

UN Special

N° 687 - Septembre 2009



- Pakistan: Dire conditions of IDPs
- ICSC/CFPI: FICSA Report
- UNOG Coordinating Council

WWW.UNSPECIAL.ORG



The Volvo DRIVe range. Smart for the environment and your economy.

OUR BEST OFFER IS NOW IN SIGHT: DIPLOMAT.VOLVOCARS.COM

Take advantage of your status and enjoy fantastic savings and convenience with Volvo. It all comes with our unique diplomat programme and the most exciting line-up ever. Before deciding on your new car, find some outstanding rewards online. You wouldn't want to miss out.

VOLVO CARS DIPLOMAT SALES. PRIVILEGED TO SERVE YOU.

Volvo. for life



AUTOBRITT AUTOMOBILES SA, 1, rue Viguet, Geneve/Acacias. Tel. 022 308 57 00. www.autobritt.ch

Please contact Laurent Bateman at laurent.bateman@autobritt.ch or Olivier Toole at olivier.toole@autobritt.ch

Diplomatic service demands a lot. For the expertise you require, start at your Volvo representative. You couldn't be in safer hands. Are you working for an international organisation or a diplomatic mission? Take advantage of your Diplomatic Passport or Legitimation Card – drive a new Volvo on very special terms.



MARIA DWEGGAH
rédactrice en chef adjointe

A TYPICAL STORY

Mine is a typical story. Nothing unique. 20 October 1992, my first day at WHO, a memorable and proud moment for me. I began, as many had before me, with countless temporary short-term contracts at the bottom of the GS scale – never knowing until the very last day if my contract would be renewed or not. As a single parent, living in a state of constant anxiety, I do not know how I managed to stay sane under such precarious conditions. Actually, in 1993, for the first time in my life, I visited a psychologist - too afraid to claim it on my insurance form, afraid it would go against me getting a fixed term contract. I fully empathize with colleagues who are in a similar situation and am in total awe as to how they can go on keeping it together. Has it gotten better? I wonder. Though you cannot fault the organizations for trying to find a solution to the temporary contract nightmare – through contract reform, – this same nightmare haunts many short-term staff even today.

I hit the jackpot in January 1995 when I was selected for the fixed-term post where I was the incumbent. Raised to the prestigious level of “fixed term” staff, I was eligible to run for the Staff Committee. My memorandum to the polling officer dated 12 April 1995 states “I have two interests: the rights of temporary staff and a healthy work environment for all staff.” I was elected. Ironically, on 6 December 1995, I received a letter from HR informing me that I was “bumped” from my post due to a major Reduction in Force exercise. At that

time the policy was basically, last in first out. I was given the statutory three months’ notice with a choice to stay on as a temp afterwards. Not much choice, I needed a job. I trained my replacement, the one who bumped me and I moved on to another position... as a temp. Back to square one: step one, no language allowance, no dependent’s allowance, no pension contribution from the Organization. But I still had a job and armed with many more skills and experience. They say bad things usually open the door to good things. In my case, it proved to be true. In February 1996, I moved to the vaccine research department. On 1 October 1996, I was selected to the fixed-term post where I was the incumbent. One of my most memorable experiences... good bosses, good programme, good colleagues, great exposure to the field of vaccine research and development. From there I moved to the position of General Secretary of FICSA and equipped with a new set of skills and experience I moved back to HQ as the Executive Secretary of the Board of Appeals, while never relinquishing my role and responsibilities as a staff representative.

Now, almost seventeen years to the day since joining WHO on 20 October 1992 – fourteen of which as a staff rep – I can safely say, with the hindsight, that the ups and downs of the first three years prepared me for the other fourteen. This issue is dedicated to Staff Representatives past, current and future. ■

Version française en page 51

SOMMAIRE

ÉDITORIAL 3

UN/ONU

Musique pour une planète verte	21
Chorale des Nations Unies/UN Choir	32
Programme on HIV/AIDS	32
Endangered plant species	47

STAFF/PERSONNEL

The Staff Coordinating Council	5
Solidarity	6
Inside the Arbitration Commission	14
Legal tips	16
FICSA’s Report	18
Interview with an appellant	8
Staff challenges	10
Annual meeting of staff associations	12
Pakistan – dire conditions of IDPs	22
How to retain the employee knowledge	35
Photo competition – Portraits of Life	45

OMC/WTO

Découverte de l’OMC – 3 ^e partie	50
---	----

LOISIRS

Les nuits du soufisme à Genève	34
Talloires, golf, lac et montagne	36
Mauritanie, désert de l’Adrar	42
Saut du Doubs	48

SOCIÉTÉ

Fortress Europe	39
La coopération policière	46

PAGE CENTRALE

Himba – Beautiful women in red	27
--------------------------------	----



Let Harsch move your home and remove your worries...



www.harsch.ch



Bertrand Harsch
CEO

Harsch Transports world-wide moving and relocation services

GENEVA

10, rue Baylon ■ 1227 Carouge
Tel. +4122 / 300 4 300
Fax +4122 / 300 17 46
e-mail: harsch@harsch.ch

ZURICH

Im Vorderasp 4 ■ 8154 Oberglatt
Tel. +4144 / 851 51 00
Fax +4144 / 851 51 05
e-mail: harsch.zh@harsch.ch

BASEL

Schlossmattweg 27 ■ 4142 Münchenstein
Tel. +4161 / 411 56 17
Fax +4161 / 411 56 18
e-mail: harsch.bs@harsch.ch

- World-wide moving expertise
- Relocation services
- Competent high quality service
- Best value for money
- Fine Art specialist

☎ Tollfree 0800 HARSCH or 0800 016 016

🌐 Tollfree +800 SWISSMOVE or +800 88 44 88 44



THE STAFF COORDINATING COUNCIL: AN INSIGHT FROM THE EXECUTIVE SECRETARY



The United Nations Office at Geneva (UNOG) is the second largest duty station in the United Nations Organization and it comprises around 3,500 staff members. The various agencies tackle a wide range of issues and topics such as Human Rights, Trade and Development and the Environment.

ELIZABETH JAMES

Supervision is necessary to provide transparency and accountability that determine the way the staff are treated. In this respect the Staff Coordinating Council constitutes a body that monitors the activity and processes of staffing within UNOG. At the helm of the Staff Coordinating Council is Mr. Ridha Zargouni who holds the position of Executive Secretary. The role of Mr. Zargouni is to “represent the Council and to speak on behalf of it”. He follows up on the decisions that are adopted by the Council and he guarantees that they are “properly and adequately implemented”. In parallel, the Staff Coordinating Council undertakes joint efforts with other Staff Unions that necessitates Mr. Zargouni to “coordinate proposals and positions when they address external forums such as the International Civil Service

Commission or the Fifth Committee of the General Assembly”. Finally, Mr. Zargouni takes care of staff complaints through an intervention “at various managerial stages to resolve issues in an informal manner”.

Recently, administrative changes have occurred within the United Nations system. Mr. Zargouni notes that “the Secretary-General has embarked on a huge change in the contractual system in the Secretariat. Decisions have already been made at the level of the Secretary-General for the fixed-term and temporary appointments. This fall, the General Assembly will decide on the continuing appointments”. Mr. Zargouni considers that “this is now the most important issue of concern to the staff”. In parallel, the work of Mr. Zargouni led him on a mission

to Nairobi. There, at the SMCC, the global negotiating forum between the Council and the management, he, Mr. Ian Richards and Mr. Jean-Claude Mporamazina, the team from UNOG, negotiated along with other representatives for “the conversion of the fixed-term contracts under the 100 series into permanent ones”. He states that the process must be monitored. The completion of this endeavour presents a challenge as Mr. Zargouni mentions that under the terms of negotiations “more than three hundred cases were registered while UNOG Administration has given a figure of 114 eligible candidates”. Accordingly, “these figures do not coincide”, so Mr. Zargouni summons the need to “stay vigilant in order to ensure that every eligible candidate is given due consideration for conversion to permanent contract”. Mr. Zargouni states that change has also appeared in the area of “staff selection system, mobility, and the implementation of the new Justice system, as of 1 July 2009”. The Council will need to be “alert to any problem which may occur” in the implementation process of those changes.

Mr. Zargouni considers that the Staff Coordinating Council is a pivotal body. It must be present at the table with the management since “the policy of boycott is simply counterproductive”. Representation is critical especially when one considers that “decisions and changes will occur whether one likes it or not”. The voice of the staff must be heard on all occasions the management decides to bring about changes. The Council raises the concerns and proposals on behalf of the staff so that managers take their interests into account. Moreover the dialogue with the management enhances “the importance and the vital role of staff representation” in the context of change and reform.

Representation must be promoted according to Mr. Zargouni because “staff is the best asset of the Organization”. The management must pay heed to their concerns since dialogue helps “improve working



conditions". Through a collective effort the Organization can better "impact on change, reach better results and therefore make the best use of our resources".

Dialogue requires a common ground, a platform where staff and management can set common objectives. The name of this platform is "the Council Socio-cultural Commission". According to Mr. Zargouni the

platform "will give an excellent opportunity to all staff members to be directly involved in the activities of the Council, enrich the proposals that can be brought to the table of negotiations with the Administration, and achieve our main objective: better working conditions from different perspectives".

Mr. Zargouni is optimistic about the future, yet he considers that the work of the Coun-

cil will continue to need to be shouldered by "a young generation of Staff Representatives". The cornerstone of their job will be to "fight for the Staff rights". The Council embodies fundamental human values such as "respect, dignity and determination" and Mr. Zargouni hopes that the same values will drive the next generation "to negotiate and improve the working conditions of the staff such as contracts, recruitment and promotions, career developments, salaries and other entitlements, and pensions".

Finally, Mr. Zargouni aspires that one day the Council will be recognized in its own right through the presence of "Staff Representatives at the Podium of the General Assembly who deliver their official statement at the Opening of each Annual General Assembly session". Mr. Zargouni adds with a pinch of humour that "should it happen before I retire, I will certainly be a candidate"! ■

SOLIDARITY... SOMETIMES? HELP FOR UN STAFF CAN TAKE SEVERAL FORMS

While the old trade-union song calls for solidarity forever, most staff in trouble would be satisfied with a bit of solidarity... sometimes.

DAVID WINCH, UNOG

Staff expect that a basic duty of their representatives is to help them in times of severe stress. These periods of distress can be related to their fragile contract status or even non-renewal, to harassment issues, problems with UN benefits, or dealing with the thicket of administrative rules. It is no surprise that UNOG staff may forget to vote, but know exactly where to find Coordinating Council members when they need solidarity and support.

While civil servants and, a fortiori, international civil servants are considered privileged and somehow immune to unforeseeable misfortunes, it is surprising how often solid citizens can suddenly find themselves alone and bereft.

Family problems

Staff members can find, for example, that when their fixed-term contract is not renewed, this leads to severe financial and



La Réserve
RÉSIDENCE HÔTELIÈRE ★★★★★

1, av. du Jura - FR-01210 Ferney-Voltaire
Tél. +33(0)4 50 40 30 20 • Fax: +33(0)4 50 40 30 00
Email: contact@residence-la-reserve.com

www.residence-la-reserve.com



Special rates for employees of International Organisations, Missions, Embassies and NGO's

New Urban Café:
Bar Lounge
Bar
from 7am to 12pm
Restaurant
from 6pm to 12 pm

family problems. Other life crises are related to health issues, care of elderly or destitute relatives, or problems with adolescents and the law that draw them into complicated legal problems.



The first duty of staff representatives is to talk with staff members, then direct them towards the most appropriate UN office or organ for problem-solving.

There are formal bodies such as the joint Benevolent Fund/Fonds de solidarité, a staff-administration body with a mandate to consider very specific requests for financial

assistance in cases of hardship. But these requests cannot be blanket, long-term solutions or a social-welfare replacement. Grants are limited and targeted.

For example, because of a sudden family crisis, a school payment might force the expulsion of a student; a brief and limited bursary amount might cover that period. Funds are limited, so loans or grants have to cover very specific projects or periods.

Safety net

The UNOG Coordinating Council in 2008–09 decided to try to create an additional safety net for those staff whose problems were not covered by Human Resources or were rejected as Benevolent/Solidarity Fund proposals. Hence a block of Council funds was approved for clearly defined hardship cases when, in extremis, these other solutions fail.

Selection criteria had to be very clear. No favouritism could be allowed or even its

perception. Specifically, the case had to have been first submitted to and rejected by the above Benevolent body.

The current, 2009–10 Council agreed at its July meeting to revisit the solidarity issue. Uppermost in Council members' minds was ensuring that it had not become a ballooning expense that somehow substituted for other forms of support. The Council should not be seen as a "soft touch" for hard-luck cases that did not match clear criteria.

In practice, recent grants have been followed by reactions as varied as the cases themselves: some staff rush to repay immediately any temporary support. Others have great difficulty making even symbolic repayments.

In any case, some staff solidarity is worth debating in an Organization ostensibly founded on bettering humanity. It is the least we can expect. ■

Geneva airport is taking off!

Swiss Chalet • Arrival

The GVA+ renovation project is driving innovation at Geneva airport. Travellers and visitors alike will discover a new food court catering to all tastes, brand new retail outlets, refurbished shops and boutiques as well as a whole host of useful new services to ensure your time in the airport is truly relaxing.

www.gvaplus.ch

INTERVIEW WITH AN APPELLANT

The article below first appeared in the *UN Special* in March 2002. The message therein is as relevant today as it was more than seven years ago. At a time of reform of the justice system and of the UNAT and ILO administrative tribunals, it is worthwhile reading for both staff, staff representatives, legal advisers, HR staff, and all persons who come in contact with staff who are considering challenging an administrative decision they feel is unjust.

MARIA DWEGGAH, WHO

First of all, thank you for agreeing to meet with me. To safeguard confidentiality your name will not be used.

In the January 2002 issue of the *UN Special*, there was a somewhat critical article on the appeal process at the ILOAT (International Labour Organization Administrative Tribunal) level. It painted a bleak picture of the kind of justice the international civil servant can expect to receive from this court. I was reminded of a line in Dante's *Inferno*, something about all those who enter should abandon all hope.

Your organization is one of those that subscribe to the jurisdiction of the ILOAT. With a few exceptions, appeals have to go through an internal appeal process before reaching the ILOAT. Such is the case where you work. In January of this year, the ILOAT made public the results of its decisions. There were quite a few, 43 I believe. I noticed that true to form most decisions were not in favour of staff – 8 out of 43. Quite a record.

I understand that you have filed an appeal in your organization. We would like to learn more about this internal process and its impact on staff who appeal or who are thinking of appealing, the human angle.

What is the status of your appeal?

The Board of Appeals in its Solomonian approach split its decision. The Director General who has the ultimate authority did not accept the Board's recommendation. The status? None at the moment. I can either pursue the appeal at the ILO or stop.

Would you do it again?

In spite of it all – the impact on your health, your emotions, your work, yes, I would do it all over again.

Can you elaborate?

Well, first of all, the decision to appeal is a difficult one. You ask yourself, "Do I have a legitimate cause? What do I want from the appeal? How will it impact my life, my work, my career? Will I be seen as a trouble-maker? Will I be targeted for retribution?" and most important, "Will I win?" and then, "What happens if I lose." Then there is the anger and emotional stress that you experience at being forced into concluding that you cannot get redress through regular internal negotiations with your supervisors and the administration. This is where the feeling of injustice comes in, and puzzlement at and frustration with the Organization – that it is not capable of managing properly its business and its staff, in spite of all the hype about, and seminars on, leadership and conflict management skills

Would it not be better to just forget the whole thing and get on with your life?

From the moment you are informed of the administrative decision, be it a non extension of your contract, non confirmation of a classification, a non selection, a reassignment you consider prejudicial, etc., you feel a deep hurt. You feel you have been wronged, you feel a sense of betrayal, intense anger, a sense of powerlessness and you want justice to be done. These emotions are with you almost 24 hours a day. You eat them, you sleep with them, you are enveloped by them. It cannot help but adversely affect your day to



day work. It depends on the individual. Forgetting the whole thing is easy to do if you are someone who can do that, who takes life as it comes, who feels nothing is really worth fighting for. On the other hand if you believe there is a very important difference between right and wrong, if you believe in due process, and if you care about your organization and your own self-respect, then you are the type of individual who cannot "just forget." Once you are convinced and can substantiate that a wrong has been done, AND you are willing to pay the price, you feel you have the duty to make the wrongdoers account for their actions which hurt not only the individual appellant but the organization as well (and not just in terms of the significant costs of an appeal to the organization).

Price, what price?

I'm not referring to monetary values, although it could get expensive if you hire an attorney. What I am referring to is the cost to you in terms of time spent thinking about the procedure, writing the appeal, responding to the Administration's statement, and then again responding to their response to your response. It never seems to end. Don't forget, they have a group of people who do nothing but work on appeals. **You**, on the other hand, have to do it in your spare

time. And also, they have access to files, reports, correspondence, which you don't (talk about inequality of arms!). So you as the appellant are greatly disadvantaged. And it is a very emotional process.

Emotional?

What I mean is that by deciding to appeal, you seem to be going against your colleagues, your employer. You keep repeating the same questions over and over. "Why can't they understand that this is unjust, unreasonable and unacceptable behaviour? Why can't management see that this is killing their credibility and the staff's trust and loyalty to them and eventually to the Organization?" When you receive the Administration's responses, you cannot believe some of the lies they throw at you, some of the distortions, the concoctions. And you get angrier and angrier, as you try to maintain your arguments and prove them wrong. You relive the injury, the injustice over and over. You really need to believe in what you are doing, so as not to let those emotions overtake you.

Do you know other people who have appealed?

Quite a few. And the reactions are basically the same. They are expressed in loss of confidence and mistrust in the system, in physical and emotional manifestations such as depression, and insomnia. And they ask a simple question, "Why do I have to go through this, I've been a good, loyal staff member, it could have been so easily prevented?"

Prevented, how?

Most actions stem from people with poor management style, actually, no management style at all. People who disregard the rules, who act with impunity and who are not held accountable for their actions. Simple respect for staff and the Rules would be all that is needed.

What advice would you give to someone who was thinking of appealing?

The first thing I would ask is "What rules do you think were broken?" Then I would take a closer look at the action they are thinking of appealing. If they have an apparently valid claim, then I would tell them to first try and negotiate through internal mechanisms,

while keeping a careful watch on the time limits for filing an appeal. I would then inform them of the time involved in the whole process, which includes delaying tactics, the frustrations that will follow, the character slander, the fabricated arguments, and the very real possibility that they will lose. I also tell them that there is no gain without a fight.

Are there staff who have legitimate claims but who are afraid to appeal?

Some people imagine that things will change without any effort. They don't want to rock the boat. Others are scared of re-

taliation. Quite a few actually believe that the appeal documentation will be put in their personnel file and that it will stop them from getting a promotion or having their contracts renewed. I remind them that due process is their right; the Rules are there to ensure equitable and fair treatment to all staff. You know, the sad thing is that people don't seem to believe this any more... they are worried that even though it may not be officially recorded, it will still be very much in the minds of the supervisors. One point that I would like to make to those who accept to be trampled, is to warn them that the

Invitation to BCGE series of lectures

In the framework of events organised by Banque Cantonale de Genève, we have the pleasure of inviting you to a public lecture entitled

The imperative of responsible investment: experiences from the Principles for Responsible Investment (PRI)

Given by **James Gifford**,
Executive Director, Principles for Responsible Investment,
An investor initiative in partnership with UNEP FI and UN Global Compact

on Thursday 17 September 2009 from 18h30 till 19h45
at the Mandarin Oriental Geneva – 1 Quai Turrettini – 1201 Geneva

On the same occasion, **Pierre Weiss**, director at BCGE Asset Management, will briefly present the Bank's specific investment philosophy and policy and make some comments on the theme "Almost a Century of SRI – From Exclusion to Integration".

The lecture will begin at 18h30, a cocktail will be offered beforehand.

As the number of places is limited, registrations will be accepted in order of arrival **until Monday 14 September 2009**.

To register: call **022 809 22 25** or go to **www.bcge.ch/lecture**



more they just give in and give up their self-respect, the more they'll be taken advantage of and treated as disposable quantities. That, people should understand and believe. They should also realize that, as staff members, they share with the administration responsibility for ensuring that the decisions made respect the Rules. That is why the appeal process is provided for in the Staff Rules. They have a right to challenge decisions they feel have been taken unjustly. If every staff member who has been wrongly treated stood up and made the administrations account for their actions through an appeal, the administration would be forced to change their practices – and their attitude.

What has been hardest on you as an appellant?

The solitude. It is so difficult not to talk about your appeal as it consumes you. Friends, colleagues are not so receptive or

empathic as you would hope. It sometimes seems that the only ones who can understand are those who are also going through an appeal process. It is painful to come to terms with the fact that people are not always going to be there for you. The other hard part is when people try to discourage you and tell you that you don't have a chance and that you are wasting your time.

Is the appeal process accessible to all staff in your organization?

Yes, it is. But in reality, if your contract situation is precarious, that is if you do not have a fixed-term contract, you're not likely to go down that road.

Has it all been negative?

Just standing up for what you believe makes you feel good. If you win, it makes you feel damn good. If you lose, well, just having stood up for your rights is enough.

In view of recent decisions that have come out of the ILO which are, in the majority, not in favour of staff, why do they still appeal? Is it for personal gain?

No, I don't think personal gain is the main reason. And most monetary awards are minimal and hardly compensate for time, effort and energy spent in the appeal process. People for the most part appeal to right a wrong and to maintain the integrity of the working environment for themselves and others and to preserve their self-respect. You can't work in the UN, strongly believing in justice, equal respect for all individuals, and human rights, and accept that these very values should be denied and flouted by your own administration in its everyday dealings with its staff. ■

STAFF CHALLENGES

FROM THE DESK OF THE PRESIDENT OF THE STAFF COORDINATING COUNCIL

ELIZABETH JAMES

The President of the Staff Coordinating Council, Ian Richards, takes an active interest in the promotion of the rights of staff. His task is to ensure that staff receive proper representation before the management. He advises staff about the manner they can create a better work environment and the steps that are necessary to tackle various issues.

In addition, he is responsible for the organization of the 25-member Staff Coordinating Council that he chairs and he animates further discussion via committees and working groups. The scope of the Council's work further encompasses the coordination of sectoral assemblies, staff representatives within central review bodies, other staff-management bodies and various clubs.

Richards joined the Staff Coordinating

Council with a conviction that important administrative changes underway required active involvement. He considers that work conditions represent an important dimension of a person's life that must be taken care of. In addition an impetus came from the "Hope Team" to join the Council since it comprises of energetic and enthusiastic colleagues who encourage staff representation.

Membership of the Council necessitates an awareness of rules, regulations, administrative instructions, bulletins and information circulars that constitute the tools to carry out operations. Richards states one "needs to make oneself available", in order to be attentive to colleagues for various reasons. They generally wish to express "concerns, suggestions or they seek advice to defend their rights". Richards shoulders these responsibilities on top of his assignment as an

economist at the United Nations Conference on Trade and Development (UNCTAD).

When asked what he could change, Richards was adamant that change could only be brought about through collective effort and action via the 25-member Council. Nevertheless he is keen to take initiatives for instance through the proposal of certain issues. Currently he suggests that there is much at stake with "the changes in human resources policy over the next 18 months" and he wants to ensure that those changes "work in favor of staff in Geneva". The importance of this issue stems from the degree of transformation that staff is about to witness. Richards claims that the change will involve "more than contractual changes". The policy will comprise of "new rules that will determine staff selection for senior level jobs, new mobility requirements, replace-

ment of the ePAS and the introduction of a new system of justice”.

Aside from administrative reform, the President of the Staff Coordinating Council gathers information about issues that matter to staff. Richards states that there is a host of issues that are common to all staff such as harassment, but there are also issues that are relevant to particular organizations. Within his organization and Office for the Coordination of Humanitarian Affairs (OCHA), Richards notes that the staff tend to find themselves in “precarious contractual situations” due to the reliance of the Organization on project funds. Then in UNOG, he has noticed that “a large number of General Service staff is marginalized and forgotten” due to poor career prospects. One particular example according to Richards is a case of a person he has personally met who “has been at the G3 level for 15 years”. Richards is appalled by this situation. He also has his eye on Human Rights, where in the name of a particularly severe form of geographical balance, management is disregarding “the legitimate career expectations of a large number of their staff”.

The work of the Staff Coordinating Council has gathered momentum since the Staff-Management Coordinating Committee (SMCC) negotiations between staff and management in Nairobi. At the two general staff meetings held since, attendance has been strong and participants have manifested a dynamic spirit. Richards senses that “staff want their representatives to get straight to business”. Meetings are no longer bogged down by “useless points of order”. Richards has noticed the emergence of a “new generation of staff representatives who don’t have the political baggage of the past; they rather want results”.

Richards was clear that staff representation must involve further cooperation with other staff unions, since “it gives us weight in the negotiations with management in New York”. The job requires assiduity since decisions are carried out regardless of whether staff representatives come to the negotiating table. For instance, the Geneva Council boycotted the SMCC negotiations last year, which proved to be an error, because “that was the last chance to fight at a political

level against the abolition of permanent contracts”. Richards is glad that the Geneva Council resumed talks this year since it was able to avert “certain proposals for mobility, which would have been chaotic for staff in Geneva”. In addition, the Council was able to push through revised proposals for continuing contracts that “will now give stronger protection to staff than what was being suggested before”. Albeit the recent achievement, Richards calls for vigilance since the “margin for maneuver is still limited” due to the gradual erosion of the independence of the international civil service.

There are myriad opportunities for staff members to take part in staff representation. Richards states that the Council itself comprises of several working groups and committees in which membership is feasible such as the “crèche working group”. Staff should also get involved in bodies such as “sectoral assemblies in each department; the joint staff-management bodies that work on harassment, staff solidarity or even reviewing selection decisions”. Richards told *UN Special* that staff members should roll up their sleeves and become active participants in staff representation! ■



THE BEST COVERAGE FOR YOUR HEALTH. WORLDWIDE.

When an organization enjoys special status, it needs specific responses. We have therefore drawn up a contract with the GPAFI, incorporating the highly specific regulations governing international civil servants to provide a personalised response with optimised coverage.

For more information, please contact the GPAFI:
+41 (0) 22 917 26 20 or 39 46
gpafi@unog.ch



intras.ch



Gain in confidence. Gain in insurance.



GENEVA, 7–8 JULY 2009, WHO

ANNUAL MEETING OF STAFF ASSOCIATIONS



The WHO Staff Association co-hosted with the EPO Staff Union a two-day meeting, in parallel with the 107th Session of the ILO Administrative Tribunal (ILOAT). The purpose of the meeting was to exchange information and experiences on a number of issues which centered on the protection of fundamental rights for staff in the international organizations and to arrive at an action plan to move the reform of the ILOAT forward.

Staff Representatives from twenty-five different International Organizations (IO) participated, for the most part clients of the ILOAT. These included both international organizations such as ECB, EPO, OECD, ESA, COE as well as UN and its special-

ized agencies – UNOG, ICTY, OSCE, FAO, WFP, UPU, ITU, WIPO, ILO, UNAIDS, IARC, WHO/HQ, WHO/EURO, IMO and FICSA.

The guest of honor was Professor **C. F. Amerasinghe** who spoke on “Judicial Reform

within IOs and Consultation/Negotiation Rights for Staff.” Prof. Amerasinghe is an eminent person in the area of international civil service law. In addition to the reference work “The Law of the International Civil Service” he has served as a UNAT Judge. He presented his thoughts with regard to some aspects of judicial independence and in particular some of the current practice. He also addressed some issues related to fundamental principles and limitations to the current system of defining such principle solely through case law of ATs.

Guests speakers included **Dr. Christina Knahr (University of Vienna)**. Dr Knahr is a member of the academic staff at the University – and is the co-author of a paper addressing UN Justice System reform. She presented an overview of the project and compared the original proposal to the current implementation. **Ms. Hege Kjos – University of Amsterdam** – who spoke on the IO Justice System Deficiencies. **Ms. Alice Elsenburg – University of Amsterdam**, co-author of a recent report which examines the awards practice of the ILOAT. This is compared to practice in national judicial bodies.

There were in depth discussions on the UN Justice Reform as well as the ILOAT reform. It was pointed out that the ILOAT Reform project was initially quite active but faded over time. It has not resulted in formal reform but it did result in some visible changes to the practice. It appears likely that discussion regarding the administration

LINDEGGER
OPTIQUE
maîtres opticiens
COURS DE RIVE 15 - GENEVA - 022 735 29 11

*your best eyesight is through
our eyewear and care*

optic - optometry - eyewear - instruments - contact lenses

of justice will be restarted following the UN Justice reform.

Participants discussed the deficiencies at the ILOAT, some practical like the fact that six signed copies have to be sent. This minor point can become an incredible burden for a single applicant. Other issues more serious such as the absence of oral hearing, the impossibility of unions or staff associations to file complaints, the inconsistency of judgments, the costs awarding, the conduct of the internal redress processes which appear to be blindly followed by the ILOAT. Other major points were also discussed such as the judges of the ILOAT tending to ignore what life is like in an IO. The cases are looked at very narrowly, there is little consideration of the history of the organization, nor of the case itself. Cases depending on the credibility of testimonies given are, without the possibility of oral hearing, almost always management-biased. Witnesses are difficult to find and testimonies difficult to get, the ILOAT offers those people no pro-

tection. In some respects the ILOAT acts as a higher appeals board only looking at narrow law points: the power of discretion of the IO is far too often used to close cases. The ILOAT is also almost never commenting on the practice of the IOs which put very weak and useless legal arguments, making litigation more time consuming.

The staff associations and legal representatives raised **concerns regarding the appeals processes**. There are many eminent jurists who have commented on the lack of consistency of the internal appeals processes with due process norms. Some of these norms are based on fundamental rights. Legal Representatives have also raised concerns.

The lack of protection of fundamental rights has been raised as an issue by many staff associations and has been the subject of a number of academic and legal studies. The lacuna is very clear on some topics, but less clear on others. Whilst the

consequences are readily apparent to many staff, it is rather difficult to demonstrate the problems. The organizations do not generally recognize the problems and have a tendency to respond in a manner which appears similar to what has been called "bluewashing" with regard to Global Compact. More work is needed to research the problems and to raise awareness. We need to find ways to overcome the reluctance to deal with the issue.

In conclusion, the participants all agreed that an awareness of the problems and the need to protect fundamental rights increased. It seemed likely that reform of the ILOAT system will be considered as a result of the UN Justice reform. A coordinated response is needed with an increased inter-staff association co-operation. In the near future an information network will be set up to move the process forward. ■

UNE FENÊTRE SUR LE MONDE DES ACCUEILS INTERNATIONAUX ET PLURIDISCIPLINAIRES



Musique

Goran Bregovic

Je 24 septembre > Tales and songs à 20h30
Ve 25 septembre > Alkohol à 20h30

Co-accueil: Service culturel Migros Genève



Danse

Flamenco y poesia

Direction et chorégraphie Maria Pagés
Me 11 novembre à 20h30

Co-accueil: Fondation Edmond & Benjamin de Rothschild



Théâtre

Love is my sin

D'après les sonnets de W. Shakespeare
Adaptation théâtrale Peter Brook
Du 15 au 17 mars 2010 à 20h30

Co-accueil: Fondation Edmond & Benjamin de Rothschild



FORUM
THÉÂTRE
MEYRIN

Théâtre Forum Meyrin / T. 022 989 34 34

Place des Cinq-Continents 1, Meyrin / www.forum-meyrin.ch

Service culturel Migros Genève / T. 022 319 61 11

Stand Info Balaxert / Migros Nyon-La Combe

Théâtre Partenaire > Théâtre de Carouge – Atelier de Genève

INSIDE THE ARBITRATION COMMISSION

A VIEWPOINT FROM CHRISTEL ADAMOU



Are you interested in staff-related issues and dispute resolution?

In the affirmative, one seat in the UNOG Arbitration Commission has fallen vacant and the Polling Board will soon organize a renewal of membership to fill the seat. Read this article and find out whether you wish to join the Arbitration Commission at UNOG.

Christel Adamou, elected member in the Arbitration Commission at UNOG since 1 April 2009, has changed duty stations in July. Her seat in the Arbitration Commission has thus fallen vacant and the Polling Board will soon organize partial renewal of the membership to fill her seat. Below, Christel shares her experience with the Arbitration Commission.

Could you explain what the Arbitration Commission is about and how it operates?

The Commission was established in 1983 by the Regulations on Representation of the Staff of the United Nations at Geneva. It consists of five members elected by the staff as a whole by universal suffrage, for

a three-year mandate of office beginning on 1 April. Its function is to examine applications from staff members, collectively or individually, or any staff body to rule on any disputes concerning failure to observe the above-referred Regulations.

The members of the Arbitration Commission enjoy full independence. To guarantee their independence, candidates for the Arbitration Commission must not have been members of a staff body during the previous year. And no member of the Arbitration Commission may stand for election to a staff body during the year following the end of his or her term of office. It is important to stress that the members of the Arbitration Commission organize their work independently and

shall not receive instructions or advice from the Staff Council or from any body.

Upon receiving an application, the Commission has three days to decide on the case and shall inform the applicants of its decision. Its written decision, stating the reasons, is then announced to the staff via broadcast within ten days. The decisions of the Arbitration Commission shall be binding, final, and shall serve as legal precedents.

Could you share your experience with the Arbitration Commission?

In February 2009, the Polling Board broadcasted the renewal of the Arbitration Commission's membership. Having a genuine concern for alternative dispute resolution and staff-related issues, I immediately expressed an interest in participating in this body. By mid-March, I was informed of my election as of 1 April for a period of three years. In April, I met my new colleagues: they came from various professional backgrounds, all were fluent in French and English, the working languages of the Secretariat, some had previous experience in the Arbitration Commission, and the constituted panel was geographically and gender balanced.

For the new team the work was challenging and fascinating. The Arbitration Commission is the only body fully elected by the staff; with no representative appointed by the Administration or the Management. The role of the Arbitration Commission is to ensure that the elections had been properly conducted.

In addition we were fully conscious that expectations were high. Given the heavy responsibility entrusted to us we strove in the determination cases brought to us to be guided by some fundamental principles: meeting deadlines, adopting solid legal arguments, analytical skills, impartiality and independence, integrity, respect for diversity, and above all acting in total freedom from any political pressure. In the exercise

of our mandate we never hesitated to request information from third parties.

As soon as we assumed office and dealt with the first appeal we acted as an integral and united body and stood guided by the core values of the organization. Between April and May a record number of appeals were filed with the Arbitration Commission. We reviewed each case within the tight deadline of three days as provided by the Regulations and communicated our decision to the staff within ten days via broadcast. In determining the cases the members of the Commission always expressed their views in a free manner and their contributions were always constructive. During that period not a single dissenting opinion was recorded.

Two such important tasks were identified: the drafting of the Rules of Procedure and Guidelines on how to submit an application to the Commission and the review of the three-day deadline within which a

decision has to be taken. We felt that this short deadline was very constraining for the following reasons. First the cases coming before the Commission are confidential and sensitive. Often the members required additional information to enable to decide a case and this would take time. Secondly the members of the Commission are volunteers and discharge their duties on the Commission in addition to their normal workload. They do not get any support from the Secretariat or from anybody else. We even had to deal with the logistical arrangements for the holding of our meetings. For example finding an available room for our meetings was not an easy task. One can imagine how time consuming the whole process was and how time would simply fly.

We made progress in the way we drafted the rulings for the purpose of broadcast circulation. The rulings are broadcasted to approximately 3,500 staff in Geneva, therefore, many staff requested more details on the

facts and contentions, others just ignored the broadcasts. Having heard the staff, all rulings now include a brief summary of facts and contentions, in order to ensure that the staff at large receiving the broadcasts have a clear picture on why the application was submitted, how we analyzed the case and the reasons which led to our final ruling.

Finally, we looked at our outreach activities. Being aware that many staff are not familiar with staff bodies and the work of the Arbitration Commission, we started compiling the Arbitration Commission's case-law in order to post the rulings on a new Website and ensure that the staff has access, even beyond Geneva's borders, to the jurisprudence.

Have your expectations been met?

Yes, definitively. To put it briefly, I knew little about UNOG's internal "politics". Before joining the Arbitration Commission, I was not familiar with the Regulations on Representation of the Staff and I had never been a member of any staff body or party at



UNIQA, the right plan to fit your needs

Your best interest is our top priority

We don't make you fit the policy; we find the policy that fits you



International health and accident insurance

UNIQA Assurances SA
Rue des Eaux Vives 94
CP 6402
CH-1211 GENEVA 6
Tel : +41 22 718 63 00
Fax : +41 22 718 63 63
contact@uniqa.ch
www.uniqa.ch

www.uniqagroup.com

UNOG. Through this experience, I learned a lot about the Staff Representation and its Regulations and even what's happening "behind the scene". I realized one can only learn from this kind of exposure. It also raised my awareness on how staff representation can weigh on UNOG's internal activities and policy. Finally I was happy to make a contribution to the work of the Commission, beyond my normal duties.

Could you tell us about your background?

In June 2007 I joined the United Nations at Geneva to serve in the Administration of internal justice, in the now defunct Joint Appeals Board /Joint Disciplinary Committee Secretariat (JAB/JDC). As an Associate Legal Officer/Alternate Secretary, I assisted the Secretary of the JAB/JDC in preparing

appeals and disciplinary cases for the examination of Panels and drafted their recommendation into reports for the Secretary-General's final decision.

I feel very passionate about alternative dispute resolution (ADR) and education-training. With respect to ADR, I have been active in mediation and alternative dispute resolution since 2006. I am a US certified mediator and undertook several trainings in-house and in the public sector in Germany and Geneva. I have also acted as a goodwill mediator in Geneva.

When in January 2009 I left the JAB/JDC Secretariat to join UNOG Staff Development and Learning Section, I was hopeful to be elected the Arbitration Commission as I felt it matched my skills and my desire to gain more experi-

ence in dispute resolution while making a contribution to UNOG's internal activities.

What's next?

I have recently joined the newly established United Nations Dispute Tribunal (UNDT) in Nairobi to assist the Judges and the Registrar with staff-related issues in Africa. My seat in the Arbitration Commission is now vacant and needs to be filled until expiration of the mandate on 31 March 2012. The Polling Board will soon organize an election to fill the seat pursuant to the Regulations on Representation of the Staff in UNOG. I would like to encourage anyone interested in staff-related issues and dispute resolution to apply for this vacant seat. This is a unique opportunity to join a group of truly talented people and make your contribution to the good functioning and values of the Organization. ■

LEGAL TIPS

■ FREEDOM OF ASSOCIATION ■ HARASSMENT AND FILING DEADLINES

LAURENCE C. FAUTH, ESQ.¹

Freedom of Association: Staff Reps Right to Membership on Boards

Staff representatives that serve on board(s) of the organization (appointment, promotion, appeals, etc.) have a right to challenge decisions by the administration affecting that service. In Judgment No. 2685 (ITU), the Secretary-General removed a staff representa-

tive serving on the Appointment and Promotions Board because of the alleged breach of the Board's code of conduct, including manipulating Board members. The staff representative had expressed disagreement with the working of the Board and left a meeting. The staff member challenged the decision to remove her from the Board on the grounds

that it breached her right to freedom of association and expression. The internal appeals board agreed and also found that the decision was a hidden disciplinary sanction and recommended payment of moral damages. The Secretary-General rejected the appeal in part on the grounds that the staff member had no personal right to be on the Board.



The Tribunal found that the decision to remove the staff representative was, in addition to a breach of her right to freedom of association and expression, a misuse of authority – but not a disciplinary sanction. With respect to freedom of expression, the Secretary-General's decision substituted the staff representative's opinion and "method of defending staff interests" with his own. With respect to freedom of association, the Secretary-General was not free to remove a staff representative selected according to the staff regulations and rules without first consulting with the staff association and seeking agreement on the procedure for such action (the Administration should hold consultations with the Staff Council and seek an agreement prior to removing a staff representative from the Board). The Tribunal awarded her 20,000 Swiss francs. In making this award, the Tribunal considered the conduct of the staff representative: it criticized her for walking out on a Board meeting since she had a duty to attend and participate fully in the meetings regardless of disagreements.

Harassment and Filing Deadlines

It is important to remind staff union/association members that harassment-related grievances usually must be reported within a certain period of time. Failure to do so may result in loss of the ability to claim redress. While a staff member cannot expect the kind of compensation awarded in national courts (in 2006 a London banking institution was held vicariously liable for a prolonged campaign of bullying and harassment at work suffered by one of its female employees, who succeeded in winning damages of just over 930,000 euros in compensation in the UK legal system), the ILO Administrative Tribunal awards anywhere from 10,000 to 75,000 euros for proven cases of harassment. It should also be recalled that attention to this problem has only recently (last 10-15 years) been seriously addressed by the adoption of rules and policies against harassment, and each successful case helps to reduce the prevalence of harassment in the workplace and adds to the body of law on damages for harassment.

The starting point for analysis is of course the staff regulations and rules, and any writ-

ten policies on resolution of harassment-related grievances. In the absence of any rules, there may be an implied deadline for making a complaint based on reasonableness. Most policies provide a deadline of anywhere between one and six months. In Judgment No. 2675 (ILO) the staff member lodged a complaint on 18 April 2005 about an "assignment" on 2 February 2004 to work from home because of a medical condition. The staff member felt isolated and belittled by the assignment, which she alleged was the result of prejudice. Having received no answer to her grievance, she lodged an internal appeal. The internal appeals board reached the merits and recommended dismissing the appeal. On further appeal, the Tribunal held that the grievance was time-barred and the internal appeals body made an error by considering the merits of the grievance. According to the applicable rules, a grievance had to be lodged within 6 months of the alleged misconduct, and since it was not lodged until over a year later, it was time-barred.

This case offers valuable lessons about the importance of timely lodging grievances for harassment. If the staff member fails to lodge a complaint within the time provided in the rules, the possibility of obtaining relief will likely be lost. An important exception is available in cases where there is a pattern of harassment over a long period of time. As long as the last harassing conduct is reported timely, the staff member may cite earlier instances of harassing conduct even though the underlying adverse decisions could not be challenged. ■

¹ The information and content are for general information only and does not constitute legal or other professional advice. You must not rely on any information or content contained in, or omitted from, this newsletter without obtaining independent legal advice. (www.unattorney.com)

Do you want to become a homeowner in Switzerland or in France?



- Guaranteed fixed rates from 2 to 15 years
- A fixed and variable offer tailored to your needs
- A fast and targeted response

For information call 022 319 21 50
e-mail: info@sgpersonalbanking.ch
www.sgpersonalbanking.ch
Boulevard Georges Favon 8, 1204 Genève

SG Private Banking (Suisse) S.A.

 **SG**
Personal Banking

MONTREAL, 29 JUNE TO 10 JULY 2009

FICSA'S REPORT OF THE 69TH SESSION OF THE INTERNATIONAL CIVIL SERVICE COMMISSION (ICSC)



ICSC/69/R.2

The mandatory age of separation

As agreed by the FICSA Council, the Federation advocated that the mandatory age of separation should be extended to 62 for all staff and that the option of extending service until age 65 should be available for all staff. FICSA considered that staff should be able to choose to extend their service beyond age 62 and that the decision should not be solely at the discretion of the executive head. An extension beyond age 62 should not however affect entitlement to the full pension at age 62.

FICSA also supported phased-retirement programmes, whereby staff are able to reduce their working time prior to retirement. This type of programme would support succession planning by enabling experienced staff to work closely with their replacements. The extension of retirement age should not be seen however as a substitute for effective succession planning.

The Commission took note of the information provided by the CEB and the HR Network. Most of the members were in agreement with increasing the mandatory

age of separation to 62 for all staff and were against the discretionary clause for the executive head. The Commission requested its secretariat, in cooperation with the organizations and the Pension Fund, to prepare a comprehensive report on the possibility of changing the mandatory age of separation, taking account of its various implications in the human resources and pension areas, such as geographical distribution, rejuvenation of the workforce, career development, financial situation of the organizations, gender balance, and decided to revert to this issue at its seventy-second session in 2011.

ICSC/69/R.3

Standards of Conduct for the International Civil Service

The Director of the UN Ethics Office gave a presentation on the Code of Ethics to the Commission. He briefed the Commission on the draft Code of Ethics which would be presented to the next session of the UN General Assembly for its approval in September 2009. He also explained that the Code of Ethics was not a replacement for the Standards of Conduct but rather was intended to complement it. In his opinion, the Code of Ethics is a short summary of the principles and values of each organization.

FICSA stated that it would like to see revisions in the following areas: strengthened whistleblower protections (for example, internal auditors from two organizations were fired for pursuing investigations); an additional factor in discrimination (prohib-



Geneva Relocation Sàrl

www.genevarelocation.net

Avenue de Rosemont 2 – 1208 Geneva-Switzerland
Ph. +41 (0)22 849 10 20 – Fax +41 (0)22 849 10 21

FOR PEOPLE ON THE MOVE

ited on the basis of sexual orientation); staff association/union access to governing bodies; recruitment, selection and promotion on the basis of merit, which should have greater weight than geographical and gender factors in compliance with Art 101 of the Charter of the United Nations.

The Commission decided to request its secretariat to work with organizations and representatives of staff federations to undertake an initial review of the Standards of Conduct to ensure that they continue to meet the needs of the organizations and to define areas that might need updating. The Commission tentatively scheduled the updating of the Standards of Conduct for 2011.

ICSC/69/R.3

Review of separation payments

This was a long and tough discussion because several Commissioners did not favour creating a new entitlement and thus did not support the establishment of an end-of-service

grant. After extensive discussions and closed meetings between the members of the Commission, a consensus was reached. The Commission agreed to implement an end-of-service grant for staff on fixed-term contracts after ten years or more of continuous service. This new entitlement will be named 'severance payment'. The following table shows the amount of the payment:

Completed years of service	Months of pay (gross salary less staff assessment)
10	5
11	5
12	5
13	5
14 and more	6

The Commission requested the organizations to harmonize their separation payments. After lengthy discussion, they also

decided not to change the name of the repatriation grant as previously suggested. FICSA reiterated the positions that it presented to the 68th session of the ICSC. FICSA welcomed the establishment of an end-of-service grant, which at present was used by only one common system organization. The end-of-service grant – to be granted on the successful completion of a contract that is then not renewed – is analogous to an unemployment benefit, which a staff member would have been entitled to had he or she been working in the home country. FICSA explained to the Commission that approximately 75% of total UN staff based on the CEB statistics of 2007 and 2008 are now on fixed-term contracts and continuing appointment cannot be given to staff due to the limited budget of each organization. The main question at issue was the number of years of continuous service to entitle a staff member to the grant.



Elegance, Comfort, Charm

- ★ 400m. to the UN
- ★ Fully renovated
- ★ New Buffet breakfast
- ★ Free Fitness Access

Each of the 70 rooms is equipped with a king size bed, bathtub, internet connection, safe deposit box, hair-dryer, minibar, kitchenette. An Internet Center is available in the lobby. Free coffee and tea facility maker.



Rue du Grand-Pré 62 - 1202 Geneva
Tel. ++41(0)22 748 08 08 - Fax ++41(0)22 734 38 84
www.hotel-les-nations.com

La voie est libre... Changez de voiture!

Accord Sedan & Tourer
CR-V 4x4

Prime jusqu'à CHF 3000.-*

Ex.: Accord Sedan 2.0i Elegance (modèle 09), prix catalogue CHF 36 400.- net/prix promotionnel CHF 33 400.- net.
Ex.: CR-V 2.0i Comfort, prix catalogue CHF 36 350.- net/prix promotionnel CHF 34 350.- net.

+ Leasing de 3,9%**

+ Prolongation de la garantie 3+2

*Avantage clients valables jusqu'au 31.12.09 sur véhicules de série identifiés, jusqu'à épuisement des stocks. ** Exemple de leasing pour l'Accord Sedan 2.0i Elegance/CR-V 2.0i Comfort: prix net promotionnel CHF 33 400.-/34 350.- (TVA 7.6% comprise). Valeur de reprise: CHF 15 288.-/15 267.-. Pour un 1^{er} loyer facultatif de 10% du prix net, 10 000 km par an et 48 mensualités: leasing CHF 384.15/403.50/mois. Coût annuel total: CHF 851.85/864.30 (amortissement et assurance de l'objet du leasing exclus) avec un taux d'intérêt effectif de 3.9%. Aucun leasing ne sera accordé s'il occasionne le surdimensionnement de la cliente ou du client. Consommation mixte (l82/2008-EGR101-00-CE): 7,5 l/100 km. Emission mixte de CO₂: 172/192 g/km. Catégorie de rendement énergétique: C/D.

Honda Automobiles Genève

Rue de la Servette 30 - 1202 Genève - Tél. 022 748 14 00
www.honda-citygeneve.ch



While ICSC had proposed that the entitlement to the end-of-service grant should begin at nine years of continuous service, FICSA considered nine years was too long. The grant should begin at 5 years of continuous service and the amount of the grant should be higher than the amounts proposed by ICSC.

The first reason is because after five years of satisfactory service, the expectation has been created for a continuing contract. Secondly, should the fixed-term contract not be renewed after five years of continuous service, the average recruitment time for another post in the UN system is nine months. The staff members should be entitled to a grant that at least will take them through that nine-month waiting period.

While the ICSC recommendation was not exactly what FICSA wanted, it is a welcome step in the right direction, achieved through team work between the staff representatives, the administrations and even the ICSC secretariat staff. The final decision on the

severance payment belongs to the UN General Assembly. FICSA will therefore make this issue a focus of its lobbying campaign with Fifth Committee representatives.

ICSC/69/R.6

Base/floor salary scale

The Commission recommended a 3.04% increase in the base/floor salary scale for staff in the Professional and higher categories with effect from 1 January 2010 and requested its secretariat, in cooperation with the organizations, to collect the common system staff separation statistics every five years and, on that basis, to update as necessary the formula used for estimating the financial implications relating to separation payments. If approved by the UN General Assembly, the increase will be implemented on a "no loss, no gain" basis - by taking a percentage of post adjustment and adding it to the base salary. Thus, net take-home pay will remain more or less the same.

ICSC/69/R.8

ACPAQ agenda

The Commission agreed to the provisional agenda of the ACPAQ. FICSA will need to send its comments on the suggested list of items and specifications to the ICSC Secretariat by the end of July.

ICSC/69/R.9

Review of the GS job evaluation standards

The ICSC secretariat presented a report on the activities of the Working Group. FICSA presented a Conference Room Paper on the issues and raised its concerns. At first, the Commission wanted to implement the new job evaluation standards on 1 January 2010. After lengthy discussion, they agreed with the FICSA request to postpone the implementation and to review the date at the seventieth session of the ICSC in February/March 2010. They recognized that more fine-tuning was needed and that the Working Group should complete its work before the next session. FICSA would like to extend its sincere thanks to Margaret Eldon (General Secretary, FAO/WFP-UGSS), who is a member of the ICSC working group and who joined the FICSA delegation to defend the issue and did it very well.

ICSC/69/R.10

Review of the procedures for the classifications duty stations

The Commission decided to:

- Endorse the road map as proposed by its secretariat;
- Include Hazard Pay in the methodological review;
- Confirm that the additional boarding costs accorded to staff in designated duty stations should be part of the mobility and hardship review in 2010.

FICSA supported the review and expressed its willingness to fully participate in it. ■

Hästens 
www.hastens.com

The bed of your dreams.

HÄSTENS STORE GENEVE

Rue du Rhône 65, 1204 Genève

T. 022 300 08 87

geneve@hastensstores.com



MUSIQUE POUR UNE PLANÈTE VERTE



Sous le patronage du Programme des Nations Unies pour l'environnement (PNUE), de l'Organisation des Nations Unies pour l'éducation, la science et la culture (UNESCO), et avec le soutien de la Commission nationale suisse pour l'UNESCO et d'autres partenaires, l'Association Mélodie pour un dialogue des civilisations proposera le 1^{er} octobre 2009 à Genève un programme multiculturel no-

vateur intitulé «Musique pour une Planète verte», comprenant un Forum, au cours duquel des personnalités éminentes exploreront les interrelations entre la musique, l'environnement et le développement durable, qui sera suivi d'un Concert (avec l'orchestre philharmonique de Prague et le légendaire Maestro Constantine Orbélian). Ce concert aura lieu dans le prestigieux Victoria Hall de Genève, en Suisse. Le forum se déroulera au Centre international de conférences de Genève.

Tout au long des siècles et au sein des différentes sociétés, la musique a servi, dans un contexte environnemental, d'outil pour l'éducation et l'activisme, et comme promoteur de l'éthique, de la justice et de la préservation de l'environnement. Elle a également apporté un cadre de référence

dans les éco-débats communautaires. Les discussions qui auront lieu pendant le débat sont conçues comme une plateforme multidisciplinaire pour les musiciens, les compositeurs, les éducateurs, les preneurs de décisions, les professionnels des médias, les environnementalistes et le public en général, qui réfléchiront sur le rôle créatif et critique que la musique, les travaux musicaux et les artistes peuvent jouer pour développer une conscience environnementale, promouvoir le changement social et initier des actions concrètes.

Admissions gratuites sur la base d'une inscription préalable à l'adresse suivante:
Melody.dialogue@gmail.com ■

Informations complémentaires:
www.melodydialogue.org



concours international de céramique carouge 2009

la tasse et sa sous-tasse

musée de carouge

exposition du 19 septembre au 1^{er} novembre 2009 mardi-dimanche 14h-18h

Place de Sardaigne 2
1227 Carouge
www.carouge.ch
CAROUGE



NOUVELLE MAZDA3
PREMIER ARRIVÉ, PREMIER EMBALLÉ.

La nouvelle Mazda3, un style, un design et une efficacité largement au-dessus de la moyenne. Mais le mieux, c'est encore de l'essayer sans tarder! Elle est disponible en essence (105 et 150 ch) ou en Turbo-diesel Commonrail 2.2 (150 ch/360 Nm et 185 ch/400 Nm), à partir de CHF 24 350.-.

WWW.MAZDA3.CH

GB&M, 4 MARQUES, 1 REFERENCE AUTOMOBILE.
English spoken • Diplomatic sales

GB&M
GARAGE ET CARROSSERIE SA
VOTRE REFERENCE

Route du Nant-d'Avril 34 • 1214 Vernier
Tél. 022 939 06 30 • www.gbm.ch

Garantie 3 ans ou 100 000 km. Catégorie de rendement énergétique A — D. Consommation mixte 4,5 — 7,7 l/100 km, émissions de CO2 119 — 183 g/km (moyenne de toutes les voitures neuves 204 g/km).

DIRE HEALTH AND HUMANITARIAN CONDITIONS OF IDPS IN THE PAKISTAN'S NORTH WEST FRONTIER PROVINCE



PAUL GARWOOD, WHO

Interview with Dr. Khalif Bile Mohamud¹, WHO Representative, Pakistan

What is the humanitarian and health situation of the approximately two million people displaced by violence in the North West Frontier Province?

The situation is dire for the majority of the people who have been forced to flee their homes. This is mainly because their displacement has overwhelmed health

services in areas where they have fled to. Of all the people displaced by the conflict in the Swat Valley and Malakand district, 90% have been living mostly in five districts of the North West Frontier Province. This has increased the population in these five districts to more than ten million people, pushing available health facilities to the brink. The remaining number of displaced people are living in more than twenty camps.

There is a continued concern, therefore, about the health situation of the displaced, especially children, pregnant women (approximately 63,000), the chronically ill and elderly who are living within host communities where the coping capacities of health services are near exhaustion.

The major health concerns facing the internally displaced persons (IDPs) in northwest Pakistan are diarrhoea, acute respiratory infections, measles, medical and surgical emergencies, acute child and maternal care, and mental health and psychosocial support. Their exposure to extreme weather conditions, such as searing heat and monsoonal rainfall, adds further misery to the lives of the displaced and exacerbates health risks that they are already confronted by.

Other major factors compound these health concerns include:

- *Continued displacement:* IDP numbers are around 2 million and with military operations spreading to South Waziristan the numbers of displaced may increase. Access to newly displaced in Dera Ismail Khan and Tank is complicated by security issues, and, therefore, provision of health-care to IDPs could be compromised.
- *Returnees and the population trapped in the conflict zones have access to limited health supplies in their home areas.* There has been damage and destruction sustained by approx 60% of health facilities in the Swat Valley and other areas of conflict. Private health providers, who were responsible for 60–70% of health-

© Jan Brouwer, WHO

DarestShop.com



Largest choice of computers, notebooks, printers and peripherals at best prices!



care services in some areas, have stopped and may not re-launch their services back any time soon.

- *We have insufficient numbers of health staff, particularly female health workers, available to deliver health care.* The gap, in the immediate term, the healthcare services provision at the point of return will fall on the public sector and the humanitarian community.
- *The harsh weather conditions, whether it be the high temperatures or monsoonal rainfall.* Heavy rains increase the risk of outbreaks of communicable diseases, particularly in crowded camps, where poor hygienic and sanitation conditions and waterborne diseases' control will become real challenges facing the health system.
- *Insecurity is another major factor, which*

limits the level of humanitarian care that can be provided to the displaced. Insecurity is a major factor that discourages female health practitioners including doctors and lady health workers to serve in these localities and provide care to female IDPs in this culturally-sensitive area. The government has made some efforts to address this gap, but much more is needed.

You have been head of the WHO country office in Pakistan for several years. Can you tell us what is the role of WHO as Health Cluster lead and how the Health Cluster partnership has made the health response more effective?

In my time in Pakistan, I have led WHO's operations during several large-scale emergencies, including the 2005 earthquake. During these events, WHO and the health sector has learned a lot and improved its response, particularly in terms of coordination. This has all been done via the cluster approach.

What the cluster partnership has done is bring together all those involved in providing healthcare in humanitarian settings. In

our regular cluster meetings, and through the sharing of information, we learn what needs exist and can assess our collective operational capabilities. It also allows us to know what each cluster partner can offer and where they have to lend support to respond to the health needs of the displaced people and their hosting communities.

The Cluster approach has made the humanitarian health response better organized, more effective and more resourceful by converging the skills and capacities of a large number of partners. The government's role as the lead of this whole process must be commended as they have continuously offered all the necessary facilitation and partnership throughout the course of this operation.

A matrix has been developed on "Who does what where?" This is a vital tool for effective coordination. It helps us respond to immediate needs and plans for the future. The cluster partnership helps avoid parallel coordination structures and duplication of activities.

All cluster partners also share responsibility for the timely identification of disease out-

DROIT DE REGARD

Optique Budé

Centre commercial de Budé
Avenue De-Budé 15 - 1202 Genève - Petit-Saconnex

Behind the InterContinental Hotel

The closest optician to the UN

Accredited optometrist - Specialist in contact lenses
Wide choice of sunglasses and frames

022 734 40 08

Open non-stop Tuesday thru Saturday - Parking available



 **Swiss Pack** 3 ANS ou 100 000 KM

3008



CONDITIONS

DIPLOMATES ET FONCTIONNAIRES INTERNATIONAUX

Détenteurs d'une carte de légitimation

Langues parlées: anglais, allemand, italien, espagnol, portugais, arabe et serbe.

GENÈVE: 022 544 28 00 **GLAND:** 022 999 99 60 **CHAVANNES:** 021 633 11 11

breaks. They report all cases that are clinically compatible with any of the 11 notifiable diseases outlined by the WHO-designed Disease Early Warning System (DEWS) of disease surveillance and epidemic control.

Each notified case is labeled as an "alert" and once notified comprehensively investigated and diagnosed. If a potential disease outbreak is confirmed, a response action is put in place until the risk of outbreak is fully averted. Although WHO is coordinating the technical dimensions of the DEWS operation, the organization of this disease surveillance network would not have been possible without the active participation of all cluster partners. The DEWS is the flagship programme that determines the effectiveness of any humanitarian health operation. A weekly DEWS report is produced and shared with all cluster partners and OCHA.

The Health Cluster also works closely with other clusters, particularly in water and sanitation, nutrition and logistics, to ensure coordination among a wider group of humanitarian actors across different, yet related, sectors.

Throughout all of this, WHO has led the way. As the lead agency of the Health Cluster, WHO works tirelessly to bring the partners together, to facilitate information and resource sharing and to more effectively plan interventions. By knowing where the needs are, WHO is able to help fill such needs by supplying medicines, and providing the technical norms and standards for the delivery of promotive, preventive, cura-

tive and rehabilitative care to the IDPs and their hosting communities. These standards are shared with all cluster partners to attain their endorsement and commitment for application and practice.

What are the most urgent health needs as of today?

There are several urgent health needs facing those displaced in Pakistan. Key among them is the delivery of wide range primary health care services, the control of communicable diseases, delivery of antenatal and postnatal care, provision of mental and psychosocial health services and conducting of childhood immunization campaigns. Ensuring peoples' access to these essential services is vital.

Those affected by the conflict need robust health services, but the scale of the displacement and the damage to health facilities severely hampered the level of care available to these people.

Sixty percent of health facilities in the conflict areas have been damaged or destroyed. The private sector, which was responsible for 60–70% of health care in these areas, has vanished. In areas where the displaced have fled to, too few female staff were available to treat the existing communities. Now the influx of displaced people has heaped further pressure on already fragile health staffing systems. This is particularly the case in terms of female health workers. There are too few available to treat the many females who have been displaced, which increases risks including pregnancy complications



and other maternal and child health issues.

We see also patients with chronic non-communicable diseases, such as hypertension, chronic heart disease, diabetes mellitus, bronchial asthma and chronic pulmonary diseases and mental disorders. The majority of these patients cannot afford to buy the necessary medicines, increasing the risk of life threatening complications. WHO ensures the regular procurement and supply of essential medicines for such diseases and ensures their management as an integral part of the emergency health response.

In terms of funding, the health sector's request for \$37 million is roughly one-quarter funded. More resources are needed to meet the health needs of the displaced, especially in light of the harmful impacts of the monsoon season, and to the need to revitalize the damaged health sector in the conflict areas.

What are the health challenges to be faced by health partners in the coming months?

The immediate and long term challenge is to fill this alarming widening gap between

PIERRE BERNARD
COIFFURE

Coupe brushing 69.–
Coupe messieurs 45.–

**En partenariat avec
KERASTASE PARIS**

CENTRE COMMERCIAL COOP
84, rue de Montbrillant
Tél. 022 734 84 14

Optic2000

**JANINE ET FRANCINE
DE FOUNÈS**

Opticiennes visagistes
No charge second pair
The best quality
for the best price

5, rue de Berne
(angle rue du Mont-Blanc)
Tél. 022 732 73 12 1201 Genève
www.defounes-optique.ch

ORDEM SA
The world of transport
in one hand

Any worries?
Let us find a solution

- International moves
- Storage in individual units
- Air/Sea freight shipment
- Packing

Head office : Phone 022 367 24 24
Airport office : Phone 022 798 90 90
France office : 0033 (0)450 28 26 17
www.ordem.ch

health needs and health service provision. This critical deficit of service provision must continue to be addressed. In the same vein, I would say that strengthening of health systems in this crisis implies not only urgently bridging resource and coverage deficits but also their appropriateness in terms of gender and cultural sensitivities.

Gender balance and sensitivity in service delivery have become serious considerations as a large proportion of the displaced people are women and children and, according to local cultural practices, women clearly have a strong preference for female doctors and health care workers are currently underrepresented.

The outbreak of communicable diseases surely remains one of the major threats we are facing. The monsoon season, and the health risks it brings with it, poses one of the key problems for the displaced people and the Health Cluster members who are striving to provide essential health care. Sanitation, hygiene and water quality will need rigorous and continuous monitoring and robust coordination with the WASH cluster.

Ensuring that health facilities and systems are repaired and working in the areas of return is also key, as sustainable healthcare is essential. Maintaining security is also critical. Renewed fighting may lead to further displacement and a continuation of the misery facing these people.

On behalf of Health Cluster partners, what would you be appealing for?

The Health Cluster response needs continued support from the international community in terms of financial resources and medicines. We want to have guaranteed safe access to be able to deliver care

to all vulnerable people. This will require an improvement in the security situation. There needs to be a clear understanding from all sides that health facilities, the staff who work in them and the people who use them are neutral and must be protected at all costs. Health services are essential for the survival of any community, particularly in times of crisis.

What message/s would you like to give to UN country teams where cluster implementation is either still in transition or is likely to transpire in the future?

The cluster approach is a fantastic means in which essential life-saving health care can be delivered in humanitarian settings. It helps maximize the life-saving potential that can be offered to people living at risk. Resources are becoming increasingly hard to attract, particularly in light of the global financial crisis. This underscores the value of coordination and team work which the cluster approach embodies. It is clear that no one entity can respond to all health needs in humanitarian crises, especially in developing countries. The cluster approach helps overcome this.

What roles can NGOs play in strengthening cluster mechanism?

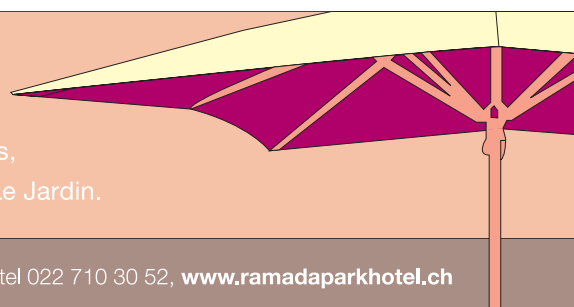
NGOs are vital in terms of cluster response. The cluster approach should not be seen as a UN-led effort. It requires the active participation of all humanitarian actors. NGOs' involvement makes the cluster approach work. In many settings, it is nongovernmental organizations that are often the main providers of healthcare. The manpower, resources, expertise and reach that NGOs provide are vital for the Health Cluster's success. ■

¹ Born in 1945 in Somalia, Dr Khalif Bile Mohamud graduated in medicine from Sofia University, Bulgaria in 1971, obtained two post-graduate specializations from the University of Rome, Italy – one on Tropical & Sub-tropical Medicine and the second on Clinical Gastroenterology and Digestive Endoscopy. Subsequently, he secured his Ph.D. in the field of Epidemiology of Communicable Diseases from Karolinska Institute of Sweden. In Somalia, he first practiced clinical medicine, became a tertiary care hospital administrator and senior academician as a Professor of Medicine and ultimately Dean at the Medical College of the Somali National University from 1980-1985. He joined the World Health Organization from 1986-1989 in Somalia, and later from 1992 to 1998 as WHO Medical Officer Primary Health Care in Pakistan. Dr Bile was designated as WHO Country Representative first in Iran from 1999 to 2001 and in Pakistan since late 2001 and is currently based in Islamabad. Additionally, he officiated as UN Resident Coordinator and WHO Representative in Afghanistan during 2002-2003. He has more than sixty publications in indexed international journals focusing on communicable diseases and health systems to his credit. Dr Bile was awarded a high civil award of Sitara-i-Quaid-i-Azam by the President of Pakistan in recognition of his outstanding services to the country. He is also the recipient of the honorary Fellowship of the College of Physicians and Surgeons of Pakistan. His principal public health interest is to forge unity between health systems and medical education, promote the critical role of social determinants of health and link them to the poverty reduction through community based integration development interventions.

Discover our 3 terraces

Enjoy a delightful and relaxing moment on one of our 3 terraces, wherever it is at the Marco Polo Bar, Restaurants La Récolte or Le Jardin.

RAMADA PARK HOTEL, Avenue Louis-Casaï 75-77, 1216 Cointrin-Geneva, tel 022 710 30 52, www.ramadaparkhotel.ch



Himba: Beautiful



women in red



World Healthy Image Bank

Visual excellence for free

PHOTOS: WHIB/P.VIROT

TEXT: P.VIROT/WIPIKEDIA

The Himba are an ethnic group of about twenty to fifty thousand people living in northern Namibia, in the Kunene region (formerly Kaokoland). They are a nomadic, pastoral people, closely related to the Herero, and speak the same language.

The Himba wear little clothing, but the women are famous for covering themselves with a mixture of butter fat, ochre, and herbs to protect themselves from the sun. The mixture gives their skins a reddish tinge. The mixture symbolizes earth's rich red color and the blood that symbolizes life, and is consistent with the Himba ideal of beauty. Women braid each other's hair and cover it in their ochre mixture (called *otjize* in their language). ■



UN CARES

THE UN'S WORKPLACE POLICY AND PROGRAMME ON HIV/AIDS

"We all need to understand HIV better. As Secretary-General, I am determined to lead the United Nations family – in ensuring that we prioritize action on HIV, and that we make the UN a model of how the workplace should respond to it."

Ban Ki-moon, UN Secretary-General

VIVIANE BRUNNE (UNECE)¹

This statement was made by the Secretary-General at the launch of *UN Cares* in May 2008. It highlights his personal commitment and leadership to ensure the UN is a socially responsible employer and model of good workplace policies and practice on HIV. This is closely linked to the responsibility of the UN and its staff to be informed and aware about HIV/AIDS and its implications for our work.

Why be concerned?

Geneva-based staff may wonder why they should be concerned about HIV/AIDS in a region where the epidemic is largely under control. Although prevalence in most of Europe is below 1% – which is the threshold for an epidemic – infection rates are on the increase in a number of countries. While HIV/AIDS has become a chronic treatable condition, it can still not be cured; there may be side effects or even resistance to treatment. What is more, the disease is still heavily stigmatized. Within the UN, 1.4% of staff are estimated to be living with HIV – many of them may not be open about their status for fear of discrimination.

A Swiss study has shown that 70% of peo-

ple living with HIV are working full-time. However, the vast majority of them do not reveal their status at work, for fear of being avoided by colleagues, losing out on promotion or being dismissed on other pretexts (Pärli, Caplazi & Suter 2007). These fears have negative consequences for the individual and his or her work environment. If people know their status and feel comfortable to make it known to selected managers and colleagues, their needs can be taken into account and arrangements made to ease their working situation. For example, if at a certain time a person needs more frequent medical appointments, days of sick leave, or adjustments of their tasks, these needs can be more sensitively understood and planned for – to the benefit of the individual and the whole team.

Fear of stigma may also lead to withdrawal and loneliness, and may discourage individuals from seeking medical help and support. Many misconceptions leading to stigma stem from lack of information, so it is in the best interest of all staff to be informed about modes of transmission as well as ways in which HIV cannot be transmitted. Such knowledge not only enables us

to protect ourselves in our private lives but also helps prevent stigma and create a more accommodating work environment.

As UN staff any one of us – men and women – may be vulnerable to HIV infection, often without realising it. Many of us live apart from our families, or travel for extended periods, finding ourselves in unfamiliar and sometimes difficult social and working environments where we may experience loneliness, new demands and stresses. Others may try new partnerships, marry and settle down here in Geneva. It has been said that love can be a 'risk factor' for HIV, too. We do not expect to be harmed by those we love and trust, or cause harm ourselves; but being unaware of one's HIV status can put others at risk. Furthermore, many of us have children and teenagers who grow up in international Geneva, who may already be travelling the world, and are exposed to new experiences. Parents have a responsibility to empower their children to make informed decisions, to be aware of the risks they may encounter and the ways they can protect themselves.

The UN cares about its staff

The UN has long recognized the impact of HIV/AIDS on its staff as well as on its work, and adopted the 'United Nations HIV/AIDS Personnel Policy', applicable to all UN system organizations, as early as 1991. Since the approval of the original policy, various organization-specific and inter-agency efforts have been introduced to address HIV



AMERICAN MARKET
Feed Store

American Food Store

GENEVE
3 Rue de Neuchâtel
1201 Genève
Tél: 022 732 32 00

NYON
8 Rue Juste Olivier
1260 Nyon
Tél: 022 362 49 05

www.americanmarket.ch

in the UN system workplace. Since 2001, the *ILO Code of practice on HIV AIDS and the world of work* has provided a common policy framework for all such programmes. To ensure coherence and efficiency, and to avoid duplication on the operational level, UN Chief Executives decided to consolidate activities into a single harmonized programme to meet the needs of the entire UN system in the spirit of "Delivering as One." In May 2007, UN Secretary-General, Mr. Ban Ki-moon, launched *UN Cares* as the common UN system workplace programme on HIV/AIDS. It reinforces efforts to mainstream HIV/AIDS in UN organizations, and highlights the role of the UN workplace during World AIDS Day.

UN Cares Minimum Standards: an implementation framework

UN Cares is an inter-agency programme designed to reduce the impact of HIV on the UN workplace by supporting "universal access" to a comprehensive range of information and services for UN personnel and their families. These are summarized as the ten *UN Cares* Minimum Standards, to be achieved by 2011.

The first three standards are related to information. Taken together, they represent the *Learning strategy* which has been in place since 2002. As part of this strategy, and now integrated in *UN Cares*, it is required that all staff have information on prevention of transmission, on how to access treatment and other services, and on UN policies and benefits related to HIV. For example, it is important to be aware that HIV tests are not required of those seeking employment with the UN and that neither HIV infection nor AIDS-related illness can be considered a basis for terminating employment as long as the employee is fit to work.

Over the years, a range of learning materials and tools have been developed. The booklet *Living in a world with HIV and AIDS* has been translated into all official UN languages, as well as many others. It is available, together with other educational material, including e-learning courses and videos, on the *UN Cares* website (<http://www.uncares.org>). The *UN Cares* Services Directory provides information on services available

at all duty stations, including those provided by the UN medical service and outside the UN (accessible via www.uncares.org, login with your agency and your continent as password). Confidential one-to-one advice is offered by the HIV staff counsellor in New York, Nick Fucile, who can be reached at +1-212-963-4782 or fucile@un.org.

To provide up to date information, and to create awareness about rights and responsibilities in relation to HIV and AIDS, *UN Cares* training sessions are held in several UN agencies in Geneva, including UNAIDS, WHO and ILO. Some UN organizations have made participation in such training mandatory for their staff; UN Secretary-General, Mr. Ban Ki-moon, has himself attended a session in New York. In Geneva, there are currently two options available, both of which are conducted by trained, volunteer facilitators: the interactive HIV learning sessions and Wild Fire, an innovative role-play approach (see box next page). Sessions es-

pecially targeted at spouses and families are offered by some agencies.

UN Cares Minimum Standards four to ten relate to services, for example the provision of condoms or access to confidential voluntary counselling and testing which is offered at UN medical centres, or at recommended facilities listed in the *UN Cares* Services Directory. In addition, medical service staff can provide information and advice about how to protect oneself during missions and how to access services at other duty stations. Accidental exposure to blood, which may or may not be HIV-infected, can occur through accidents in the home, on the road, or at work. HIV risk can be reduced through practising universal precautions and avoiding direct contact with blood. Gloves should be available in all UN first-aid kits. In case of occupational exposure to HIV, for example a needle-stick injury to a health worker, or in the case of sexual assault, starter kits for post-exposure prophylaxis (PEP) are available at



New E-Class. Welcome aboard!



Mercedes-Benz

Garage de l'Athénée Route de Meyrin 122, 1216 Cointrin, Tél. 022 795 22 22
 Garage de la Marbrerie Chemin de la Marbrerie 4, 1227 Carouge, Tél. 022 827 71 11
 Garage de Nyon Route de Saint-Cergue 295, 1260 Nyon, Tél. 022 365 50 00
www.andre-chevalley.com

UN Cares Minimum Standards

1. Information about UN policies and benefits
2. Information about preventing transmission of HIV and accessing services
3. Learning and training activities on stigma and discrimination
4. Access to male and female condoms
5. Voluntary counselling and testing
6. Insurance covering HIV-related expenses
7. Confidential handling of personal information
8. First aid using universal precautions
9. Rapid access to PEP starter kits
10. Managerial commitment

all UN duty stations in the field. In headquarters locations they can be accessed through the emergency departments of hospitals. In Geneva, this is the Cantonal University of Geneva Hospital (<http://www.hug-ge.ch/>). PEP involves one month of antiretroviral medication and may reduce the risk of becoming infected with HIV. To be effective, PEP must be started within 72 hours of exposure, and, as it can have severe side effects, it has to be closely supervised by medical experts. In principle, insurance has to cover HIV-related costs for UN staff members like any other chronic illnesses: 80% or more depending on the agencies.

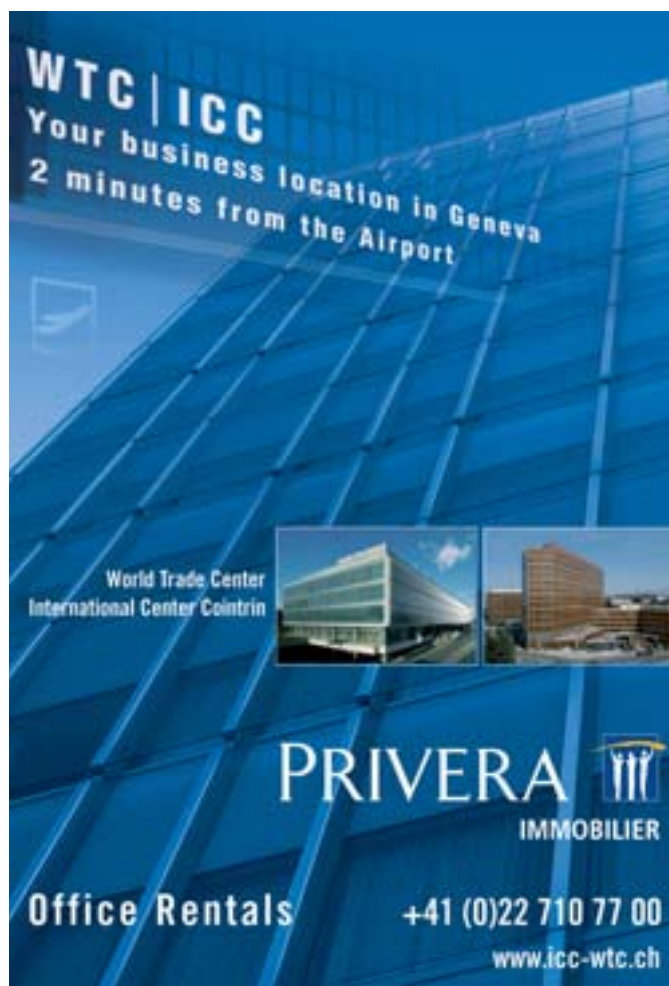
Finally, managers on all levels have to commit to support implementation of these standards. They should encourage their teams to participate in the learning sessions and create an atmosphere in which staff members feel safe in addressing even personal issues in as far as they affect their work.

The coverage of the *UN Cares* programme is extensive and comprises staff of over twenty organizations in the UN system in 117 countries. It is driven at country level by UN agencies in the UN Theme Group or Joint AIDS Team. The programme is led by a global coordinator based in New York, and supported by regional coordinators and a Task Force of focal points representing all participating UN agencies at both country and headquarters levels.

UN Plus – focal point for staff members living with HIV

Harmonization within the UN system is further enhanced through collaborative partnerships between *UN Cares* and *UN Plus*, the UN staff association of people living with HIV and AIDS (www.unplus.org). Founded in 2005 by thirty-two HIV-positive UN employees, its membership has increased to more than 150 worldwide. A newly-established women's forum now also addresses

Immobilier



WTC | ICC
Your business location in Geneva
2 minutes from the Airport

World Trade Center
International Center Cointrin

PRIVERA
IMMOBILIER

Office Rentals +41 (0)22 710 77 00
www.icc-wtc.ch



naef
la tradition immobilière

Référence: 6582
CHF 1'780'000.-

VERSOIX
Belle villa mitoyenne de 6 pièces avec piscine
Située sur les hauts de Versoix dans un environnement calme. Séjour avec cheminée, 3-4 chambres, 4 salles d'eau, studio indépendant avec mezzanine

Lovely Semi-Detached Villa with Swimming Pool
Located at the high end of Versoix in quiet surroundings. Living room with chimney, 3-4 bedrooms, 4 bathrooms, independant studio with a mezzanine

Naef et cie sa
agence de Genève
Tél : +41 22 839 39 37
courtage.ge@naef.ch
www.naef.ch



REIGNER
Proche golf d'Esery, maison contemporaine en ossature bois 140 m² hab. + sous-sol, cuis. ouv. sur un très grand S/Séj. avec cheminée centrale, mezz, 4 chbs, 2 sdb, garage beau terrain plat de 1150 m².

Clos Fleury
IMMOBILIER

2, rue du 8 Mai 1945 (Place du Clos Fleury)
74100 Annemasse
T 04 50 87 02 92
Retrouvez-nous sur:
www.clos-fleury-immobilier.com

the special needs of its female members.

With *UN Plus*, staff members can find confidential advice, for example on the issue of travelling. A number of countries still practice HIV-related travel restrictions; some twenty even require proof of HIV-negative status upon entry and a medical examination can be required as a prerequisite for granting work and residence permits. Persons who are HIV-positive may be denied entry or the right to stay. Restrictions such as these can make it difficult for HIV-positive United Nations employees to attend conferences and meetings or to rotate to other duty stations. UNAIDS, *UN Plus* and several other organizations advocate for the removal of such discriminatory laws which are contrary to the ILO Code of practice and contravene human rights.

UN Plus also advocates for improved policies to accommodate the needs of HIV-positive

UN staff members. It systematically evaluates issues of interest to members, including, for example, insurance policies in different agencies and for different contract types.

UN Cares and *UN Plus* have been working together closely on issues related to UN staff, and in developing information material, organising training sessions and events. In 2009, they are partnering on a "Stop Stigma" campaign to disseminate key anti-discrimination messages. This campaign complements the 2009 World AIDS Day theme of 'Universal Access and Human Rights' and it is imperative to protect human rights and promote access for all to HIV prevention, treatment, care and support.

UN Cares: a strategy to prevent HIV and promote staff wellbeing

HIV/AIDS is one of the biggest global challenges of our time. This has been recognised by its inclusion in the Millennium

Development Goals: goal number 6 aims at halting and reversing the trend of the expanding HIV epidemic by 2015.

HIV and AIDS concern us all. As UN staff we have a special responsibility to address this issue in our work, to protect our colleagues, families and ourselves. Working in diversity has many dimensions which include creating a compassionate and safe environment that welcomes and cares for all people living with chronic conditions such as HIV/AIDS. Each and every one of us can make a small contribution to increase wellbeing and satisfaction at our very special workplace – the United Nations. ■

¹ Special thanks for substantive contributions from Jill Caughley (ILO), Susan Leather (ILO), Eva Lustigová (WHO), Marika Maillot (ILO), Bhatupe Mhango (UNAIDS), Laurie Newell (UN Cares, UNFPA), Alan Silverman (UNAIDS), Y. Chanyalew (ILO), A.S. Mohamed (ILO).



A selection from our portfolio

VILLAS FOR SALE

GENTHOD: Fine semi-detached house sold off-plan. Pleasant location, near the International Organizations and the airport, meticulous finishings. A 410 m² plot.
CHF 1'300'000.-

VERNIER: Standing on a large, very sunny, level plot, this attractive detached house affords an unobstructed view of the Geneva countryside. Modern architectural style. Living area: 240 m².
CHF 1'500'000.-

COINTRIN: Attractive semi-detached house designed in a contemporary style. Spacious and bright, it comprises 3/4 bedrooms and a self-contained studio apartment. Outdoor swimming pool. Plot: more than 590 m².
CHF 2'480'000.-

GRAND-LANCY: Lovely detached house comprising 6 bedrooms, a large treed garden and a fine outdoor swimming pool. Ideal location, near shops and public transport. Living area: 280 m².
CHF 2'600'000.-

APARTMENTS FOR SALE

PÂQUIS: Very fine, entirely renovated 3-room apartment, located in a 1920s building. It is only a stone's throw from Lake Léman and downtown Geneva. Living area: 78 m².
CHF 890'000.-

GRAND-SACONNEX: Superb loft with a surface area of 120 m², entirely renovated in a contemporary style. Large living area, tastefully fitted out.
CHF 1'400'000.-

FLORISSANT: Located in a 1940s building, this large 5-room apartment benefits from a very quiet residential environment. Surface area: 167 m², balcony: 17 m².
CHF 3'300'000.-

PETIT-SACONNEX: 7-room double-oriented apartment in superb condition, near shops and public transport. Surface area: 154 m², 3 loggias: 11 m², 2 X 7 m².
CHF 1'700'000.-

SOCIÉTÉ PRIVÉE DE GÉRANCE

☎ 022 849 61 40 – www.spg.ch
spgvente@spg.ch

Exclusive Affiliate of
CHRISTIE'S
GREAT ESTATES

Groupe SPG-RYTZ

GRANGE

& CIE

CHAVANNES-DES-BOIS (VD)



**PORTES OUVERTES
DE 10H À 13H LES
5, 19 ET 26 SEPTEMBRE**

«LES JARDINS DE CHAVANNES»

AUX PORTES DE GENÈVE - ANGLE ROUTE DE SAUVERNY ET DE BRANVAUDE
**36 24 APPARTEMENTS DE 3 ET 4 PIÈCES + CUISINE
3 VILLAS CONTIGÜES DE 6 PIÈCES**

- de 122 à 156 m² habitables
- + pièce en sous-sol pour les rez-de-chaussée
- + mezzanine pour les 2^{èmes} étages
- + combles pour les villas
- + jardin ou loggia et 2 parkings inclus

Prix : dès Fr. 860'000.- (dès Fr. 5'600.-/m²)

Livraison printemps 2011

MINERGIE®

GRANGE & CIE SA SERVICE VENTE
21-23, CHEMIN DE GRANGE-CANAL | 1208 GENÈVE
TÉL: 022 707 10 50 | FAX: 022 707 10 03
WWW.GRANGE.CH

usp genève

**COURTIERS
PARTENAIRES**

VENTE SUR PLANS

LEARN ABOUT HIV AT THE UN:

HIV LEARNING SESSIONS AND THE WILD FIRE

Geneva-based UN staff have two options to fulfil their HIV training needs: the interactive UN Cares HIV learning session and the role-play session, Wild Fire. For the most effective learning experience, and to gain different perspectives, it is best to do them both: the HIV learning session is offered by WHO, UNAIDS and ILO. The half-day training covers the basics of how HIV can and cannot be transmitted, a condom demonstration and how the UN addresses HIV in its workplace policies. It provides information about counselling and testing and available support services in Geneva. You are invited to test your knowledge in a quiz and develop strategies to reduce stigma and discrimination in the workplace. Most importantly, there is a lot of time for your questions.

The Wild Fire session, offered at WHO, is ideal for those who prefer learning by experience. Two expert facilitators guide you through a group simulation of what it is like to think you may be HIV-positive, to know or not to know your status, to share or not to share information about your status with your partner, friends or supervisor or to be affected by the epidemic even if you are not living with the virus yourself. The experience will give you further insight into what it means to protect yourself and your partner, as well as information on your rights

and entitlements under UN policy. It will also help you build a supportive workplace environment with zero tolerance for stigma and discrimination.

Both types of session are open to all UN staff members in Geneva, and on completion of the session you will get a certificate of attendance. Several organizations have made training on HIV mandatory. ■

Upcoming WHO HIV learning sessions:

15 September, 2–5 pm (French);
22 October, 11 am – 2 pm (French),
10 November, 2 – 5 pm (English),
1 December, 2 – 5 pm (English)

Upcoming WHO Wild Fire sessions:

29 September, 2 – 4.30 pm;
13 October, 2 – 5 pm;
24 November, 2 – 4.30 pm,
15 December, 2 – 4.30 pm (all in English)

To register and for additional information, contact Eva Lustigová, WHO Focal Point on HIV/AIDS in the Workplace – HQ: lustige@who.int.

Upcoming sessions at ILO:

17 September, 10 am – 1 pm (English);
22 September, 2 – 5 pm (French);
22 October, 10 am – 1 pm (French);
3 November, 2 pm – 5 pm (English);
26 November, 2 – 5 pm (French);
10 December, 10 am – 1 pm (French)

To register and for additional information on ILO sessions contact Anita Hertereau: Hertereau@ilo.org.

For sessions at UNAIDS contact Xavier Orellana: orellanax@unaids.org.

EST-CE QUE VOUS AIMEZ CHANTER? DO YOU LOVE TO SING?

Rejoignez la Chorale des chanteurs des Nations Unies à Genève! La Chorale des chanteurs des Nations Unies au siège de l'ONU à New York existe depuis 1947. Nous créons la Chorale des chanteurs des Nations Unies à Genève! Venez et chantez avec nous!

Notre but est de répandre le message de la paix et de l'amitié dans des langues différentes à travers la langue universelle de la musique.

La Chorale des chanteurs des Nations Unies à Genève est ouverte aux employés des Nations Unies et aux autres organisations internationales à Genève, Missions diplomatiques et aux membres de leurs familles. ■

Pour s'inscrire, contactez
un.choir.geneva@gmail.com

Join the United Nations Singers Geneva Choir! United Nations Singers Choir at the UN Headquarters in New York has been performing since 1947. We are creating United Nations Singers Geneva Choir. Come sing with us!

Our goal is to spread the message of peace and friendship in different languages through the universal language of music.

United Nations Singers Geneva Choir is open to staff of the United Nations and other international organizations in Geneva, Diplomatic Missions and their family members. ■

To register please contact un.choir.geneva@gmail.com

B O R Y

immobilier

GENTHOD - Belle villa familiale



Située dans un quartier résidentiel de la rive droite, cette charmante villa comprend: cuisine équipée, grand salon-salle à manger, quatre chambres à coucher, salles de bains, salle de douche, salle de jeu, bureau. Joli jardin, couvert pour deux voitures. Accès plage privée.
Libre dès le 1^{er} septembre 2009

Fr. 9'000.- + charges ind.

BORY & CIE-AGENCE IMMOBILIÈRE S.A.
RUE DE CANDOLLE 28 · CP 5341 · 1211 Genève 11
Tél. 022 708 12 15 · Fax 022 328 17 72
WWW.BORY.CH

 COURTIER PARTENAIRES

UN CARES AT COUNTRY LEVEL: INDIA





The joint UN response on HIV/AIDS in the UN workplace in India, led by the ILO, started in December 2003. It aimed at training UN staff on HIV/AIDS and increasing HIV-related services.

In the first phase until 2006, an Inter-Agency Task Team was set up as a network of focal points in UN agencies and as a vehicle for resource mobilization. A survey on knowledge, attitudes and behaviour identified the training needs, and then trainings and communication materials were developed. From the beginning, people living with HIV and AIDS organized in the Delhi Network of Positive People were closely involved into the project design and implementation. Since November 2007, a comprehensive workplace programme has been rolled out to extend training to the families of staff. HIV/AIDS sessions have been offered for spouses on communicating about HIV with children and three workshops were especially targeted towards children of UN employees, between 10 and 19 years old. Of the forty-three children attending the ses-

sions, one said: "This workshop has opened my eyes. First I thought that AIDS could spread by shaking hands but now I know that it isn't true". Another one said: "Today I feel more confident to speak about sex, condoms, HIV and AIDS and I know more about them". In addition to the workshops, both male and female condoms were made available for free in fifteen agencies, while in another four condom vending machines for male condoms were installed. A network of thirty-one focal points has been set up across agencies to coordinate activities. Lessons learnt by the organizers: Management commitment is key to successful implementation of the programme and the involvement of people living with HIV was very useful in changing attitudes and effectively disseminating messages relating to stigma and discrimination. ■

Immobilier

 COMPTOIR IMMOBILIER		
<p>AU PETIT-SACONNEX (RÉF 453)</p> <p>A quelques minutes de l'autoroute, de l'aéroport, dans un quartier calme et prisé, appartement de 8 pièces avec jolie vue sur parc, 220m² PPE, 2 balcons de 30m² PPE. Composé d'un petit et grand salons avec cheminée, salle à manger, cuisine, 4 chambres à coucher, 3 salles de bains, toilettes visiteurs, cave et garage en sous-sol.</p> <p>Prix de vente sur demande.</p>	<p>AU PETIT-SACONNEX (RÉF 446)</p> <p>A quelques minutes du centre de Genève, des transports publics et des commerces, agréable appartement de 4 pièces de 104m² PPE au 1^{er} étage avec vue dégagée sur espaces verts. Cet objet se compose d'un salon avec accès au balcon, grande cuisine, toilettes visiteurs, 2 chambres à coucher, un dressing, cave et parking en sous-sol.</p> <p>Prix de vente : CHF 950'000.-</p>	<p>GRAND-PRÉ (RÉF BAMBOU)</p> <p>Proche des organisations internationales, des commerces et de toutes les commodités, dans un îlot de verdure à quelques minutes du centre-ville et de l'aéroport, appartement attique en duplex de 4 pièces au 7^e étage, 140m² habitables dans une nouvelle construction placée sous le label "Minergie". Beaux espaces de vie ouverts sur de larges baies vitrées.</p> <p>Prix de vente : CHF 1'586'000.-</p>
<p>VENTE : 022 319 88 03/18 - Cours de Rive 7 • CP 3753 • 1211 Genève 3 - ventes@comptoir-immo.ch - www.comptoir-immo.ch</p>		
		<p>usp <small>genève</small> <small>un service des professionnels de l'immobilier</small></p>

 BROLLET <small>REAL ESTATE AGENCY</small>	<p>PRESTIGE RESIDENTIAL SALES AND LETTINGS</p>
	
<p>Geneva T +41 22 908 24 00 ventes@brollet.ch</p>	<p>Nyon T +41 22 994 33 44 info.vd@brollet.ch</p>
<p>www.brollet.ch</p>	

L'EXTASE ET LA TRANSE: LES NUITS DU SOUFISME À GENÈVE

LAURENT AUBERT

Du 24 septembre au 3 octobre prochains, les Ateliers d'ethnomusicologie organisent un festival sous le titre «L'extase et la transe». Sous ce titre, ce ne sont pas moins de sept ensembles de musique et de danse, venant de sept pays différents, qui seront présentés à Genève sur la scène de l'Alhambra.

L'extase et la transe: ces mots frappent l'imagination. Certains y associeront peut-être le souvenir d'une expérience vécue, d'autres au contraire en auront une perception négative. Ce qui est sûr, c'est qu'en de nombreuses cultures, la poésie chantée, la musique et la danse font partie des «techniques spirituelles» pratiquées dans le but d'accéder à une réalité «autre», mais présente et jugées bénéfiques.

Dans le monde musulman, auquel est plus particulièrement consacré ce festival, nombre de ces méthodes se rencontrent dans ce qu'on appelle le soufisme, c'est-à-dire un ensemble de voies initiatiques et confrériques liées à la spiritualité islamique. À cet égard, cette manifestation contribuera peut-être à dissiper certains malentendus, volontiers diffusés tant par les adeptes d'un islam rigoriste et puritain que par leurs détracteurs.

Le choix des ensembles invités a été dicté par un souci d'authenticité, de représentativité et de diversité, visant à donner une image aussi large que possible de cet univers. Si la danse des derviches tourneurs de Turquie et le chant qawwali du Pakistan sont des expressions ayant déjà fait parler

d'elles en Occident, la poésie chantée de Syrie, d'Iran et du Bangladesh ou les musiques de transe des femmes nord-africaines – égyptiennes et algériennes – demeurent moins bien connues chez nous.

Les concerts seront complétés par une conférence et la projection de films, destinés à fournir un éclairage sur le contexte dans lequel s'expriment ordinairement ces musiques et ces danses. C'est donc au partage d'une expérience esthétique et culturelle forte que les Ateliers d'ethnomusicologie invitent leur public avec ces «nuits du soufisme». ■

Pour plus de renseignements:
www.adem.ch/concerts.html

ECSTASY AND TRANCE: SUFU NIGHTS IN GENEVA

LAURENT AUBERT

From 24 September to 3 October, the "Ateliers d'ethnomusicologie" are organizing a festival under the title of "Ecstasy and Trance". The festival involves seven music and dance ensembles from seven different countries, all of whom will perform on stage at the Alhambra theatre in Geneva.

Ecstasy and trance: these words strike the imagination. Certain people may associate them with a past experience, while for others they may evoke negative connotations. What is certain is that sung poetry, music and dance are all part of "spiritual techniques" that are practiced across numerous cultures, with the aim of opening up an "other" reality. These techniques are also felt and judged to be beneficial.

The festival particularly focuses on the

Muslim world, in which a number of these methods combine in what is called Sufism. In other words, Sufism is the collective name for the various paths of initiation and brotherhoods that are linked to spiritual Islam. In this respect, this event may help dissipate certain misunderstandings, which are spread as much by followers of a puritan and strict Islam as by their critics.

In order to provide an illustrative overview of this cultural universe, invited groups were selected on the basis of their authenticity and diversity. While Turkey's Whirling Dervishes and Pakistan's Qawwalis are already quite well-known in the West, the song-poems from Iran, Bangladesh and Syria, and the trance music of North-African women – both Egyptian and Algerian – remain relatively unknown to us.

The festival will be complemented by a conference and film screenings. These are intended to shed some light on the context in which the music and dances are normally practiced in. The Ateliers d'ethnomusicologie thus invite their public to partake in an aesthetic and cultural experience with these "Sufi nights". ■

For further information:
www.adem.ch/concerts.html

HOW TO RETAIN THE EMPLOYEE KNOWLEDGE

40% of United Nations employees in Geneva set to retire in 2013; a key to successful transition and continuity is the ability to retain employee knowledge.

DIMITRI TATARINOV, UNOG

The ability to retain employee knowledge is very much like a relay race, because timing as much as methodology is important. The size or complexity of the knowledge like the baton is less of a burden if methodology and timing is considered.

According to a United Nations (U.N) internal survey 40% of UNOG's employees in Geneva are set to retire in 2013. U.N like many other institutions will be faced with the baby-boomer retirement dilemma where highly experienced and skilled aged employees leave with the threat of filling their vacant positions with unseasoned employees. Therefore, U.N must find ways or processes to relay the knowledge to the up and coming employees and future generations.

Furthermore, the dangers of a world organization like the U.N without the ability to pass on knowledge to employees will have severe and catastrophic outcomes. For example, a negotiation involving BRIC nations regarding ammunition and jurisdiction affecting other member states who must be

referred to in certain ways and have unwritten sequence of order for agenda and talks. If the replacement employee filling in for a retired employee did not have a meeting or talk to their predecessor about BRIC nations, the meeting will most likely be a failure and BRIC nations may advance their agenda to the detriment of other member states.

In addition, from the example above it is clear such knowledge is sometimes unspoken and assumed as second nature to the outgoing employee but to their replacement it may be foreign.

Likewise, there is s hard knowledge the kind that is not unspoken but needs to be relayed to the employees precisely and effectively. If there is no methodology or sequence of relaying such knowledge, it becomes the responsibility of each exiting employee to relay the knowledge effectively. This is an unjust burden put on that employee and this would create room for inefficiency and loss of knowledge.

Evidently, methodology or procedure for passing on the baton of knowledge is crucial, but so is the timing. The timing when such knowledge should be passed on depends on complexity and size of the knowledge. If knowledge is fairly simple it can be passed on a few days or the same day retiring employee is set to leave; otherwise, the knowledge can be passed on in stages or may need longer time duration.

The U.N has various tasks and functions that are similar and different from other organizations but they can use some methods developed by business corporations to relay knowledge. A mentor and apprentice sort of relationship geared towards knowledge transfer for the knowledge that needs human to human interaction for transfer is suitable.

Another way is off-boarding or also called exit interview in which exiting employees talk through their tasks, functions, past and reoccurring projects. After the interview an audio or written report is compiled directly from the interview which is passed to current and future employees on a need to know basis. In this process of knowledge transfer some award for ingenuity may also help the employees feel free to pass on the information, because they received acknowledgement for it. Again, a different way of transferring information that supports existing methods is to have a mandatory volunteer clause in long term employment contracts that require volunteer session for retiring or exiting employees.

The U.N can still stop the loss of more valuable employee knowledge and win the relay race if it acts now. Just like a relay race team U.N might be behind on the last lap, but all it takes is action, initiative, and the right pace to come out victorious. There is much work to be done at U.N for knowledge retention, but gain can only come from pain and this pain dwarfs the loss of knowledge substantially. ■



TRIOS

TRIOS FACILITIES SERVICES SA


Notre métier - Sécuriser le vôtre!

La solution pour vos documents confidentiels

La destruction « on site »

Tél: 022 341 31 64 Fax: 022 341 31 62

info@triosa.ch



SITEX

L'hôpital à domicile

Sitex is represented by a team of nurses and pharmacists. They have for mission to provide professional care and treatments to patients staying at home.

Geneva 022 794 85 55

info@sitexsa.ch

LE GOLF DE TALLOIRES, À CINQUANTE MINUTES DE GENÈVE,
CHAMBRES AVEC ACCÈS POUR LE CHARIOT DE GOLF

«GOLF, LAC & MONTAGNE»



Hôtel Golf et Montagnes à Talloires

Le Golf d'Annecy à Talloires est idéalement placé à cinquante minutes de Genève. Après avoir passé Annecy, puis les villages de Veyrier et de Menthon-Saint-Bernard qui bordent la rive est du lac, dite «plein soleil», vous rejoindrez la réserve naturelle du Roc de Chère, un petit massif montagneux qui plonge dans le lac d'Annecy. Là, adossée au trou numéro 9, une nouvelle maison hôtelière est dédiée aux golfeurs. Chaque chambre est conçue avec un accès pour le chariot de golf. *UN Special* a rencontré son propriétaire, bonhomme souriant et répartie discrète. Monsieur Willy De Liège nous fait partager son rêve d'enfance.

EMMANUELLE GANTET, ONU GENÈVE

Le Golf de Talloires, créé en 1951, a connu depuis de nombreux aménagements et modifications pour offrir à ses 550 membres permanents et ses quelque huit mille visiteurs par saison, un parcours de qualité qui offre de très belles vues sur Annecy, son lac et ses montagnes. Mais la nouveauté 2009 est cette jeune structure hôtelière adossée au parcours de golf et dédiée aux golfeurs... Votre réalisation.

En effet, le Golf de Talloires est lové entre le joli petit hameau d'Echarvines et la très ancienne Ecurie du Lac, dans la Réserve naturelle du Roc de Chère, réserve protégée qui ne recense pas pas moins de vingt et un milieux différents. C'est un écosystème étonnant, unique en Europe, où coexistent une flore de type méditerranéen sur les pentes abruptes du versant sud et, cachée en pleine forêt, une végétation typiquement montagnarde. Dans un tel cadre de charme,

un projet hôtelier devait trouver sa place.

Comment avez-vous pu faire éclore ce projet ?

J'ai grandi dans une maison située sur les flancs du Golf du Lac d'Annecy à Talloires. Talloires est une place hôtelière renommée, qui a été visitée par Paul Cézanne, l'Aga Khan, Winston Churchill ou Richard Nixon, mais également Lou Reed, Serge Gainsbourg, Jane Birkin, ou encore Jean Graton le dessinateur de Michel Vaillant. Aujourd'hui la tradition hôtelière se prolonge avec Sophie Bise et sa très réputée Auberge homonyme, Jean-Claude Bise et son Cottage, mais également Denys Escoffier, Jean-François Marie ou encore Sébastien Jeagler avec leurs hôtels-restaurants La Charpenterie, Le Lac ou La Villa des Fleurs. Seul bémol pour les golfeurs, ces hôtels-restaurants se situent dans le bourg de Talloires, alors que le Golf est plus en amont. C'est pourquoi, il m'est apparu évident de monter un hôtel trois étoiles dédié aux golfeurs, près des golfeurs, et je remercie la Région Rhône-Alpes pour m'avoir soutenu dans ce projet et m'avoir aidé à sa réalisation.

Sa concrétisation dans une réserve naturelle, à flanc d'un hameau traditionnel, a dû être difficile tant pour trouver un terrain que sur le plan du droit de la construction ?

En fait, j'ai le grand bonheur d'avoir pu réaliser la construction de mon rêve d'enfance grâce au terrain familial situé idéalement près du Golf. La superficie disponible m'a permis de construire quinze chambres spacieuses avec, pour chacune d'elles, un accès facile de plain pied pour le chariot de golf. Une première dans la région ! Et j'en suis fier car mes clients golfeurs apprécient cette architecture adaptée à leurs attentes.

Vous pensez amortir votre projet dans quel délai ?



Willy De Liège et le Golf de Talloires

Le Golf de Talloires est ouvert toute l'année sauf enneigement exceptionnel en hiver. Si nos taux d'occupation des chambres répondent à nos prévisions, nous devrions couvrir assez rapidement nos investissements. La clientèle du Golf de Talloires est locale mais les visiteurs sont nombreux et, lors des compétitions, notre proximité est un atout.

Votre Hôtel est-il référencé directement sur le site du Golf de Talloires?

Malheureusement le site du Golf de Talloires a un espace limité de liens vers



Vue sur le Hameau d'Echarvines et le Lac d'Annecy

d'autres sites web et nous n'apparaissions que dans les «news». Mais il est possible de nous trouver et de réserver soit directement sur notre site www.hotel-golf-montagnes.fr, ou par l'office du tourisme de Talloires ou encore le site régional Annecy-Aravis.

Un hôtel dénommé «Hotel Golf et Montagnes» ouvre à d'autres activités que le golf...

Pour moi, venir à Talloires, c'est un coup de cœur pour un havre de paix où il fait bon se ressourcer, s'abandonner un instant aux

charmes de l'endroit. Mais venir à Talloires, c'est aussi, pour certains adhérer à un esprit sportif, et je ne pense pas seulement au golf. Entre lac et montagnes, se pratiquent sans limite la plongée subaquatique, la voile, la randonnée pédestre, la ballade équestre, le tennis, les parcours acrobatiques en forêt ou le canyoning, sans oublier le parapente, domaine dans lequel Talloires s'est fait une réputation et a accueilli cette année en juin la coupe du monde de parapente.

Avez-vous des projets de développement?

Oui, développer l'image de mon rêve auprès de mon cœur de cible, le golfeur, mais également auprès de toute personne qui va tomber sous les charmes de Talloires et ses activités multiples. ■

Pour plus d'informations visitez www.hotel-golf-montagnes.fr ou www.golf-lacannecy.com

Looking for
English books?




OffTheShelf Bookshop has the best selection of English books in the Suisse Romande! Fiction, politics, children's books, and much more.

Mail order to anywhere
ORDER ONLINE:
WWW.OFFTHESHELF.CH

OffTheShelf

The English Bookshop
15 Georges Favon 1204 Geneva
near Place du Cirque, Plainpalais
tel. 022 311 1090, books@offtheself.ch

Find the
perfect Christmas gift!
See in-store for our
Christmas books
catalogue.



HOTEL SUISSE



In the heart of Geneva, opposite the Gare Cornavin railway station.

- Direct bus departures to the international organisations from right outside the hotel
- Air-conditioned rooms
- Special rates for international organizations available

A happy face and a smile to make you feel welcome

10, Place Cornavin · 1201 Geneva
www.hotel-suisse.ch
Phone: + 41(0)22 732 66 30
Fax: + 41(0)22 732 62 39



CAFE DU CENTRE

place du molard 5 - +41(0)22 311 85 86



cafeducentre.ch

STUDY IN SWITZERLAND



Bachelor and Master programs in Business Administration, International Relations and Media and Communication

NEW MASTER IN INTERNATIONAL BUSINESS


- A Program with a Global Perspective
- Multicultural Faculty and Student Body
- Exchange and Study Abroad Programs
- Career Counseling

INTERNATIONAL UNIVERSITY IN GENEVA

ICC, Rte de Pré-Bois 20 - 1215 GENEVA 15, Switzerland
Tel.: +41(0)22 710 71 10/12 - Fax: +41(0)22 710 71 11
Email: info@iun.ch - www.iun.ch

Accredited by IACBE, USA

French gets a tough workout at the challenging language school.



To learn French really well is a tough task. But with your commitment – and our experience working with most of the world's 500 largest companies – we'll stay the course! Daytime or evenings, in one-to-one teaching or intensive groups, at the inlingua school or "on location". Special packages also for companies – and fitness regimes for other languages.

Ecole de langues inlingua Genève, rue du Léman 6, t 022 732 40 20, f 022 731 42 66, www.inlingua.ch

Certifiée **EDUQUA** **inlingua**

So much choice



The Open University

Britain's largest university offers over 600 courses all taught in English by supported distance learning. Whether for career development or personal interest, you can mix and match courses to get the qualification you want. High quality teaching materials will help you achieve your goals.

Full details of all courses can be found on our website, or contact us for a prospectus, quoting code **CHJAUN**

Telephone: 022 361 5774
Email: switzerland@open.ac.uk www.open.ac.uk/new

MUTUELLE D'ETUDES SECONDAIRES

DEPUIS 1976

PRÉPARATION AU BACCALAURÉAT INTERNATIONAL

responsabilité
confiance
autonomie
engagement

Bac littéraire et philo sciences humaines
Bac artistique et Préparation aux grandes écoles
ART-PHOTO-CINEMA-DESIGN

ACCUEIL SUR RV POUR PRÉSENTATION DE **L'ÉCOLE**
ET INSCRIPTION TOUS LES MARDIS DE L'ÉTÉ DE 11H À 12H
7 BIS BD CARL-VOGT, 1205 GENEVE, 022.741.00.01 www.ECOLEMES.CH

DES COMPÉTENCES À VOTRE SERVICE

Pensez aux étudiant-e- pour vos emplois à temps partiel, dans tous domaines d'activité.

Toute l'année, nous répondons à vos demandes d'emploi.

Bureau de placement

Tél. 022 379 77 02 Fax 022 379 11 37

placement@unige.ch

www.unige.ch/bp



UNIVERSITÉ DE GENÈVE

'FORTRESS EUROPE' TANTALIZES ASYLUM SEEKERS



ELIZABETH JAMES AND EUGENE JAMES

Europe evokes the notion of lifestyle, health and prosperity. The 'old continent' has become a hallmark of peace on the planet in the course of the last six decades. European integration has notably fostered political stability and continuity in terms of governance. The founders of the 'E.U' introduced particular institutions that tackled cross border issues in order to facilitate economic activity, trade and especially to rule out the likelihood of another war. The integration process has proven very successful with instances such as the establishment of particular commissions that address issues within an area of expertise, the creation of a European Court of Justice, the setup of a Council of Ministers and a European Parliament and various other institutions. Integration has contributed to a standardization of norms across Europe that implies that each member state follows a similar code of conduct. In other words, each member state carries out an action that is aligned to European Union policy and regulation.

The consolidation of the Union proceeded through the economic channel and gradually it encompassed the realm of politics and the judiciary system. By and large, the economic sector has played the most vital role in integration and it probably accounts for the lion's share of the success. Business, trade and lately the single currency contribute to the strength of the European Union and they maintain cohesion. The citizens of

the European Union have immensely benefited from integration in different ways, whether in terms of security, welfare or freedom. Indeed, integration has enabled Europe to rapidly recover from the Second World War. The process is ongoing and it renders Europe an attractive destination to whosoever aspires to high standards of living in general.

Membership carries many fundamental implications other than the one referred above. In particular, the members of the Union adhere to the 'Schengen area' that guarantees absolute freedom of movement to the citizens of every member state. This measure is the cornerstone of the Schengen Agreement that has an impact on several dimensions of European territorial governance. At a practical level, the agreement affects migration patterns and the labour market, to name only the core areas. At a conceptual level, the agreement affects the legal standards of member states and the conduct towards human rights.

Europe is at the crossroad of Asia and Africa and the member states of the European Union are more developed than neighbouring countries in Asia and Africa. This state of affairs nourishes a desire and willingness

in inhabitants from other parts of the world to embark on a journey that leads them towards the gates of the European Union in the search of a better living. In effect, the ongoing arrival of such people hastened E.U. member states to craft processes that manage the flow of asylum seekers. In various instances the influx stems from the existence of a crisis in a particular region of the world that is related to conflict, climate degradation or economic hardship. In many cases, asylum seekers are vulnerable and they are fearful to return to their homes. Their decision to leave bears witness to the fact they are desperate to realize their hopes especially when one considers the fact that they leave so much behind them, i.e. families, friends, property and status.



Scolarité complète de la
Maternelle au Gymnase avec un
secteur Montessori.
Maturité Suisse et Baccalauréat
International.
Camps d'été à Champéry et de
windsurf en début d'été.

Ecole Nouvelle de la Suisse
Romande
Chemin de Rovéréaz 20
CH - 1000 Lausanne 12
Tel. + 41 21 654 65 00
Fax + 41 21 654 65 05
Email: info@ensr.ch
www.ensr.ch



Formations Professionnelles - Formations Continues
Consultations Thérapeutiques
Massage - Ostéo-Vertébrologie - Réflexologie Scientifique - Phytothérapie
Kinésiologie - Acupuncture - Coaching - Anatomie-Physiologie - Pathologies

Arts-Cours
Yoga - Hip-Hop - Tai Chi - Chi Gong - Danse Orientale - Danse Classique
Relaxation - Dessin - Théâtre - Initiation à la musique - Gym parents enfants
Stretching Postural® - Danse Orientale pour femme enceinte

23 rue de la Servette 1201 GE - Tél: 022 738 60 60 - www.arts-thera.ch



UNIVERSITY
OF BUSINESS
AND INTERNATIONAL
STUDIES

YOUR EDUCATION,
YOUR WAY!

STUDIES IN

- * Bachelors in Business Administration & MBA
- * Bachelors & Masters in International Relations
- * Bachelors & Masters in Media and Communications
- * Bachelors & Masters in Information Systems
- * Executive MBA

QUALITY & FLEXIBILITY

- * U.S. Accredited degrees in association with Potomac College, Washington D.C.*
- * Still 3 starting dates in 2009: September, October, and November
- * 12 starting dates in 2010: in January, February, 2 in March, 2 in May, June, July, August, September, October, and November
- * All programs available in On-Ground, Online, or Blended Format

SCHOLARSHIPS UP TO 20% OFF OF TUITION
ARE AVAILABLE TO ALL STUDENTS
FROM UN PERSONNEL AND FAMILIES THAT QUALIFY.
PLEASE MENTION THIS AD.

*Potomac College is accredited by the Middle States Commission on Higher Education,
3624 Market Street, Philadelphia, PA 19104

UBIS Admissions Office
6 Place de Chevelu
CH-1201, Geneva
Switzerland
Tel: +41 (0) 76 525 1980
Fax: +41 (0) 22 732 6283

www.ubis-geneva.ch

admissions@ubis-geneva.ch



The Open
University

Business School

Are you motivated to do an MBA?

The MBA from The Open University Business School is one of the most motivating experiences you'll ever have.

It's triple accredited by AACSB, EQUIS and AMBA and it offers the flexibility and continue-to-earn advantages of distance learning. You'll join a network of professionals from all over the world, each with a different motivation to succeed.

Find your motivation at: www.open.ac.uk/switzerland
or contact us on: c.foley@open.ac.uk

The Open University Business School
Our motivation is your motivation



Ecole Montessori-Nations

13, Ch. Dr Adolphe-Pasteur, 1209 Genève
Membre AGEF et AMS

Elèves de 3 à 12 ans
enseignement bilingue français-anglais
respectant le rythme de l'enfant



Pour tout renseignement
Administration et Direction:
Mme Odette Cutullic

ecole@montessori-nations.ch/www.montessori-nations.ch
tél. 022 738 81 80 Fax 022 738 81 84

Votre enfant a des difficultés scolaires ?



ECOLE LA PASSERELLE

5^e 6^e 7^e 8^e 9^e

9^e raccordement un tremplin
pour entrer au post-obligatoire

www.ecole-la-passerelle.ch
www.agep.ch

CH.DES RAYES 11 | 1222 VÉSENAZ | T 022 752 16 01



qantm
INSTITUTE



www.sae.edu
SAE Institute Genève
Tel. 022 301 10 60



Audio Engineering



Game Design (Qantm Institute)



Film and Animation



Web Design and Development

PRIVILEGIEZ
votre AVENIR

Diplôme, Bachelor* et Master* - Plus de 30 ans d'expérience - Equipements modernes - Apple MacBook™ compris pour le Degree Program - 2 x en Suisse, plus de 50 instituts dans le monde entier - Une association active des anciens étudiants (*en coopération avec Middlesex University, London)



Mosaic school is enlarging

New premises: the campus triples its teaching surface
New classes: 4th and 5th grades, bilingual
For registrations: info@ecolemosaic.ch

Private bilingual and multicultural school

Mosaic is now a candidate school preparing for authorization for the Primary year programme of the International Baccalaureate

Ecole Mosaic SA - 23 avenue Dumas
1206 Genève - Tel 022 346 21 69
www.ecolemosaic.ch



Most asylum seekers are genuinely in a situation of distress and they require assistance in order to reconstruct their lives. The European Union is well equipped to address the fundamental necessities to contribute to the realization of that aim, whether one regards health, nutrition, shelter, education for children, vocational training and eventually jobs. In essence, the institutions in Europe are well structured and they possess a sufficient amount of resources to accommodate the needs of the asylum seekers. However one must bear in mind that the resources are limited and the European Union must govern the process in a manner that does not disrupt order and especially the process must not deplete the resources. In particular, in recent years the European Union has established mechanisms to rebuff attempts by asylum seekers to enter the Schengen area through illegal means. The "Dublin accord" precisely fulfills this objective on a broad scale. The accord establishes a track record of the applications for asylum that are submitted across the member states of the entire European Union. The accord acts as buffer in the sense that when an application is rejected in one member state, then the asylum seeker automatically loses eligibility to apply elsewhere.

The aforementioned elements concern the conceptual level of immigration. At a practi-

cal level, the member states of the European Union carry out cross border control that can be viewed as a means to enforce the decision to restrict the entry of certain asylum seekers. The primary purpose of this measure is to ward off criminals. Ironically, a by-product of this tough stance is the emergence of human trafficking, which has become the most common form of crime that engulfs asylum seekers. Despair is one of the root causes of this odious 'business' that has cost the lives of thousands of victims. Asylum seekers opt for illegal channels such as a boat ride on the infamous "pateras" across the Mediterranean Sea to circumvent cumbersome administrative procedures in their country of origin. The illegal means represent a 'short-cut' for asylum seekers rather than an outright engagement in criminal activity.

Since a couple of years, the media reports cases of deportation that are carried out by member states of the European Union. In general, the processes have become arduous since eligibility for asylum depends on a more comprehensive set of criteria that have become uniform across the European Union. The rationale of this policy is the necessity to 'share the burden' among E.U member states to host asylum seekers. Such a state of affairs has led observers and critics to refer to the European Union as

'Fortress Europe' in popular parlance. The term is rather derogatory and it points at the mechanisms that have been put in place such as strict border controls to restrict the influx of immigrants. The term suggests that such a means is deemed unfair and perhaps excessive.

The internal security of the European Union must be preserved and citizens are totally entitled to it. However to what extent can the European Union carry out economic development in a manner that uplifts average citizens within every member state, while the inhabitants of other regions of the world barely witness any change in their living conditions? The act of immigration exposes the gap that exists between the needs of someone and the actual satisfaction of those needs. Perhaps the European Union policymakers must address the fundamental imbalances that exist between the European economy and other parts of the world. Proper development assistance to immigrants' country of origin can perhaps improve living conditions which then reduces the need to immigrate. Short of this compromise, immigrants will continue to flock towards the gates of the European Union and many will be sent back with shattered dreams! ■

Education/Enseignement

MBA BACHELOR

Business Administration, Finance, Marketing
Communication, International Relations,
International Business *(new)*

Fully accredited degrees and top professors
International and modern environment
Company visits and conferences
Anglophone and Francophone section
♦ Excellent mix of theory and practice



IT'S TIME FOR SUCCESS



www.universiteifm.com

UNIVERSITE IFM - Institute of Finance and Management
Tel.: (+41) 0223222580, 35 rue des Bains 1205 Geneva

**MBA francophones
en emploi et en cours du jour**

**Management international
et Communication d'entreprise**

**Management-Marketing
en alternance école-entreprise**

accrédités PEP

janvier – avril
août – octobre



Osez l'action!



**Ecole de Management
et de Communication**

Pour une information:
Ch. de l'Etang 46 – 1219 Genève
022 979 33 79 www.esm.ch

MAURITANIE DÉSERT DE L'ADRAR



La Mauritanie est l'un des derniers pays où l'on peut goûter à l'aventure de l'extrême. On a l'impression d'être au bout du monde lorsqu'on arrive dans un cercle de tentes maures ou dans un campement peul.

TEXTE & PHOTOS CLAUDE MAILLARD, OMS

Très commerçant, le pays est toujours traversé par quelques caravanes, et dans les coins les plus reculés on y croise encore des esclaves. Officiellement appelée République islamique de Mauritanie, le pays fait partie du Sahara de l'Afrique de l'Ouest. Également nommée le «pays des Maures» dont elle tire son nom, la Mauritanie, d'une superficie de plus d'un million de kilomètres carrés, est relativement très étendue. Bordée à l'ouest sur 650 km par l'océan Atlantique, elle a des frontières communes avec le Sahara occidental (nord-ouest), l'Algérie (nord), le Mali (est et sud-est) et le Sénégal (sud-ouest). De par sa situation géographique, la Mauritanie est un point de passage entre l'Afrique noire et les pays du Maghreb situés au nord. Concentrée principalement dans la capitale Nouakchott, la population (3,3 millions d'habitants) se répartit principalement en deux parties. D'une part, les Maures arabo-berbères (appelés aussi les «Blancs») et, d'autre part, les Négro-Africains (Peuls, Wolofs, Soninkés...). Descendants d'esclaves noirs, les Haratines forment une troisième ethnie qui appartient à la couche inférieure de la société. Pour eux, l'esclavage ne fait malheureusement pas partie que du passé!

Education/Enseignement

GSTAAD INTERNATIONAL SCHOOL
A
BOARDING
SCHOOL.

Website:
www.gstaadschool.ch
E-mail: gis@gstaad.ch

atelier hermès
école d'architecture d'intérieur et de design
www.atelierhermes.ch 022 348 99 93

Maison des enfants
MONTESSORI

Eduquer autrement
accueil pour enfants de 3 à 6 ans

Renseignements:
E. Coquoz, Maison des Enfants

2 bis, rue de la Prulay tél. +41 22 774 17 52
1217 Meyrin mob. +41 79 774 70 74
ifmontessori@vtx.ch

Grâce au fleuve Sénégal qui délimite la Mauritanie, le sud constitue une zone très agricole alors que l'est est plutôt recouvert de pâturages. Mais la majorité du territoire se trouve dans le désert du Sahara avec une longue bande de dunes de sable le long de la façade maritime. Au nord, on trouve un ensemble de hautes plaines dominées par quelques sommets dont le point culminant du pays, le Kédia (915 mètres). Au centre s'étendent des plateaux gréseux dont l'Adrar, aux corniches abruptes surplombant la cuvette du Hodh. Considérée comme la septième ville sainte de l'islam, Chinguetti est le principal bourg de l'Adrar. Fondée à la fin du XIII^e siècle, la ville fut un important centre de commerce caravanier entre l'Afrique du Nord et l'Afrique noire et surtout la plus grande métropole culturelle de la région depuis le début du XVII^e siècle. Chinguetti compte en effet une dizaine de bibliothèques dont certains manuscrits rédigés sur des peaux de gazelles datent du IX^e siècle. La ville, qui vit longtemps Théodore



Monod faire des recherches dans les alentours, est aujourd'hui envahie par le sable. Elle est classée comme site du Patrimoine culturel mondial de l'Unesco depuis 1996.

En plein Sahara, la sécheresse de ces dernières décennies et l'assaut des dunes en font



l'une des régions les plus chaudes et inhospitalières de la planète. L'eau se fait rare, tout comme l'ombre, et il faut être très prudent lorsque l'on s'aventure dans ce désert. De Chinguetti, point de départ de notre randonnée chamelière à travers le massif de l'Adrar, notre objectif sera d'atteindre l'oasis de Terjit,



Shape your career! at Ecole-club Business Balexert

- ☐ Language certificates and modules
- ☐ Management & finance
- ☐ IT
- ☐ Training programmes for professional trainers
- ☐ Company courses

Take your career to the next step!
Ecole-club Business, your reference in training.

Centre commercial de Balexert
Avenue du Pailly 21,
1220 Les Avanchets
tél. 022 795 11 70
www.ecole-club.ch/business

business

école-club

MIGROS



terme du périple. Dix jours de marche seront nécessaires. Le gardien d'une bibliothèque du coin nous avait prévenus. S'aventurer dans le désert de l'Adrar fin avril n'est pas très raisonnable. Il n'avait pas tout à fait tort! A cette époque la chaleur est torride. Aussi, nous allons devoir profiter de la fraîcheur matinale et des fins d'après-midi pour nous déplacer. Le restant de la journée, lorsque le soleil est à son zénith, sieste obligatoire pour tout le monde! Autre souci de taille, l'eau des puits qui ne nous incitait guère à la boire. Et malgré l'ajout de désinfectants, elle causa quelques ravages dans le groupe. Mais cette région de Mauritanie, avec ses immenses dunes de sable qui, du blanc au rouge, en passant par le jaune citron et l'ocre, est d'une beauté exceptionnelle.

Arrivés à Terjit, on croit vraiment au mirage lorsque l'on découvre l'oasis blottie au fond d'un canyon étroit, avec ses sources d'eau qui alimentent un ruisseau qui serpente au milieu des palmiers bien verts. Après avoir «grillé» au milieu des dunes de sable multicolore, au travers des déserts de caillasse et autres étendues d'herbe à chameaux parsemées d'acacias, la fraîcheur du lieu est inespérée... et fortement appréciée. Malheureusement, toute bonne chose ayant une fin, le retour sur Nouakchott nous fera bien vite oublier le formidable accueil reçu dans le désert de la part des quelques nomades rencontrés. Suite à la désertification, les Mauritaniens se sont repliés sur la capitale pour trouver de quoi survivre. La construction de la ville remonte aux années

50 (à cette époque il y avait cinq cents habitants) et c'est en 1957 que l'on décide d'y transférer la capitale qui était alors Saint-Louis. Depuis la population a été multipliée par 1500! Cette croissance démesurée, ajoutée à l'ensablement qui progresse quotidiennement, est à l'origine de nombreux problèmes dont la pauvreté qui ne cesse de s'accroître, ce qui entraîne une certaine insécurité de la ville. Et puis, les différents coups d'état militaires qui ont troublé l'ordre public ces dernières années n'ont rien fait pour arranger les choses. Si la ville n'a guère d'intérêt, le port, à l'heure du retour des pêcheurs avec leurs pirogues très colorées, mérite néanmoins le détour... ■

Restaurants

RAJASTHAN
Incredible India is right at your door step!
 Discover the magic of real Indian spices
 and it's rich and diverse cuisine.
 Vegetarian and non vegetarian food

Open 7/7



4, rue de Versoix
 F-01210 Ferney-Voltaire
 Tél. 0033 450 28 01 72

Auberge des Trois Coqs
Anick and Pierre are welcoming you
where a smile is the best seasoning

We offer you:

- A **family** and **personalized** service
- A **warm** and **comfortable** ambiance
- A **private room** for business meals (max 16 pers)
- **Certified Simmental beef** (Sirloin, tartare...)
- **Gluten free** and **Vegetarian** dishes
- **Organic** products like our home made **bread**

Chemin de Valérie 26 – 1292 Chambésy
022 758 12 15
www.3coqs.ch - info@3coqs.ch

Auberge du Grand-Saconnex
Spécialité Traditionnelle et des Balkans
 Lun-vend 7h00-minuit
 Sam-dim 9h00 minuit
 Jours fériés 9h00-minuit
Terrasse ombragée
 175 Rte de Ferney
 1218 Grand-Saconnex
022 798 06 98
www.aubergegrandsaconnex.ch

PHOTO COMPETITION 2009

"PORTRAITS OF LIFE"

Club Photo International, Photo-Club ITU-WIPO and Photo-Club-CERN are organizing a photo competition for staff and family members of the international organizations, CERN and Permanent Missions to the United Nations and NGOs accredited to ECOSOC.

THEME OF THE COMPETITION: PORTRAITS OF LIFE



People in their environment: How they live, work and interact

People and their place in the world are surely the most enduring subject for art. This year's competition theme – "Portraits of Life" – offers photographers the opportunity to continue in that noble tradition, documenting people in their daily lives. Prizes will be awarded to the best pictures.

Conditions of participation

Participants must agree to the following conditions:

- All photos submitted must have been taken by the participant himself/herself.
- Photos should neither violate the rights of a third party, nor contain offensive content.
- Each participant may submit up to three photos.

Type of image:	Black and white or colour prints.
Format:	20x30 cm or A4 (image without frame)
Deadline for submission:	30 September 2009
Submission to be sent to:	Suroor Alikhan Club Photo International Palais des Nations UNRISD, D.213 CH-1211 Genève 10

- Digital editing is limited to: sharpening, levels adjustment, conversion to black and white, hue/saturation, resizing/rotation/cropping, curves adjustment, noise reduction and colour correction.
- Images must not be watermarked.
- The organizers have the right to exclude photos if they do not conform to the above conditions.

Jury

The jury comprises representatives of the

joint committee of Club Photo International, Photo-Club ITU-WIPO and Photo-Club-CERN and professional photographers. The jury's decisions are final.

Use of images

The organizers may use the images on their websites, in which case they will credit the photographer. However, copyright resides with the photographer.

Return of entries

Participants wishing their photos to be returned to them should provide a self-addressed stamped envelope. ■

For more information, please contact:

- Sergio da Silva
Email: clubphotointernational@unog.ch
Phone: 022 917 2733
- Cessy Karina
Email: ClubPhoto@itu.int
Phone: 022 730 5534
- Arie Van Praag
Email: a.van.praag@bluewin.ch



LA COOPÉRATION POLICIÈRE EN EUROPE: DU CONCEPT À LA CONCRÉTISATION

A l'instar du reste du monde, l'Europe fait face à une criminalité transfrontière croissante tant au niveau des actes, des effectifs et des moyens financiers technologiques, logistiques et organisationnels.

M^e ALI ZARROUK

En 1992, le Traité de Maastricht avait indiqué qu'aux fins de réalisation des buts de l'Union, les Etats membres devaient considérer la coopération policière comme étant une question d'intérêt commun qui appellerait la création d'une structure capable, notamment, d'assurer un système d'échange d'informations à l'échelle de l'Europe.

En règle générale, les intérêts communs gagnent à être traités collectivement, aussi, le même Traité a-t-il habilité le Conseil de l'Union à adopter des conventions et actions communes dans la mesure où elles seraient plus efficaces que celles effectuées

isolément. Dans le même esprit, le titre VI du Traité sur l'Union intitulé «Dispositions relatives à la coopération policière et judiciaire en matière pénale» affirme l'objectif d'offrir aux européens un haut niveau de protection à travers une action commune dans le domaine de la coopération judiciaire et policière.

Il s'agit de prévenir et de lutter contre la criminalité, le terrorisme, la traite des êtres humains et les crimes contre les enfants, le trafic de drogues et d'armes, la corruption, le blanchiment d'argent, le trafic illicite des matières nucléaires et radioactives, le trafic de véhicules volés et la fraude, notamment, grâce à «une coopération plus étroite entre les forces de police, les autorités douanières et les autres autorités compétentes dans les Etats membres, à la fois directement et par l'intermédiaire de l'Office européen de police»: Ces objectifs seront réaffirmés au sein de l'article deuxième de la Convention Europol.

La Convention annonce la création de l'Office européen de police et lui attribue, en premier lieu, la fonction de faciliter les échanges, collecte, analyse et communication des informations et renseignements aux services compétents des Etats membres

ainsi que la gestion de recueils d'informations informatisés.

Europol doit, en outre, «approfondir les connaissances spécialisées qui sont utilisées dans le cadre des enquêtes par les services compétents des Etats membres et dispenser des conseils pour les enquêtes», «fournir des renseignements stratégiques pour faciliter et promouvoir une utilisation efficace et rationnelle des ressources disponibles au niveau national pour les activités opérationnelles» et «élaborer des rapports». L'office assiste également les Etats membres en matière de formation, organisation et équipement des services, méthodes préventives de la criminalité, méthodes d'enquêtes et de police technique et scientifique.

Europol intervient donc dans les «affaires» impliquant plus d'un Etat membre seulement dans le cas où le «traitement» au niveau européen s'avère plus judicieux que le niveau national. Proportionnalité, subsidiarité et solidarité restent les maîtres mots pour cette entreprise houleuse sous le signe de la coopération *intramuros* d'une mosaïque de souverainetés. ■

Restaurants

SALSABEEL RESTAURANT

Cuisine Pakistanaise et Indienne

Our specialities are prepared everyday with best ingredients.

Nos spécialités sont préparées chaque jour avec les meilleurs ingrédients.

A warm and comfortable ambiance.
Une ambiance chaleureuse et confortable

Take away service
Plats à emporter

Restaurateur Non-Stop
From Monday through Saturday
10.00 a.m. to 10.00 p.m.

27, Avenue de France Tel: 022 734 94 04
1202 Geneva, Switzerland. Fax: 022 734 94 02
chaudhry99@bluewin.ch

Lémon Café

A deux pas des Organisations Internationales dans un cadre contemporain, le *Lémon Café* vous propose tout au long de l'année une carte innovatrice au gré des saisons. La cuisine raffinée, les produits de première qualité, le service attentif et délicat restent notre priorité. La terrasse ombragée côté jardin invite à profiter des beaux jours en toute quiétude.

Pour vos repas de groupe, l'annexe l' *Epicerie Café* vous permet de réserver sa salle privée. A partir de 18h00 venez profiter d'un moment de détente en dégustant un verre de notre sélection de vins locaux et espagnols, et si cela vous tente, une assiette de tapas artisanales. Pour une table conviviale, nous proposons une fondue moitié-moitié authentique.

Ouvert midi et soir du lundi au vendredi
Rue du Vidollet 4, arrêt du Bus 5, 1202 Genève

Tél/Fax : 022 733 60 24

ENDANGERED PLANT SPECIES DISCOVERED ON UN GROUNDS!



2010 will be the UN International Year of Biodiversity, and what could be more auspicious than the discovery of an endangered species growing in the UN park?

WENDY STRAHM

The “Corn Mignonette”, a species belonging to a family of plants renowned for their medicinal properties, was discovered last June, growing in the area disturbed by the Genève-Lac-Nations project. This 35 million franc project to develop an environmentally-friendly way to cool the UN and other buildings by using water from Lake Geneva has had an additional and unexpected benefit of providing habitat for the Corn Mignonette, as well as a number of other threatened plant species. The Corn Mignonette (Latin name *Reseda phyteuma*) is listed as “endangered” in both the Swiss as well as the Geneva Red Lists of threatened plants, and it is a huge surprise that it should turn up on UN grounds. Its seeds have probably lain dormant in the soil for years just waiting for this opportunity to grow.

Plant life in Switzerland is very rich given the variety of habitats and altitudes in the country, but sadly nearly a third of the three thousand plant species growing in the country have been identified as threatened with extinction – including the Corn Mignonette. The reasons for this are many, but a major problem is that many native plants cannot grow in soil that has either been enriched by chemical fertilisers (those which make lawns nice and green), or else by dung from livestock such as cows and sheep. “Poor” soil is something that has become very rare throughout Europe. The UN now manages much of its park without the addition of chemical fertilisers and keeps extensive meadows, which is very good for some of the native plant species and their associated insects and birds. However most of the soil in the meadows is still very “rich” due to the use of chemical fertilisers in the past (which continue to have enriching effects decades later), as well as from sheep. Therefore while the meadows are very pretty, species diversity is still rather low, although with time and proper management one hopes this will improve.

The Corn Mignonette can only grow in poor, unfertilised soil that has been recently disturbed, conditions which were created by the recent construction work along the narrow strip of land at the bottom of the UN Park near the Sécheron exit. In addition, over eighty other species have been observed growing in this relatively small area (about 300 m long by 10 m wide) to date, including others listed in the Swiss

Red List such as Weld (*Reseda luteola*), Annual Woundwort (*Stachys annua*) and Moth Mullein (*Verbascum blattaria*). Other less threatened but beautiful species such as Poppies (*Papaver rhoeas*) and Self-Heal (*Prunella vulgaris*) also cheered the landscape this summer. Surprisingly a number of these species have medicinal properties, so perhaps colleagues from WHO (which is also being cooled thanks to the lake water project) might be interested in paying a visit to this site.

So what can be done to conserve this astonishing little patch of rare species that has turned up on UN grounds? As these plants grow in disturbed places and cannot compete with other species where the soil is richer, it is essential not to fertilise or add additional soil to level the site, nor to plant grass. Doing so would damage the area to the point that the endangered Corn Mignonette and its associated rare plants could no longer survive. A management plan is urgently needed to work out how to maintain this habitat, which may include local, man-made disturbance during the non-flowering season. An information panel explaining why and how this part of the park is being managed could be erected. The area may not look as “tidy” as would a grassy lawn, but biodiversity is not tidy, and the UN should lead by example if we are truly going to conserve the vast number of species on which our wellbeing depends. Let’s make an effort for the UN Year of Biodiversity to act locally while thinking globally! ■

Restaurant du Creux-de-Genthod

Ouvert tous les jours

3 menus à choix à l'heure du déjeuner

Votre restaurant au bord du lac. Tél. 022 774 10 06 - creux@creuxdegenthod.com

POURQUOI NE PAS LE FAIRE ?

SAUT DU DOUBS



Je vous propose des petites balades à des degrés de difficulté différents, pour vous changer les idées, vous oxygéner et vous détresser. N'oubliez pas: ne rien faire nuit à votre santé.

Je vous souhaite des journées de marche et de détente agréables et ensoleillées.

TEXTE ET PHOTOS ANDRÉ ROTACH

Prendre l'autoroute Genève, Lausanne, Yverdon, Neuchâtel puis la sortie N°12 La Chaux-de-Fonds. Suivre Le Locle, Les Brenets. Descendre jusqu'à un grand parking sur la droite «les Rives du Doubs», point de départ «Les Pargots» 770 mètres. Prendre la direction Saut du Doubs, Le Châtelot. Passage aux points «Chemin du Banc Vert», «Hôtels du Saut – 753 mètres», «Saut du

Doubs – 736 mètres», «Le Châtelot – 754 mètres», «Roches de Moron – 1076 mètres», «L'Escarpineau – 1215 mètres».

A cet endroit n'hésitez pas à faire un petit détour au Belvédère: vue superbe sur la vallée du Doubs et le barrage. Passage au «Bois du Dar – 1155 mètres» et retour par la route forestière jusqu'au Brenets. Soit au total

quatre heures trente et 16 kilomètres pour un dénivelé total de 630 mètres au GPS. D'autres variantes sont possibles avec éventuellement des passages délicats. Une d'elles pour tous: Les Brenets – Saut du Doubs: une heure pour un dénivelé de 17 mètres! et retour par le même chemin ou en bateau.

Pour plus de détails voir: *Guide des randonnées, Jura Suisse*, Edition Rother.

Indispensable: une carte officielle de la Fédération suisse de tourisme pédestre (Office fédéral de topographie) 1143 Le Locle. Ne pas oublier de vous équiper de bonnes chaussures de marche et de vêtements adaptés à l'altitude et à la saison.

BONNE RANDONNÉE.
ET (S)PORTEZ-VOUS BIEN! ■

**AVEC NOUS,
FAITES BONNE IMPRESSION!**



victor chevalier
imprimerie genevoise sa

12, rue des Mouettes • CP 1352 • 1211 Genève 26
TÉL. 022 307 26 00 • FAX 022 307 26 01

WHY NOT DO IT?

SAUT DU DOUBS



I am proposing a few small hikes of varying degrees of difficulty, to let you see new things, get some fresh air and relax a bit. Don't forget: doing nothing is bad for your health. Here's hoping you have fun hiking in pleasant and sunny weather.

ANDRÉ ROTACH

(English translation by David Winch)

Take the autoroute from Geneva towards Lausanne, Yverdon, Neuchâtel, then exit at sortie 12 La Chaux-de-Fonds. Head towards Le Locle and Les Brenets. Continue to a large parking lot on the right called "Rives du Doubs"; the starting-point "Les Pargots" is at 770 metres. Follow the directions to Saut du Doubs, then Le Châtelot. You will pass by points marked "Chemin du Banc Vert", "Hôtels du Saut – 753 metres", "Saut

du Doubs – 736 metres", "Le Châtelot – 754 metres", "Roches de Moron – 1076 metres", and "L'Escarpineau – 1215 metres".

Here, don't miss a little detour to the Belvédère: there is a superb view of the Doubs valley and the dam. You pass by the marker "Bois du Dar – 1155 metres" and return by the forest route to Brenets. This takes a total of four hours thirty minutes, over 16 kilometres, for a total change in altitude of 630 metres, according to the GPS.

Other variants of this hike are possible, including some with tricky sections. One of them is for everybody: Les Brenets to Saut du Doubs takes an hour, with a change in altitude of just 17 metres! You can return by the same route, or by boat.

For more details, see *Guide des randonnées, Jura Suisse*, Edition Rother.

Also: an official map from the Swiss hiking federation (Fédération Suisse de tourisme pédestre) 1143 Le Locle is indispensable. Don't forget to wear good hiking boots and weather-suitable clothing.

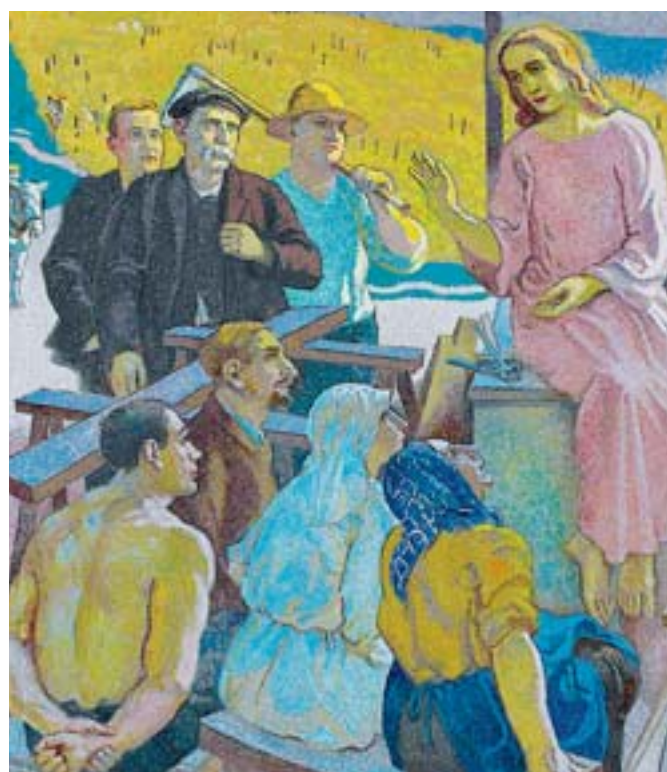
GOOD TREKKING! ■

le sport...mais pas que

www.sport2000-paysdegex.com

SEGNY - RN 5 (à 10 min de Genève, entre Ferney et Gex) • Face Carrefour • Tél. 0033 450 42 38 90

DÉCOUVERTE DE L'OMC 3^e PARTIE



Sur le côté gauche de l'escalier d'honneur, le visiteur peut admirer la peinture murale de l'artiste français Maurice Denis (1870-1943) «la dignité au travail». Il s'agit d'un tableau de 6×3 mètres.

Denis était l'un des principaux membres du groupe des nabis, autoproclamés «prophètes du modernisme» qui s'inspiraient

de Paul Gauguin. Au faite de sa renommée après la deuxième guerre mondiale, il vit ses œuvres exposées lors de manifestations importantes.

Cette peinture représente le – Christ dans son atelier de Nazareth, ayant posé ses outils pour s'adresser à un groupe d'ouvriers revêtus des habits de travail du XX^e siècle.

Denis a exécuté cette peinture dans son atelier de Saint-Germain-en-Laye (devenu depuis le Musée du Prieuré). Elle a ensuite été transportée à Genève et disposée le long du mur de l'escalier et par-dessus les arcades en mai 1931. ■

UN CAS TYPIQUE

Ce numéro est consacré aux représentants du personnel, passés, présents et futurs.

J'ai commencé à travailler à l'OMS en octobre 1992, en bas de l'échelle. J'ai connu des us contrats temporaires, sans savoir s'ils seraient renouvelés et les angoisses d'une mère célibataire, vivant dans la précarité et l'incertitude. J'aurais pu en perdre la raison, au point de consulter un psychologue sans oser demander de remboursement à l'assurance maladie, par crainte de ne pas obtenir un engagement à durée déterminée. Des cas similaires au mien ont existé. Je ne suis pas certaine que la situation se soit améliorée. La réforme actuelle des contrats mise en place dans certaines OI sera-t-elle efficace à cet égard? J'ai touché le gros lot en janvier 1995 lorsque j'ai été sélectionnée pour le poste que j'occupais, avec un engagement à durée déterminée. J'étais devenue membre du personnel! La logique de la démarche était que je devienne représentante du personnel. J'ai été élue en 1995. La même année, j'ai reçu une lettre des ressources humaines: mon poste avait été attribué à une autre personne lors d'une procédure de réduction des effectifs, «dernier arrivé premier à partir». J'ai formé ma remplaçante et je suis partie remplir d'autres fonctions, en tant que temporaire. Pas le choix – j'avais besoin d'un travail. Retour à la case départ: premier échelon de l'échelle, pas de prime de connaissances linguistiques, pas d'allocation pour personne à charge, pas de contribution de l'OMS à la Caisse des Pensions. Après la pluie vient le beau temps? En février 1996 je suis partie au Département de Recherche sur les Vaccins. Le 1^{er} octobre de la même année j'étais sélectionnée pour le poste que j'occupais, avec un engagement à durée déterminée. L'une de mes meilleures expé-

riences aux niveaux, humain et professionnel. En février 2003 j'ai été élue Secrétaire Général de la FICSA et j'ai été sélectionnée au poste de Secrétaire Exécutif du Comité d'Appel du Siège de l'OMS, sans jamais être obligée d'abandonner mes responsabilités de représentante élue

du personnel. Le 20 octobre 2009 j'aurai accompli dix-sept ans à l'OMS, dont quatorze en qualité de Représentante du Personnel. Les difficultés des trois premières années m'ont bien préparée pour les quatorze autres. ■

UN Special tél. 022 917 25 01

Revue des fonctionnaires internationaux de l'OMS et de l'ONUG

Les opinions exprimées dans UNS sont celles des auteurs, et non forcément celles de l'ONU, de l'OMS ou de ses agences spécialisées. *The opinions in UNS are those of the authors, not necessarily those of the United Nations, the WHO or its specialized agencies.* **Tirage : 10 500 exemplaires**

Direction de la publication



Rédacteur en chef
Editor-in-Chief
Christian David



Rédacteur en chef adjoint
Deputy Editor-in-Chief
Maria Dweggah

Assistants éditoriaux



Evelina Rioukhina
David Winch

Comité de rédaction/Editorial Committee (de gauche à droite)



Emanuelle Gantet, Jean Michel Jakobowicz, André Rotach, Sergio Da Silva, Pierre Virot, Poppy Willard, Seble Demeke.



Shuibao Liu, Claude Maillard, Alison Mangin, Joëlle Menetrey, Nicolas-Emilien Rozeau.

Correcteurs M. Dweggah, E. Borissoff, anglais ; M. Terraz, français. unspecial@unece.org – www.unspecial.org

Trésorier/Treasurer

Raymund Flores
Trésorier adjoint/Deputy-Treasurers Dino Kordellos

Editeur/Editor

Bercher S.A. Publicité Générale
case postale 145, rue de l'Athénée 34, 1211 Genève 12
tél. 022 347 33 88 – fax 022 346 20 47 – mail@bercher.ch

Publicité/Advertising

C•E•P S.A.
quai Gustave-Ador 42, 1207 Genève – tél. 022 700 98 00
fax 022 700 90 55 – cepbarbara@bluewin.ch

Impression/Printers

Victor Chevalier Imprimerie Genevoise S.A.
case postale 1352, 1211 Genève 26
tél. 022 307 26 00

Pré presse/Layout

Michel Schnegg
rue du Simplon 5, CH-1207 Genève
tél. 022 344 72 90 – fax 022 340 24 11
www.michelschnegg.ch

Webmaster



Oleksandr
Svirchevsky



perfection is our nature

Clinique
GENERALE - BEAULIEU

www.beaulieu.ch





perfection is our nature

Brain (cerebellum)

The Clinique Générale-Beaulieu is certified to be in compliance with ISO standards. Its primary concern at all times is the quality of the care and services it provides. Quality programs and ongoing training of the nursing staff help ensure that each patient enjoys the safety he or she has every right to demand. Quality is evident at all levels everywhere, from patient intake and the environment through hygiene to the room and administrative followup. The high level of quality illustrates the professionalism and high standards of the medical and health care teams. This contributes to the success of the visit, which is also demonstrated through attention to detail.

Clinique
GENERALE - BEAULIEU

20, chemin Beau-Soleil • 1206 Geneva • Tel. +41 22 839 55 55 • www.beaulieu.ch

