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Vous pourrez également apprécier la page centrale qui retrace les événements qui ont conduit l’égalité des sexes au sommet de l’agenda mondial. L’autonomisation des femmes devient enfin une réalité! N’hésitez pas à nous faire parvenir vos commentaires, nous en serions ravis!

Women’s day is commemorated worldwide on 8 March of every year. We thought it more than appropriate to dedicate our March edition to the celebration of women’s advancement in recent history. You will find in our pages a refreshing article on the SDGs and the role of women in science, as well as articles on the recent UNOG gender policy and on the Secretary-General’s efforts to ensure gender balance at the top. We also give you a glimpse of WHO’s approach to gender equality and of UNITAR’s new Women’s Leadership Programme. And to make it as real as it gets, you will find articles on the lives of three outstanding female UN officers: Marianne Ward (World Food Programme), Prisca Chaoui (UNOG’s Staff Association) and Evelyn Kortum (WHO’s Staff Association).

There is a particular issue that we were delighted to cover: interfaith dialogue at the UN in Geneva. During the World Interfaith Harmony Week (UNGA resolution A65/5), six Muslim and Christian ambassadors came together to discuss faith, peacebuilding and development. In the same positive spirit, we are publishing the first part of an article on Integrity and Accountability for UN Staff, an article on what to do in case of harassment in the workplace according to the Secretary-General’s circular ST/SGB/2005/20, as well as an update on the election of the new WHO Director-General and on other issues relevant to staff.

Last but not least, we hope you enjoy the centerfold, with a timeline of events that have brought gender equality to the top of the global agenda. Women’s empowerment is finally becoming a reality! Send us your comments. We would love to hear from you!
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Science, women and the SDGs

Mind the gap

On the occasion of International Women’s Day on 8 March, and the recent Commemoration of the International Day of Women and Girls in Science on 11 February 2017, I urge you to take this opportunity to reflect upon the crucial role of science in achieving the Sustainable Development Goals (SDGs), as well as the gender gap that persists in all science, technology, engineering and mathematics (STEM) fields, holding back progress not only on SDG5 (Gender Equality) but across the entire 2030 Agenda.

NIKHIL SETH,
UN ASSISTANT SECRETARY-GENERAL

I must start by emphasising the five imperatives for the success of the 2030 Agenda, conceived during its conceptualisation as the basis for its effective implementation: engagement of all, universal applicability, evidence-based policy with emphasis on disaggregated data, treating the goals as an indivisible whole, leaving no-one behind and reaching the furthest first. None of the goals and targets of the 2030 Agenda will be achieved in the absence of the realisation of gender equality.

Agenda 2030, across all its goals and targets, underlines the power of science in its implementation. In the last two decades, with the spread of Information and Communications Technologies (ICTs), scientific and technological innovation has placed the achievement of all the ambitious SDGs within our grasp. Poverty eradication, sustainable agriculture, health and medicine, energy for all, water and sustainable infrastructure and cities are all science and technology driven. Whilst science may carry the key to solving many global challenges, a larger STEM workforce is needed to realise this potential, and this is where the numbers are lacking, particularly on the female count.

Women are vastly underrepresented in STEM jobs. While there has been undeniable progress in many countries on issues of gender equality in the workplace, the gender gap in science still persists to a greater degree than in other professions. At a time when STEM jobs are being created at an unprecedented rate, census data in the United States of America shows that women comprise only 39% of chemists
and material scientists, and 28% of environmental scientists and geoscientists. UNESCO statistics show that women represent less than 30% of researchers worldwide. UN Women provides no shortage of numbers, facts and figures to illustrate the STEM gender gap, and the consequences in research, innovation and engineering feats – which often carry clear gender biases – are evident. Indeed, the consequences of these gender biases are shaping tomorrow’s world and our future.

The empowerment of women and girls through higher participation in STEM-based solutions is crucial for achieving the world we want by 2030. Sustaining economic growth (SDG8) and achieving higher productivity through technological upgrades and innovation implies that we need more women in STEM. The figures are very clear: McKinsey Global Institute (2015) has found that if women were to participate in the economy equally to men (full-potential scenario), it would add an extra 28 trillion USD (26%) to annual global GDP in 2025 in comparison to the business-as-usual scenario. Thirdly, providing women and girls with positive role models, real and fictional, can reduce stereotypical beliefs. Here, the media has a big role to play. Networks and platforms for women in science are very powerful and must be promoted. Mentorship and coaching through these networks can encourage women to pursue STEM careers. Women in STEM must take on leadership roles and responsibilities to reverse the current gender imbalance trends.

In order to make effective national policies on gender and women’s empowerment, collecting gender-disaggregated data is essential for developing evidence-based policy and for conducting impact assessment and evaluations. Governments must develop nationally-specific indicators on which to base targeted measures to reduce gender disparities. Regular monitoring using empirical data is essential in order to evaluate the effectiveness of policies and/or resource allocations in government planning, programming and budgeting.

My list could go on and on, but the final point I would like to make relates to the importance of training and capacity building in realising this change.
As the Executive Director of UNITAR, our daily work is to realise capacity building activities to enhance and strengthen the implementation of global agreements, frameworks and agendas, including the new 2030 Agenda for Sustainable Development.

UNITAR works hand-in-hand with the UN System and with Member States, stakeholders and actors, to ensure that the best training is delivered to those who may be instrumental to change. In the field of women in STEM, we work closely with the International Telecommunications Union (ITU) to support women’s participation and leadership in ICT and telecommunications industries.

Last year, UNITAR’s Operational Satellite Operations Programme (UNOSAT) was directly involved in the Girls in ICT Day led by the ITU, aiming to raise awareness, empower and encourage girls and young women to consider studies and careers in ICT. As a technology intensive programme hosted at CERN in Geneva, 50% of UNOSAT’s colleagues are women, putting it in a good position to support this initiative.

UNITAR is also working to support Governments’ implementation of the 2030 Agenda and the SDGs. UNITAR is delivering capacity building programmes to strengthen Governments’ technical expertise to include gender equality in national development plans. Training is needed to support Governments’ technical capacities to analyse, develop and implement gender equality strategies within national development policies and to systematically monitor gender equality efforts and include gender disaggregated data in national statistics, reporting and reviews.

With time, we must work together to close the gender gap in STEM sectors, allowing women and men to equally access the opportunities and be part of the solution-revolution that science is driving at full speed. In so doing, we will all reap the benefits along the sustainable development pathway, and will be one step closer to achieving Planet 50:50 by 2030.

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The International Gender Champions initiative is an inspiring collaboration of executive leaders, committed to breaking down gender inequalities through concrete action.

The initiative consists of a tripartite structure of equal partners, tasked with problem-solving outside of traditional structures: International Organizations, Member States and civil society entities. Their first major achievement was the establishment of the first UNOG Policy for Gender Equality and the Empowerment of Women, which entered into force on 1 September 2016.

In March, the initiative will take a major step forward: it will host a programme of activities in Geneva for International Women’s Day, on 8 March. The agenda will include a Ciné-ONU film, a roundtable discussion on “International Organizations and Sports Federations: a winning partnership for gender equality”, and a “Mix & Mash” after-work event. Also, an International Gender Champions – New York chapter will be launched on 20 March, during the meeting of the UN Commission on the Status of Women. Other chapters may soon follow.

The first ever UNOG Policy for Gender Equality and the Empowerment of Women demonstrates the urgency of remedying gender inequality, still ubiquitous in the Geneva Office.

The creation of the UNOG Policy for Gender Equality and the Empowerment of Women was spearheaded by UNOG Director General Michael Møller, who, incidentally, was also co-founder of the International Gender Champions. DG Møller became concerned after noting that, even today, only 34.4% of the highest positions in the UN Secretariat are occupied by women. What’s more, gender inequalities remain even more endemic for women in less-senior UN positions and in other labour sectors.

The principles of the policy were inspired by documents such as the Charter of the United Nations (1945), the Beijing

SARAH BENCHERIF, UNITAR
ANGELA MONTAÑO GARCÍA, UNITAR

The International Gender Champions initiative is an inclusive movement and unique network of leaders from over 60 countries. It was founded in July 2015 by the United Nations Office at Geneva (UNOG), the Permanent Mission of the United States in Geneva (through its The Future She Deserves initiative), and the organization Women@theTable, in order to bring together committed leaders and to generate momentum at the highest levels for greater gender equality. This project is accomplished through strong leadership, public advocacy, talent development and accountability, all intended to promote genuine change in the workplace and in project programming.

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The Gender Champions network draws on knowledge from experts, mainly from U.S. Mission The Future She Deserves initiative and from the United Nations System-Wide Action Plan (UN-SWAP) on Gender Equality and the Empowerment of Women. The collective voice of the Champions reinforces other International Geneva initiatives to facilitate strong, cross-cutting policy with the greatest possible impact.
Declaration and Platform for Action (1995), and the UN-SWAP (2006). Estimates suggest that it will take another eighty years before we see true gender equality in the world; though steps are being taken, in some cases progress seems extremely slow. DG Møller believes that in order to progress more efficiently, collaboration between different actors must be intensified, and strong, coherent, inclusive and empowering policies must be drawn together.

To address the gender gap at UNOG, the Gender Equality policy proposes an accountability framework, which includes recommendations and guidelines to:

- Monitor and achieve parity between men and women at all levels;
- Promote the exchange of experiences and best practices in gender issues;
- Develop gender mainstreaming, training and education in all areas of the organization;
- Encourage all staff to, more systematically, put on “gender lenses” when elaborating any type of analysis or policy;
- Produce effective gender-disaggregated data and appropriate indicators for monitoring progress; and,
- Put in place flexible working arrangements that allow men and women to successfully combine work and family life.

With these directives, the creators of the policy hope to raise awareness about the challenges ahead for achieving gender equality at UNOG. Overcoming these challenges will require still more concrete actions, and a joint effort to achieve real change.

For more information:
International Gender Champions: http://genderchampions.com/
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António Guterres and his path towards ensuring gender equality

By designating three highly qualified women to a few of the highest positions in the UN, Secretary-General Guterres has begun to fulfill one of his main objectives.

ANGELA MONTAÑO GARCÍA, UNITAR
Of Brazilian nationality, and holder of a bachelor’s degree in economics. Diplomat since 1976, serving in countries such as Bolivia, Germany and in the US as Permanent Representative of Brazil to the UN. Former Advisor to the Minister at the Ministry of Foreign Affairs in Brasília, Head of the South America Division I, Director-General for Human Rights and Social Issues and Director-General for International Organizations. President of the United Nations Security Council for a month in February 2011, when Brazil obtained the rotating presidency. This list is nothing less than the impressive resume of Maria Luiza Ribeiro Viotti, the new Chef de Cabinet appointed by Secretary-General António Guterres at the beginning of this year.

By designating three highly qualified women to a few of the highest positions in the UN, Secretary-General Guterres made sure to fulfill one of his main objectives. Indeed – as he announced in the Statement on his appointment to the position of UNSG – one of the challenges of his mandate will be to achieve gender equality and to empower women throughout the world.
“I have long been aware of the hurdles women face in society, in the family and in the workplace just because of their gender. I have witnessed the violence they are subject to during conflict, or while fleeing it, just because they are women. I have tried to address this through every public office I have ever held. The protection and the empowerment of women and girls will continue to be a priority commitment for me.”

Therefore, we are pleased to note, one of the first actions of the Secretary-General has been to promote the principle of gender balance from the highest levels of the Office. This notion of gender balance implies a situation in which both men and women have the same opportunities and the same access to all resources and services, thus allowing them to participate on an equal footing in all spheres of political, economic and cultural life, as well as in decision-making.

But what are the real benefits of such an action, some might wonder? In 1995, 189 Governments met to make commitments to protect and advance women’s rights.

The adoption of the Beijing Declaration and Platform for Action put in evidence some of the problems that affect and hinder women’s participation in power and decision-making:

*Although women make up at least half of the electorate in almost all countries and have attained the right to vote and hold office in almost all Member States of the United Nations, women continue to be seriously underrepresented as candidates for public office. The traditional
women earn between 10 and 30% less than men for the same work. The World Economic Forum also reports that for every 7 hours and 47 minutes a man works, 1 hour and 30 minutes is unpaid; while for women, for every 8 hours and 39 minutes worked, 4 hours and 47 minutes are unpaid.

And gender stereotypes continue to reign, every time that a woman in a position of power is asked how she is able to combine professional and private life, while men are seldom asked the same question.

We applaud the Secretary-General’s first efforts. However, if Mr. Guterres wants to make gender equality one of the pillars of his tenure, he will have to promote a gender agenda that focuses not only on the representation of women at the top, but also at all other levels. This agenda should aim to eliminate the prejudices and stereotypes that exist towards women and that perpetuate their inequality, both in terms of decision making and salary. Even if parity is achieved at some point, Mr. Guterres will have to ensure that women are protected against any kind of violence or dominance; because a society where the needs of both women and men are inherent – where both women and men have all the necessary tools to participate actively in their society, and where they have the same opportunities – is a developed, egalitarian and peaceful society.
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I combined a career in the “deep field” with being a mother of three daughters

...and I would do it again

As mobility comes to the UN, Marianne Ward at the World Food Programme (WFP) discusses the challenges and rewards of working in difficult duty stations while bringing up three teenage daughters, and how WFP benefits from having more women in the field.

MARIANNE WARD, WFP

Change is always hard. And moving yourself, with or without your family, to another location, is a pretty big change. But that change can also help you and your family grow in ways you had not foreseen.

I have worked with WFP for more than 20 years, starting out as a P1. When I first joined in the 1990s, we were already a mobile organization, although it was early days. But I knew what I had signed up for, as did my colleagues. It was already pretty much understood that moving was just the way it would be. But that understanding didn’t mean it always worked for all of us all of the time.

At the time, there were very few women in my line of sight, with the exception of my regional director and our Executive Director. But as I grew up in WFP, WFP grew too. Over time, there has been an increasing number of women in management positions, both in the field and at Headquarters. And as I reflect back, I think this increase in women managers has changed our approach for the better. I don’t think that protection concerns would have otherwise come to the fore of our organization’s thinking, or that we would have recognized the value of beneficiary choice as we moved into cash programming. Having more women – and more women in the deep field – has made us a better organization that provides better services. And it certainly has helped women to have better, more varied, careers at WFP.

Much of my initial career was at our Rome headquarters. The first time I was offered a hardship post that really interested me, in the Democratic People’s Republic of Korea (DPRK), I couldn’t take it: because I was
pregnant, and the duty station didn’t have appropriate medical facilities.

I then went through a phase of life where I was either pregnant or breastfeeding for what seemed like forever – though it was actually only five years. I had very supportive supervisors during that time, and I was the first international professional in WFP to work part-time: over a seven-year period, I worked on a basis of both 50% and 80% time off. As a result of my experience, and that of others, the organization changed its Human Resources policies, and part-time work became a mainstream option.

However, about two years after the birth of my third child, I was ready to get back into the mobility game. I moved back into operations, and started doing three-month temporary assignments. I will admit that at times, it was heart breaking. I missed birthdays and school plays. But, my three daughters also learned from a very young age that both Mommy and Daddy worked, and that we supported each other to make both careers successful. During this time, I took multi-month deployments to Pakistan, Libya, Egypt, Tunisia and Tajikistan. I was spending an average of three-plus months per year working away from my family.

Then, as the girls became teenagers, WFP decided that I needed to move: first to South Sudan, then to Kenya, but without my family, who stayed in Rome. It was hard at first – moving and maintaining a second house, figuring out where the family would be together. Again, at times, it was heart breaking, but it continued to reinforce to my children the value of both their parents’ careers and ambitions. My daughters grew to appreciate and to be curious about other cultures. And my husband was amazing, handling a demanding job, with its own travel obligations, as well as three teenage girls, which has also given him a very special relationship with his daughters.

I have subsequently moved back to WFP HQ for another stint. But my next move, if I can choose, will be to a hardship duty station. I find the work in that environment more stimulating and rewarding. And I think that I can continue to grow personally and to give more to the WFP Zero Hunger mission. I am sure that such a move will present further family challenges, but we are a good team, and we will handle it.

I think the multiple changes we have faced as a family have worked for us because we support each other. And WFP has also been supportive, generally allowing me to choose how to be mobile, in line with the changing requirements of my family life. Admittedly, the changes have been a bit *ad hoc*, and being able to plan them more explicitly would have made them less stressful. But they worked, for me, my family and the organization. I would definitely do it all again.

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WHO actively addresses gender equality

EVELYN KORTUM, WHO
ISABELLE NUTTALL, WHO

Despite some progress, WHO remains behind the target of gender equality in staffing, to which it has committed since 1997. The target states that 45% of WHO staff in professional positions and higher should reach 45%, with a focus on increasing the number of women at P4 level and above. However, at the end of 2015, only 38% of P4 and higher-level staff (on long-term appointments) were female. This number represents an increase from 32% in 2005. We should also note that except for the ungraded level (which is 39% female), the percentage of women decreases with the level of seniority as follows:

- P4 – 44%
- P5 – 37%
- P6/D1 – 26%
- D2 – 21%.

Therefore, we need to accelerate the implementation of existing gender equality measures, as well as endorse a new set of recommendations, in order to meet the standard of the United Nations System-Wide Action Plan in Gender Equality and Empowerment of Women (UNSWAP) by 2017, which is applicable to all United Nations agencies.

This goal cannot be accomplished without the strong support and commitment of senior management. Financial resources must be allocated to support existing initiatives, and new initiatives must be launched, including the creation of an effective monitoring and evaluation mechanism to measure progress and ensure sustainability.

Sparked by a proposal from the WHO / HQ Staff Association in 2015, staff and management created a Think Tank on Gender, which developed a Strategy with 18 recommendations articulated around four pillars: management accountability mechanisms, human resources, financial resources and favourable working environment.

In addition, our Director-General, Dr. Margaret Chan, signed the Geneva Gender Parity Pledge (which spans International Geneva) and also approved the “WHO Gender Equality Staffing Policy”. The policy commits WHO to achieving at least a 1.5% increase in the percentage of female staff at P4 and higher levels every year for the next five years. To reach this target, we will focus on three areas: leadership and accountability; gender-sensitive recruitment practice; and a supportive organizational culture.

We created a global Implementation Advisory Group (IAG) with equal representation of staff association and administration staff, including representatives of the Gender, Equity and Human Rights team from across the Organization, to ensure that the policy and the strategy will be followed up with clear and measurable actions.

In the area of leadership and accountability, the Assistant Director-Generals are now accountable to the Director-General to meet their annual targets on gender equality. The close monitoring of this indicator has already triggered a higher level of awareness, highlighting the importance of better outreach, after having posted a vacancy in order to attract more women. In addition, in the coming months, WHO will be organizing training on unconscious bias related to gender.

The Organization has taken the lead in building a more supportive organization and is proud to have expanded the maternity leave from 16 to 24 weeks. We count on doing more to develop regular teleworking possibilities across the organization. As the work of the IAG continues, the objective will be to implement as many recommendations as possible, in order to ensure that the targets of the policy are met.

The new UN Secretary-General sent a strong message when he told the press after his swearing-in: “I think that one very important element of the agenda will be to give a clear signal that gender parity is a must, and so, in the appointments I’ll be making, […] you will see that gender parity will become a clear priority from top to bottom in the UN.”

We were also reassured to hear from all three candidates to the post of WHO Director-General that they each advocated for gender equality. Indeed, the draft contract of the Director-General discussed during the 140th Executive Board was amended to indicate that: “The Director-General fully commits to […] gender balance in staff appointments.”

We seem to be moving in the right direction, with a renewed commitment in leadership and accountability. Let’s all remain vigilant to keep up the momentum.

Evelyn Kortum is President of the WHO/HQ Staff Association. Isabelle Nuttall is Director of the WHO Office of the Director-General. Both women are co-chairs of the Implementation Advisory Group for the Global Action Plan on Gender Equality.
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How can the Arms Trade Treaty (ATT) prevent gender-based violence?

The historic ATT offers a genuine opportunity to reduce human suffering in general, and gender-based violence in particular. If effectively implemented, it will obligate its states parties to refrain from exporting weapons where they could be used to commit human rights violations, including acts of violence against women and children.

MARC FINAUD, GCSP

The main objectives of the Arms Trade Treaty (ATT), which entered into force in December 2014, are to: “Establish the highest possible common international standards for regulating or improving the regulation of the international trade in conventional arms; Prevent and eradicate the illicit trade in conventional arms and prevent their diversion; for the purpose of Contributing to international and regional peace, security and stability; Reduce human suffering…”

In order to fulfil such ambitious goals, two articles contain key obligations. Under article 6, it is prohibited to transfer arms, ammunition, or parts and components that would violate United Nations (UN) embargoes, international treaties on conventional arms, or “would be used in the commission of genocide, crimes against humanity, grave breaches of the Geneva Conventions of 1949, attacks directed against civilian objects or civilians protected as such, or other war crimes…”

Under article 7, each state party must, prior to exporting arms, ammunition, or parts and components, “assess the potential” that those arms or items could be used to commit or facilitate a serious violation of international humanitarian law or human rights law, or a violation of treaties on terrorism or transnational organized crime. In case there is an “over-riding risk” that such offences may occur, the transfer must be denied.

In addition, and as a result of initiatives from civil society, article 7 contains a specific provision requiring the exporting State Party, in making its assessment, to “take into account the risk of the arms or items “being used to commit or facilitate serious acts of gender-based violence or serious acts of violence against women and children.”

Gender-based violence (GBV) is defined in the 1993 Convention on the Elimination of Any Discrimination against Women as “Any act... that results in, or is likely to result in, physical, sexual or psychological harm or suffering to women, including threats of such acts, coercion or arbitrary deprivations of liberty, whether occurring in public or in private life.” Along with UN Security Council resolution 1325 (2000) and the UN Strategic Results Framework on Women, Peace and Security 2011-2020, this process tends to demonstrate that women, girls and children cannot be confined to membership in vulnerable groups in need of protection, but have a key role to play in preventing gender-based violence and taking part in arms control and disarmament negotiations and initiatives, conflict prevention and resolution, and peacebuilding.

How will exporting states assess the specific risk of GBV as part of their general risk assessment under articles 6 and 7? There is no easy answer, since GBV can be part of broader violations of human rights or international humanitarian law. It can occur in conflict or in non-conflict situations. However, as suggested in a report by the Women’s International League for Peace and Freedom (WILPF), some indicators can help make a thorough assessment:

- Is there evidence of acts or patterns of GBV, including sexual or domestic violence, in the recipient country?
- Have there been reports of women being compelled to marry the perpetrator of sexual violence as a form of traditional settlement?
- Have there been reports of honour crimes?
- Have there been reports of early marriage?

In the end, the impact of the ATT on GBV will depend on how states parties use this information to assess the risk of arms transfers.

Marc Finaud is a Senior Programme Advisor at the Geneva Centre for Security Policy (GCSP). The author expresses his personal views.

1 Rebecca Gerome, Preventing gender-based violence through arms control: tools and guidelines to implement the Arms Trade Treaty and UN Programme of Action, WILPF, April 2016.
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Exemple de calcul tarifaire de FCA Capital Suisse SA. Votre concessionnaire Jeep. Grand Cherokee Limited 3.0 l CRD, BAST, 4x4, 250 ch/184 kW. Catégorie d’efficacité énergétique F. Consommation mixte : 7,0 l/100 km, émissions de CO₂ : 184 g/km. Prix de catalogue CHF 43'550.–, moins bonus cash CHF 2'000.–, moins prime de reprise CHF 2'000.–, prix d’achat au comptant CHF 43'550.–, mensualité de leasing CHF 499.–, paramètre extraordinaire CHF 1'577.–, durée du contrat 36 mois. 10'000 km/an, intérêt annuel effectif 3,5% avec assurance casco complète obligatoire et assurance mensualités. Console rotationnelle pas incluse dans le calcul. Prix de vente conseillé. Le crédit et l’offre est réservé et s’entend sur un surcroît du consommateur. Modifications de prix réservées. Sauf entrée en vigueur et sous réserve d’approbation de la part de FCA Capital Suisse SA. Modèle illustré : Jeep, Grand Cherokee Summit 3.0 l CRD, BAST, 4x4, 250 ch/184 kW, catégorie de rendement énergétique F, consommation mixte : 7,5 l/100 km, émissions de CO₂ : 184 g/km. Prix catalogue CHF 52'000.–. Mise en danger de CO₂ de tous les véhicules vendus de toutes les marques en Suisse, 134 g/km. Offres uniquement valables chez les distributeurs participants et jusqu’à nouvel ordre. Tous les prix s’entendent avec 8% de TVA incl. Sous réserve de modification des prix. Prix de vente conseillé. Swiss Free Service : jusqu’à 10 ans ou 100'000 km. Au premier terme échu, Jeep est une marque déposée de FCA US LLC.
Prisca Chaoui, Secrétaire exécutive adjointe du Conseil de Coordination du personnel de l’ONUG

D’origine libanaise, Prisca Chaoui a grandi dans un pays déchiré par la guerre et son seul refuge à l’époque était la lecture et son rêve: devenir interprète et travailler aux Nations Unies.

SOLANGE BEHOTEGUY, UNCTAD
EVELINA RIUKHINA, UNECE


Fière d’être fonctionnaire, elle aime l’Organisation. Qu’est-ce qui l’a poussée à intégrer le Conseil de coordination du personnel de l’ONUG ? Elle n’imagine pas passer 25 ans dans une organisation qui lui donne beaucoup sans qu’elle ne puisse rien donner en échange.

L’histoire de son pays a sans doute forgé son caractère et fait d’elle une femme battante, persévérante, qui sait se révolter devant les injustices. Elle s’engage donc dans la défense du personnel. « Être dans le Conseil n’est pas facile tous les jours. » dit-elle. « Parfois on a l’impression de se battre contre des moulins à vent mais quand on arrive à aider quelqu’un qui fait face à des difficultés professionnelles, à aider un fonctionnaire à garder son emploi, ou alors à faire passer des changements bénéfiques pour l’ensemble du personnel, c’est une aventure merveilleuse. » Prisca ne baisse jamais les bras.

Les fonctionnaires femmes ont-elles des préoccupations différentes de celles de leurs collègues hommes ? Force est de reconnaître que les problèmes qui sont portés à l’attention du Conseil tels que les décisions relatives à la sélection – les différends sur l’Epas, le harcèlement ou l’abus de pouvoir, etc. – sont les mêmes pour tous les fonctionnaires, qu’ils soient hommes ou femmes.
Hormis les cas de harcèlement sexuel, qui sont heureusement rares, il m’est difficile d’affirmer que les fonctionnaires femmes ont des préoccupations nettement différentes de celles de leurs collègues hommes. Je constate toutefois que les soucis rencontrés sur le lieu de travail provoquent parfois de vives réactions émotionnelles chez les femmes qui finissent par en être affectées, tant dans leur vie privée que professionnelle. Cela ne veut nullement dire que les fonctionnaires hommes ne sont pas touchés, mais ils arrivent, du moins dans les apparences, à prendre plus de recul et à garder leur sang-froid.

Aussi, les fonctionnaires femmes, d’après ce que je constate, sont plus conciliantes lorsqu’il s’agit de participer à des médiations. Personnellement, je crois au pouvoir salutaire de la médiation à travers le Bureau de l’Ombudsman pour résoudre certaines difficultés sur le lieu de travail, et je constate à ce niveau que les fonctionnaires femmes ont parfois une approche plus accommodante qui manque parfois chez les collègues de l’autre sexe. Il ne faut certes pas généraliser, car le contraire est tout aussi possible.

Traditionnellement, les hommes sont au sommet de la hiérarchie quand il s’agit de postes. Vous êtes n°2 au Conseil de coordination. Avez-vous un commentaire général sur la représentativité des femmes au Conseil de coordination?

Je pense que le Conseil de coordination est l’endroit où la question de qui a une position supérieure à l’autre n’existe heureusement pas. Pour moi, le Conseil est l’organe qui doit lutter contre le système de castes qui existe à l’ONU du fait des grades, et il ne doit en aucun cas reproduire la structure sclérosée dans laquelle nous nous trouvons au jour d’aujourd’hui. J’ai la chance de travailler dans une équipe où chacun contribue à sa manière, dans la limite de ses capacités, et être n°1 ou n°2 est la chose qui compte le moins au bout du compte. Le plus important est de représenter au mieux l’ensemble du personnel.

En général, pensez-vous que les femmes sont plus sensibles aux problèmes des femmes?

Je reviendrai sur ce que j’ai mentionné plus haut. Les femmes sont souvent mues par des sentiments assez forts et entre nous, nous nous comprenons différemment. Lorsque je j’écoute les difficultés professionnelles que rencontrent les collègues femmes, je me mets très vite à leur place et je comprends leur désarroi et leur frustration. Entre femmes, nous arrivons à établir des liens très facilement et je dois reconnaître que j’ai connu, de par la position que j’occupe, beaucoup de collègues magnifiques avec qui j’ai fini par tisser des liens que je qualifierais d’amicaux.

Selon vous, quelles sont les actions les plus importantes à entreprendre pour autonomiser les fonctionnaires femmes?

A mon avis, il faut commencer par briser certaines idées préconçues concernant la femme au travail. Contrairement à ce que l’on pense, les stéréotypes existent toujours et ce n’est qu’en permettant à de plus en plus de femmes de faire leurs preuves dans des positions clés au sein de l’Organisation que nous serons reconnues à notre juste valeur.

Il est aussi essentiel d’apporter à la femme le soutien logistique nécessaire pour qu’elle puisse mener de front sa vie professionnelle et sa vie privée. Et là je pense au projet de crèche que le Conseil de coordination a lancé il y a plusieurs années et qui n’a pu aboutir jusqu’à maintenant, faute de pouvoir identifier une parcelle adéquate dans l’enceinte du Palais. Je suis tellement déçue de voir que le Plan stratégique patrimonial coûtera plus de 800 Millions de francs à l’Organisation, sans pour autant qu’une crèche y soit envisagée. Le nouveau Secrétaire général a à cœur l’égalité homme-femme à l’ONU, alors espérons que cette égalité ne restera pas un vœu pieux.
A portrait of two exceptional women advocates for UN and WHO staff

Evelyn Kortum, President of the WHO/HQ Staff Association

Evelyn Kortum, WHO / HQ Staff Association

Evelyn Kortum is a health and safety expert, with a focus on work psychology. She has just reached the end of her second year as WHO/HQ Staff Association President.

SOLANGE BEHOTEGUY, UNCTAD
EVELINA RIOUKHINA, UNECE

Evelyn Kortum began her career at the World Health Organization (WHO) in 1989 and worked across several programmes. While both working and having a family, she also pursued her studies, and obtained a PhD in Applied Psychology from the University of Nottingham. Currently, she has reached the end of her second year as WHO/HQ Staff Association President. Improving working conditions for the benefit of both the Organization and its staff is, in her view, essential to fulfilling the global mission of WHO.

You deal with staff issues. Is there a difference in dealing with women’s staff issues? Do women tend to have different concerns than men? If so, what are some of these most frequent concerns?

Most people consult the Staff Association for issues related to their contracts, to selections, to reorganizations, to harassment or to other injustices they observe, among other reasons. There do not seem to be any apparent differences between the issues reported by men and women. However, our Ombudsman’s report shows that slightly more women go to see him, a fact that might indicate that more women face unfair treatment.

The main difference I observe is in how men and women go about taking action. Women are often more careful to take concrete action. They are also often very sensitive to the potential impact of any action they might take. There are exceptions to these observations, and, of course, these examples are purely anecdotal.

When the Staff Association organizes workshops that relate to daily work and life challenges, we do see more women join these workshops. I would say that in general, women seem to be more interested in the company of others, and in the interactivity provided at workshops such as these.

Often, men tend to hold more of the top posts in any hierarchy, yet you are No. 2 in the Staff Council. In general, how would you say the WHO is doing in terms of assuring a representative number of women at the top?

At WHO we are lucky at the moment, because we have a female Director-General. We
also have quite a few female Assistant Directors-General and Department Directors. Nevertheless, we have not yet reached the goals of the UN System-Wide Action Plan on Gender Equality and the Empowerment of Women (UNSWAP). The percentage of women decreases with level of seniority (D1 – 26%; D2 – 21%; UG 39%). However, at the Staff Association, we have traditionally had a good mix of men and women at the top.

Do you think that, in general, women are more sensitive to women’s issues?

Sensitivity about women’s issues is not a matter of which gender you are. I know quite a few men who are very sensitive to women’s issues, and who show support. I also know of many women who are not sensitive to women’s issues at all. So, I don’t believe there is a clear-cut line.

It is obvious that we still have a glass ceiling and, we might even say at times, glass walls. The ability to scale the walls and to break the ceiling often has to do with whether an opportunity comes at the right time in a woman’s life, whether the necessary supporting environment exists, and, of course, with simple courage. I do find that women who have succeeded in surmounting such obstacles and arrived at the top are usually more sensitive to women’s issues.

I would just like to add: we made a striking observation when we built up an Implementation Advisory Committee for 18 strategic recommendations to advance gender equality. From a group of 16 global staff association and administration representatives, only one man was nominated to this committee. (Myself and another woman are the Chairs of this Committee.) I think there is a general perception by the majority of men and women supervisors (those who nominated the staff) that women’s issues need to be dealt with only by women themselves. This way of thinking is very erroneous.

In your view, what are the most important actions an organization should undertake to empower female staff?

1. Ensure leadership buy-in for gender equality. Leaders must walk the talk, or no good change can come about.
2. Develop an organization-wide policy to show commitment to gender equality. (The WHO, for example, launched the first ‘WHO Gender Equality in Staffing Policy’ in January of this year.
3. Agree on an implementation plan to increase gender equality in employment practices; for example, in selection and promotion procedures.
4. Address unconscious bias through awareness-raising and training programs. At WHO, we have had many discussions on this subject since last year’s International Women’s Day (8 March 2016). The issue is fascinating. No one is immune to unconscious bias; most people still think, subconsciously, of a doctor as a man and a secretary as a woman, that men are stronger managers, and and so on. This kind of bias takes a lot of time to un-do; changing long-existing perceptions requires concerted and continuous action.
5. An easier and more practical change would be the implementation of a teleworking policy for all UN staff. Work produced remotely can still be clearly defined and measured. The private-sector employs teleworking successfully and efficiently and, with a few exceptions (such as drivers or some support staff), most types of jobs can accommodate it.
6. Lastly, you may know that WHO recently increased its maternity leave from 16 to 24 weeks, to align with its own recommendations. We followed UNICEF on this important issue, and now it is up to each organization to take the same path. At WHO in particular:
   • Maternity leave will be supplemented by 8 weeks of additional special leave with full pay;
   • It will also be supplemented by daily time-off for all mothers to nurture their newborn child up to the child’s 1st birthday;
   • For planning purposes, maternity leave requests must be submitted between the fourth and fifth month of pregnancy; and
   • Pre-delivery leave has been reduced from 6 weeks to 2, in order to offset the additional leave time granted after the child is born.

Both staff representatives and colleagues from the WHO administration are equally proud of our common achievement with this new policy.
A history of standing together
Women’s Rights

859: Arab woman Fatima Al-Fihri founds the Al Quaraouiyine University in Fez, Morocco, the world’s oldest.

1608: Spanish nun Juliana Morell becomes the first woman to receive a Doctor of Law degree.

1791: French activist Olympe de Gouges writes the Declaration of the Rights of Woman and the Female Citizen.

1792: French philosopher Nicolas de Condorcet publishes “On the Admission of Women to the Rights of Citizenship”.

1792: British thinker Mary Wollstonecraft writes “A Vindication of the Rights of Woman: on Political and Moral Subjects”.

1848: The first Women’s Rights Convention is held at Seneca Falls, New York (19–20 July).

1869: English philosopher and political economist John Stuart Mill publishes the essay “The Subjection of Women”.


1893: New Zealand becomes the first country to grant women the right to vote (19 September).

1903: Marie Curie becomes the first woman to win a Nobel Prize in Physics, followed by the Nobel Prize in Chemistry in 1911.

1903: The Women’s Union is founded by British activist Emmeline Pankhurst, igniting the Suffragettes movement in the UK.

1928: Creation of the Inter-American Commission of Women by the Organization of American States - OAS (4 April).

1935: Beginning of the suffragette movement in France (May).

1946: The United Nations Commission on the Status of Women is established.


1953: The UN General Assembly adopts the Convention on the Political Rights of Women (31 March).

1960: The US Food and Drug Administration approves for the first time the pill (Enovid 10 mg) for contraceptive use (23 June).

1963: Russian cosmonaut Valentina Vladimirovna Tereshkova becomes the first woman to go to space (16 June).

1975: 1st World Conference on Women is successfully celebrated in Mexico City.
1975: The United Nations establishes 1975 as the International Women’s Year (8 March).

1975: Women’s Day Off – ninety percent of Iceland’s female population went on strike (24 October).

1976-1985: United Nations’ Decade for Women is implemented with great advances on gender policies.

1976: The United Nations Development Fund for Women is established (16 December).


1980: 2nd World Conference on Women is successfully celebrated in Copenhagen.

1980: Vigdis Finnbogadóttir of Iceland becomes the world’s first democratically directly elected female president (1 August).

1985: 3rd World Conference on Women is successfully celebrated in Nairobi.

1988: Benazir Bhutto of Pakistan becomes the first ever female prime minister of a Muslim nation (2 December).

1993: The UN General Assembly adopts the Declaration on the Elimination of Violence Against Women (20 December).


1995: 4th World Conference on Women is successfully celebrated in Beijing –UN adopts the Beijing Declaration (15 September).

2003: The UN establishes the International Day of Zero Tolerance to Female Genital Mutilation (6 February).


2006: Adoption of the United Nations system-wide policy on gender equality and the empowerment of women.

2010: The UN General Assembly creates a new multilateral entity focused entirely on women’s issues: UN Women (2 July).

2014: UN Women sponsors the Beijing+20 campaign and launches the HeForShe campaign (20 September).

2014: Education Rights Campaigner Malala Yousafzai from Pakistan becomes the youngest-ever Nobel Prize laureate (10 December).

2015: #NiUnaMenos demonstrations in the streets of Argentina in response to femicides and gender violence (3 June).

2016: Launch of the global event “Achieving the Elimination of Female Genital Mutilation by 2030” (6 February).

2017: India’s ‘I Will Go Out’ march for women’s rights and against violence in public places (21 January).
MELANIE CREMONA, UNITAR
Promoting women’s participation in governments and in decision-making fora is called for more than ever across the world, and specifically under many United Nations decisions. Having more women on delegations may facilitate new ways of reaching consensus and inform more gender-responsive policy, whether in the field of human rights, peace and security, environment, development or otherwise. This fact is readily apparent in Colombia, for instance, where the peace negotiation process made a point to involve women’s organizations, and also to promote the same gender parity that served as guiding a principle of the Peace Agreements. In fact, the UN Security Council adopted Resolution 1325 thirteen years ago, which recognizes the vitally effective role of women in peace talks and post-conflict recovery around the world.

With the new Sustainable Development Goals and the 20th Anniversary of the Beijing Declaration and Platform for Action celebrated in 2015, the UN Institute for Training and Research (UNITAR) launched in May 2015 the Women’s Leadership Programme (WLP), with the aim to address the gender imbalance that exists on delegations to UN multilateral conferences in Geneva and worldwide. As emphasized by the World Economic Forum’s Global Gender Gap Reports from 2014 to 2016, which highlight the wide gaps that remain in women’s political and economic participation, the WLP seeks to take tangible actions to promote gender parity, and to ensure women’s full and effective participation, and their equal opportunities for leadership, at all levels of decision-making.

The WLP offers the perfect opportunity for Member States, UN organizations

The Women’s Leadership Programme
An empowering platform for positive change

“Gender parity will become a clear priority from top to bottom in the UN.”

Mr. António Guterres, UN Secretary-General
and private sector companies to work in partnership with UNITAR to achieve their respective goals and commitments. Since its launch, the WLP has successfully implemented eleven activities in Geneva and worldwide, in partnership with UN Women, the UN Development Programme (UNDP), the World Meteorological Organization (WMO), the International Telecommunications Union (ITU) and the World Intellectual Property Organization (WIPO), reaching over 400 delegates and diplomats. Such events have included women’s leadership workshops for women delegates, a “gender differences in negotiations” workshop for women and men delegates, as well as high-level panel discussions and networking receptions on women’s leadership. The feedback for the activities was extremely positive, and each event provided an empowering and engaging environment. The evaluation results emphasized the need and demand for more capacity building in women’s leadership, and highly encouraged international organizations to consider organizing more extensive activities in the field of women’s leadership:

“Thank you for hosting a fantastic event and for affording me the opportunity to participate in what has been a life changing experience.”

WIPO Delegate, 2016

“The retreat was wonderful, helpful and memorable, it was a warm, welcoming, reflective and inspiring journey.”

Women’s Leadership retreat participant, 2016

“A greater presence of women in negotiations is vital and will help promote the development of radiocommunication.”

ITU Delegate, 2016

In 2016, to build upon the previous success of the WLP, UNITAR established a Trust Fund for Women’s Empowerment. The valuable support and contributions made by UN Member States to the Trust Fund played a major role in allowing the successful implementation of women’s leadership workshops in Geneva for the international community.

“This workshop may seem like any other workshop, however UNITAR’s expert is a strategic facilitator who can coax out the leader in you. Before the women’s leadership workshop I lacked courage and the necessary skills to organize an event to “give back” to women in my country. Six months on, I am excited to say I have taken steps to step-up and lead. I am currently organizing a “Women in ICT Workshop” to be held in July 2016 in Honiara, Solomon Islands.”

Genova open workshop participant, 2015

For the upcoming year, UNITAR will continue to rely on UN Member States and partners from within the UN system in order to reach out to 500 government officials.

“The Women’s Leadership Programme is driven by the fact that women’s equality and empowerment is good politics, good economics, good for social inclusion and an important way of ensuring peaceful and just societies.”

Nikhil Seth, UN Assistant Secretary-General and UNITAR Executive Director

For more information about the Women’s Leadership Programme, please contact Melanie Cremona at womensleadership@unitar.org.
Faith, peacebuilding, and development:
World Interfaith Harmony Week at the Palais des Nations

With few exceptions, international relations scholars have long assumed the absence of religion among the factors that influence states…. [But] on September 11th [2001, that notion] was shaken by the fitful rumblings of a Rip Van Winkle awakening from centuries of slumber, a figure whose identity is public religion—religion that is not privatized within the cocoon of the individual or the family but that dares to refashion secular politics and culture.”

– Daniel Philpott, from “The Challenge of September 11 to Secularism in International Relations” (World Politics, Oct. 2002)

JESSICA HANEY, UNITAR
On 9 February in the Palais des Nations, an interfaith group of ambassadors, scholars, faith leaders, students, and activists gathered in the palatial expanse of the Emirates Room. Their goal: to discuss how to leverage faith as an instrument of international harmony.

On any day of the week, a cursory glance at the headlines is enough to confirm the place of religion in the international order. Whether we like it or not, faith has, in recent decades, burst into the global political consciousness as a force to be reckoned with, resurging even in nations where it was recently thought to have been marginalized, and capable of upending world security at large. From the influence of the Christian Right in the United States, to the presence of Hindu and Buddhist nationalism in Asia, to the notorious example of so-called Islamic terrorism, religion is reshaping politics and institutions around the globe.

The potential of faith runs both ways: it may be harnessed to unleash unspeakable destruction, but also holds within it a surpassing ability to forge peace. Questions of faith, or lack of faith, speak to our most essential hopes, fears, anguishes, and joys as human beings. These supreme issues of mortality and morality – whether or not they are always acknowledged as such – remain at the heart of human action and inaction. And because this truth holds at the level of the individual, it also holds at the level of civilization: that is, for individuals in aggregate. The potency of faith, then, cannot be relegated to the so-called private sphere. Because it lives and breathes in individual souls, it also helps to define and transform the institutions in which those souls live and work, together. It is a force with the power to move mountains, and to transform the international political arena – for both good and ill. How, then, in aggregate, can we channel this force for good? Indeed, there is a more preliminary question: how can we channel such a diverse (and often contradictory) array of forces towards one single, laudable end?

The United Nations General Assembly (GA) called the world’s attention to this pursuit in October 2010. GA Resolution 65.5, which resulted from that October session, “proclaims the first week of February every year the World Interfaith Harmony Week between all religions, faiths and beliefs;… [and] encourages all States to support, on a voluntary basis, the spread of the message of interfaith harmony and goodwill in the world’s churches, mosques, synagogues, temples and other places of worship during that week, based on love of God and love of one’s neighbour or on love of the good and love of one’s neighbour, each according to their own religious traditions or convictions.”

In Geneva last year, on the initiative of the United Nations Christian Association (UNCA), the United Nations Institute for Training and Research (UNITAR) and the Permanent Mission of the Hashemite Kingdom of Jordan joined forces to co-organize the first annual Interfaith Dialogue in honor of World Interfaith Harmony Week. UNITAR
undertook this event as part of its efforts to build capacity and to foster peacebuilding dialogue in all regions of the world. As for the Kingdom of Jordan, it was in fact His Majesty King Abdullah II of Jordan who cast the vision for the GA resolution, and who personally led the effort for its unanimous adoption.

The initial partnership between the Mission of Jordan and UNITAR expanded to include support from a diverse group of diplomatic missions: Sri Lanka, the Bahamas, Ecuador, the Holy See, the Order of Malta, and the Organization of Islamic Cooperation (OIC). This manifold set of Ambassadors and spokespeople came together several weeks ago, for the second time, to reaffirm the truth that no religion promotes violence, and that no religion ignores the value of peace. Each panelist demonstrated – from the unique perspective of his or her own national, institutional, and religious context – that if we want to see a better world for future generations, we as the international community have a collective imperative: to launch a crusade, together, against religious strife.

UNOG Director-General Michael Møller led the charge, opening the Dialogue by placing the issue squarely before us all: “Across the world, we can observe a trend of powerful individuals and groups misusing diversity, including religious differences, to pit people against each other... (but) solidarity cannot be practiced by any one individual alone. It should be a global effort, and the support of the international community is essential to overcome divisions based on religion, culture, language, colour and other characteristics.”

Over the course of the afternoon, we heard about the landmarks of faith, both physical and metaphysical, that dot the Jordanian countryside, from the Biblical town of Bethany to the tree that is said to have shaded the Islamic prophet Mohammed. Her Excellency Ambassador Saja Majali, Permanent Representative of Jordan in Geneva, painted a tableau of the inter-religious co-existence and even fraternity that marks her ancient land: “In Jordan, you can enjoy on a daily basis the music you can enjoy on a daily basis the music of Azan calling for prayer, blending in perfect harmony... with the chiming church bells.” We also heard about the crucial role of His Majesty King Abdullah II, as custodian of the religious sites and holy places – Muslim, Christian, and Jewish – in Jerusalem.

The Dialogue went on to discuss broad-ranging aspects of peace-building and development work currently going on in the name of faith. We heard about the many programs of the Organization of Islamic Cooperation, from elections monitoring, to poverty alleviation, to combating religious extremism and violence, and many more. The Apostolic Nuncio in Jerusalem, painted a tableau of the inter-religious co-existence and even fraternity that marks her ancient land: “In Jordan, you can enjoy on a daily basis the music of the Azan calling for prayer, blending in perfect harmony... with the chiming church bells.” We also heard about the crucial role of His Majesty King Abdullah II, as custodian of the religious sites and holy places – Muslim, Christian, and Jewish – in Jerusalem.

Other panelists also spoke of the issue of religion as a source of peacebuilding values, one invoking Christ’s intonation from his Sermon on the Mount: “Blessed are the peacemakers, for they will be called children of God.” As if by way of example, the Ambassador from Sri Lanka then recounted the reconciliation process in his nation after three decades of conflict. This ongoing work of peacebuilding...
encompasses the four major religions of the country – Buddhism, Hinduism, Islam, and Christianity – and has harnessed the best qualities of each to build concrete mechanisms to promote interfaith understanding throughout the country, particularly in schools.

The discussion later began to ponder where exactly peace may be built, and alluded to the sometimes perplexing binary between the individual and the collective. Numerous participants affirmed that peacebuilding must begin in the home, and that it is a matter, first and foremost, of transformation – not just transformation of the facts on the ground, but the transformation of individuals themselves. International peacebuilding and development is thus ultimately contingent on changing hearts and minds. And religion and faith – almost by definition – is suited to this task in a way that perhaps no other force may be.

In her closing statement, the Ambassador from the Bahamas affirmed just this truth: that our peacebuilding responsibility is both personal and collective, and that the two tasks are intrinsically linked. The second annual Interfaith Dialogue in Geneva was a testament to that fact, not only through the discussion it fostered, but also in its very origins; for the conference came into existence first and foremost through a type of in-house interfaith dialogue within the Palais des Nations. Individual staff members of various faiths, as well as staff groups such as the UNCA, reached out to each other in partnership to conceive this initiative. The brotherly and sisterly efforts of our diverse staff members in the name of a common ideal started at home, and now the task of the UN and the international community is to bring this same phenomenon to scale. We can do it; indeed, as this bold group of leaders testified on 9 February, we already are, across the world. In the words of one faith leader who needs no introduction:

“If we are to have peace on earth, our loyalties must become ecumenical rather than sectional. Our loyalties must transcend our race, our tribe, our class, and our nation; and this means we must develop a world perspective.”

– Martin Luther King Jr.

We, the peoples of the United Nations... we have our charge.

For more information about the Interfaith Dialogue, links to videos, and to read the statements of each speaker, visit www.unitar.org.

For more information about the United Nations Christian Association (UNCA), please contact Jessica Haney at jessica.haney@unitar.org.

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Education / Enseignement
And then there were three...

Update on the election process for the WHO Director-General 2017

The three candidates for WHO Director-General present their visions for the Organization at the Prince Mahidol Award Conference in Bangkok, Thailand, January 2017

© Garry Aslanyan

stretched. It will need to cope with the challenges of the future by setting priorities for global health – particularly in a context of reduced income from member states and more income from voluntary contributors – now about 80 percent of budget – but often with strings attached as to which programmes funds are destined for. Added to this, are threats from President Trump to cut US funding — currently the Organization’s biggest voluntary contributor.

The three shortlisted candidates all focus on these issues. Health is one of the world’s largest industries and the Director-General of a twenty-first century WHO will need to be both an extraordinary diplomat capable of brokering alliances, as well as a manager who can delegate and deliver and a leader who can inspire member states, appeal to the private sector and even the general public. In the words of Dr. Jeremy Farrar, Director of the Wellcome Trust, “ideally… a visionary who is able to build a consensus… who inspires and delivers”. (Chatham House 23.01.17).

Let’s keep our fingers crossed that the right man or woman is chosen on 1 July 2017!

The three candidates’ websites as well as their detailed CVs and written statements can be accessed via the WHO media centre: http://www.who.int/mediacentre/news/notes/2017/director-general-nominees

Executive Board of WHO (in alphabetical order):
• Dr. Tedros Adhanom Ghebreyesus (Ethiopia)
• Dr. David Nabarro (United Kingdom)
• Dr. Sania Nishtar (Pakistan)

WHO was founded in 1949 and its main focus at that time was the control and eradication of infectious diseases. Nearly 70 years later, global health has become far more complex and the Organization provides expertise on a much wider range of subjects including non-communicable diseases such as cancer, heart disease and diabetes as well as sunburn and domestic violence. Those who know the Organization stress the need to streamline its structure, governance and financing in order to make it more efficient. Currently, away from headquarters in Geneva, there are six regional offices and 150 country offices. The Organization has been criticised for taking on more than its external resources can handle, with the result that it is thinly
Harcèlement et abus de pouvoir

Certes l’ONU reflète le monde d’aujourd’hui qui est loin d’être parfait, mais ce n’est pas une raison pour se contenter d’un environnement dépourvu d’harmonie et de respect mutuel.

PRISCA CHAOUI, UNOG

Si seulement la politique de l’ONU se reflétait dans la pratique...

Quiconque signe un contrat au sein des Nations Unies est en obligation de suivre un cours en ligne intitulé: «Prévention du harcèlement, du harcèlement sexuel et de l’abus d’autorité», comme mentionné dans la Circulaire du secrétaire général ST/SGB/2005/20. Le but, lit-on sur le site de la Section de la formation et du perfectionnement du personnel, est de «rendre le personnel plus attentif à son rôle et à sa part de responsabilité afin qu’il puisse créer et maintenir une ambiance de travail sans harcèlement moral ou sexuel ou abus d’autorité». Il semble que l’Organisation ait une tolérance zéro vis-à-vis des cas de harcèlement ou d’abus d’autorité...

Encore une fois, nous constatons que l’Organisation est riche en textes qui restent lettre morte pour un nombre, plus grand qu’on ne le pense, de fonctionnaires. En effet, malgré l’absence de statistiques officielles en la matière, probablement de crainte d’ouvrir la boîte de Pandore, il existe de nombreux cas de harcèlement et d’abus de pouvoir qui restent méconnus, pour diverses raisons.

Tout d’abord, l’on constate que le seuil fixé par l’Organisation pour décider d’ouvrir une enquête en cas de plainte officielle est bien élevé et un nombre restreint de cas finissent par dépasser ce seuil. De plus, même si une enquête est ouverte, elle conduit rarement, faute de preuves patentées, à une issue positive pour le dénonciateur d’abus. Dans la majorité des cas, les preuves sont d’ailleurs difficiles à identifier car le harcèlement se passe de manière pernicieuse sans aucune trace palpable, à part pour le dénonciateur d’abus. Ce dernier risque, une fois l’enquête terminée, de se transformer en double victime: de l’abus et des représailles.

En effet, malgré le fait que le Bureau de la déontologie «protège les personnes qui signalent des manquements et qui collaborent à des audits ou des enquêtes dûment autorisées», l’on constate que cette protection reste poreuse, en ce sens que très souvent aucune mesure n’est prise pour protéger le dénonciateur d’abus des foudres de son superviseur s’il venait à signaler ses fautes. En résumé, le système mis en place n’a pas réussi à insuffler la confiance nécessaire dans les rangs du personnel afin de l’inciter à donner l’alerte.

Est-ce pour cela qu’il faut se taire? Est-ce pour cela qu’il faut accepter de vivre un cauchemar au quotidien? La réponse est...
Témoignage d’une fonctionnaire victime de harcèlement
(Le texte est reproduit dans la langue dans laquelle il a été rédigé.)

What I experienced is generally defined as “character assassination”: “the malicious and unjustified harming of a person’s good reputation”. The dictionary further explains that it “may involve exaggeration, misleading half-truths, or manipulation of facts to present an untrue picture of the targeted person. It is a form of defamation and can be a form of ad hominem argument.”

It is, indeed, a form of harassment that in my case impacted both my professional and personal life. In so many years at the United Nations I never even thought that something of this nature could really happen to me. But here I was, for over two years, struggling to defend myself against false accusations, to face constant and repeated humiliations at work and to protect my family from slander.

Should something similar happen to you, my suggestion is to talk about it, denounce it, do not accept it. Also look deeply into yourself: you know who you are, your strengths, the force of your dignity, the power of the truth. Do not let these episodes define you; you are defined by your actions and your commitment to your values and values of the United Nations.

This will give you the fuel to endure, denounce, come back strong, and become a better person and even a better asset for our organization.

Si le harcèlement ou l’abus provient d’un superviseur, il faut que le fonctionnaire concerné s’adresse au supérieur hiérarchique de ce dernier. Très souvent, une intervention ferme de la part de la hiérarchie peut mettre les pendules à l’heure et mettre un terme à la situation. Si l’intervention de la hiérarchie est impossible pour une raison quelconque, le recours aux services des Ressources humaines ou de l’Ombudsman peut éventuellement porter ses fruits. L’Ombudsman peut, à travers une discussion entre les parties concernées, aider à trouver une solution. Encore faut-il que les deux parties concernées le veuillent.

Si ces deux voies s’avèrent inutiles, la seule solution à envisager est celle de la plainte officielle qui est régie par la circulaire ST/SGB/2008/5. Cette circulaire indique que la plainte devrait être déposée auprès du Chef du Département et devrait contenir tous les éléments de preuve et toute information utile. La décision d’ouvrir une enquête officielle ou non est du ressort du Chef de Département. En d’autres termes, déposer une plainte officielle n’implique pas automatiquement l’ouverture d’une enquête. Si une enquête devait s’ouvrir, un panel composé de deux fonctionnaires formés à cet effet et choisis d’une liste établie par le Bureau de la gestion des ressources humaines est mis en place afin de mener l’enquête. À la fin de l’enquête où le plaignant, le mis en cause et toute autre personne susceptible de déténir des informations utiles sont interrogés, un rapport est élaboré. Si le rapport blanchit la personne mise en cause, l’affaire est classée. Si par contre le rapport prouve que les allégations sont fondées sur des faits, des mesures administratives ou une sanction disciplinaire seront prises.

Il est certain que la voie formelle n’est pas des plus faciles puisqu’elle est longue, prégnante et pèse lourd sur l’environnement de travail. Toutefois, elle s’impose dans certains cas et il est du devoir de chacun de l’emprunter si la voie informelle échoue. Le nouveau Secrétaire général Antonio Guterres s’est engagé à promouvoir une culture de reddition des comptes au sein de l’Organisation. Le personnel ne peut qu’accueillir cet engagement à bras ouverts et espérer que les belles paroles seront suivies de belles actions afin qu’il n’y ait plus d’impunité. Il est temps de promouvoir une culture de respect mutuel et de valorisation de l’apport de chaque fonctionnaire, quel que soit son grade. Cela n’est pas trop demander à une Organisation comme la nôtre qui se veut pionnière en matière des droits de l’homme.

un non catégorique. C’est en dénonçant chaque cas de harcèlement et d’abus qu’on réussira à créer un environnement de travail harmonieux.

Que faut-il faire alors?
Plusieurs voies sont ouvertes devant la victime. Tout d’abord, la voie informelle qui implique de parler à la hiérarchie si le harcèlement ou l’abus est entre pairs.

Education / Enseignement

Every child has a hidden talent, our school is the place to find it.
How can the many idiosyncratic document queries of UN diplomats, researchers, students, staff, linguists, and others be answered? They can, thanks to the UN documents indexing service at UNOG Library. Documents indexers work to make documents searchable and retrievable through the library catalogues. By creating records that identify, describe and classify each document, and by analysing the document contents and assigning key metadata, indexers allow researchers to find precisely the documents they need.

Indexers have customized international library cataloguing standards to best match the special features of UN documents. For instance, while a library book is normally described with entries such as Title, Author, and Subjects, UN documents require much more detailed review: Is the document in a draft or final format? Is it a report, a resolution, a meeting record, or an agenda? What UN entity issued the document? In which session? When was the document adopted? Is there a matching draft for it? UN indexers have carefully established a set of codes that facilitate the discovery of UN documents based on these specific criteria. Each one is essential to find, discern and compile UN information and, combined, can yield powerful search results.

In addition to addressing the peculiarities of UN documents formats, UN indexers have helped to develop a body of standardized terminology covering the wide spectrum of UN work. For consistent description, and to facilitate systematic retrieval, indexers rely on a UN thesaurus of subjects terms (available in the six UN official languages), and on an enormous set of “authorities” – standard forms of proper names – for the many UN bodies, conferences, programmes and mandates, among others. This standardized terminology is not rigid; it evolves to reflect changes in the structure of the Organization and to keep up with subjects discussed in UN documentation.

UN documents indexing requires analytical skills, attention to detail and spending lots of one-on-one time with the documents themselves. Still, indexers don’t work in isolation. They work in close collaboration with fellow reference librarians, who deal with clients on a daily basis and who provide valuable feedback on clients’ needs and searching patterns. They also coordinate and consult with colleagues from the UNOG Conference Management Division in charge of documents control and distribution, to whom they may report any issue with UN documents. Finally, UNOG Library indexers work with their counterparts at the Dag Hammarskjöld Library in New York. Between Geneva and New York, indexers are constantly sharing, developing, and revising their policies and practices together.

Indexing work takes place behind the scenes, yet it has far-reaching impact. It allows researchers all over the world to find and use the UN information they need. It helps the United Nations disseminate information about its work. And, it contributes to the preservation of the UN institutional memory.

If you are curious about UN indexing, please feel free to request to visit the indexers during any UNOG Library tour! For further information, email library@unog.ch.
Des initiatives à travers le monde
Modéliser l’ONU


MARIE-JOSÉ ASTRE-DÉMOULIN, UNOG
Les objectifs des clubs «Model United Nations» sont de mieux comprendre le processus des conférences diplomatiques de l’ONU, de saisir la teneur des enjeux mondiaux contemporains et d’apprendre à débattre. Pour cela, les lycéens et les étudiants participent à des ateliers au fil de l’année, et à des conférences sur le modèle de celles de l’ONU. Pendant la simulation de la conférence onusiennne, chaque élève doit défendre des positions en se mettant dans la peau d’un(e) délégué(e) d’un pays qui lui a été assigné au hasard.

Jérémy Bingham, Secrétaire général du FerMUN
© Marie-José Astre-Démoulin

Ferney Model United Nations (FerMUN)
Entretien avec Jérémy Bingham, élève de Terminale S au Lycée de Ferney-Voltaire et Secrétaire général de FerMUN, 2017

Jérémy, comment t’es-tu retrouvé impliqué dans ce projet?
Dès la classe de troisième, j’ai fait partie de FerMUN. Nous sommes nombreux à nous y intéresser dans mon lycée, près de 150 personnes! C’est notamment grâce à la proximité de Genève et des organisations internationales. On a beaucoup de chance d’ailleurs car les agences des Nations unies nous hébergent pour notre conférence annuelle. C’est un vrai plus! Les autres lycées ou universités font leur conférence dans leur établissement en général.

Parle-nous de la conférence de cette année.
Elle a eu lieu du 11 au 13 janvier 2017. L’ouverture de la conférence s’est faite au Palais en présence du Directeur général de l’ONU, Monsieur Michael Møller, puis c’est l’Organisation Mondiale de la Propriété Intellectuelle (OMPI) qui nous a reçus, et son Directeur général Monsieur Francis Gurry s’est directement impliqué lui aussi. Les années précédentes, nous étions allés à l’Union internationale des télécommunications (UIT), l’Organisation météorologique mondiale (OMM)
ou l’Organisation mondiale du commerce (OMC). La première année, c’était au CERN.

De quoi avez-vous débattu ?
D’une part, nous avons abordé des problématiques liées à la propriété intellectuelle, telles que protéger et promouvoir le patrimoine culturel des peuples premiers, garantir l’indépendance des agriculteurs par rapport aux semenciers, assurer un large accès aux soins tout en respectant les droits de propriété des acteurs de la recherche médicale.

D’autre part nous nous sommes penchés sur les droits humains : la réduction des inégalités et de la discrimination envers les populations LGBT+ ou l’intégration des enfants migrants et réfugiés.

150 élèves de notre lycée y ont participé ainsi que 450 autres élèves de notre lycée y ont participé ainsi que 450 autres élèves provenant de 45 écoles venues de plus de 20 pays.

Vous les avez invités ?
Deux cents jeunes ont été reçus dans des familles du pays de Gex, l’autre moitié est allée à l’hôtel. Pour financer la venue des jeunes provenant des pays en voie de développement des levées de fond ont été organisées par les élèves de FerMUN à travers des crowd funding et des séances d’ensachages dans les supermarchés de la région (mise dans les sacs des articles et en contrepartie les gens donnent une petite contribution). Grâce à ces deux sources de financement nous avons pu accueillir quatre Kenyans, quatre Sénégalais et leurs professeurs pendant cinq jours.

La préparation, c’est beaucoup de travail ?
Il nous faut un an pour préparer ces conférences à raison d’une heure tous les mercredis après-midi. Nous nous regroupons en sous-comités soit pour travailler sur des problématiques, soit pour apprendre à débattre, à écrire des résolutions et pour certains d’entre nous à pratiquer l’interprétariat ou la traduction. Nous avons aussi une équipe de presse formée pour écrire le magazine de la conférence. Nous sommes la seule conférence MUN à être bilingue anglais-français. L’ONU et l’OMPI ont mis mis très généreusement les cabines d’interprétariat à notre disposition.

Nous sommes encadrés par une équipe composée d’une responsable de programme, madame Florence Baudry et de quatre enseignants qui prennent les contacts, nous aident et structurent la conférence.

Qu’est-ce que ça t’a apporté ?
Je ne sais… de la patience peut-être ! Le travail en équipes ce n’est pas facile. Cela m’a appris à travailler, à m’organiser, à comprendre la complexité du monde. Cela m’a apporté des connaissances, de la confiance aussi… j’ai dû me préparer à faire des discours. Parler devant 600 personnes était un vrai défi… On pense qu’on ne va jamais réussir et puis on y arrive ! C’est une expérience inoubliable.

Cela t’a donné envie de rentrer dans le monde des organisations internationales ?
Cela m’a confirmé mon envie de travailler dans des milieux internationaux et de m’engager en politique sans doute aussi.

Le modèle à Bogota

Lycée Français Louis Pasteur de Bogota Model United Nations (LYFMUN)

Cette conférence annuelle réunit environ 150 personnes. Catalina Buitrago Duarte, Responsable académique, explique que le Lycée a à cœur d’inclure dans l’expérience non seulement tous les lycées binationaux mais aussi large gamme de lycées publics et privés de la ville. Les échanges entre les jeunes en sont d’autant plus riches, nous dit-elle. Et cette année, une Commission pour la mise en œuvre des Accords de paix entre l’état colombien et les FARC-EP a été mise en place pour mieux coller à l’actualité. Les jeunes adolescents pourront ainsi mieux comprendre les enjeux auxquels la Colombie fait face aujourd’hui.

Quand nous demandons à la jeune Daniella Morris Casas, lycéenne de 2nde, ce que son implication dans la simulation de conférences lui apporte, elle nous indique que « les deux valeurs essentielles qui sont promues à travers cet exercice sont l’égalité et le partage. Parce que des élèves de différents milieux ont une opportunité de confronter leurs idées sur des sujets d’intérêt commun. » « Moi, par exemple », dit-elle, « j’ai appris à écouter et valoiriser les différents points de vue des autres délégations avant de présenter les miens. » Elle réfléchit un instant puis ajoute, « j’ai surtout acquis beaucoup de connaissances à appliquer dans ma vie quotidienne. Vous savez, être conscient rend responsable ! »
Et pendant ce temps les parents vous proposent de participer à un projet d’intelligence collective:
**Geneva Global Goals Innovation Day (G3id), 24 mars 2017**

**Stephan Krajcik**, père d’un jeune homme qui participait à la conférence FerMUN, a eu envie de porter l’expérience de la conférence internationale un peu plus loin en proposant d’inventer un nouveau modèle de conférence, pour les jeunes par les jeunes, avec comme objectif de co-créer des solutions concrètes pour les thèmes choisis afin de servir les Objectifs de développement durable (ODD) du Secrétaire général de l’ONU. Avec son Ami **Paul Bristow**, co-Président de G3id, ils ont décidé de créer un événement qui permet de créer des projets concrets amenant à des solutions de mise en œuvre des ODD.

Le G3id est une journée d’innovation et de co-création destinée à rassembler le plus grand nombre de personnes d’univers différents: entrepreneurs, artistes, personnels onusiens, organisations non gouvernementales… Tout le monde est le bienvenu pour participer à des ateliers qui permettront d’accélérer les stratégies nécessaires pour atteindre les ODD.

Quand on demande à ces deux innovateurs passionnés quels sont leurs objectifs à eux, Bristow nous dit qu’il rêve que, en 2030, il faille inventer de nouveaux ODD parce que ceux-là seront pleinement atteints ! Quant à Krajcik, son ambition est de donner une place réelle aux jeunes pour contribuer au monde de demain. Les encourager à s’impliquer concrètement leur permettra de créer leur propre monde.

Pour participer à G3id, rendez-vous au bâtiment des CFF à Lancy, pont rouge, le 24 mars. Aucune compétence préalable n’est nécessaire, juste le désir de participer et de contribuer !
The United Nations Society of Writers (UNSW) was launched rather ad hoc at the UNOG Press Bar near door 6, on 14 August 1989. After 27 years, it continues to grow.

Today, the UNSW faces challenges similar to those faced throughout its 28 years of existence: namely, how to get the word out to UN staffers worldwide that we exist and that they should join; as well as raise how to fund our various activities, such as the publication of Ex Tempore and the organization of literary get-togethers (like our annual Ex Tempore reading salon).

The last Ex Tempore salon took place on 10 January 2017 and was attended by over 50 UN literature lovers, both active and retired, from various Geneva-based international colleagues. Who knows? Maybe some kept poems and essays hidden in their office drawers, or nurtured them latent in their busy minds, just waiting to let them out. Wouldn’t many staffers welcome the opportunity to liberate themselves from the constraints of UN jargon, of resolutions with long preambular paragraphs and reports peppered with graphics and heavy with annexes? Twenty-eight years down the line and twenty-seven issues of Ex Tempore have proven that UN staffers can indeed produce respectable poetry, short stories, essays, and even plays in all six UN languages – not in bureaucratic legalese, but in the style of our favourite contemporary authors.

The last Ex Tempore salon took place on 10 January 2017 and was attended by over 50 UN literature lovers, both active and retired, from various Geneva-based international
organizations. Guests included staff from the UN Development Programme (UNDP), the Office of the UN High Commissioner for Human Rights (UNOHCHR), the UN Refugee Agency (UNHCR), the UN Conference on Trade and Development (UNCTAD), the International Labor Organization (ILO), the World Intellectual Property Organization (WIPO), and the International Organization for Migration (IOM), as well as a number of Swiss and Geneva guests, including members of the famous PEN club. The yearly salons provide a unique venue for ushering in the New Year: with poems, essays, drama, and music-making… on both piano and cello!

Although many UN staffers may be said to write for a living, most have not tried publishing. Perhaps they are simply too weary at the end of the day to undertake yet another piece of writing? We at UNSW believe that writing can be a good way to relax, as well as to give expression to our creative energies and passions. And at Ex Tempore salons, we are often surprised to discover that so much energy can emanate from an otherwise quiet colleague.

The recurring challenge for UNSW remains funding for our various activities. As a UN staff club, UNSW relies on a small annual subsidy from the UNOG Staff Coordinating Council to help pay for our printing costs; and to date, we have enjoyed this support on a regular basis. Going forward, it is our ambition to enhance the visibility of UNSW and to invite UN staff and their families to write a piece, – in any of the six official UN languages – to be shared among colleagues and friends. We also plan to expand our presence in social media and to redesign our website.

The UNSW invites you to send us a sample of your writing. Or, if you are not sure that you would like to write, but enjoy reading: why not join simply join the UNSW?

To learn more, please visit www.extempore.ch.

To accept our invitation to join the UNSW, please write to President Marko Stanovic (marko.stanovic@unctad.org) or Vice-President Carla Edelenbos (cedelenbos@ohchr.org).

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A young writer at a recent Ex Tempore evening

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A young writer at a recent Ex Tempore evening
Part One: Navigating the terrain

Integrity and accountability for UN staff

The UN has 17 core competencies. The two discussed in this article are particularly helpful for guiding us through the myriad of moral challenges—internal and external—in UN work.

By KELLY O’DONNELL, WFMH

As both a psychologist and a UN representative for the World Federation for Mental Health, I am keenly curious about what helps bring out the best and the worst of my colleagues in the UN and other sectors. And myself. I am especially interested in how the UN’s approach to competencies and values, and in particular the moral-based areas of integrity and accountability, can support staff as they traverse the troubled terrain of our world.

At the core of integrity is the commitment to live consistently with one’s values (moral goodness). At the core of accountability is the commitment to take responsibility for one’s actions (good practice). Resolute honesty with oneself and others links both of these elements together.

We continue to hear strong “political and moral calls” to diligently work together for sustainable development, planetary health, etc. Although the word “moral” is often used, it is usually mentioned only in passing. That’s too bad, because I think that health and development at all levels of society, like integrity and accountability, are in fact contingent on our moral underpinnings. There can be no health/development without moral health/development.

The UN has high expectations for its personnel—our personal and professional competencies, including moral competencies, matter. The UN Core Competency Framework (2010) outlined below, describes the skills, attitudes, and behaviors that all UN staff are expected to have and to develop.

The Framework includes 17 competencies and is organized into three categories: Core Values, Core Competencies, and Core Managerial Competencies. Integrity is the first of the three Core Values and accountability is one of the eight Core Competencies. Here is a summary:

**UN Core Values:**
- Integrity
- Professionalism
- Respect for diversity

**UN Core Competencies:**
- Communication
- Teamwork
- Planning and Organization
- Accountability
- Creativity
- Client Orientation
- Commitment to Continuous Learning
- Technological Awareness

**UN Managerial Competencies:**
- Leadership
- Vision
- Empowering Others
- Building Trust
- Managing Performance and Judgment
- Decision-Making

“Integrity – Positive Indicators.” Upholds the principles of the United Nations Charter. Demonstrates the values of the United Nations, including impartiality, fairness, honesty and truthfulness, in daily activities and behaviours. Acts without consideration of personal gain. Resists undue political pressure in decision-making. Does not abuse power or authority. Stands by decisions that are in the Organization’s interest even if they are unpopular. Takes prompt action in cases of unprofessional or unethical behaviour.” (from page 8 of the Framework)

“Accountability – Positive Indicators.” Takes ownership for all responsibilities and honours commitments. Delivers outputs for which one has responsibility within prescribed time, cost and quality standards. Operates in compliance with organizational regulations and rules. Supports subordinates, provides oversight and takes responsibility for delegated assignments. Takes personal responsibility for his/her own shortcomings and those of the work unit, where applicable.” (from page 75 of the Framework)

**Social psychology for UN staff**

Cognitive dissonance is one of the most relevant social psychology concepts that can help us to understand our prevarication tendencies (i.e. evading or distorting the truth, lying) as we try to practice integrity and accountability well. It refers to the disturbing, internal incongruence that we feel as we try to harmonize discrepant thoughts about ourselves. In their book *Mistakes Were Made but Not by...*
It permits the guilty to avoid letting go of unhealthy habits.

It keeps us from rifts between lovers, friends, and nations. It prolongs and widens we need and assessing issues from getting all the information we could have done. (pp. 2, 4)

Now between the conscious lie to fool others and unconscious self-justification to fool ourselves lies a fascinating gray area, patrolled by that unreliable, self-serving historian – memory. Memories are often pruned and shaped by an ego-enhancing bias that blurs the edges of past events, softens culpability, and distorts what really happened... Over time, as the self-serving distortions of memory kick in and we forget or distort past events, we may come to believe our own lies, little by little. (p. 6)

Yet mindless self-justification, like quicksand, can draw us deeper into disaster. It blocks our ability to even see our errors, let alone correct them. It distorts reality, keeping us from getting all the information we need and assessing issues clearly. It prolongs and widens rifts between lovers, friends, and nations. It keeps us from letting go of unhealthy habits. It permits the guilty to avoid taking responsibility for their deeds. (p. 9-10)

Ten Tactics for Feigning Integrity and Avoiding Accountability

Here are 10 tactics used to feign integrity and avoid accountability for mistakes, poor practice, dysfunction, and outright deviance. I see such tactics often in my consulting work and as part of a network confronting a major international fraud. These tactics illustrate what not to do when we and our organizations are asked to give an account of our work. Understanding how we can get it wrong can be a helpful way to avoid some of these proven tactical tricks – but there is no guarantee!

1. Delegate the matter to someone else. Diffuse it, distance yourself. Avoid any internal or independent review. Overlook whistleblower and grievance policies.

2. Dodge, reword, or repackage, the issues. Obfuscate the facts, muddle the main issues, or at least talk tentatively or vaguely about some “mistakes in the past” that someone could have dealt with better. Disguise any culpability.

3. Focus on minor or “other” things so as to look like you are focusing on central things. Punctuate it all with the language of transparencies and accountability.

4. Appeal to your “integrity” and to acting with the “highest standards,” without demonstrating either.

5. Point out your past track record. Highlight positive things that you are doing now. Remind everyone that you are doing your best.

6. Ask/assume that people should trust you without verification. Offer some general assurances that you are looking into the matter. All is OK.

7. State that you are being attacked, being treated unfairly, and that people don’t understand. Be sure to remind folks that life/leadership is hard and full of tough choices and ambiguities.

8. Mention other peoples’ (alleged) problems, question their motives and credibility – especially if they are noisome question-askers or whistleblowers.

9. up pathology and the “old boys’ club” on behalf of the “greater good.” Hold out until the dust settles and the uncomfortable stuff goes away. If necessary sack staff but don’t change the system.

10. So in short, don’t really do anything with real integrity and accountability. Rather, maintain your self-interests, lifestyle, affiliations, and allusions of moral congruity, even if it means recalibrating your conscience. Cognitive dissonance applies to others but not to you.

Moral wholeness for a more whole world starts with ourselves. Integrity and accountability are key. And the UN Core Competency Framework – and social psychology research – point us in the right direction as we navigate the internal and external challenges that are part of our UN work. Part two of this article will look at five strategies for developing integrity and accountability.
#fifdh17 – Let’s open the debate!

The International Festival and Forum on Human Rights (FIFDH) is the leading international event dedicated to cinema and human rights.

**What will be different?**

Everything is faster nowadays. We will be picking up on what is hot in the news in terms of human rights violations. We have always done this, but this year we will adapt our debates to what is at the cutting edge and anticipate more. There are some changes in the team too: Philippe Mottaz, former Director of World Radio Switzerland, has joined us as the Forum’s Editorial Producer. The debates will widen their reach to better correspond to the idea of a Forum. Guests often come for the full length of the Festival and, seated around tables in our Café Babel at the Théâtre Pitoëff – often into the early hours – these activists, academics and artists exchange between themselves and with the public. And more and more, we are seeing that these exchanges continue long after the Festival is over, and lead to further action.

**Women’s rights: an ongoing struggle**

I’ll be turning 30 in a few days, and for my generation of women, there are certain rights we tend to take for granted. But recent events have shown us that women’s rights are never a given: the election of Donald Trump, debates in the Polish parliament, initiatives in Spain and Switzerland… The right to abortion, which is at the very core of the right of women to control their own bodies, fought so hard for since the 1970s, seems threatened today. The film Vessel by Diana Whitten takes us around the world with Women on Waves, a group of feminists who attempt to organize abortions at sea in international waters, in order to circumvent the laws of the countries that prohibit them. Laure Adler, presenter on France Inter, will lead this debate on the theme of mobilisation with a high-level panel, including Agata Czarnacka, Polish feminist activist; Rokhaya Diallo, French filmmaker, feminist activist and founder of the anti-racist association Les Indivisibles; and Françoise Girard, President of the International Women’s Health Coalition.

**Prostitution in Lausanne**

The subject of this film is very close to home, geographically speaking. Elise Shubs’ first full-length documentary, Impasse, is the result of a year spent examining the solitude and secrecy of prostitutes in the Sévelin district of Lausanne. The majority of these women are migrants and mothers, trying to make ends meet or trapped in human trafficking. Away from clichés and prejudices, and filmed anonymously with great discretion, these women talk intimately and freely about the laws of the countries that prohibit them. They also talk about abortion rights and the right to control their own bodies, fought so hard for since the 1970s, seems threatened today. The film Vessel by Diana Whitten takes us around the world with Women on Waves, a group of feminists who attempt to organize abortions at sea in international waters, in order to circumvent the laws of the countries that prohibit them. Laure Adler, presenter on France Inter, will lead this debate on the theme of mobilisation with a high-level panel, including Agata Czarnacka, Polish feminist activist; Rokhaya Diallo, French filmmaker, feminist activist and founder of the anti-racist association Les Indivisibles; and Françoise Girard, President of the International Women’s Health Coalition.

**What will be the same this year?**

We don’t want to change something that works, but more and more, we are seeking not only to denounce human rights violations, but to see how we can push the dialogue forward. Each year we try to be smarter, to better understand the world we are living in. Like last year, we will be reaching out to the public in about 35 different venues, including two thematic evenings at the Graduate Institute, close to the Palais des Nations: one around Jean Ziegler’s film The Optimism of Willpower, by Nicolas Wadimoff, and one on the social consequences of the Greek debt crisis, with the projection of the film A Greek Winter, by Ingeborg Jansen.

**This issue of UN Special highlights**

International Women’s Day, celebrated on March 8. Which themes relevant to the human rights of women will FIFDH be covering?

We will have many events that focus on the human rights of women. Here are a few suggestions:

**Transgender rights**

On March 14, we will host a debate on this subject with the participation of Susan Stryker, an American professor of transgender studies; Vitit Muntarbhorn, designated in September 2016 by the UN Human Rights Council as the first UN Independent Expert on violence and discrimination based on sexual orientation and gender identity (SOGI); Mauro Cabral, an Argentinian intersex and trans activist; and Cleopatra Kambugu, a 27-year-old Ugandan woman, born biologically male. The documentary The Pearl of Africa, by Jonny von Wallström, follows Cleopatra through this transition in a country renowned for its transphobia and homophobia.

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There are many other FIFDH events for women and for any persons who care about women’s rights. The full programme is available at www.fifdh.org.
Dimanche 2 avril 2017

7e édition de la course Vivicittà

Organisé par l’association polysportive SATUS Genève avec l’aide d’environ 80 bénévoles, cette course a choisi comme cadre la rive droite du lac et la zone des organisations internationales puisqu’elle longe le bord du lac jusqu’au Jardin botanique pour monter ensuite au Château de Penthes, traverser le village de Pregny-Chambésy et revenir au point de départ, l’esplanade des Bains des Pâquis.

HANS THURNHERR, VICE-PRESIDENT, VIVICITTÀ 2017

Pourquoi le nom de Vivicittà?
Comme son nom l’indique, la course a été initiée en Italie il y a plus de trente ans. A présent, elle se court dans 40 villes transalpines et 19 capitales dans le monde entier. La Suisse, avec Genève, est la vingtième de cette constellation.

Une course comme les autres?
Pas du tout! Du fait de son implantation internationale, environ 70 000 athlètes participent chaque année à la Vivicittà. De plus, la course a lieu partout dans le monde à la même date et à la même heure et sur la même distance de 12 km (qui est aussi ouverte pour le walking).

Un classement mondial permet ensuite de se comparer aux participants ailleurs dans le monde. Afin de rendre cette comparaison plus réaliste, une compensation altimétrique tient compte du tracé et du dénivelé de la course.

Des distances plus courtes sont proposées aux jeunes: 1520m pour les écoliers et les écolières, et 2720m pour les cadets et les cadettes. L’organisateur a également prévu des accompagnants pour permettre aux non-voyants et aux malvoyants de participer à cette course.

Comment et où s’inscrire?
2. Lors de votre première inscription, vous devrez créer un compte sur la plateforme.
4. Le payement se fait en ligne directement lors de l’inscription.

Pour toutes infos utiles (horaire des courses, retrait des dossards, finance d’inscription, inscription sur place, etc.): www.satus-geneve.ch

La course Vivicittà bénéficie du soutien de la Ville de Genève et de la commune de Pregny-Chambésy. Elle est parrainée notamment par UBS et Aeschbach Chaussures.
Islande (3e partie)

Ombre et lumière

Véritable paradis des géologues, des volcanologues, des photographes, des randonneurs et des amoureux d’une nature à l’état pur, l’Islande offre également un beau voyage de l’intérieur pour tous ceux en quête d’un besoin de se ressourcer.

CLAUDE MAILLARD

Au deux-tiers de notre aventure islandaise (voir le UN Special du mois passé), le petit village de Vik, avec sa petite église haut perchée sur une colline, nous accueille sous un timide soleil, mais la chance est avec nous car c’est l’endroit le plus pluvieux du pays! A deux pas, depuis la plage de galets noirs de Reynir bordée d’une falaise qui abrite une grande grotte entourée d’orgues basaltiques, la vue sur Reynisdrangar est exceptionnelle. Ces inquiétantes aiguilles de lave pétrifiées qui émergent de l’océan couvert de brume sont certainement en partie responsables de la centaine de naufrages de bateaux qui ont eu lieu dans les parages en à peine un siècle. Au loin, le cap de Dyrhólaey constitué de roches basaltiques noires, l’endroit le plus méridional d’Islande, offre une magnifique arche dans laquelle les vagues viennent s’engouffrer.

La plus noble conquête de l’homme

Dévalant les contreforts des glaciers Myrdalsjökull et Eyjafjalljökull, la rivière Skoga achève son parcours par une vingtaine de cascades dont la dernière, Skogafoss, dégringole d’une falaise d’une soixantaine de mètres de haut. Inséré dans un écrin de verdure et traversé de part en part par un arc-en-ciel, le lieu est idyllique pour recharger les batteries autour d’un copieux buffet préparé par Axel, président de l’association « Terre de Partages » qui nous a concocté ce voyage. A 500 m de là, le musée de Skogar est tout à fait remarquable. Il s’agit en fait de plusieurs musées consacrés pour une bonne part aux arts populaires, mais également aux transports et communications. A l’extérieur, un petit hameau avec ses maisons anciennes mérite également que l’on prenne le temps d’y flâner. En poursuivant sur Hella, gros bourg où l’on trouvera le ravitaillement indispensable pour affronter le Landmannalaugar, la route passe au pied de la cascade de Seljalandsfoss dont la particularité est de posséder un sentier qui permet de marquer derrière son rideau d’eau: douche rafraîchissante garantie!

Le paradis des randonneurs
Après un petit détour par la vallée Thjorsardalur où se cachent les gorges de Gjain, étonnante oasis de verdure au milieu de ce monde minéral, une piste cahoteuse nous mène à notre refuge isolé au pied du fameux volcan Eyjafjallajökull. De là, à travers les champs de lave pétifiée émanant du volcan Hekla, nous gagnons le camp de base d'où les randonneurs partent à la découverte du massif du Landmannalaugar. Des centaines de tentes sont éparpillées le long d'un ruisseau fumant alimenté par des sources d'eaux chaudes qui font le bonheur des plus téméraires, vu les conditions météo hivernales. Tout d'abord assez raide, puis vallonné, le sentier nous projette très vite dans un autre monde, dans un autre univers. Avec ses montagnes de rhyolite (roche magmatique effusive riche en verre) qui semblent peintes par petites touches appliquées, allant de tous les dégradés de gris, de vert, d’orange, de brun, de rose, de blanc, de bleu... le site est féerique. Les marcheurs avancent les yeux écarquillés dans un incroyable dédale de coulées de lave sombres recouvertes de mousse, de fumerolles, de lacs aux eaux turquoise et de torrents venus tout droit des glaciers. Et quand le ciel s’y met, avec de gros nuages à travers lesquels filtrent quelques rayons de soleil, la magie opère, l’ombre, la lumière et la neige qui s’attarde dans les creux soulignant encore plus les courbes du relief. A mi-parcours, dominant un invraisemblable chaos de blocs d’obsidienne (roche volcanique vitreuse noire, riche en silice), le dôme multicolore du Brennisteinsalda émerge à 881 m d’altitude d’un brouillard sulfurieux venu directement des entrailles de la terre. Invraisemblablement fabuleux...

Au retour, une escapade au sommet des cratères, aux parois rouges et occupés par des lacs bleu vert, du Ljotipollur et du Hnausapollur s’impose pour terminer en beauté une journée déjà bien remplie et riche en émotions.

Carrefour de l’histoire géologique et humaine

Située au sud de la capitale, la péninsule de Reykjanes se résume à un vaste désert de coulées de lave, agrémenté de solfatares et de sources d’eaux chaudes. Le terrain, volcanique, accidenté et couvert de mousse ne permet pas la moindre culture, ce qui fait que la seule activité possible est la pêche, notamment à Grindavik. Tourounés des lacs Kleifarvatn et Graenvatn, les bassins de boue en ébullition et les évents de vapeur du champ géothermique de Seltun sont le résultat de la température de la terre qui atteint ici les 200° à 1000 m de profondeur. Encore un endroit époustouflant! Et, pour ceux qui aiment se prélasser, le nirvana se nomme Lagon bleu. Avec ses eaux laiteuses d’un bleu pastel, à 38°, il fait bon s’y baigner et... c’est l’attraction numéro 1 du pays.

Retour à Reykjavik, la boucle est bouclée. Au terme d’un périple de 3500 kilomètres à travers l’Islande, on ne peut qu’être conquis par cette île dont les paysages époustoufflants et l’accueil chaleureux de ses habitants en font une destination à recommander.
How far will kindness take you?

“Many people believe in compassion because it works.”

Lobsang Phuntsok

SUNITA SEHMI

A few months ago, a friend of mine gave me a copy of the film Tashi and the Monk. She briefly explained the history behind the film’s subject, the benevolent monk Lobsang Phuntsok and his project, Jhamtse Gatsal Children’s Community. Jhamtse (jaam’-tsay) is Tibetan for “love and compassion”, and the community is an international non-profit organization run by volunteers and sustained by the individuals who participate in its programs. It serves as a community, a school, and a home for children ranging in age from toddler to adolescent.

The film lay on my desk for some time, as my never-ending to do list prevented me from watching it…Yet when I finally did find the time to watch, the film was so heart-rending and touching that it blew me away. The 42-minute film has no elaborate camerawork, no superstar narrator, but is simply the unpretentious story of Tashi, a five-year-old girl, and the monk, Lobsang.

Little Tashi is found eating dirt in her village, and joins the Jhamtse community after losing her mother and being abandoned by her alcoholic father. A wild and troubled child, Tashi is a big personality in a small, delicate body. She will fight anyone for snacks, has no respect for rules, and is only quiet when she’s sleeping. She is struggling to find her place among, essentially, 84 new siblings at Jhamtse.

The absolute beauty of this film and the project is that Lobsang has channeled his own unhappy childhood into an opportunity for other “uninvited guests of the universe” to avoid a similar fate. The story shows how Tashi’s wildness dissolves under the support of Lobsang.

Lobsang only has room for 85 children at his school, but he is bombarded with hundreds of requests from villagers, begging him to take in more. Due to the school’s limited capacity, Lobsang is forced to make some heart wrenching and life-altering decisions. Should you be so moved, Jhamtse Switzerland invites you to get involved in our work:

Volunteer.
We rely on compassionate and motivated people to help us. Volunteers assist in creating and maintaining our efforts to achieve our mission in the US and at Jhamtse Gatsal Children’s Community.

Sponsor a Child.
Sponsors have the joy of giving their love, care, and financial support to open a whole world of possibilities to children who are otherwise denied the most basic needs. Sponsors have the opportunity to develop long lasting relationships with their sponsored children.

Donate.
Donations to Jhamtse International may go where most needed, or be designated specifically to support Jhamtse Gatsal Children’s Community or Jhamtse Buddhist Centre. Donations may also be designated toward specific needs at Jhamtse Gatsal.

Association Jhamtse Switzerland
11 chemin de Planta,
1223 Cologny Genève
contact@jhamtseswitzerland.org
www.jhamtseswitzerland.org

Each of the children at Jhamtse has a background of adversity. Their driving goal is to provide these children with better lives, helping them to achieve their fullest potential. I met with Judith, Suzanne and Dominique at Jhamtse Switzerland, all very diverse (an ex teacher, a businessman and a life coach), and all from different backgrounds, but together on one collective mission. That mission is simple: to end suffering, spread happiness, and build a better world through the practice of the universal principles of love, compassion, and wisdom.

We have all met a Tashi at some point in our lives: someone who feels excluded, misunderstand and alone. Tashi was a chaotic, scorned and angry child through no fault of her own. Lobsang shows that it takes just one person to believe in a child, and that this act of true kindness can be life changing for that child.

Lobsang, a Buddhist monk, was trained under the guidance of His Holiness the Dalai Lama. However, eight years ago he left behind a life as a spiritual teacher in the United States to create this unique community in the foothills of the Himalayas, rescuing orphaned and neglected children. In 2006, he returned to his native country with a greater vision: to educate at-risk children and provide them with a home and, more importantly, a family.

Lobsang knows what it’s like to be a lost child. When he was born, his unwed mother hid him under leaves. His grandparents heard his cries, rescued him, and raised him, until his bad behavior of breaking windows and hitting cows led them to send him to a monastery. At the monastery, it was one teacher – one true believer in him – that helped to change him forever.

“In some ways, all of us are basically abandoned or not really a wanted person. Everybody kind of give up the hope on us. But in this place, you are welcome and you have opportunity to change, and we will be with you, no matter what. This is a community of love and compassion.”

Lobsang Phuntsok

Lobsang shows that it takes just one person to believe in a child, and that this act of true kindness can be life changing for that child.

IN THE FIELD / SUR LE TERRAIN

This article was originally published at Know it All Passport on 9 November 2016.

Judith, Suzanne and Dominique are the founder of Walk The Talk Executive Coaching (www.walkthetalk.ch), in Geneva. She has a background in psychology, specializing in Occupational and Developmental Psychology, and a post-graduate degree in the Development and Training of Adults from the UK. She also holds a Masters in Human Resources, Coaching and Career Management from HEC Geneva.

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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 :
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LE LUXE EN MOUVEMENT.

LA NOUVELLE BMW SÉRIE 7. DÈS MAINTENANT CHEZ EMIL FREY SA.