missions permanentes. Ces chiffres illustrent bien le lien étroit qui unit l'aéroport à la Genève internationale, vivant au rythme des réunions et des sommets internationaux. Tout un chapitre du livre «100 ans, Genève Aéroport» y est d'ailleurs consacré.



Vous y découvrirez également des images animées des biplans des frères Dufaux, fabriqués dans leur atelier à Carouge (GE), des archives du meeting aérien de 1955 ou encore des vidéos des convois humanitaires du Comité international de la Croix-Rouge (CICR). C'est que le tarmac a vu défiler aussi bien des stars internationales que des politiciens, des chefs d'Etat ou encore des personnalités et des artistes célèbres.

L'histoire de la plateforme se décline en dix chapitres – de la piste en gazon aux infrastructures en béton, des stars à d'audacieuses pionnières de l'aviation – tout en mettant également l'accent sur la sûreté qui a pris un virage à 180° à la suite de la destruction des tours jumelles à New York en 2001. Genève Aéroport, avec plus d'un millier d'emplois, constitue une véritable ville dans la ville avec de nombreuses facettes à découvrir. Des événements étonnants, parfois dramatiques, mais surtout enthousiasmants s'y sont déroulés depuis 1920. ▶

PHOTOS: © GENEVE AÉROPORT



«100 ans, Genève Aéroport», éditions Slatkine, 160 pages.
Vente en librairies et en ligne.

* Françoise Debons est rédactrice au Service communication de Genève Aéroport.



A life without glasses or contact lenses thanks to refractive surgery

By Dr André Mermoud

Refractive surgery is a procedure used to correct refractive issues such as short-sightedness (myopia), astigmatism, long-sightedness (hyperopia), presbyopia or a combination of several of these. Who is this surgery suitable for and which surgical technique should you choose?

Swiss Visio Beau-Rivage and all clinics affiliated to Swiss Visio provide rapid and personalised care to determine the best treatment for each patient.

Dr Christophe Nguyen, a Swiss Medical Association (FMH)-certified ophthalmologist and ophthalmic surgeon at Swiss Visio Beau-Rivage in Lausanne, answers some of the most commonly asked questions.

What is refractive surgery and what are its benefits?

Refractive surgery corrects refractive issues such as short-sightedness (myopia), long-sightedness (hyperopia), astigmatism and presbyopia. It involves changing the shape of the cornea (the window of the eye) using a laser to flatten it out or make it more curved, for example, depending on the issue to be corrected. There are several advantages to this kind of surgery. The procedure is short, safe and painless and can be performed under local anaesthetic without requiring hospital admission. Patients recover very quickly. If the cornea cannot be reshaped, for example if it is too thin, an intraocular lens implant can also be used to correct refractive issues.

What are the main laser techniques used?

We use three different techniques at Swiss Visio Beau-Rivage. PKR (Photorefractive Keratectomy) is a first-generation

technique that is performed directly on the external layer of the cornea by creating a kind of abrasion. These days, this technique is used when the patient has a very thin cornea. It takes some time to heal and so recovery times can be a little longer. Femto-Lasik, a second generation technique, consists of cutting a flap in the cornea using a Femtolasar. Once the flap is cut, an excimer laser is used to polish the cornea with great precision and patients can often go back to work the day after the surgery. Finally, we also perform the revolutionary third generation SMILE technique (Small Incision Lenticule Extraction), which enables the surgeon to reshape the cornea through a small incision measuring only a few millimetres, thus making recovery even quicker.

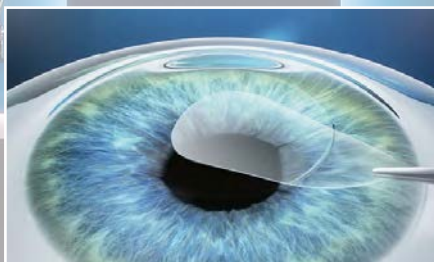
Could you tell us more about the SMILE technique?

The SMILE technique is a cutting-edge eye treatment that allows us to correct both short-sightedness and astigmatism at the same time without having to cut a corneal flap. It consists of sculpting a lenticule, a disc-shaped piece of corneal tissue, which is then extracted through a small incision measuring 2-3 mm. This minimally invasive, quick and painless procedure can be



LENTICULE CREATION

A small piece of corneal tissue (lenticule) and a small incision are created inside the intact cornea.



LENTICULE REMOVAL

The lenticule is removed through the incision with minimal disruption to the corneal biomechanics.



IMPAIRMENT IS CORRECTED

Removing the lenticule changes the shape of the cornea, thereby achieving a vision correction.

performed on both eyes on the same day and has the added benefit of almost instantaneous healing and vision recovery.

Who is SMILE suitable for?

Only people who are short-sighted and/or have an astigmatism are suitable candidates for SMILE. It has not yet been adapted for people who are long-sighted or who have presbyopia. If the conditions are right, I would recommend SMILE over the others due to its minimally invasive nature. However, we provide personalised care to determine the appropriate treatment for each patient. Various different factors such as age and how active the patient is have to be taken into account, and we get good results irrespective of which type of surgery is chosen.

Are there any risks involved with refractive surgery?

Every surgical procedure entails a certain level of risk. However, the risk of complications is extremely low due to the technological advances that have been made in refractive surgery.

Do you have any advice for anyone thinking about undergoing this kind of operation?

Choose your provider carefully and go for an experienced surgeon rather than prioritising price. Make sure your refraction is stable, prepare a list of questions in advance and share your expectations with the surgeon at your first appointment so they can ensure they are realistic. ▶

refractive surgery

choose a life **WITHOUT** glasses

Start benefiting today from a better quality of life through refractive surgery, a proven, reliable and painless technique offering an alternative to glasses and contact lenses.

With the use of a laser or an intraocular lens, refractive surgery can correct many eye conditions, such as myopia, hyperopia, astigmatism and presbyopia.

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CAGI News

The International Geneva Welcome Centre (CAGI) assists and supports NGOs in Geneva



The role of non-State actors, including NGOs, in international relations is increasing – so is the number of NGOs present in Geneva. Over the last 5 years alone, more than 50 foreign-based NGOs opened a representative office in Geneva in order to foster collaboration with the numerous international Geneva actors. We asked the representative of two of them to share with us a few thoughts about this inception phase.

The International Chamber of Commerce and the Rosa-Luxemburg-Stiftung recently opened a representation office in Geneva, can you tell us why?

Crispin Conroy*: The International Chamber of Commerce (ICC) is the institutional representative of over 45 million companies, in over 100 countries. Our mission is to make business work for everyone, every day, everywhere. In May 2019, ICC adopted a Centenary Declaration that outlined ICC's renewed purpose to enable business worldwide to secure peace, prosperity and opportunity for all. In this context, the ICC decided that it was important to establish a presence in Geneva, one of the great multilateral cities of the world, and one of the main United Nations hubs, as well as being home to the World Trade Organisation and the World Intellectual Property Organisation, to complement the work of the ICC UN New York Permanent Observer Mission. Having a presence in Geneva has certainly contributed to ICC's leadership role in the private sector response to the COVID-19 crisis, for example, through our important and ongoing collaboration with WHO and WTO.

Aleks Jahn**: Geneva is the world's largest UN location and therefore also the headquarters of many international civil society organisations and institutions, which makes it a very important location for us – alongside New York, where our other UN office is located – to work on UN issues. What we are trying

to do in Geneva with our programs on international labour organisations and social rights is to shed light on processes taking place at international level but also in other Geneva-based associations and civil society networks around these thematic areas. Secondly, we aim to draw attention to developments in the area of labour rights and social rights worldwide and in particular to the situation of particularly disadvantaged groups in the Global South. The aim of our work is the globalisation of rights (also in contrast to the already existing globalisation of capital) and to renew commitments to international solidarity and multilateralism, which is particularly important in times of crisis.

How did the installation process go (honestly!)? What did it imply?

Crispin Conroy: The installation process has been incredibly smooth, and I am very grateful for the support of CAGI, the Swiss Permanent Mission, CCIG and its Director General, Vincent Subilia and ICC Switzerland and its Secretary General, Thomas Pletscher, and IFPMA.

Aleks Jahn: As an NGO with 27 offices on four continents, we were aware that the establishment of an office in an international context is always associated with



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Crispin Conroy.

challenges. Nevertheless, some points have revealed greater problems than we had expected in the run-up to our opening in Geneva. Essential issues such as choosing the appropriate legal form for our local office, the selection and obtaining of the appropriate type of work permit for our employees seconded to Geneva, and the opening of a local bank account proved to be particularly time-consuming and labour-intensive.

Additionally, the lockdown due to the corona crisis has been slowing down the process of opening our office. Our plan was to move into our office space in April this year, which turned out to be impossible due to the restrictions. So, after almost a year, we are still in the process of building up our office, and it is quite clear that we have to keep adjusting our plans. Nevertheless, we would like to emphasize that we have been receiving very good guidance and support here.

How did CAGI help in the process?

Crispin Conroy: I really must express my deep appreciation to CAGI, as they have really accompanied us on every step of the installation process.

Aleks Jahn: We are very happy that there is an institution like CAGI; it truly is unique. Even before our arrival in Geneva, we were already in touch with the people from CAGI from whom we received important information about the requirements to be met and the institutional steps to be taken to establish an office in Geneva. We also received intensive assistance from CAGI in the search for suitable office space, including submission of offers, contacts to real estate agents and arrangements of viewing appointments. Another CAGI service that we have already used several times is the NGO recruitment platform and the possibility to post jobs online.

What did surprise you the most positively and negatively when you moved?

Crispin Conroy: The installation process has been almost entirely positive, with the most notable point being the receptiveness of the Geneva multilateral and business community to deeper engagement by ICC. The only minor negative point was certain documentation delays, but – having said this – process was always well explained, with regular contact regarding delays – and strong support from CAGI.



© ANDREA ALEKS

Andrea Aleks.

Aleks Jahn: I find the generally very polite and respectful way in which people treat each other to be very pleasant. Although the city is comparatively small, it is very international, which of course is primarily due to the many international organisations and their staff, but also to the intensive exchange with neighbouring countries, in Geneva primarily with France. On the other hand, I was surprised by the significantly higher rents and costs of living compared to my hometown Berlin. ▶

For information on CAGI's activities see www.cagi.ch and follow @CagiGeneva on Twitter

* Crispin Conroy is the International Chamber of Commerce Representative Director and Permanent Observer to the United Nations in Geneva.

** Aleks Jahn is the Director of the Rosa-Luxemburg-Stiftung Geneva Office.

Des fonctionnaires de l'ONU
à Genève se mobilisent

Aider la banque alimentaire «Partage»

Catherine Christ Revaz*

Dans un élan de solidarité sans précédent, les fonctionnaires de l'ONU à Genève ont organisé une collecte qui a permis recueillir plus de CHF 30 000.–, auxquels le Conseil de coordination a rajouté CHF 10 000.–.

Partage a fourni 8 tonnes de marchandises pour la distribution du 9 mai par la Caravane de Solidarité.

Distribution directe de couches pour bébé et serviettes hygiéniques chez Partage.

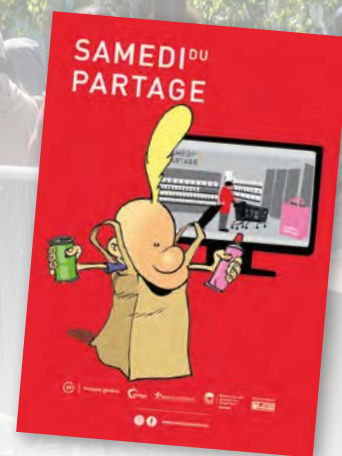


Cette somme fut versée à *Partage*, la banque alimentaire du canton de Genève. Cette collecte prouve que des liens forts lient la Genève internationale à la Genève locale et il est essentiel de les maintenir et les développer.

Fondée en 2005, *Partage* est la banque alimentaire du canton de Genève. Dès l'annonce des mesures liées au COVID-19, *Partage* a réorganisé ses équipes, dans le respect des règles d'hygiène et de sécurité sanitaire, afin d'assurer des permanences et servir au mieux une vingtaine d'associations encore ouvertes. Afin de compenser l'absence d'inventaires de supermarchés depuis le début de la pandémie, *Partage* achète notamment des produits frais, notamment des fruits, des légumes, du lait et des œufs, ceci afin de répondre aux besoins des associations partenaires.

Mi-mars 2020, une cellule d'urgence – réunissant les *Colis du Cœur*, le *Centre social protestant* (CSP) et *Partage* – est mise en place pour fournir une distribution de bons alimentaires à des personnes ou familles en situation précaire. Ces bons sont fournis à toute personne au bénéfice d'une attestation délivrée par des services sociaux agréés. La demande explose depuis le début de la pandémie : chaque semaine, près de 500 nouvelles familles reçoivent une attestation pour ce dispositif d'urgence. A fin avril, près de 7500 personnes vivant à Genève avaient déjà bénéficié d'un soutien.

Outre les *Colis du Cœur*, plusieurs autres épiceries solidaires recevant habituellement des marchandises de *Partage*, ne font plus appel à leurs bénévoles par mesure de précaution ; elles



Annulation du Samedi du partage : une collecte de dons sera proposée en ligne sur le site www.samedidupartage.ch

demandent à *Partage* de leur fournir des bons d'achats pour leurs bénéficiaires, au lieu de produits de première nécessité.

La banque alimentaire prête main-forte à la *Caravane de Solidarité*, une association qui distribue des colis alimentaires. En mai, plusieurs milliers de personnes en difficulté financière ont patienté aux Vernets, parfois plusieurs heures, pour chercher un colis de denrées d'une valeur de CHF 20.–. *Partage* a fourni des biens de première nécessité (pâtes, riz, etc.) pour compléter les colis distribués.

Enfin, pour soulager les dépenses de familles modestes, *Partage* distribue chaque jour ouvrable, directement dans son entrepôt, des couches et/ou serviettes hygiéniques à des bénéficiaires de ses associations partenaires. Des bénévoles sont recrutés spécialement pour l'occasion, afin d'assurer une permanence téléphonique pour la prise de rendez-vous.

Merci aux fonctionnaires de l'ONU à Genève qui ont permis, grâce à leur générosité, de contribuer aux activités de la *Fondation Partage* (www.partage.ch). ▶

* Catherine Christ Revaz est chargée de communication et de recherche de fonds à *Partage*, banque alimentaire du canton de Genève.

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