

UN Special

SUMMER EDITION

Leisure in Geneva

N°761 – JUILLET-AOÛT 2016

UNCTAD P.16

Interview with
Mukhisa Kituyi,
UNCTAD
Secretary-General

UN SYSTEM WIDE P.20

Sexual abuse and
exploitation by staff
and peacekeepers

UNOG P.24

Questions for the
candidates for UN
Secretary-General



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ALEXANDER MEJIA

Rédacteur en chef / Editor-in-chief

Achieving a balance takes effort. This month's edition combines a relaxed editorial approach for those of you that want to read relaxing things during the summer, with a more profound coverage of issues for those of you who prefer substantive reading during the estival season.

In light of this, we present to you an edition that focuses on leisure in Geneva and on the many things that you can do while here. In the first part of the magazine we postulate that if you decide to stay in town there are many things to enjoy and new exhibitions to discover (p.8). We also suggest for the more adventurous to see beautiful Switzerland in a different way by joining the International Ski Club of Geneva (SCIG) for a hiking experience (p.10). All of this without mentioning a book review section (p.40).

Now for those who want to read about substantial issues, we offer you a different kind of interview with the UNCTAD Secretary-General, Mr. Mukisa Kituyi, who invites us to follow the UNCTAD XIV conference that will take place in Nairobi mid-July (p.16). You will also find detailed coverage on sexual exploitation and abuse by staff and peacekeepers, as well as the first part of our coverage of the election of the new UN Secretary-General. You will read responses from six candidates so far (p.24). Our next edition (September) will be dedicated to the SG's election, as he or she will have an impact (positive, we hope) on the UN System as a whole and on each of us.

You are invited to take our magazine wherever you go this summer (it's not that heavy!). Travel with it and enjoy it! It can be read thousands of kilometers away or in the comfort of your own home... ■

Trouver le juste équilibre n'est pas une chose aisée. Cette édition combine des articles légers pour ceux d'entre vous qui souhaitent des lectures reposantes pendant l'été, avec des articles de fond pour ceux qui préfèrent davantage de sujets sérieux en cette période estivale.

Ainsi, nous vous présentons une édition sur le thème des loisirs à Genève et sur les nombreuses choses à faire si vous restez dans la région. Nous vous montrons qu'il y a une multitude d'activités à découvrir à Genève et dans les environs, telles que des expositions diverses et variées (p.8). Nous proposons également aux plus aventureux de découvrir la Suisse sous un autre angle: rejoignez le Ski Club International de Genève (SCIG) pour partir en randonnée (p.10). Tout cela sans mentionner notre sélection de lectures d'été (p.40).

Pour ceux d'entre vous qui préfèrent lire des articles de fond, nous vous offrons un entretien avec le Secrétaire Général de la CNUCED, M. Mukisa Kituyi, qui nous invite à suivre la conférence UNCTAD XIV qui se tiendra à Nairobi mi-juillet (p.16). Vous trouverez ensuite un ensemble d'articles sur les abus et l'exploitation sexuelle commis par le personnel onusien et les Casques bleus, ainsi que la première partie de notre reportage sur l'élection du nouveau Secrétaire-Général des Nations Unies. Vous pourrez ainsi lire un entretien avec six candidats (p.24) Notre prochaine édition sera consacrée plus en profondeur à cette élection importante pour le futur des Nations Unies et qui nous concerne tous.

Peu importe où vous allez cet été, nous vous invitons à prendre notre magazine avec vous (il n'est pas lourd!). Voyagez avec lui et profitez-en – il peut être lu à des milliers de kilomètres d'ici, ou confortablement installé(e) à la maison. ■

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In the summertime when the weather is...

*How to survive and embrace summer
as an international civil servant*

GARRY ASLANYAN, WHO

It's that time of year again. The suitcases come out and kids get fractious. Many of the international civil servants and their families descend on clogged airports intent on "going home" for the summer. Plans are made in the middle of this madness to visit grandparents and living out of suitcases. People ask themselves why they put themselves through this supposed pleasure year after year? They tell themselves it is so their children develop a sense of home, a sense of place and a sense of where they are from. But is it for them or their parents? For most children, home is where their parents are – no matter what their nationality or where they might be living.

Maybe there is a way to enjoy being 'home' without going 'home'?. They call it the Geneva exodus. This is when almost everybody takes advantage of the school holidays to

repatriate at least for a few weeks and enjoy quality family time, taste familiar flavours of home and very possibly do some major shopping. I have no data if the summer Geneva exodus is bigger than the one during Christmas and New Year time, but I suspect is probably the same.

In an attempt to "survive" the Geneva exodus here are some tips to make the time spent home and enjoyable one and make the best out of this cruel summer. I have asked some colleagues to give me some ideas to help with this, so most of credit goes to them.

Summer not everywhere

When we think of summer we think of sun, sea, vacation, games, picnics, a different pace of life and making the most of the weather and what Geneva have to offer. The important thing is that you can be more spontaneous and get more

people out in the evenings and at the weekends.

But summer remains a busy period. Not all parts of the world are on holiday. “This summer for me will include preparations for UNCTAD 14 and the World Investment Forum, the annual board meeting of the pension fund, which requires a lot of coordination, especially given all the difficulties it currently faces, and the summer session of the International Civil Service Commission, in which decisions are made that can have an important impact, for the better or worse, on colleagues’ lives” – says Ian Richards of UNOG.

Many see summer as a mix of work and vacation. Summer means also not stressing in the morning to reach the school on time and not having to assist the children with their homework. For some it means that they get time to do certain technical work that they have been putting on hold. Summer is also when most interns want to do their internships, many staff feel they want to give that opportunity to those interns and stay as much as possible around to provide that guidance.

Forced time off, but different

The truth is that many of us suffer from being workaholics. Sometimes it seems summer is the only time when we will take some time off. But things changed since we became international civil servants as the first thought when we do go on holiday is to visit family. Many admit that their thinking has changed as previously they have been looking for places to go away to, not to go home. It also means more stress, which cannot be very healthy. And the concepts of leisure for international civil servants depend to a large degree on the duty station.

Gemma Vestal from WHO confesses: “As a nurse, my job ended when the shift ended. As a WHO staff, I work 24/7. I need to answer emails even while on vacation or on sick leave. Otherwise, I’d fall so far behind or I’d feel that I let a Member State or an important partner down.”

Chris Strebel from WHO puts it this way: “Vacation is a wonderful forced necessity brought about because my daughter is off for nine weeks, so that means planning of family trips and summer camps. It is a signal that I will take or need to take some time away from Geneva to rest and recharge and get ready for the autumn.”

Play a tourist

Visit the places you’ve been meaning to visit. They might be less crowded on the weekdays. Take notes of the places you like the most so you can be prepared when friends or family come visit. Go back to the places you visited when you first got here. You might see it with new eyes and appreciate little subtleties you never noticed before.

Veronica Riemer from WHO says – “I prefer to stay in Switzerland as there are so many fabulous opportunities for outdoor activities on our doorstep. Why spend hours and money travelling to crowded hot spots, when we have paradise right here. I get my family to come to Geneva and we enjoy everything this wonderful country has to offer while everyone else is battling it out in crowded beach resorts.”

Indeed, many say that you don’t have to travel far to enjoy summer. So much is here on your doorstep. Lazy Sundays at the UN beach club, walking in the Jura and the Alps, and because Europe is the best continent for enjoying summer,

weekend breaks to the South of France and Italy. The concept of weekend trip is probably a unique feature of summer vacation for those in Geneva, because it is possible. So many of the locations on the Mediterranean like Spain, France and Italy are at times just an hour away, which allows you to spend a week locally and be a tourist in your own surroundings while spending a weekend somewhere more exotic. It seems more and more of us like to mix it up a bit between beach on the weekend, culture and Switzerland. But this does not always resonate with all. “I think it is good to take a minimum of three weeks of holidays to really have a break from work. I do not think that taking some days off from times to times guarantee the deserved rest one should get in the summer” confesses Prisca Chaoui from UNOG.

For WHO’s Laurent Chambost, being a vacationer in his own surrounding boils down to: “Summer is the period of long warm days and holidays with family or friends. But summer is also synonymous with after work drinks and relaxing time along the lake, open-air musical festivals and other social events. We have the tremendous chance to live in a region which offers a large range of sport activities from hiking, climbing and mountain-biking to sailing and swimming in the lake, and many more.”

Meet old and new friends, join a club

This is the perfect opportunity to organize outings with friends you can’t usually meet during school year or during the busy travel and work periods due to schedule constraints. Catch up and enjoy some leisure time with your good friends. Summer is usually a transition time and a lot of people leave; however, a lot of people also move

in. This is a great opportunity to put your ‘local expertise’ to use, give some tips to the newcomers and make some new friends. What about joining a club which offers activities that interest you? This provides an instant social life and a support network (if your family are not here).

Chris Coze from WHO gives a simple piece of advice – “Ask questions. There are lots of people who have been here for years who could give tips on what to see and do. Join a club. Get to know people with similar interests.”

For Marie-José Astre-Démoulin from UNOG, dinner or drinks on terraces with friends is a key part of summer. “In addition, I take advantage of Théâtre de verdure and Théâtre de l’Orangerie this time of the year”, she says.

Relax!

I know, it’s unbelievable- you do have anything stressful scheduled for this week. It’s a miracle! Take advantage of this time. If you are like me, you might get restless after a few days ‘relaxing’. So, if it makes you feel better, start working out the activities for the next few months. Consider what you want to do for Christmas or for the next birthday. ■



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©Musée Ariana, Ville de Genève
"Lost and Found" exhibition at the Musée Ariana



"Tropicales de Salon", Conservatory and Botanical Gardens

Culture "bites"

*Summer exhibitions close to the Palais.
Stretch your legs and take your mind
off work at lunchtime!*

**SARAH JORDAN, STAFF DEVELOPMENT
AND LEARNING SECTION (SDLS),
UNOG**

**Rembrandt, selfies and iPads
Museum of the Swiss Abroad –
Château de Penthes
23 June – 18 September 2016**

This exhibition, "Rembrandt in Geneva, when the Netherlands meets Switzerland", is the last stop on a European tour to celebrate the presidency of the European Union by the Netherlands. The first part of the exhibition gives visitors an overview of the numerous historical, ideological, religious and political ties that bind the Kingdom of the Netherlands and the Swiss Confederation. The former may be flat and the latter mountainous, but the two countries have many similarities: German origins, a similar size, religious plurality, a taste for democracy and independence with periods of neutrality and, of course, cheese.

But what, you might ask, can Rembrandt the Master of the Dutch Golden Age, who died almost 350 years ago, selfies and iPads possibly have in common? Well, this is an exhibition of 120 etchings

taken from a private collection in which the visitor can admire biblical and historical scenes, simple street scenes and portraits of the great and the lowly, but also numerous self-portraits... And what is a self-portrait if not a selfie? Rembrandt created nearly one hundred self-portraits during his lifetime and, taken as a whole, they create a visual diary of the artist over a span of forty years. Some of them can be seen here.

And iPads? To better understand Rembrandt's technique, his skill at capturing light and shadow and how he gives such lifelike movement and expression to his subjects, visitors will be lent an iPad at the entrance to the exhibition. Using an interactive app, they will be able to find out the stories behind these works of art.

**Teenage eating disorders and
female body image
International Red Cross and Red
Crescent (IRCRC) Museum
22 June – 8 January 2017**

Selfies and social media in general also had their part to play in the genesis of this exhibition, "Teen Body Struggles",

which originated at the Musée d'Aquitaine in Bordeaux in 2006, and has now been updated by the IRCRC Museum with the support of Geneva University Hospitals. Teenagers in general and teenage girls in particular are susceptible to eating disorders. Selfies on Instagram, Facebook, Snapchat, etc. propagate images of today's supposedly perfect body, lauding criteria such as the thigh gap or bikini bridge. This puts considerable pressure on young people and can lead to anorexia and other eating disorders.

In this exhibition, contemporary visions of bodily perfection are juxtaposed with those from other ages and civilisations: Pre-Columbian fertility statues, a Venus Pudica from the ancient world and 19th century paintings of more voluptuous women. This is a bold encounter between worlds that rarely meet and an invitation to reconsider the relationship between the body, culture and illness. In relation to the latter, testimonies and artistic creations by former hospital patients tell stories of a downward spiral into illness and a long road to recovery.

**Lost and Found
Musée Ariana**

3 June – 5 September 2016

This is a small but thought-provoking exhibition which, like the two exhibitions described above, has direct links to what is going on in our society today. The Ariana Museum of Ceramics and Glass often works with multi-cultural communities or organizations and this exhibition was organized as the result of a collaboration between the TRANS master's degree programme of the Geneva University of Art and Design and the Maison de Quartier des Libellules, on the theme of the relationship between art and society.

The exhibition "Lost and Found" is the fruit of this reflection – a poetic reconstruction of what you can find in a lost property office, through the eyes of a museum that is used to classifying and presenting objects. However, a lot of preparation went into this exhibition elsewhere beforehand.

The master's students and the population of the multi-cultural Libellules inner-city went through the different

stages of the project together. They visited the Geneva lost property office, visited the museum and then met up for a workshop at the beginning of March during which 130 participants of all ages and origins, including families with young children crafted objects in clay. The theme was widened to “objects you have lost or would not like to lose” and had a particular resonance for political migrants present, often forced to abandon objects in urgent contexts and probably forever.

The result is very touching. The objects are pale blue, pink and white and exhibited in glass cases, as you would expect in a museum. Many of the labels are followed by a question mark as to what the object actually depicts... Many are what you would expect: keys, passports, glasses, coins, umbrellas... But some really set you thinking: a crocodile or

a mermaid, for example. Who lost that? And where?

If you do get as far as this museum, visit the permanent collection too. It is free and fascinating.

Tropicales de Salon – The origin and diversity of Gesneriaceae Conservatory and Botanical Gardens

12 May – 16 October

“Tropicales de Salon” refers to the ornamental plants and flowers you might find in your home that are members of the Gesneriaceae family and therefore tropical in origin. One of the most common of these is the African violet, but the family includes 3,000 species in total.

This exhibition is organized by the Conservatoire and Jardin Botanique de Genève in collaboration with its counterpart in Zurich and marks the 500th anniversary of the birth of the

Swiss naturalist Conrad Gessner, who gave his name to this family of plants.

The nice thing about this exhibition is that is that, as all the plants exhibited are tropical, they are in greenhouses, so they are in greenhouses, so however miserable the weather might be, you will find some balmy temperatures and can pretend that you are actually in the tropics!

Visitors can look at the flowers, smell them and admire their exuberant colours and shapes. They can also find out how they are pollinated – in the tropics wild bees, bats or hummingbirds do the job -, from what era they originate and how botanists today are still making new discoveries. This exhibition is a real ode to biodiversity and a stroll through the Botanical Gardens is a pleasure in itself. ■

Museum of the Swiss Abroad – Château de Penthes <http://www.penthes.ch/musee/>

International Red Cross and Red Crescent Museum <http://www.redcrossmuseum.ch/en/>

Musée Ariana <http://institutions.ville-geneve.ch/fr/ariana/>

Conservatory and Botanical Gardens http://www.ville-ge.ch/cjb/index_en.php

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VERONICA RIEMER, WHO STAFF ASSOCIATION

Zermatt – the home of the awe-some and iconic Matterhorn and globally recognized symbol of the Helvetic Confederation. But you don't have to be an experienced mountaineer and you don't have to travel to the Valais to enjoy the breath-taking beauty of the Alps, which are all right here on our doorstep. If the thought of setting off on a hiking trail on your own is rather daunting, then check out some of the activities offered by the International Ski Club of Geneva (SCIG). Already well-known for its winter ski trips, it is also a flourishing society in the summer, offering outings all the way through to the end of October.

All hikes are guided by experienced and trained hike leaders and assistants, who are all volunteers. They are responsible for planning routes in Switzerland or neighbouring France. Trails are marked as “easy”, “moderate” or “difficult” according to the distance, elevation and technique required, so that participants can select an activity that is most appropriate for their capabilities. Numbers are limited so that that the group remains manageable but large enough to offer an interesting cultural dynamic, that is all part of being a member of an international club.



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In addition to opening your horizons to new (and sometimes challenging) environments, hiking delivers a remarkable range of health benefits. By using hiking as a way to stay physically active, you can potentially lose weight, reduce heart disease, decrease hypertension, and slow the aging process. It also offers mental health benefits by reducing stress and anxiety. As you hike more frequently, you'll

begin to develop additional stamina, skills, and comfort on the trail.

Compared to other sports in Switzerland, this one is relatively inexpensive. You will need a pair of good boots, a comfortable rucksack for your lunch, an extra layer of clothing, and a pair of hiking sticks. Costs vary from week to week, depending on the cost of the travel to the different locations – sometimes the groups travel by train or alternatively car-sharing is organized by the hike leader.

It is widely acknowledged that we all spend too much time on computers and indoors under fluorescent lights, or texting and watching TV (often texting while watching TV). Hiking encourages you to step away from your desk and sofa and step back out into nature, to

appreciate the natural wonders of this mountainous region. It also offers a great opportunity to meet and build relationships with other internationals, often leading to lasting friendships with people who share your passion for outdoor recreation. Bill Larson, Coordinator of the summer activities for the Club and experienced hiker himself, explained that given the international population Geneva, the membership is very transient. "New people are always very welcome to join the club, and our leaders are happy to show the best of the region with its glorious mountains, rivers and glaciers."

Eighty outings are offered this season, ranging from a gentle walk along the Rhône to a traverse of the Weissmies, a 4,000 metre summit. If hiking is not your thing, the club

offers a range of summer activities such as canoeing, rafting, biking, stand-up paddle and via ferrata, all of which are undertaken in a structured and supervised environment. Although most leaders have been trained in first aid and mountaineering skills, you are advised to select activities within your physical capacity, so as not to put yourself and others at risk. Additional insurance is advised for all hikes which involve high mountain climbing. ■

If you would like more information about SCIG, check out their website in English and French at www.scig.ch. Membership for the year costs CHF 50.– covering both summer and winter seasons.



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Le théâtre de Carouge

Au service des internationaux

Jean Liermier est le directeur général du Théâtre de Carouge, l'une des plus prestigieuses salles de Suisse romande. Les raisons de cette réussite résident sans doute dans le fait qu'il ait intégré très jeune des critères d'exigence qu'il ne cessera jamais d'appliquer.



© Marie-José Astre-Démoulin

MARIE-JOSÉ ASTRE-DÉMOULIN, UNOG

A 12 ans, Jean Liermier doit réciter une poésie d'Alphonse Daudet en cours de français. Instinctivement, il ajoute une gestuelle à sa déclamation, place quelques objets près de lui, donne un ton à son personnage. A sa grande surprise, il récolte un 20/20 et une ovation de ses camarades de classe. Ce matin-là, il décide que le théâtre sera sa vie.

En arrivant chez lui le même jour, il veut impressionner ses frères et sœurs et récite devant eux, à nouveau, le même poème, certain de recueillir à nouveau les hourras de son public. Et la magie n'opère pas. C'est le bide!

Ce soir-là, il comprend qu'un public n'est jamais acquis et que ce métier va lui demander un travail de chaque instant.

C'est ainsi qu'il part à la poursuite de son rêve. Au service des textes et des auteurs qu'il admire, il devient comédien puis metteur en scène, avant d'être nommé à des postes de direction.

Son objectif essentiel, la satisfaction du public, continue de le guider aujourd'hui, dans sa programmation du Théâtre de Carouge. Il sait en effet rester centré sur les grandes œuvres

du répertoire classique tout en prenant en compte les besoins de tous les Genevois, y compris les membres de la communauté internationale.

Pour la saison 2016-2017, outre des pièces qui seront jouées en français, trois spectacles majeurs seront surtitrés en anglais et deux autres ne comporteront pas de texte et pourront donc être vus par le plus grand nombre.

Pièces en français

- *Ombres sur Molière* – de Dominique Ziegler
- *Les Boulingrin* – de Georges Courteline
- *Pygmalion* – de Bernard Shaw
- *La comédie des erreurs* – de William Shakespeare,

Avec sous-titres en anglais:

- *Karamazov* – d'après *Les frères Karamazov* de Dostoïevski
- *Les affaires sont les affaires* – d'Octave Mirbeau
- *Le bal des voleurs* – de Jean Anouilh

Spectacles muets:

- *DimitriGenerations* – théâtre/cirque, La Famiglia Dimitri
- *Hallo* – théâtre/cirque/danse – Martin Zimmerman

La convivialité étant essentielle

au Théâtre de Carouge, un accueil en anglais peut être prévu pour des petits groupes de non-francophones. Des visites du théâtre et des coulisses sont également simples à organiser, sur coup de fil.

La conclusion, nous la laisserons à Jean Liermier qui affirme avec enthousiasme que «le théâtre doit être la fête de tous les sens» et qui sait si bien traduire ses paroles en actes! ■

The offering at the Théâtre de Carouge for non-French speakers

Three plays with English subtitles on specific dates

- *Karamazov* – based on «The Brothers Karamazov» – Dostoïevski – 9, 11 and 12 November 2016
- *Les affaires sont les affaires* – Octave Mirbeau – 14, 16 and 17 December 2016
- *Le bal des voleurs* – Jean Anouilh – 10, 11 and 15 March 2017

Two shows with no words

- *DimitriGenerations* – theatre/circus, La Famiglia Dimitri – 24-27 November 2016
- *Hallo* – theatre/circus/dance – Martin Zimmermann – 25-30 April 2017. ■

Théâtre de Carouge: <http://tcag.ch/saison/>

Summertime, and the music is Bluegrass...

VERONICA RIEMER, WHO STAFF ASSOCIATION

A medieval city in Haute Savoie seems an unlikely setting for an American music festival, but such is the location of the Bluegrass Festival, which celebrates its 10th anniversary this summer. If you are unfamiliar with the term, Bluegrass reflects influences from a variety of sources including traditional and fusion jazz, contemporary country music, Celtic music, rock & roll, old-time music, and Southern gospel music. One particularly well-known group "The Foggy Mountain Boys" achieved national prominence for playing the soundtrack for the film *Bonnie and Clyde* as well as through *The Beverly Hillbillies* television show.

The festival takes place at La Roche-sur-Foron, a site of historical importance in Haute-Savoie and only a 30-minute drive from Geneva, from 4 to 7 August. It is the sole festival of its kind in France and considered as one of the most important in Europe, receiving the nomination "Best Event of the Year" by the International Bluegrass Music Association in the USA. And unlike many of the music festivals which take place

through the summer months in this region, this event is entirely FREE!

The musical programme includes approximately 50 concerts featuring 25 groups from all over Europe and the United States. Smaller groups will be found playing impromptu jazz sessions on the terraces of bars and restaurants around the town centre. On the Saturday afternoon an instrument and vocal master class takes place, where musicians explain and demonstrate their techniques in an informal session open to all visitors – musicians and non-musicians alike. The programme also includes a square dancing demonstration and the Sunday mass features a Gospel Bluegrass performance.

The highlight of the Festival is a competition to select the best European band of the year. From an initial group of 50 contestants, eight bands are selected by a panel of Bluegrass personalities. The results are announced on Sunday evening and the winning band plays at the Clear Creek Bluegrass Festival in Colorado and is invited back to La Roche-sur-Foron next year.



© Pixels Live

The festival offers entertainment for the whole family. A specially designed Kid's Corner provides a variety of games as well as a "musical garden", where children can discover different ways of making sounds. An exhibition of acoustic stringed instruments invites visitors to chat with instrument-makers from France and the Czech Republic.

Refreshments are always an important part of any festival and this one is no exception. All the food is purchased locally and prepared and served by a dedicated team of volunteers. The choice is large with a tasty selection of festival fare, the best French fries on the festival circuit, salads and pancakes as well as a daily choice

of American and "Savoyardes" specialties. Beverages are aplenty with a wide selection of prize-winning beers from the local brewery Brasserie du Mont-Blanc.

If you are interested in learning how to play Bluegrass music, a three-day workshop will be held prior to the Festival, led by the musicians of the Rapidgrass Quintet (USA) who are experienced players and teachers. Other guest bands from the USA include the duet Rob Ickes & Trey Hensley, nominated at the Grammy Awards for the 2016 Best Bluegrass Album, and Front Country, swiftly rising stars in the US. ■

Detailed information about the festival is available here: <http://www.larochebluegrass.fr/>

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Trois salles d'expositions gratuites et un bar-restaurant qui enjambe le Rhône: la Cité du Temps s'offre comme une douce escale dans l'agitation de la ville.



Cité du temps

© Maxime Berger

MARIE-JOSÉ ASTRE-DÉMOULIN, UNOG

Cet été, en traversant le Pont de la machine, approchez-vous du bâtiment qui abrite l'Office de tourisme¹ à gauche et le bureau d'information de la ville de Genève à droite, et poussez la porte vitrée qui se situe entre les entrées de ces deux institutions.

C'est dans ce lieu, conçu à l'origine pour alimenter en eau les fontaines de la ville, que se niche la Cité du Temps, une structure peu connue et pourtant susceptible d'offrir un agréable moment de culture et de détente en plein cœur de Genève.

Commencez par prendre un verre dans le sympathique bar-restaurant «Au Phil du temps» – ouvert du lundi au vendredi – en profitant de la vue sur le Rhône, puis partez à la découverte de trois expositions, toutes gratuites.

Rendez-vous ensuite au deuxième étage, où une exposition permanente déroule la collection intégrale des montres Swatch, depuis leur création en 1983 jusqu'en 2014. Instants de nostalgie garantis pour les amateurs de la marque, en redécouvrant certains modèles emblématiques!

Dirigez-vous enfin vers le premier étage qui s'ouvre, quant à lui, sur deux salles d'expositions temporaires.

En juin, dans la première, la photographe Maud Guye-Vuillème met en effet en scène différentes professions dans des boîtes à odeurs originales et ludiques.

Dans l'autre salle, une spectaculaire exposition de toiles sur le thème «Promenades enchantées à Genève» permet la rencontre avec l'artiste Cristina Rodriguez².

La peintre colombienne est aussi enthousiaste que ses toiles sont joyeuses. Elle prend plaisir à expliquer que chacun de ses tableaux représente une histoire vécue lors de son séjour genevois qui a duré deux ans et dont elle a adoré chaque minute. En témoignent d'ailleurs les teintes vives et acidulées qu'elle utilise pour représenter une ville à laquelle il est plus habituel d'associer la gamme des gris et des bleus.

A l'instar de nombre de ses illustres compatriotes écrivains, Cristina sait faire entrer le merveilleux dans les instants du quotidien. Son pinceau nous

fait rencontrer un loup sur le Salève, des couples qui dansent sur des balcons et des anges qui veillent sur le toit du musée d'art et d'histoire.

«Genève est une ville où il faut se promener en silence, c'est le seul moyen d'en percevoir les secrets», dit Cristina avec un sourire lumineux.

Bercés par la magie des couleurs, hypnotisés par le passage du fleuve qui coule sous vos pieds, il vous suffira de tendre l'oreille pour capter les lointains accords d'un concert de plein air – et la ville n'en manque pas en été³.

La phrase prononcée par l'écrivain argentin Jorge Luis Borges (genevois d'adoption) prend alors tout son sens: «De toutes les villes du monde, de toutes les patries intimes qu'un homme cherche à mériter au cours de ses voyages, Genève me semble la plus propice au bonheur.»

Bel été à tous! ■

1. <http://www.ville-geneve.ch/?id=7852>

2. <http://www.cristina-rodriguez.com/>

3. <http://www.ville-ge.ch/culture/musiques/>

Des Fêtes de Genève réduites mais des fêtes quand même



© Christophe Losberger

LAURENT CHAMBOST, WHO

Cette année encore auront lieu les fameuses Fêtes de Genève du 4 au 14 août. Ces fêtes vous proposent une expérience unique dans le cadre idyllique de la Rade de Genève. A la différence des précédentes éditions, cette année les fêtes seront plus courtes et les manèges déplacés, mais les fêtes sont maintenues, pour notre plus grand plaisir.

Pendant 10 jours, le bord du lac rassemblera le meilleur des

soirées genevoises, une cuisine du monde et des attractions suscitant l'émerveillement des petits comme des grands. Tenez-vous également prêts pour le spectacle son, lumière et pyrotechnie qui illuminera la Rade et vous éblouira le samedi 13 août à partir de 22 h00, pour 50 minutes de feux d'artifice époustouffants.

Que cela soit le soir après les horaires de bureau pour aller se détendre dans l'un des nombreux bars présents sur la rade au son des musiques

estivales ou encore le weekend en famille, rejoignez les genevois au cœur de leur été, de leur Ville et de leur fête pour une expérience unique au bord de l'eau!

Fêtes de Genève (4-14 août): <http://www.fetesdegeneve.ch/2016/fr/>

Il vous est possible de réserver des places assises pour ce grand moment en vous rendant sur la page suivante: <http://www.fetesdegeneve.ch/2016/fr/le-grand-feu-d-artifice>



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© Make It Kenya Photo / Stuart Price

"Every year since millennia, there is a natural phenomenon in East Africa when two million animals migrate across the Serengeti and Masai Mara national parks. It is the great migration of wildebeest and zebras and happens in the last days of July and early August. I have seen it more than ten times and I still want to see it. I invite you to discover it". Mukhisa Kituyi

The “great migration” from decision to action

This summer, from 17 to 22 July, the United Nations Conference on Trade and Development (UNCTAD) will hold its fourteenth Conference in Nairobi, Kenya. Is the world ready for a great migration from decision to action? To know more about this important event we talked to Dr. Mukhisa Kituyi, the seventh Secretary General of the organization.

SOLANGE BEHOTEGUY AND GARRY ASLANYAN

Frank and smiling, Dr. Kituyi arrived three years ago. Although he sometimes misses the intense and large artistic scenes offered by big cities, he enjoys the calm and space that Geneva offers.

What is the most important challenge that UNCTAD 14 will address?

With the triumph of multilateralism in 2015 after the Third International Conference on Financing for Development (Addis Ababa), the Sustainable Development Summit (New

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York) and the COP 21 (Paris), the world embraced each other, committing to a shared responsibility and humanity. Sustainability is no longer an option, it's mandatory.

We have fifteen years to realize inclusive prosperity, to see greater discipline of foreign direct investment (FDI), to find new partnerships, private and public, new solidarities between the developed and the developing countries, particularly least developed countries (LDCs). That is the optimism on one side; on the other side, we have started the year on a wrong footing with the explosion of migrant crises and the slowing economy, still not fully recovered from the financial crisis of 2008.

Nairobi gives us the first opportunity within the development community of the United Nations to say "How can we steam-up, how can we put wind in the sails of the SDG

agenda?" It gives us the first opportunity, bringing together political leaders, private sector leaders, academic experts and civil society influencers, to agree not on what to do, but how to do it.

How would you define this action and what does it entail?

We have all been busy fashioning the instruments of monitoring implementation, but the face of action is helping implementation. It can mean trade facilitation, which we at UNCTAD have been doing for fifteen years, including helping governments in the developing world to have more efficient, uncorrupt management of customs. It also means monitoring foreign debts and foreign investment. It means building technical competences of government officers to manage in a complex situation, helping governments to plan more smartly. And in all these areas, we are scaling up something that we have already been doing.

An example is our advice on international investment agreements. Traditional international investment agreements between developed and developing countries were very weak from a development perspective. The developing countries were competing with each other in a race to the bottom. This ended in agreements where investors got all the rights and the developing countries undertook all the obligations. Now sustainable partnership with private corporations must find a balance between responsibilities and privileges. We are already proposing framework investment agreements to replace the unsustainable traditional agreements.

Some countries have been terminating International Investment Agreements, what is your advice on this?


My sense is that we need to reopen those investments agreements. The challenge is to ensure that this is done through cooperation instead of unilateral action. For example, South Africa announced a sunset to bilateral investments agreements. The best thing is to agree that we can start renegotiating and we can have more investment agreements which can be adapted to country-specific conditions but with balanced responsibilities and transparent resource-rents.

Another thing I think is important is addressing investment-related tax evasion. The Panama papers have made international headlines, but we have been seeing for a long time that there is a leakage of resources that belong to the developing world which are being taken out by investors: taxes they don't pay, profits they don't declare.

There is also the issue of improving international governance of debt. It's clear to us that with the collapse of commodities, developing countries' debts are rising again. Can we agree to establish a mechanism around the United Nations which can help debt workouts? Countries like Jamaica today are spending most public revenue to repay foreign debt. Others are headed in the same direction. We hope that in Nairobi an agreement about international governance on sovereign debt and restructuring of debt will be brought closer. We don't have to wait until countries go under before we look how to help.

If you could put on the table an obstacle and two things that help to implement the 2030 Agenda, what would these be?

The largest obstacle is the decline of the spirit of multilateralism. When leaders and the media become xenophobic and protectionist in developed



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countries, it spreads a phobia that reduces global solidarity. If multilateralism was important before, it is even more important today.

The first thing that can help to implement Agenda 2030 is to ramp up technical cooperation for developing countries, and the necessary skills for them to prioritize goals and targets from Agenda 2030 in their domestic planning tools.

Second, assist them to structure the most efficient partnerships with the private sector because no developing country government will have enough resources.

Imagine that you have a crystal ball and you can see the year 2030. Can you describe it?

The world will be browner than it is today, and the women will be much more powerful and much more visible in leadership than today, which also means that leadership will be much more sensitive to common shared goals. I also see some success stories ON Agenda 2030 from countries which have engaged with the SDGs and have been able to grow out of extreme poverty and reduce the divide between the rich and the poor.

The new sustainable development goals transcend the traditional North-South divide; could you please elaborate more on this idea? How do you see the new model of universal cooperation?

We share universal ambitious goals but we must all emphasize primarily domestic actions. The primary responsibility for the SDG agenda is in the different countries themselves. The SDG action is not founded on a resource flow from the North to the South but is founded on triangular partnerships: North-South, South-South, South-North. Still, the more advanced



© Male It Kenya Photo / Stuart Price



© Jean-Marc Ferré

Mukhisa Kituyi

Born in 1956, in Bungoma District, in rural western Kenya, near the border with Uganda. When he was a child, he used to walk up to 5 km to school. Studying early in different regions of his country and eventually in three countries gave him a foundation to embrace diversity. He studied political science and international relations at the University of Nairobi and at Makerere University in Kampala, Uganda, receiving a BA in 1982. He went on to earn an MPhil in 1986 and a doctorate in 1989 from the University of Bergen, Norway. Many of his childhood friends fell on their way, he regrets, “brilliant kids who never had an opportunity. In many ways, I’m still very optimistic because we cannot fold up”.

have to carry a larger share of the common but differentiated burden.

Do you think that developing countries share your view?

They have all signed up to the SDG agenda. If I can just speak for Africa, it has a blue print called Agenda 2063, and the first steps of that agenda are very similar to Agenda 2030. So they have embraced what we are trying to do on their own and we expect that international complementarity will make it possible to realize this agenda.

UNCTAD 14 is “five events in one”, including a civil society and a youth forum. What is your message to civil society?

I believe civil society is the salt

of the earth. They are the line-men who blow the whistle when governments and corporations deviate from the common good. I look forward to a future where we can say that division in what we do does not reduce our ability to mutually contribute to the collective good. Civil society is at the heart of that.

What is the next step after the Conference and how can UNCTAD be revitalized?

We hope to receive a vote of confidence with a renewed mandate. This will help make our contribution even more effective in implementing Agenda 2030. The revitalization of UNCTAD has been ongoing. UNCTAD is like a beautiful Ferrari car, which was long in a garage and

what we need is to dust it up, service it and put it on the road.

Do you have anything else to add?

One of the most important things about Geneva within the international community is the very fundamental embrace of multilateralism and internationalism. At the time when we are seeing multilateralism coming under challenge, this city with its history of embracing diversity should continue to play a key role as a platform for reenergizing global solidarity and international action. ■

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The Orchestra will go to South Korea in October 2016 to give

a series of concerts "Music for Peace". These concerts are organised in partnership with WFUNA (World Federation of United Nations Associations).

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Sexual abuse and exploitation by staff and peacekeepers

Let's speak out!

Even one substantiated case of sexual exploitation and abuse by UN civilian (staff and contractors) and military personnel is one case too many.



**IAN RICHARDS, DIAB TABARI,
DIMITRI SAMARAS
REPRESENTATIVES OF STAFF**

FEDERATIONS OF THE UNITED NATIONS

Last year, 99 women, children and men were allegedly sexually exploited or abused by those working under the UN flag. Those who carried out these acts included military personnel, contractors, and shamefully, our own colleagues.

Faced with lives broken and intense media criticism, the leaders of our organizations and member states have rightly condemned this.

A recent General Assembly resolution stated that “one substantiated case of sexual exploitation and sexual abuse is one case too many.”

Secretary-General Ban Ki-moon told the Security Council he would name the countries of alleged perpetrators.

But despite these fine words, allegations continue to go un-investigated, high profile cases remain unprosecuted, member states continue to argue how best to prosecute guilty peacekeepers, and many staff feel too scared to report abuse for fear of retaliation.

That is why the staff unions of the UN common system, grouped under the staff federations, decided to speak out and issue the following statement as a wake-up call to colleagues, our organizations and member states.

We call for:

- a stop by all to sexual exploitation and abuse;
- a single and fair investigation process for both staff and military personnel, so no-one can claim an opt-out;
- better reporting mechanisms for victims and staff, and more effective protection for whistleblowers;
- zero tolerance not just for those who commit such acts but also for those in positions of responsibility who turn a blind eye or cover up;
- a culture change at headquarters so that military forces with records of abuse aren't contracted to peace-keeping missions; and
- accountability for all, including through national judicial systems.

Each case of abuse and rape, whether committed by military personnel or our own colleagues, tars all staff with the same brush and damages the trust we have worked so hard to build with the communities we serve.

It is in the interest of all, most importantly those we serve, that this behavior, including all tacit tolerance, be stopped.

We look forward to your support. ■

Ian Richards is the President of the Coordinating Committee of International Staff Unions and Associations
Diab Tabari is the President of the Federation of International Civil Service Associations
Dimitri Samaras is the President of Uniserv



Statement of the Staff Federations of the United Nations Common System on Sexual Exploitation and Abuse

The three staff federations of the United Nations common system, collectively representing 120,000 staff across the globe, hereby set out our position on incidents of sexual exploitation and abuse committed by civilian and military personnel operating for the United Nations and specialized agencies.

Together we believe that even one substantiated case of sexual exploitation and abuse by UN civilian (staff and contractors) and military personnel is one case too many. Each case of exploitation and abuse results in a life destroyed, a victim created, a family torn apart.

The organizations for which our staff work were created to promote peace and welfare for all humankind. We have no tolerance for personnel who abuse and exploit those who seek our protection.

Their acts are a stain on the UN flag.

The staff we represent strive to rebuild communities torn apart by conflict and disaster. This involves relationships of trust with those we serve. Sexual exploitation and abuse by a few UN civilian and military personnel breaks this trust, undoes our hard work, and puts our staff and operations at risk.

We therefore call for an end to sexual exploitation and abuse by civilian and military personnel and call on all staff to report colleagues or military personnel who commit such acts.

We also call on our organizations to put in place easily accessible, confidential and credible reporting mechanisms for victims of sexual exploitation and abuse and for staff who report such acts. We further ask that staff who report such acts be better shielded from all forms of retaliation

through robust and independent whistleblower policies.

We request a single, comprehensive, prompt and fair procedure to investigate claims both against UN staff and military personnel. All those who operate under the UN flag should be subject to the same investigative rules and procedures, and provided the same due process.

We ask that zero tolerance mean just that, including for senior staff or military leaders in missions or at headquarters who turn a blind eye to or seek to cover up or divert attention from acts committed under their supervision or command.

We call for a culture change at UN headquarters so that military forces with a record of sexual exploitation and abuse are no longer contracted for peacekeeping missions on the grounds of expediency.

We also support efforts to provide appropriate training to staff and military personnel deployed to the field.

Together we believe that individual staff and military personnel who commit acts of sexual abuse and exploitation, or who attempt to cover it up, should be accountable for their acts, including in appropriate judicial systems. But senior managers and military commanders, as well as our organizations and their governing bodies, such as the UN General Assembly, also have an important role to play in ending this scourge.

We as staff federations are determined to stamp out acts of sexual exploitation and abuse by civilian and military personnel in UN operations. To this end we invite organizations and member states to join us in supporting this goal.



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Together in the fight against sexual exploitation and abuse

Faced with growing and serious allegations of sexual exploitation and abuse in UN operations, Secretary-General Ban Ki-moon appointed Jane Holl Lute, former Deputy Secretary of US Homeland Security, as his special coordinator on the issue. Here she explains how she has been working to tackle the problem in the heart of the UN peacekeeping operations.



JANE HOLL LUTE, SPECIAL COORDINATOR

Serious allegations of sexual exploitation have again emerged to cast a shadow over United Nations peace operations, and deeply disturbing charges have also been levied against other national and international forces operating under UN Security Council mandates. Victims range as young as five and six years old – in societies often struggling to survive the most desperate circumstances.

What can be done to prevent these acts? What are the elements of effective programs to prevent abuse; and who is responsible to ensure that abusers are punished, victims are aided, and justice is done?

Why does abuse continue to happen? To confront truly the reality of sexual exploitation and abuse, we must confront a silent truth too often left unspoken: that there is no family, no school, no place of worship or work, no military, no government – in fact, no place on earth – safe from (or immune to) the scourge of sexual predation. The potential for sexual exploitation and abuse lurks as an ever-present danger for women and children anywhere and for the vulnerable among us everywhere.

Together, we in the United Nations must act as if we understand this reality and elevate preventing sexual exploitation and abuse to the level of mission performance – we must make it every bit as important as delivering aid, facilitating elections, or conducting negotiations.

The United Nations is charged with a special trust: to protect the vulnerable, to stand for justice when it is absent, and to bring hope where there is none. Every time a single of our number commits an exploitive or abusive act, they violate that trust – they shatter a victim's life, and the Organisation – and each of us – is all the less for it. Surely, there can be no one in the UN system unaware of the scourge of sexual exploitation and abuse. Surely, there is no one who can claim ignorance of the deeply damaging lifelong effect these acts have on the most vulnerable populations we serve. No civilian, soldier, or police professional who serves in the field – whether in peacekeeping, development, or humanitarian assistance – whether on emergency deployment or long-term assignment, can turn a blind eye or closed ear to this problem.

What can be done to prevent sexual exploitation and abuse? Does anything work?

Across the UN system – at Headquarters and in the field – countless individuals work tirelessly to put effective prevention and response programs in place. The Secretary-General has repeatedly emphasized the standard of zero tolerance. Important examples of best practice exist. For example, Malawi commanders must have previous experience as peacekeepers, have a command philosophy on SEA and conduct regular active trainings of all personnel. Other contingents restrict the wearing of civilian clothes by uniformed personnel, limit unofficial conduct with local populations, and receive regular oversight visits from their national chains of command. In MONUSCO, we are piloting community-based complaint mechanisms that actively engage local elders, religious leaders, and other community leaders to promote wider understanding of what UN standards are and where victims can go to report instances of exploitation and abuse and receive assistance. Commanders and civilian senior officials in the field are on notice that inattention to this agenda or inaction in the face of serious allegations will result in their dismissal. South Africa, Egypt, Tanzania, amongst others, have taken expeditious action in the face of credible allegations to investigate and hold individuals accountable for their acts.

There are no magic wands to wave here. Preventing sexual exploitation and abuse must be a constantly visible, audible, and actual priority. Senior leaders – civilian and military – must set the tone at the top with their own exemplary behaviour and insist on the same standards down the line. Leaders at every level must ensure that standards of conduct are reinforced with meaningful training. Every single person affiliated with the United Nations must recognize his or her individual responsibility to uphold the highest standards of conduct and work to build a culture and working environment where others do so as well. When complaints of exploitation and abuse arise, leaders must react quickly with assistance to victims. Appropriate law enforcement authorities must conduct timely and competent investigations that yield clear outcomes and public accountability. Member States must support these

steps. If we do these things, the record of performance will improve.

Some individuals may chafe at these responsibilities, believing that their role in the UN is confined to delivering programmes or conducting patrols, and that vigilance to prevent abuse or action to report or respond to allegations of abuse is someone else's problem. They should seek work elsewhere. Each of us must take responsibility to create a culture of professionalism based on the high purposes to which this Organisation points and collectively we must build a record of performance on this issue in which we all can take pride.

There is much more to do. As special coordinator to strengthen the UN system to prevent and respond to allegations of sexual exploitation and abuse, I have been charged by the Secretary-General to strengthen measurably the system's ability to prevent and respond rapidly to this unacceptable behaviour. The Secretary-General has also charged every head of office, agency, fund, programme and field

mission to associate personally with this effort. The world will judge our record by the facts: are instances of abuse going down or not?

The criminals who commit these acts actively seek out the most vulnerable and prey on their privation, offering false promises, small change, or meagre rations for sex. These predators spare no one; they care for no one but themselves. They have no moral compass, and, indeed, no conscience. But they are not smarter than we are, nor are they cleverer or able. We have the higher purpose, the stronger hand, the greater number. We must raise our voices and activate ourselves to end this blight. No single person, office or agency can do all that must be done to eradicate sexual exploitation and abuse. It will take each of us, and all of us, to stand up for everyone who still sees in the blue flag of the United Nations the very best humanity has to offer. ■





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Questions for the candidates for UN Secretary-General



António Guterres

Nationality: Portugal
Former United Nations High Commissioner for Refugees

1. As Secretary-General you may face pressure to restructure the UN Secretariat. Would you see the staff unions of the UN as negotiating partners in such an exercise? Can you provide examples from your career in which you have worked constructively with staff unions to carry out management reforms?

2. Writing in the New York Times, a former Assistant Secretary General of field support described the UN's personnel system as «sclerotic». What would you do to improve it?

3. Is there anything you would like to add?¹

N.B. Ms. Bokova declined to answer our questions, as she found them premature.



Vesna Pusic

Nationality: Croatia
Deputy Speaker of the Croatian Parliament, Former Minister of Foreign Affairs

1. Working with staff unions

Staff unions are a partner in any process of restructuring or reforming the UN Secretariat. Throughout my career, especially while running big organizations like the Foreign Ministry and a political party, I have always sought to achieve progress and positive change by including as many employees or members of the organization as possible into any given process. At an early age, I was the head of the high school students' union of Croatia and later, as a professor at the Zagreb University, I was a member of the union.

2. Improving human resources management

The most important rule is Occam's razor – as few and as simple as possible procedures

and levels of decision-making. Some systemic reforms are essential, including shortening the time period for hiring new staff, making it easier to remove staff, cutting red tape when moving staff around, flexibility in hiring, and better protections for those willing to take risks.

3. Additional comments

The SG inevitably must rely on a quality management team. He or she must also resolve key management issues that otherwise get compromised or are left unresolved. I would make a meeting on management and administrative questions part of the SG's daily schedule. With so many missions in dangerous places, the SG must personally concern him/herself with the safety of UN personnel. In addition to appointing quality people to senior positions, he or she must have the courage to remove poor performers. The only real ally the SG has in personnel management is insisting on high quality performance and results. ■



Srgjan Kerim

Nationality: Macedonia
President of the United Nations General Assembly

1. Working with staff unions

When people hear «UN» they hear different things in different places and in different professions. There is a great communication challenge, and thus opportunity, to remind people of the amazing work done by experts in specialized agencies, development professionals who make life better for others, staff who sacrifice their lives in dangerous situations to help fellow human beings.

So, would they be negotiating partners? It would be myopic to engage in restructuring any large organization without including those who make that organization work in the process.

2. Improving human resources management

There have been a lot of attacks at the UN, some founded, most

not. I would not have entered this race if I had such an opinion of the UN. That doesn't mean there aren't aspects that we should not work to improve. Some agencies have adapted better than others to the demands of the present. We should learn from those that have done well and address those that haven't done so well, not shying away from difficult decisions. The key thing is how much authority the person at the top has to both lead and manage. We must give top managers the needed authority and resources to get the job done, and not reprimand so easily if neither authority nor resources have been granted adequately.

3. Additional comments

To serve the cause of peace and security in the world is all but a routine task. It requires stamina, determination, creativity and sacrifice. UN staff represents what is best in this world and I look forward to working with them if given the opportunity as the next UN Secretary-General toward a better world for all. ■

and field oriented. Consultation with staff representatives is essential in this context. In my time as high commissioner, I've always endeavored to maintain dialogue with the Staff Council and my door was always open to staff representatives. We've not always managed to reach an agreement, but our dialogue was always influential in my decisions.

2. Improving human resources management

We have indeed a complex, somewhat cumbersome, set of norms which makes personnel management in the UN not an easy task. We must aim at a more decentralized, simplified and

faster process. But we cannot do it without the involvement of the staff, in full transparency and with clear criteria, in a way that the UN staff can feel motivated.

3. Additional comment

In my ten years as High Commissioner, I have gained a lot of admiration for the role played by the staff representatives. The Organization is what the staff is and I am very proud to have been a colleague to a wonderful group of people, courageous, generous and determined to serve the most vulnerable of the vulnerable. ■



Danilo Türk
Nationality: Slovenia
Former President of Slovenia

1. Working with staff unions

Certainly. Staff unions should be regularly consulted and appropriate working relationships should be developed. I am aware of deteriorations of the past and of the advantages of regular dialogue. Regular meetings between the senior managers of personnel and representatives of staff unions would provide a valuable channel of communication, to be used with regard to the preparation of proposals for restructuring the secretariat. As Assistant SG for Political Affairs, I participated constructively in the activities relating to management reforms.

2. Improving human resources management

Clearly we need changes. The recruitment process needs to be shortened. If appointed, I will establish a working group

to prepare, in the first four months of my tenure, proposals for improvement. Staff unions will be included. The incentives for mobility need to be developed in a positive way, bearing in mind that the organization is ever more field oriented. I would also review the responsibilities of the heads of departments and define the balance between them and the responsibilities of the SG.

3. Additional comments

As SG, I would put building of trust and confidence at the center of my personnel policy, as this is key for an efficient organizational culture. Senior managers, including the SG, should work on this basis. Transparency and accountability are important but they in themselves do not guarantee efficient management. The main emphasis has to be placed on trust. ■



Irina Bokova
Bulgaria
Director General, UNESCO

Please, accept my most sincere gratitude for your letter with which you have been so kind to invite me to provide my answers to questions of importance to the readers of the UN Special. However, I believe that this kind of engagement is premature.

I take this opportunity to

reiterate my firm belief that our biggest asset is to maintain dialogue with the Staff Unions as we need dedicated and motivated staff in view of the challenges in front of the whole UN system.

If I have the honor to be elected SG, I will be happy to engage in a constructive dialogue with the UN staff. My track record at UNESCO shows that even at the most difficult times I have had a constructive and engaged relationship with the staff representatives.

I take this opportunity to express my aspiration of maintaining a solid dialogue with staff and my assurances of collaboration. ■



Igor Lukšić
Nationality: Montenegro
Deputy Prime Minister and Minister of Foreign Affairs and European Integration

1. Working with staff unions

Staff unions are important negotiating partners. In situations when reforms involve difficult decisions, engaging with the staff unions in mobilizing collective wisdom to come to the best possible solutions is crucial. As both Finance and Prime Minister, I was frequently working with unions relating to the establishment of the Social Council, restructuring and privatization of state-owned companies and in defining tough measures related to the fiscal consolidation and wage negotiations. Quite often we were able to come to high degree of understanding. What matters is to aim at realistic goals.

2. Improving human resources management

There has to be a review of the employment procedures

including the introduction of mission-tailored solutions that will produce adequate impact on the ground. Quick reaction or deployment make no sense if everything else remains slow or over-bureaucratic. We keep receiving protests from young people about unpaid internships. Generally, I would set up a panel of experts to innovatively look at budget issues to start a readjustment stage and better respond to ongoing challenges. It also means embracing the huge potential of new technologies that help review and track different procedures, making them more efficient.

3. Additional comments

The 21st Century UN must have a result-oriented, streamlined, efficient and truly global Secretariat with an adaptable and dynamic workforce that is better suited to meet growing expectations and deliver on its mandates within budgetary constraints. ■

1. Additional candidates will be featured in the next edition.

The UN must pierce the veil of impunity on rape and sexual abuse

Dr. Rosa Freedman is a Senior Lecturer at Birmingham Law School, University of Birmingham. Dr. Freedman has published extensively on the UN human rights bodies and on UN peacekeeping and accountability for human rights abuses.



DR. ROSA FREEDMAN, UNIVERSITY OF BIRMINGHAM

Louis Henkin famously said ‘almost all nations observe almost all principles of international law and almost all of their obligations almost all of the time’, and that same observation can be made of United Nations staff. Regardless of their roles or their motivations for working at the UN, almost all staff fulfil their duties without breaching their obligations. And almost all staff manage to do so without perpetrating rape or acts of sexual violence or abuse. But what has occurred time and again is that the few who do commit these grave crimes do so with impunity, and far too frequently with the tacit approval or tolerance of line managers and/or senior staff.

The issue of sexual violence is one that rears its ugly head time and again. My research over recent years that focuses on accountability and the UN has repeatedly come back to the issue of sexual violence, in

terms of numbers, scale, and the cloak of impunity for perpetrators. Impunity is as significant an issue as immunities, and pointing to the latter as a way of avoiding addressing the former has been the UN’s mantra for far too long. As an academic who works with the UN, states, and civil society, I have had the privilege to view this issue from many angles, including international law and human rights angles that form the core part of my academic expertise and experience.

Over the past 18 months the spotlight has well and truly been shone onto the UN’s darkest blight. The Code Blue campaign has exposed the scale and horror of the problem within peacekeeping missions, and has demonstrated that the systems in place frequently go beyond mere ‘tolerance’ and in reality aid, abet and sustain the UN’s culture of impunity for sexual violence. The campaign is part of AIDS-Free World, an NGO

with which I have worked pro bono, providing capacity-exchange, since 2014 and whose work has been instrumental in bringing this issue to the fore within the UN, the media, and the wider public.

Code Blue’s work has led to many discussions within and outside the UN about what should be done. But, of course, despite many states and staff members agreeing with Code Blue’s analysis and calls for fundamental changes, little change has filtered through in terms of laws, practices, or impact on the ground. Far too many meetings result in calls for change but without any proposals for ensuring those changes can and will take place. Meanwhile, every month, more allegations are uncovered, and every month more hand-wringing takes place within the Organisation, but then nothing concrete is done.

Since Anders Kompass shone the spotlight – as part of his

role and duties – on the sexual abuse in Central African Republic, reports have been written, discussions have taken place at the highest levels, and states and senior UN staff have condemned the system's failures. But nothing has been done. Indeed his scapegoating has been more prominent than any action against the perpetrators of the abuse or the individuals who failed to fulfil their functions and obligations when that abuse was reported. In recent months Code Blue has exposed very many more – and a constantly increasing number of – new allegations in CAR since the original allegations against French troops, and those are likely only to be the tip of the iceberg. But we still have no information about whether the initial perpetrators have been held accountable, and we still have no better reporting, investigating or prosecuting structures in place.

The Staff Federations of the United Nations Common System, and the 120,000 members that they represent, are rightly calling for this issue to be addressed. Their message is clear: stop tinkering-around-the-edges or expressing regrets and sympathies, but rather do something to pierce the current veil of impunity surrounding personnel who rape or sexually abuse whilst working under the UN umbrella. The Staff Federations are no longer willing to tolerate inadequate laws and processes, nor the near-universal

acquiescence that has become the cultural norm within the UN.

The statement calls for simplified and streamlined laws and frameworks governing everyone who operates under the UN banner. It calls for simplified reporting structures, proper training, and protection for whistle-blowers. It calls for a change in organisational culture so that silent, inactive bystanders will be recognised as perpetuating this crisis. It calls for personnel of all types and levels to be held accountable if they commit, or are complicit in, such egregious crimes. And it implores the UN to do something to ensure that zero tolerance really means just that.

All of this is absolutely crucial, and goes beyond the traditional conservative approach of many senior UN staff who sit in meetings publicly resisting change. And it goes beyond the traditional conservative approach of many international lawyers who sit in meetings privately claiming that frameworks and mechanisms cannot be changed. And it goes beyond the traditional conservative approach of many member states who claim publicly and privately that they would like to enact change but that to do so is impossible diplomatically and politically. Having written extensively about this matter over recent years, it is heartening to see calls for changes being coming from within the UN, and to see that many staff

members are no longer willing to tolerate or to turn a blind eye to this horrific issue. For the first time there is a clear statement from the UN about what must be done and how it must be achieved – and that statement comes from the Staff Federations.

UN staff, and the Organisation and agencies for which they work, are responsible for protecting and rebuilding communities that have been shattered by conflict or disaster. They are sent to the most fragile places on earth to assist the most vulnerable members of our global society. Those persons need to be able to trust the UN and its personnel. The Organisation and its staff rely on credibility and legitimacy to carry out the work that the world so desperately needs them to undertake.

But when even one person under the UN banner rapes or sexually abuses a person whom he is sent to protect, it undermines everything that the Organisation stands for and works to achieve. As the Staff Federations so poignantly emphasises, when even one life is shattered and one family torn apart by rape or sexual violence then the entire purpose of the UN has been stained and undermined.

The UN and its staff achieve so very many successes in striving to implement and ensure international peace and security, development, and human

rights. The most recent example is the UN preventing a genocide in CAR, reducing and containing a conflict that threatened to kill and displace vast swathes of the local population. But the horrific acts of rape, sexual violence, and abuse have dominated the headlines and knowledge about the UN's role in that country. Very few people know about the peacekeepers killed in CAR, let alone their names, ages and nationalities. Yet very few people have not heard about the troops who tied up four girls and forced them into bestiality with dogs. Those horrific crimes must stop. And the perpetrators of any sexual violence must be held accountable. Any person who fails to uphold the core principle of at least doing no harm must be removed from under the UN umbrella.

Until impunity for sexual violence is removed, the most vulnerable people will be at risk rather than protected by some UN personnel. Until rapists are held accountable, the UN will lack the legitimacy it needs to do its work. Until staff of all levels stand up for what is right, and are protected rather than punished for doing so, impunity will remain for these egregious crimes. And until the stain of sexual violence is removed from the UN flag, the vast majority of staff who work tirelessly across the world will lack credibility in the eyes of most of the world. ■

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Constructive dismissal

Would you know if your job is in danger of being abolished?

As the saying goes, the best defence is a good offence. This is especially true when it comes to the painful process of losing a job.



GEMMA VESTAL AND SABEENA BALI-DINGRA, WHO

You can be proactive, however, rather than bravely heading down the road to re-employment. Before losing a job, you can affirmatively and actively take steps to make sure no injustice befalls you in the first place. You can be empowered to notice a possible job loss before it even happens, as long as you know which warning signs to keep an eye on.

This article aims to introduce staff to one sort of job loss: constructive dismissal. By understanding constructive dismissal, staff can anticipate early warning signs and maintain grounds to fight any injustice before it culminates in unlawful or unjust dismissal.

According to trends observed at the International Labour Organization Administrative Tribunal (ILOAT), where a number of aggrieved international civil servants appeal their labour-related cases, staff are increasingly fighting against their dismissals and seeking compensation and recourse through the process of legal appeals. But early action is a primary tool to have in your arsenal. In this context, it is not only because early action may

avoid job loss altogether, but also because it spares the tolls of after-the-fact recourse. After all, legal proceedings are financially burdensome as well as psychologically and personally demanding, and constructive dismissal cases are rarely won¹: the ILOAT requires a high standard of proof for aggrieved staff.

What is constructive dismissal?

This article addresses two types of constructive dismissal. The first type involves a manager slowly, over time, stripping a staff member of the tasks and responsibilities within their post description, under various pretexts. This means that “an organisation engages in conduct such as to indicate that it no longer considers itself bound by the fundamental terms of the employment contract.”² Ultimately, the staff member is devoid of responsibilities. This is used as a justification to not extend or renew a contract. As such, the manager’s actions effectively lead to unlawful abolition of the post.

The second type of constructive dismissal often involves harassment, or in other words “a situation where a manager makes working so miserable” and “fundamentally changes the working conditions or terms of employment” such that the staff member is left with little or no choice but to resign.³ In this case, the staff member is legally entitled to be treated as if the manager had terminated their post.⁴

Warning sign: responsibilities disappearing from your post description

Within a post description, staff are assigned responsibilities, duties, and tasks that they must complete under the terms of their contracts. But consider a manager who wishes to terminate a staff member’s fixed-term or continuing contract. This manager might slowly remove responsibilities from the staff member’s post description, sometimes by reassigning them to other staff in the team or otherwise reorganizing the distribution of work. Eventually, in time, the staff member’s post description becomes outdated and drained of responsibility. Continued employment seems precarious. The manager then notifies the staff member that the post is going to be abolished, sometimes with the pretext of programmatic and/or financial reasons. A staff member is thus “constructively dismissed.” The moral is, be wary of disappearing responsibilities in your post description. Don’t gloat and say, “Less things for me to do!” Know your rights. A binding decision passed down by the ILOAT has written, “... an international organization has a ‘duty to warn the staff member about the non-renewal of his contract long enough in advance to enable him to exercise his rights and take whatever steps he saw fit.’”

Warning sign: harassment

Sometimes, the loss of

responsibilities and tasks and ensuing instability are in and of themselves forms of harassment. Worse, constructive dismissal in international organizations can be brought about through direct harassment, without loss of responsibility. Harassment makes working conditions unbearable, and the staff member tenders their own resignation. The moral is, do not accept any form of harassment. Notify informal resolution resources such as the Office of the Ombudsman, Staff Association, or Human Resources Management. As the ILOAT has stated, “Harassment, which goes unchecked, is a breach of those fundamental principles requiring an organisation to treat its staff members with dignity, to observe the principle of equality and to provide a safe and secure workplace.”

Exercise your rights against illegality

According to the ILOAT Judgment No 2967 (at Consideration 9), constructive dismissal is a manager’s way of indicating that they no longer believe themselves to be bound by their contractual obligations. But failure to observe contractual obligations is nothing short of breach of contract, and is unlawful. Managers using this tactic of constructive dismissal are subject to all of the consequences that stem from illegality – even

if the end result is not full dismissal, but only reassignment.

Be proactive and take early action against constructive dismissal

If signs of constructive dismissal are caught, staff can exercise their rights and take proactive, early action to avoid job loss with dialogue.

The initiation of dialogue should happen at the earliest warning signs. Such timelines require staff to play an active role in managing their own careers, and to gauge the interpersonal dynamics in their working environments. People do not exist in a vacuum, but in relation to others. Only by monitoring any changes in the way you operate with others can you perceive changes in your manager’s behaviours and actions. Perhaps a manager may be exhibiting warning signs of constructive dismissal because you are not delivering up to expectations. Perhaps your understanding of a deliverable does not match your manager’s expectation of it. Perhaps a manager may be reassigning your responsibilities because of your lack of visible enthusiasm. By perceiving such subtleties, you can be proactive and change any negative road that your employment prospects are heading down, before it is too late. You can initiate dialogue and exhibit a willingness to learn and grow – even in an

environment where a manager does not always provide clear information. In this way, proactivity is an early action that might avoid constructive dismissal.

Conversations that are uncomfortable are often avoided, but a dialogue (a collaborative conversation in which two or more people work together for common understanding, as opposed to a debate) might re-engage mutual respect or even save one’s future employment prospects. Staff might consider approaching their managers with something along the lines of, “I sense that there are matters we should discuss. If now is not the time, I can be ready whenever you are.”⁵ When people feel that we are being judged or attacked, one of three kinds of defensive reactions takes over: fight, flight, or freeze. While there is no single guaranteed conversation-starter, the above suggestion avoids placing blame and might ultimately help a floundering manager approach and discuss the heart of the reason for the impending constructive dismissal.⁶

Utilising informal resolution resources such as the Ombudsman, Staff Association, or a Human Resources officer is a particularly essential course of action which complements any dialogue involving harassment. However, no matter the



warning sign, staff are always encouraged to utilise their informal resolution resources when support is desired, and the earlier the better.

The take-away message

With an understanding of the warning signs of constructive dismissal, and now armed with early solutions, you are urged to be proactive. Initiate early, informal dialogue. Otherwise, recourse is left to legal mechanisms of justice, and staff have the high burden of proving a manager’s ill will, malice, or bad faith. This is not easy to do. So, with this warning, be empowered. Do not fight fire with fire. Pull the alarm when you see smoke. ■

1. http://csaio.web.cern.ch/sites/csaio.web.cern.ch/files/Csaio10_SessionB_EPO.pdf
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3. Black’s Law Dictionary
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Stepping up the career ladder

Do you ever think you might be stuck in a career rut? You get the Monday morning blues or feel green when a colleague tells you about a new opportunity that has come their way?



VERONICA RIEMER, WHO STAFF ASSOCIATION

Perhaps you would also like to take up new challenges or take the next career step? If you don't really know why you are so dissatisfied in your job and have no idea how to fix the problem, you are certainly not alone and by already recognizing that you are in "career limbo", you are on the first step to moving up the ladder.

Your time is valuable, so there's no need to waste it feeling unmotivated, unappreciated, or just plain unhappy. For United Nations staff, help is at hand through a new initiative, launched through Human Resource departments to deliver Career Management Workshops.

The aim is to empower UN staff in defining new personal and professional opportunities, to help them develop a realistic and motivating vision of the future, and be better equipped to manage career and personal development.

This initiative has been running at the World Health Organization (WHO) for the last year and is part of the support provided to staff participating in internal mobility (geographical mobility is currently in the voluntary stage until January 2018). So far 50 members of staff from different levels and departments have followed the course, the majority of those being women whose main objective is to receive guidance on overcoming *career plateaus* and to be more proactive in building their career paths.

Evelyn Kortum, President of the WHO Staff Association and Technical Officer in the Department of Public Health, Environmental and

Social Determinants signed up for the Workshop "to open her mind and horizons". She found the course to be very inspiring and thought provoking. When asked about her top three take-away messages she said "We can do more than we

think we can; we have to be more pro-active; we are not alone in feeling stuck from time to time". She certainly feels that the course has had an impact on her daily work "I am more open to new opportunities and certainly approach life more daringly. It has encouraged me to move out of my comfort zone" she enthused.

Other participants also provided positive feedback. "The workshop helped me crystallize some of the challenges and the dissatisfaction I face in my current work. I now feel I can better focus on addressing these issues" said one participant. "This workshop was the starting point of my journey to explore how I would like to take my career forward. I am curious where the process will eventually lead me" said another.

The workshops are run informally with much of the work undertaken in pairs and small groups of three or four people, based on a three stage approach:

"The performance of WHO depends on its staff"

Dr. Margaret Chan, WHO Director-General

Stage 1: Who am I?

This stage helps participants to gain a more accurate and informed self-understanding, which can then act as a basis for decision making and action. Self-appraisal exercises encourage individuals to ask questions about their interests “what am I really motivated to do?”; values “what is important to me?”; best moments “when and where am I most likely to thrive?” and strengths “what do I do well” – taken from achievements and experiences in and out of work.

Stage 2: What do I want?

Through this stage, participants have a better understanding of the kind of work and activities where they will most likely be able to develop and succeed. They can then move on to identify key ‘job satisfiers’ and brainstorm ideas for career and personal development.

Stage 3: How do I get there?

This is where participants begin to prepare objectives and action steps, looking at all the options, seeing which ones are the most exciting, assessing the most feasible and honing in on the direction they want to pursue.

The course is very much the spring board to a career plan. In the weeks following the workshop, participants are encouraged to work with a calendar to keep them accountable to achieving their goals, and a trained Career Coach is at hand to provide advice on actions that have been chosen during the Workshop. This is an important opportunity to help follow-up on progress, and provide support to maintain the momentum.

Sara Canna, one of the facilitators at WHO, responsible for

this Workshop said “Goal setting helps staff focus on gaps between their current abilities and those they need to acquire to succeed at the next level”. Her co-facilitator Manuela Morelli explained that once staff have identified the gaps and necessary training, they improve their opportunities for mobility and promotion which give staff more satisfaction and engagement in their work. “This workshop represents a wonderful source to identify the necessary career steps for personal and professional growth”.

This was reflected in comments made by another course participant – “I felt a strong disposition from the facilitators to help and guide – I had a real sense of bridge building between staff and Human Resources with the facilitators as a source of further support. They provided

a structured self-reflection process, focussing on individual strengths, motivation and goals together with concrete advice on the next steps after completion of the course”.

These workshops are being delivered in co-facilitation among UN Agencies to enrich the service provided through different Human Resource perspectives. WHO staff can register for the course through iLearn (WHO’s learning platform available on the intranet); UN staff from other agencies can check with their Human Resource Department.

All Human Resource Officers are being trained and certified as professional Career Counsellors by Career Counselling Services, an accredited company based in United Kingdom. ■

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Access to ICTs vital for healthy lives and well-being for all

Information and Communication Technologies (ICTs) are opening new opportunities to help people access better health.



WHO Director-General Dr. Margaret Chan and ITU Secretary-General Houlin Zhao, at the opening of the Inter-ministerial roundtable on Digital Health.

INTERNATIONAL TELECOMMUNICATIONS UNION (ITU)

ICTs help people communicate every day. ITU – the UN specialized agency for information and communication technologies (ICT) – is committed to promoting ICT as a major driving force for sustainable development, bringing the unprecedented benefits of next-generation networks and services to remote and rural regions, least developed countries and persons with special needs in particular.

ICTs are increasingly recognized as the foundation upon which economic and social development can prosper. The 2030 Agenda for Sustainable Development recognizes that “the spread of information and communications technology and global interconnectedness has great potential to accelerate human progress, to bridge the digital divide and develop knowledge societies”. Today, ICTs can improve access to every social and economic sector, such as education, health, commerce, agriculture, transportation and government, just to mention a few. Innovative broadband services can be life-changing for individuals, communities and societies at large.

In the health sector, ITU, in close collaboration with the World Health Organization (WHO), achieved a historic milestone on 24 May this year by bringing together ministers of telecommunication/ICT and ministers of health for the first time at an inter-ministerial round table, to discuss opportunities for the full adoption of Universal Health Coverage. The round

table, which was held at the Palais des Nations, was opened by ITU Secretary-General Houlin Zhao and WHO Director-General Dr. Margaret Chan. During the meeting, ministers debated the use of ICTs to improve universal health coverage, potential strategic opportunities for the adoption of digital technology in the health sector and the importance of continuous cross-sectoral collaboration, among others.

“ICTs empower billions of individuals around the world, and will be critical to the timely attainment of the Sustainable Development Goal (SDG) on health,” said Mr. Zhao. “We have the opportunity to transform how health care is delivered especially in the world’s poorest and remotest regions, and at the same time empower patients and citizens everywhere to intervene in their own health care.”

The round table was preceded by a high-level policy dialogue on digital health under the theme “**Digital Health for Healthy Lives and Well-being for All**”. The dialogue was attended by ministers of telecommunication/ICT, WHO representatives and a variety of stakeholders from industry, academia and civil society. Participants examined the key role ICTs can play to support the attainment of SDG 3: “Ensure healthy lives and promote well-being for all at all ages.” New trends that may positively impact universal health coverage – such as the Internet of Things and the practical applications of big data – were also discussed.



©ITU

Be He@lthy Be Mobile logo.

“The ubiquity of mobile phones even in the poorest countries makes them a powerful tool for achieving universal health coverage, which will underpin the attainment of the other health-related Sustainable Development Goals (SDGs),” said Dr. Chan. “Working with partners like ITU and others to harness one another’s strengths greatly boosts our prospects of reaching the SDGs.”

ITU and WHO already have experience in successfully integrating ICTs in health. The “Be He@lthy, Be Mobile” Initiative, led jointly by ITU and WHO, aims to assist governments in the use of mobile technology to reinforce and improve their existing national health activities in order to prevent, manage and treat non-communicable diseases and their risk factors. The Initiative promotes a highly multi-sectoral approach to ensure that programmes are sustainable in the long term.

“The rapid growth of global interconnectivity through ICTs is opening new perspectives to help patients access better health and to provide new solutions and avenues for disease prevention, care and control,” said Brahima Sanou, Director of the ITU Telecommunication Development Bureau. “In a world where health systems



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ITU high-level policy dialogue on digital health

are facing pressure to improve quality, accessibility and affordability, incorporating ICTs in health delivery mechanisms definitely brings great benefits.”

In 2014, at the peak of the Ebola outbreak in West Africa, the ITU Development Bureau developed and launched the “Ebola-Info-Sharing” mobile application to enhance the capacity of medical practitioners responding to the outbreak. The app helped in the prevention, diagnosis, treatment and monitoring of the disease, but also in strengthening health care systems, health care practitioner support, health care surveillance and administration, and through improvements in emergency response.

ITU also developed a free mobile application to be used in the campaign against chikungunya and dengue diseases in the Caribbean region. The application will provide the public with vital information on the diseases, including how they are spread, signs and symptoms, prevention and control, and where to get treatment. It will also offer access to the latest news on the diseases from official sources as well as an interactive map of the affected areas.

Digital health not only enhances prevention, diagnosis, treatment and monitoring of diseases, but it also contributes to the strengthening of health care systems. By using mobile phones to capture health data, medical practitioners can analyse trends,

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Mr Brahima Sanou, Director, ITU Telecommunication Development Bureau speaking at the high-level policy dialogue on digital health

and make projections about disease outbreaks, health service usage, and patient knowledge, attitudes, and practices regarding their health – all within critical time frames to eradicate disease and reduce mortality rates.

Over the last few years, we have seen a proliferation of innovative e-health applications. However, not many have been adopted as part of global standards of health care delivery. There are still a number of critical areas where stakeholders in the health and ICT sectors need to find common ground in order to move digital health beyond the piloting phase. On the policy front there is a need to shift from vertical policies and regulations to collaborative policy and regulation between the two sectors.

Although 95 per cent of the globe is now covered by a mobile-cellular signal, there are still an estimated 350 million people worldwide who live in places which are still out of reach of a mobile network. Investment in infrastructure, especially broadband and mobile communication, is needed to connect health facilities to ensure the same level of access to information by all health professionals, patients and citizens regardless of where they are.

Interoperability is extremely important in a hyper-connected world. ITU continues to develop international technical standards for digital health applications with a focus on the individual, particularly for extending treatment and care beyond traditional clinical settings into personal and home settings. “Global cooperation in standardization does a great service to

the public interest by establishing a common basis for innovation and technological advance,” said Chaesub Lee, Director of the ITU Telecommunication Standardization Bureau. “ITU’s standardization work in the field of e-health engages a multitude of partners to ensure that e-health innovators are supported by the reliability and interoperability of standards-based technologies.”

An additional resource to consumers is the ITU “**ICT product conformity database**” that provides industry with a means to publicize the conformance of ICT products and services with ITU’s international standards. It has been encouraging to see the e-health industry taking the lead in submitting its products for inclusion in this database with the intention of assisting buyers in their efforts to select products conforming to the ITU standard “Interoperability design guidelines for personal health systems (Recommendation ITU-T H.810)”. This data will be of great value in improving interoperability, which is absolutely critical in the e-health sphere.

Human capacity and capabilities need to be strengthened to increase the capacity of local health workers and beneficiaries to adopt new technologies and adapt them to satisfy local needs.

ITU believes that progress is very encouraging in many areas but more needs to be done in order to tap into the full potential of ICTs in achieving national health objectives. A cross-sector dialogue and collaboration among all ICT and health

stakeholders needs to continue and is considered a critical factor for the success of any digital health initiative at global, regional or national levels. Universal health coverage is about providing quality health services to all those in need, especially the remote areas and the vulnerable strata of society. ICTs can greatly contribute to strengthening health systems, and reducing costs, while at the same time maximizing coverage.

ICTs have enormous potential to improve development outcomes in both the developing and the developed world. All three pillars of sustainable development – economic development, social inclusion and environmental protection – need ICTs as key catalysts, and ICTs will be absolutely crucial for achieving the SDGs.

On 11 March 2016, ITU and the UN Educational, Scientific and Cultural Organization (UNESCO) organized a **Policy Forum** that brought together ministers of telecommunication/ICT and ministers of education to examine the role that policies and cross-sectoral collaboration can play in fostering innovation and the use of mobile technology to improve the quality, equity and accessibility of education. The meeting marked the start of an important collaborative effort between the education and ICT sectors to design policies that will build comprehensive and sustainable strategies for the digital learning revolution. ■

Harnessing partnerships in the age of online education

Collaboration between experts and higher education institutions allows for knowledge sharing that offers students the best education possible.



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**CLAUDIA CROCI, MWIZA KALISA & ADAM KANE,
PEACEKEEPING TRAINING PROGRAMME, UNITAR**

Over the past decade, advancements in science have created more technology dependent societies and significantly impacted the way teaching and learning are delivered. In particular, traditional education methods have transformed into collaborative, cost-effective, and dynamic classrooms, which – in turn – have provided individuals with easy access to a variety of educational materials and content. As online learning continues to become more mainstreamed, students worldwide are expressing an increasing demand for this type of more accessible education. This is particularly relevant for those – such as working professionals – interested in continuing their education but not able to do so because of geographical restrictions or lack of available communications infrastructure.

Today, more and more higher education institutions worldwide are expanding their online learning programmes to meet the demands of individuals without access

to traditional forms of education. Statistics show an impressive growth of online teaching and learning. A 2015 study of distance education in the United States has confirmed a significant growth for the 13th year in a row¹. Non-profit educational institutions have witnessed the biggest increase, growing by 3.9% over the previous year compared to a 2.8% increase from for-profit institutions.

In another study conducted by Docebo – a Learning Management System provider – it is estimated that there has been a 7.9% annual worldwide growth rate in the self-paced e-Learning market between 2012-2016, with the biggest rate increases in Latin America, Eastern Europe, Asia and Africa². The study has found that over 5.8 million students in the United States have taken at least one distance education course per year, over the past four years. Of those, almost 40% have taken graduate level courses. Interestingly, more than 71% of academic staff interviewed have



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highlighted learning outcomes in online education to be the same or superior to face-to-face instruction.

The United Nations Institute for Training and Research (UNITAR) has developed an extensive expertise in the delivery of online programmes. Using Internet as a medium, students, practitioners and scholars are brought together in a unique virtual learning environment designed to valorise experiential and collaborative learning. Since 2013, the Institute collaborates with leading higher education institutions offering high-quality post-graduate programmes that engage students in exploring social, economic, environmental, and political trends and issues. The Master in Conflictology – delivered by the Univeristat Oberta de Catalunya (UOC) in collaboration with UNITAR – is an example.

The degree – the first post-graduate level academic endeavour at UNITAR – allows students to examine conflicts in all of their dimensions and to explore innovative approaches for their management, resolution and transformation, through a network of world-leading academics and experts. The programme offers a flexible, innovative and inter-disciplinary curriculum, which foresees interaction with a wide range of international and regional practitioners as a key component of the learning process.






Partnerships such as the one between UNITAR and UOC are setting the basis for practice-based approaches to teaching and education that offer students the competences needed for working in the field. Increasingly, international organizations and higher education institutions are combining their efforts to enrich the educational experiences of students. The growing recognition of the relevance of such partnerships has enabled organizations to provide different avenues of learning, accommodate various abilities, and grant students the opportunity to broaden their skills in specific fields so far unaddressed. Media agencies, corporations, and philanthropic foundations are also joining this trend as a way of supporting student progress. While these different sectors have various reasons for setting up partnerships, UNITAR and UOC joined forces because of an aligned mission to encourage learning and enhance career opportunities in diverse fields. The three-year partnership symbolizes education as an interactive endeavour that has improved outcomes for students.

A similar example is the partnership between UNITAR, Scuola Superiore Sant'Anna and the International Institute for Democracy and Electoral Assistance (IDEA) for the delivery of the online Master of Arts in Electoral Policy and Administration (MEPA). The programme specifically addresses individuals seeking careers as

election administrators and proposes a curriculum developed by world-leading experts which cover topics related to electoral operations, civic and voter education and management of electoral bodies.

The launch of this new MA has been warmly welcomed within the international community of practitioners. Mr. Ali Al-Bayati, Electoral Officer of the United Nations Assistance Mission to Somalia, Mr. Emanuele Giauffret, Head of Division, Democracy and Electoral Observation, European External Action Service, Ms. Halima Ismail Ibrahim, Chairperson of the National Electoral Commission of Somalia – to name few – have expressed strong appreciation for the initiative on the occasion of the official launch of the programme which took place (virtually) on 1 June 2016. In the words of Ms. Hannah Roberts, Independent Election and Governance Consultant: "[It is] very encouraging to know that there is this Master [MEPA] that gives the chance [to students] to learn things in more depth and with a broader perspective and in a disciplined, structured approach".

In the same line, the partnership between UNITAR and Oxford Brookes University (OBU) is being established to further enrich the educational offerings of the Institute. Built on the experiences and expertise developed by the staff at UNITAR and OBU, the Master of Arts in Humanitarian Action

TYPE OF COURSE Post-graduate; professionalizing MA	8 months online component	3 months thesis work	3 weeks optional residential component	
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DEGREE AWARDED Master in Electoral Policy and Administration			STUDY LANGUAGE English	

Key facts about the MA in Electoral Policy and Administration

and Peacebuilding explores the interactions between humanitarian action and peacebuilding, by linking theory with practice and applied knowledge. The programme envisages online lectures, discussions with key practitioners and the sharing of experiences, critical reflections, within the framework of an action research-based approach. The aim of the programme is to enhance reflective practices combining the art of conflict sensitive approaches to humanitarian and peacebuilding programming with the appreciation of the wider context in which these interventions unfold.

As the quality of e-learning software, access and methodology continues to improve, online education has become considerably more widely accepted world-wide. The approach of collaboration between experts in their respective fields including the international organizations, accredited universities and independent institutions, allows for knowledge sharing that offers students the best education possible. This harnessing of partnerships has already proven itself and will continue to do so in this modern age of online education. ■

To learn more about online-based learning and education at UNITAR, please visit our website at:
<http://www.unitar.org/ptp/portfolio-projects/3210>

1. (Babson Survey Research Group, 2015) <http://www.onlinelearningsurvey.com/reports/2015SurveyInfo.pdf>
2. (Docebo, 2014) <https://www.docebo.com/landing/contactform/elearning-market-trends-and-forecast-2014-2016-docebo-report.pdf>

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The UN whistleblower protection policy – Part II

The goal of the UN whistleblower protection policy is to ensure that staff are empowered and, indeed, encouraged to report serious misconduct without fear of retaliation.



ELIA YI ARMSTRONG, UN ETHICS OFFICE

Perspective from the United Nations Ethics Office

We appreciate that the United Nations recognises the important role that its policy for protecting whistleblowers against retaliation¹ plays in protecting the Organization's and the public's interests.

The majority of inquiries that come into the Ethics Office are for general ethics policy advice and information. One of the five mandates of the Ethics Office is to provide "confidential advice and guidance to staff on ethical issues (e.g., conflict of interest), including administering an ethics helpline."² In addition, as noted in the Ethics Office's Annual Report, the vast majority of cases in which the Office conducts a preliminary review are "workplace disputes between the complainants and their colleagues or supervisor,

wherein it was determined that the claimant had not engaged in an activity protected by the policy."³ In other words, most of those cases do not involve whistleblowing. This background is thus vital to a proper understanding of the statistics that Ms. Edwards cited.

According to the Annual Report of the Ethics Office covering the period 1 August 2014 to 31 July 2015,⁴ "During the reporting period, the Ethics Office received 40 inquiries concerning the protection against retaliation policy."⁵ Of the 40 inquiries, four were determined to fall outside the mandate of the Office and another 21 were requests for policy advice and information.⁶ Ms. Edwards' article characterizes these 25 inquiries as "rejected," perhaps a misunderstanding leading to corresponding misplaced analysis. As noted in the Annual Report, "The 21 advice cases did not constitute allegations

of retaliation pursuant to the protection against retaliation policy.”⁷ All of the 15 remaining inquiries that fell within the mandate of the Office and requested protection from retaliation were subjected to a thorough preliminary review, consistent with the requirements of the policy. 8

Indeed, this pattern is not unusual and goes back to the beginning of the Ethics Office’s operations in 2006. From 1 August 2006 to 31 July 2015, the Ethics Office completed prima facie reviews on 132 claims for protection against retaliation, of which 15 (or 11.36%) were prima facie cases in which the protected activity was determined to be a contributing factor in causing the alleged retaliation or threat of retaliation. Of the 15 prima facie cases, 5 cases were found to involve retaliation and a further 2 cases were resolved informally to the satisfaction of the claimant.

These results correspond with those of comparable organizations. The World Bank’s Office of Ethics and Business Conduct (the “EBC”) closed a total of 261 cases in FY13, of which 5 (or 2%) of the cases were retaliation cases. In FY12, the EBC closed a total of 278 cases, of which 8 (or 3%) of the cases were retaliation cases. And in FY11, the EBC closed a total of 287 cases, of which 7 (or 2%) of the cases were retaliation cases.⁹

Similarly, the Swiss Federal Audit Office (SFAO), the Swiss Federal Administration’s contact point for whistleblowers, reported receiving 64 impropriety reports in 2015, of which two reports (or 3%) were transmitted to the Office of the Attorney General of Switzerland (OAG).¹⁰ In Canada, the Office of the Public Sector Integrity Commissioner referred six cases of

reprisals to the Public Servants Disclosure Protection Tribunal since 2011-2012.¹¹ And the U.S. Office of Special Counsel, in FY14, closed 4,666 cases,¹² of which 8 (or 0.17%) cases involved protecting whistleblowers from retaliation.¹³

Because so many of the cases brought to the Ethics Office concern workplace disputes and not whistleblowing, and in order to enhance and update the policy, the Secretariat initiated an external expert review. The expert review, which was completed in the 2013/2014 reporting cycle, confirmed that the policy as currently constructed was being “utilized by staff as a grievance mechanism for work performance disputes.” It “recommended that the policy be refocused on protecting whistle-blowers who reported allegations or cooperated with investigations of wrongdoing that posed substantial harm to the interests, operations or governance of the Organization.”¹⁴ Staff representatives and the Administration are now hard at work discussing an enhanced policy that both focuses on reports of wrongdoing made in the public interest and on an expansion of the policy to better prevent retaliation from happening in the first place.

Above and beyond the protections against retaliation afforded under the policy, staff members who may have suffered retaliation also have recourse to seek redress through a number of internal mechanisms, as well as through the United Nations Dispute Tribunal (“UNDT”). Ms. Edwards discussed one such case in her article, namely, the *Wasserstrom* case. A review of the relevant judgments in that case will present a fuller understanding of the factual background.¹⁵ The United Nations Appeals Tribunal noted that Mr. Wasserstrom

had legal recourse available to address his claims of retaliation through the internal administrative justice system, but that he had failed to avail himself of those remedies.¹⁶

In conclusion, the UN and Ms. Edwards share a common goal, and that is to ensure that staff members are empowered and, indeed, encouraged to report serious misconduct without fear of retaliation. For it is only by operating in an open, transparent and fair manner that the United Nations will be able to successfully achieve the important functions set out in its Charter. ■

1. Secretary-General’s Bulletin, “Protecting against retaliation for reporting misconduct and for cooperating with duly authorized audits or investigations,” ST/SGB/2005/21, dated 19 December 2005 (hereinafter, the “Protection Against Retaliation Policy,” or the “Policy”).
2. Secretary-General’s Bulletin, “Ethics Office – establishment and terms of reference,” dated 30 December 2005, at Section 3.1 (c).
3. Annual Report, at para. 40.
4. United Nations General Assembly, “Activities of the Ethics Office: Report of the Secretary General,” A/70/307, dated 10 August 2015 (the “Annual Report”).
5. Id. at para. 39.
6. Id.
7. Id.
8. Protection Against Retaliation Policy, ST/SGB/2005/21, section 5.2 (providing for the Ethics Office, after receiving a complaint of retaliation or threat of retaliation “[t]o conduct a preliminary review of the complaint to determine if (i) the complainant engaged in a protected activity; and (ii) there is a prima facie case that the protected activity was a contributing factor in causing the alleged retaliation or threat of retaliation.”).
9. The World Bank Group, “Ethics & Business Conduct: FY13 Annual Report,” page 9, table 3 (listing closed cases by category, FY11-FY13).
10. Swiss Federal Audit Office, “2015 Annual Report,” at page 56, available at: http://www.efk.admin.ch/images/stories/efk_dokumente/publikationen/jahresberichte/2015/CDF_act_2015_en_WEB.pdf.
11. Available at: <http://www.psic-isc.gc.ca/eng/results>.
12. U.S. Office of Special Counsel, “Annual Report to Congress for Fiscal Year 2014,” page 15, table 1 (listing a summary of all OSC case activity for FY08 through FY14).
13. Id. at pages 19-20.
14. Annual Report, at para. 42.
15. See UNDT Judgment No. 2012/092, UNDT Judgment No. 2013/053, and UNAT Judgment No. 2014-UNAT-457.
16. UNAT Judgment No. 2014-UNAT-457 (Wasserstrom), para. 40.

The part I of this article was in the N°759 of the *UN Special*, May 2016

Book review

SOLANGE BEHOTEGUY, UNCTAD



Alors vous ne serez plus jamais triste, Baptiste Beaulieu

Alors vous ne serez plus jamais triste de

Baptiste Beaulieu est un livre de 271 pages numérotées de façon décroissante. «Ce n'est pas une erreur de l'éditeur, mais une volonté de l'auteur. Ce livre raconte les sept derniers jours d'une vie». L'histoire est donc un «conte» à rebours. Un jeune docteur a prévu de se suicider le soir même, il n'a plus de temps à perdre. Fera-t-il la liste des dernières choses à faire avant de mourir? Il ne sait pas encore «qu'on ne démissionne pas de la vie sur un coup de tête».

Alors vous ne serez plus jamais triste est aussi l'histoire d'une rencontre entre deux beaux esprits, «le médecin malheureux, qui ne se rappelle plus comment soigner depuis que sa femme est partie» et la vieille, «aussi belle que vieille et plus osseuse qu'un parapluie». Elle fera tout pour le convaincre de ne pas mettre fin à ses jours. Ce personnage est attachant au point qu'on a envie d'aller au cinéma avec elle, de courir sous la neige, de manger des glaces sous la pluie un jour d'été et pourquoi pas d'aller en boîte de nuit habillé comme elle en robe de soirée.

Même si par moment l'humour de l'auteur est assez primaire et ne prétend pas à plus, ça vaut la peine, ça se lit vite et ça fait du bien car «le sentiment d'exister ne devrait jamais devenir une habitude». L'auteur a aussi écrit *Alors voilà. Les 1001 vies des Urgences*. Alors voilà, je vous le recommande. ■

LAURENT CHAMBOST, WHO



Le guide du Léman, Jason Borioli et Raphaël Laub

Voici un livre qui vous guidera

autour de notre belle région qu'est le Léman, à pied, en vélo ou en bateau, utilisez ce guide pour découvrir des lieux insolites et magnifiques. Ce livre comprend des adresses de restaurants, des ballades et des activités à faire entre amis ou en famille au bord du lac pour un été riche et actif. Apprenez la géographie et l'histoire de la région et partagez vos anecdotes en toute convivialité. ■

MARIE-JOSÉ ASTRE-DÉMOULIN, UNOG



Le même ciel, Ludivine Ribeiro

On se glisse entre les pages de ce roman comme on entre dans la mer en plein été:

avec délectation et les yeux plein de rêve. On poursuit l'aventure en se laissant porter par les sensations à fleur de peau: «C'est l'heure où l'on somnole dans un maillot mouillé, étourdi par le claquement des parasols, guettant ce moment délicieux où le soleil faiblissant parviendra malgré tout à réchauffer l'air.» Et c'est lorsque l'on croit être embarqué dans un poème en prose, en compagnie d'un chien philosophe et d'un petit garçon espiègle, que les failles se révèlent et que les mystères se tissent autour de personnages aussi tendres et cruels que la vraie vie. Mais il est impossible d'en dire plus car ce livre possède une magie rare: il ne se «lit» pas, il se vit. De l'intérieur. ■

Do you really during the

Do you want to read in French ?

Yes

No

See other side

Yes

Do you want to read in both languages

Yes

No



want to read
summer?



No

Do you want to read
in English ?

No

See other side

Yes



SARAH JORDAN, STAFF DEVELOPMENT
AND LEARNING SECTION, UNOG



***The Girl on the Train*, Paula Hawkins**

When it comes to summer reads, *The Girl on the Train* by Paula

Hawkins ticks all the right boxes. It's an unputdownable, fast-paced psychological thriller, a worldwide bestseller that has been translated into so many languages that you will certainly be able to read it effortlessly in yours. (That said, many of my students read it in the original version this term and had fun improving their English!)

Switzerland is a country through which one can and often does travel by train, mesmerised by the splendid scenery lakes and mountains offer. For Rachel, the eponymous "Girl" of the title, the views are less exciting... or at least appear to be. On her daily commute into and out of London, she stares at people's back gardens, the people who venture out into them as the weather gets better... and, more interestingly, the events that unfold in them. Her particular focus is the street she used to live in...

The Girl on the Train is a modern, urban tale and Rachel is something of an anti-heroine: a recently-divorced 30 something woman going through a bad patch in her life. The story is constructed around her idea of a perfect couple she observes living out their life as she passes by their garden every day on the train. She fantasises about them and their relationship until a crime occurs. She then realises that something she saw from the train could be key to solving it. Intermingled with Rachel's first person narrative are those of Megan – the woman in the garden, and Anna – the woman who stole Rachel's husband, who lives a few doors – and gardens – down from Megan. What is interesting is to see how each these three women perceive the others. Through them, we discover that all is far from well in paradise. The two male leads in the story – Scott, Megan's husband, and Tom, Rachel's ex, now Anna's spouse, are not what they seem either... The story is well put together and keeps the reader on tenterhooks right through to the denouement. ■

GARRY ASLANYAN, WHO



All you need to know about Switzerland - *Swiss Watching*, Diccon Bewes

Written by an expat like us,

who have moved to Switzerland, you will find *Swiss Watching* a good romp through most of Swiss culture, including that outside of Geneva or Swiss

Romandy. While stereotypical at times, it makes it for a fun reading. I found it helpful especially because of easy to understand historical parts including how one country with four languages, 26 cantons, and 7.5 million people came to be. Most importantly, Bewes proves that there is more to Switzerland than banks and skis, francs, chocolate and cheese. ■



Renewable Energies

The golden thread that connects the three dimensions of sustainability

Sustainable energy – energy that is accessible, cleaner and more efficient – powers opportunity. It grows economies. It lights up homes, schools and hospitals. It empowers women and local communities. And it paves a path out of poverty to greater prosperity for all.”

(UN Sustainable Energy for All)



**MAY EAST, GAIA
EDUCATION, UNITAR
FELLOW**

Last year saw record worldwide investment and implementation of clean energy such as wind, solar and hydropower. According to Renewables 2016 Global Status Report renewables are now cost competitive with fossil fuels in many markets and are established around the world as mainstream sources of energy.

Access to affordable, renewable energy is vital to driving economic growth and ending extreme poverty. The World Bank estimates that approximately 2.8 billion people have no access to modern energy services. This represents both a serious social debt and an economic opportunity. For instance Africa's population is set to double by 2050 and its energy needs will grow even faster. According to the International Renewable Energy Agency (IRENA) providing full

electricity access to all Africans will require at least a doubling of total electricity production by 2030 from current levels. The continent's renewable energy resources can supply the majority of this future energy demand and are suited to supply both concentrated, high-load urban centres and remote, dispersed rural areas providing, of course, that these resources can be harnessed.

Renewables have the potential of improving the quality of life for millions around the world while advancing progress in all areas of development. Access to energy is a pre-requisite of economic and social development because virtually any productive activity needs energy as an input. With renewed commitment to climate action following the Paris Conference of Parties (COP21) Agreement, renewable energy is increasingly as the golden thread that can connect increased social equity, economic growth and

an environment that allows the world to thrive.

The establishment of renewable energy schemes has been most successful when the key enablers – investors, producers, users, promoters and regulators – have worked together to overcome barriers. This level of cooperation has had a direct effect in the renewable employment sector, which in 2015 only had an estimated increase of 8.1 million direct and indirect jobs according to Renewables 2016 Report. Solar PV and biofuels provided the largest numbers of renewable energy jobs, with large-scale hydropower accounted for an additional 1.3 million direct jobs.

To support the advancement of the SDG7- *Ensure access to affordable, reliable, sustainable and modern energy for all*, UNITAR, Gaia Education and the University of Strathclyde, will be conducting an e-learning course on **Renewable Energies for Sustainable**

Development. Starting on 12 September, the course aims to enhance the capacity of local decision makers, energy and sustainable development officers and other personnel to make an informed decision on which renewable energy technologies will meet their own needs or the needs of their countries, communities, villages or neighbourhoods. It aims to provide an overview of clean, secure and sustainable technology options for the development and offer insights into the management of renewable energy projects, from small scale to major projects. Developed by world-renowned experts in the renewable energy field, the course is an official contribution to the United Nations Sustainable Energy for All initiative (SE4ALL). ■

For more information, please visit www.unitar.org

Qui sont les migrants?

Avec de plus en plus de migrants arrivant en Europe, la perception de ces derniers par la population du pays d'accueil est très souvent faussée et brouillée par les médias et les choix linguistiques. Robin Stünzi, géographe et assistant-doctorant au Centre de droit des migrations à Neuchâtel, parle de «crise de perception migratoire».

Pourquoi en est-on là?

AIJAN MUKHTAR, ÉTUDIANT, VILLE DE GENÈVE

«Non, non, je ne suis pas une immigrée! Mais si je te dis que je ne suis pas une immigrée!» Ce sont les paroles que j'avais prononcées quand un garçon de ma classe m'avait dit que j'étais une immigrée. Je n'avais que dix ans et ce terme avait déjà une connotation négative pour moi.

Pourquoi, alors que je n'étais encore qu'une enfant, alors que je ne connaissais pas encore les enjeux politiques du monde dans lequel je vivais, le mot «immigré» était-il si péjoratif à mes yeux?

Aujourd'hui, nous entendons de plus en plus parler de «crise migratoire» autour de nous: c'est le phénomène de l'afflux de migrants depuis 2010 en Europe. En effet, cette mobilité croît significativement d'année en année avec de plus en plus de personnes se déplaçant d'un pays à un autre afin d'y trouver de meilleures conditions de vie ou pour échapper à la guerre. Pourtant, malgré cela, il semblerait que la perception des migrants dans les pays d'accueil ne reste pas très claire. Sont-ils ces moutons noirs qui se font expulser de la Suisse?

L'image des migrants dépend directement de l'image qu'en dépeint la presse. Cependant, celle-ci est très souvent biaisée

et la représentation qu'elle donne des migrants n'est qu'une vulgaire généralisation. Les médias ont un énorme impact sur la population et par conséquent, les mots que ceux-ci emploient ont une très grande importance.

Selon le journaliste Julien Duriez, de *La Croix*, les mots de la crise migratoire ont une connotation péjorative. En effet, le terme «crise» en lui-même connote quelque chose de négatif et son association au mot «migratoire», proche du terme «migrant», a un effet sur la connotation que l'on donne à ce dernier. Dernièrement, il y a eu beaucoup de polémique dans la presse sur l'usage des termes liés à cette crise migratoire, comme par exemple celui de «migrant» et «réfugié». Le HCR a publié un article définissant la différence entre ces deux termes. La conséquence? Le terme «migrant» est devenu en quelque sorte péjoratif, car selon certains, ce sont les indigènes qui auraient très bien pu rester dans leur pays d'origine et qui n'ont pas besoin de notre aide. «Tandis que le statut de «réfugié» est attribué sous des conditions très strictes, l'une d'elles étant de ne pas pouvoir revenir dans son pays sans risquer sa vie, les migrants restent tout aussi vulnérables, même s'ils ne bénéficient

pas du statut international», témoigne Florence Kim, chargée de communication à l'organisation internationale pour les migrations (OIM). Cependant, malgré le débat sur la différence entre les deux termes mentionnés plus haut, beaucoup continuent à les employer de manière interchangeable.

Comment changer de perception? Comment découvrir qui se cache derrière ces chiffres croissants? Il faut tout d'abord commencer par se débarrasser des préjugés qui sont ancrés dans notre réalité. *i am a migrant* est une campagne de l'OIM et une plateforme sur laquelle nous pouvons découvrir les différentes histoires de migrants qui sont toutes plus uniques et intéressantes les unes que les autres. Il faut aller à la découverte de toutes ces nouvelles personnes venues d'ailleurs qui ont sûrement beaucoup à partager. En mars dernier, par exemple, a eu lieu, à Genève, la semaine contre le racisme durant laquelle différents événements et activités étaient organisés par les associations locales qui aident à l'intégration des migrants et réfugiés.

En 2015, le nombre de migrants internationaux a atteint les 244 millions, une augmentation de 41% depuis l'année 2000, selon



Aijan Mukhtar pose une question sur la sécurité alimentaire aux représentants de l'UNECE, la FAO et l'ITC.

Les «Jeunes reporters à l'ONU» sont des conférences de presse organisées spécialement pour les élèves du post-obligatoire (entre 15 et 19 ans) sur des thématiques de la coopération internationale.

Ce projet, élaboré conjointement par la Fondation Eduki et le Projet de changement de perception (PCP) basé à l'Office des Nations Unies à Genève, permet aux élèves de jouer le rôle de journalistes.

Les conférences ont lieu une fois par mois les mercredis après-midi et abordent des thèmes d'actualité tels que le changement climatique, les réfugiés et la migration ou encore la sécurité alimentaire.

Les jeunes reporters assistent à la conférence de presse, prennent des notes et posent des questions aux experts d'organisations internationales, partenaires du PCP. A la fin de celle-ci, les élèves ont pour mission de diffuser l'actualité sur la coopération internationale auprès de leur classe ou leur établissement en rédigeant des articles de presse ou en réalisant une présentation en classe.

Curieux, créatifs et intéressés, les élèves laissent leurs impressions et réflexions sur papier, rude exercice donnant d'étonnants résultats. À vous d'en juger.

Pour s'inscrire, envoyer un email à visites@eduki.ch.

des statistiques des Nations Unies. Dans l'état du monde d'aujourd'hui, ces chiffres vont encore augmenter et ce phénomène n'est pas prêt de s'arrêter. Il est donc primordial que nous changions de perception sur les migrants. Finalement, qui sont ces migrants? Des humains. ■

Celebrating World Environment Day 2016

UNECE calls for action against plastic pollution



© UNECE

This year's theme for World Environment Day – Go Wild for Life – encouraged us to celebrate species under threat and to take action to help safeguard them for future generations.

SVENJA RUDOLPH AND MARINE FRANÇOIS, INFORMATION UNIT, UNECE

Plastic pollution endangers species both in oceans and on land. Entanglement in plastic objects, ingestion of plastic and chemicals leached from plastic into air and waters kills millions of animals every year.

Most solutions to the problem of plastic pollution focus on preventing improper disposal (recycling) or on limiting the use of certain plastic items. These are usually mandated by government regulations.

Increasing awareness of the serious consequences of plastic pollution plays a key role towards new solutions, such as biodegradable plastics and other “zero waste” alternatives, to be embraced by governments and public.

That is why in marking World Environment Day 2016, UNECE chose to call for action to reduce plastic pollution and to encourage sustainable consumption of plastic products – to protect the environment for our future generations.

“Project Sophia” was meant to do so: 12 year old Sophia – a doll consisting solely of recycled plastic bottles that was installed on the Palais des Nations’ central terrace – has been sparking curiosity all week long before the event. As a symbol of the next generation, UNECE gave birth to her thoughts and concerns regarding future life on earth, pictured them in a

video project and communicated them via social media*. Being confronted with Sophia’s future, which reflects the one of all our children today, raises awareness to the need for environmental protection and reminds us to take care of the world we live in.

As a part of the project, UNECE organized a workshop “ARTS and CRAFTS” on Friday, 3 June 2016, with the motto “Be creative, reuse plastic, avoid waste, and have fun!” UN staff and visitors came together and found a way to reuse their plastic waste creating vases, earrings, flowers, and penholders, which now decorate offices in the Palais.

By impacting people’s perspective on our current throw-away society UNECE encouraged them to improve their sustainable consumption habits regarding the use of plastic products. After all, we all rely on the protection of our environment, not only shaped by governmental regulations but also by each individual’s behaviour. Our actions today will shape the way we will live tomorrow. ■

* UNECE World Environment Day 2016
<https://youtu.be/e-u68ZKEghw>

Behind the Scenes -WED 2016
<https://youtu.be/emBcIlLBgys>



The right balance between reflection and cross-fertilization

RUTH HAHN-WEINERT, UNOG LIBRARY

It is 8:30 in the morning. Fabienne purposefully enters door 20 of the Palais des Nations. Full of energy she decides to ignore the lift and takes the impressive staircase to the first floor. Here she enters the iconic foyer of the Library: The sun shines in through the ample skylight, and the staff at the welcome desk smiles from ear to ear. “How can I help?”

“I am doing research on gender inequality in wages” explains Fabienne “I have some knowledge about the situation in Switzerland, but I have a gap in my knowledge on what is going on in other Western countries, in particular the United States. I come to the Library because I know that the Library holds the information to close this gap.”

The UN Library Geneva’s main reading room offers an ideal spot to incite curiosity and encounter something new and surprising with every page you turn and every click you make. Because the Library’s paper collection is only the tip of the iceberg. The true value of the Library’s collections lies in the

digital assets it provides access to. “When I come to the Library I find information to fuel my mind, to get inspired and create new ideas. The Library truly delivers on what they promise” says Fabienne.

The Library already provides an organization-wide recognized customer experience that goes beyond the Palais des Nations. “I would like to let you know that my paper [...], for which I requested a lot of literature from the Library is now published. Thank you very much for your valuable and efficient help with providing bibliographical information, [...] Without it, the study wouldn’t have achieved its objectives.” writes a staff member from UNRISD. Positive word-of-mouth brings year after year over 55,000 clients in person from within the Organization, delegates, mission and academia to the library. “We enable effective access to the world of recorded knowledge through intuitive discovery, networks of expertise and collaboration” says Cristina Giordano, Chief, Knowledge Services Unit.

Cristina and her team are passionate about quality service. In an era where there never seem to be enough hours in the day to stay up-to-date with recent developments, Cristina’s team provides the information you need to write your thesis, to complete your research and to help address the cross-cutting and complex challenges of today’s world.

While Cristina and her team welcome the first customers of a busy day, Fabienne takes a seat in the Library’s refurbished foyer and maps out her schedule for the morning:

- 08:45 Briefing on the library’s services and resources
- 09:00 Eye-opening tour of the library, unveiling the public and non-public spaces of the library
- 09:30 Self-guided study in the Library’s main reading room
- 10:30 Meeting her professor in the Library foyer

“The Library is an excellent place to connect with people and spark a meaningful discussion” concludes Fabienne. “And 5 minutes of talking with

Cristina and her team truly boosts your spirits.”

Turning your back to the hustle and bustle of the conference rooms, the UN Library Geneva has become the go-to place for communication efforts that support both, the need for quiet, self-guided thinking and the need for cross-fertilization and sharing.

Entering the Library for the first time it is the sensitively readapted foyer that directs and calls attention to what is happening behind. “The refurbishment respects the historic value of the space whilst adapting it to the era we are living in today” says Elias Kreitem, Architect. “The interior finishes create a multi-purpose space, with room for reading and working, while at the same time providing space for lectures, discussions and debate to respond to the needs for greater interaction.” ■

Want to be inspired by the unlimited world of knowledge? To book a briefing on the Library’s services and resources send an email to Cristina and her team at library@unog.ch.

Response to the article:

«Haut Karabakh, un conflit encore trop peu connu»



“[...] We were particularly pleased to see in the issue of May 2016 an article about the Nagorno-Karabakh region of Azerbaijan and the ongoing Armenia-Azerbaijani conflict. In general, any attempt to draw international attention to unresolved Nagorno-Karabakh conflict is highly appreciated by us. We would like to share our comments regarding specific parts of this article and suggest certain additions accordingly.

We would like to draw your attention to the usage of a distorted map of Azerbaijan and its regions. Seven adjacent regions of Azerbaijan have unfortunately been shown as the Nagorno-Karabakh as whole, thus having direct border with Armenia. It would have been appropriate to use official map of Azerbaijan where borders of all regions are clearly defined. In fact, all four UN Security Council Resolutions that are mentioned in the article are related to those undisputed seven regions beyond the Nagorno-Karabakh.

Furthermore, there are imprecise references stated in the article referring to the so called “historical linkage of the Nagorno-Karabakh region to Armenia” which has never found any historical proof.

Another point mentioned in the article about “incorporation of Nagorno-Karabakh to Azerbaijan in 1921 by Stalin” is completely unsubstantiated as this particular region inside Azerbaijan having no border with Armenia has always been the integral part of Azerbaijan and it was the Soviet Union leadership that artificially divided the Karabakh region into Plain and Mountainous (Nagorno) parts. The leadership of Soviet Azerbaijan was made to grant the status of autonomy to Armenians settling in the mountainous part of Karabakh later and that step was taken without considering the opinion of Azerbaijanis residing in Nagorno-Karabakh, their rights were violated and no referendum had ever been held. It was actually the western part of the Zangazur region of Azerbaijan that was incorporated in Armenia in 1920 and as a result, Nakhchivan region was cut off from the mainland of Azerbaijan.

Overall, the facts demonstrate that during the 70-years of the Soviet rule the Armenians succeeded in expanding their territory at the expense of Azerbaijan and expelling Azerbaijanis from their historical lands. As a result, the territory of Azerbaijan, which in 1918-1920 constituted 114,000 sq.km, later was reduced to 86,600 sq.km.

Regarding the last comment “Nagorno-Karabakh decided to secede from Azerbaijan and declared independence in 1991”, we unfortunately found it quite speculative assertion used by the author. Following the collapse of Soviet Union “Nagorno Karabakh” ceased to exist as an Autonomous Oblast of Azerbaijan Republic and has been officially abolished by the Law of Supreme Council of Azerbaijan before the conflict turned into its military phase in the end of 1991 and beginning of 1992.

Understanding and valuing the importance of your publication and its valuable contents for the wider audience of UN diplomats and staff as well as other international civil servants, I believe that it would be of common benefit to share our comments. [...]”

Ambassador Vaqif Sadiqov is the Permanent Representative of Azerbaijan to the United Nations Office in Geneva

Message du rédacteur en chef

Vous aimeriez partager votre opinion sur le magazine et son contenu ?

N'hésitez plus et écrivez-nous !

Nous serions heureux de recevoir votre avis. Les plus pertinents, les plus intéressants, les plus originaux seront publiés dans le magazine.

Si vous souhaitez proposer un article, n'hésitez pas à me contacter à tout moment.

Et maintenant, à vos plumes !

Adressez vos commentaires à:

Alex Mejia, rédacteur en chef - UN Special
Chemin des Anémones 11-13, CH-1219
Châtelaine, Genève, Suisse
Par courrier électronique: alex.mejia@unitar.org

Message from the editor-in-chief

Would you like to share your opinion about *UN Special* and its contents ?

Write to us!

We will be glad to hear from you. The most interesting, relevant, or even ingenious responses will be published in the magazine.

Should you wish to submit an article, please do not hesitate to contact me at any time.

Now, put pen to paper!

Send your thoughts to:

Alex Mejia, rédacteur en chef - UN Special
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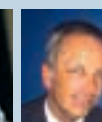
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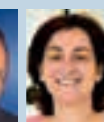
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