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This month, *UN Special* continues to cover the controversial 5.2% wage cut for staff. You will read about it in several articles and will also find information on cost of living in the central pages. We weigh in on the unfairness of this issue, as well as on the important role of staff unions' advocacy.

In these pages, you will also find contributions from Permanent Missions on a variety of pertinent global issues: on the French presidency of the "Platform on Disaster Displacement", on Israel's insights on combatting trafficking in persons, on humanitarian action by the Permanent Delegation of the Sovereign Order of Malta and on photojournalism on the occasion of an event organized by the Permanent Mission of the Kingdom of the Netherlands. Also, in this issue, you will read about historic milestones of conference interpreting, from the 100 years anniversary of this profession to the Nuremberg trials.

Other topics include relevant pieces to staff such as preventing burnout on the workplace and future challenges to human resources. Additionally, you will read about staff activities and celebrations with an article on how UN Globe celebrated the Pride parade in Geneva and how the UN Football Club plays a role as an enabler of sustainable development.

Finally, and as is customary, you will read the latest piece by Claude Maillard on his travels, and we hope you will enjoy our recommendations for making the most of Geneva's main cultural events. Happy reading! ■

Ce mois-ci, *UN Special* continue de couvrir les coupes salariales de 5.2% contestées par le personnel. Plusieurs articles reviendront sur ce sujet, et vous trouverez également des informations sur le coût de la vie dans les pages centrales. Nous soulignons le caractère injuste de ces mesures, ainsi que le rôle important que jouent les syndicats du personnel dans la défense de leurs intérêts.

Vous trouverez également dans ces pages, des contributions des Missions permanentes sur une série de questions pertinentes: sur la présidence française de la «Plateforme sur les Déplacements liés aux Catastrophes», sur l'expertise d'Israël en matière de lutte contre le traite des personnes, sur le travail humanitaire par la Délégation permanente de l'Ordre souverain de Malte, ainsi qu'un article sur le photojournalisme à l'occasion d'une exposition organisée par la Mission permanente du Royaume des Pays-Bas. Vous lirez également dans ce numéro, les grands moments de l'histoire du métier d'interprète, depuis les commémorations du centenaire de cette profession jusqu'au procès de Nuremberg.

Parmi les autres thèmes traités, citons ceux d'intérêt pour le personnel, tel que la prévention de l'épuisement professionnel et les futurs défis des ressources humaines. De plus, vous pourrez lire au sujet des activités du personnel avec un article sur la participation de UN Globe au défilé des Fiertés de la Geneva Pride, et un article sur le rôle du UN Football Club en tant que catalyseur du développement durable.

Enfin, comme à l'accoutumée, vous lirez la dernière contribution de Claude Maillard sur ses voyages, ainsi que nos suggestions pour profiter au maximum de Genève et ses événements culturels. Bonne lecture! ■

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# Sommes-nous à l'aube de la fin du système commun ?

*Un salaire à deux vitesses pour les fonctionnaires de la catégorie professionnelle à Genève.*

**PRISCA CHAOUÏ<sup>1</sup>, ONUG**

Avec le jugement du Tribunal Administratif de l'Organisation Internationale du Travail (TAOIT) du 3 juillet 2019, la raison d'être de la Commission de la fonction publique internationale semble être menacée. Il est peut-être temps de rattraper ce qui peut encore l'être...

C'est la peur au ventre que je me suis rendue à la salle du Tribunal administratif de l'OIT, le mercredi 3 juillet, afin d'assister à l'audience où le jugement relatif aux coupes salariales de cinq institutions spécialisées (BIT, OIM, OMPI, OMS, UIT) devait être rendu.

Vu le degré de politisation affectant tout ce qui a trait aux coupes salariales à Genève, depuis leur introduction en février 2018, je n'espérais pas que la décision produise des miracles, d'où mon anxiété. En fait, la salve d'applaudissements qui a découlé de la prononciation du jugement m'a rassurée. Les coupes ont été déclarées illégales et les administrations des cinq institutions impliquées ont reçu l'ordre de verser aux fonctionnaires la différence de salaire majorée de 5% d'intérêt.

Pour rappel, les salaires des fonctionnaires de la catégorie

P, et au-delà, dans les différents lieux d'affectation sont fixés par la Commission de la Fonction Publique Internationale (CFPI). J'avoue que désormais elle constitue à mes yeux un «Comité de Sages», malgré les décisions, pas toujours très «sages», prises ces dernières années relatives aux conditions de travail des fonctionnaires internationaux.

La Commission fut mise en place dans les années 70. Elle est composée d'experts supposément indépendants dont le mandat consiste à réglementer les conditions de service des fonctionnaires dans le système

commun des Nations Unies. La détermination des salaires des fonctionnaires de la catégorie P et au-delà, se fait suite à une enquête sur le coût de la vie, effectuée tous les 5 ans par la Commission. Cela permet de déterminer l'indemnité de poste ou post adjustment.

L'enquête relative au coût de la vie à Genève eut lieu en octobre 2016. La réalité genevoise caractérisée par une augmentation permanente du coût de la vie ne pouvait en aucun cas justifier une baisse de salaires. Or, au grand dam des fonctionnaires, les résultats communiqués en février 2017



impliquèrent une baisse de salaires avoisinant les 7,8%. La Commission pensait que cette décision allait passer comme une lettre à la poste sans aucune réaction de la part des fonctionnaires affectés. Tel ne fut point le cas. Les syndicats du personnel ainsi que les administrations de toutes les institutions spécialisées, avec à leur tête le Bureau international du Travail (BIT) exprimèrent leur désarroi face à la situation. Côté personnel, cela prit la forme de plusieurs rassemblements au sein du Palais et un arrêt de travail en juin 2017. Suite à ces réactions, une équipe de trois statisticiens fut dépêchée à New York afin de vérifier la fiabilité des résultats qui avaient entraîné les coupes. L'équipe eut vite fait de conclure que des erreurs avaient été commises. En plus de cela, la Commission avait unilatéralement décidé de ne pas appliquer la mesure palliative ou *gap closure measure* qui devait atténuer l'impact négatif d'une quelconque réduction de salaire.

Tout le monde eut bon espoir que la CFPI allait reconnaître ses erreurs et introduire les corrections nécessaires. C'est dans cet esprit que les syndicats du personnel se rendirent à la session de la CFPI à Vienne en juillet 2017, sûrs et certains de pouvoir atteindre des résultats positifs. Toutefois, les espoirs s'évaporèrent vite puisque la

CFPI refusa de reconnaître ses erreurs et se borna à réintroduire la mesure palliative de 3% au lieu des 5% qui existaient à la base. Allez comprendre le raisonnement qui la conduisit à cette décision. Personnellement, je pense l'avoir saisi.

Le «Comité des sages» se considère au-dessus de tout et agit comme bon lui semble, ou plutôt comme les états membres le veulent. En effet, lors de la session de Vienne, une des commissaires, probablement encore mal rodée, reconnut que les coupes salariales à Genève représentaient une mesure de réduction des coûts. Preuve que la CFPI a perdu toute indépendance et impartialité. D'organe technique, elle s'est clairement transformée en un outil qui permet aux des états membres de réduire les contributions qu'ils versent aux organisations internationales.

Les syndicats du personnel sont revenus de Vienne, non pas victorieux, mais quand même satisfaits par la réintroduction de la mesure palliative. Grâce à cette dernière et à l'augmentation du salaire des employés de la fonction publique fédérale américaine et du «locality pay» à New York, ils pensaient que les réductions ne dépasseraient pas les 2%. Le report à février 2018 de l'introduction des coupes salariales et la révision de la méthodologie relative au



calcul de l'indemnité de poste constituaient un autre point de satisfaction.

Au plus grand étonnement des fonctionnaires, en février 2018, les coupes salariales sont de l'ordre de 5,2%. Une série de réactions fortes de la part du personnel s'en suit à savoir, entre autres, une journée d'action mondiale de tous les fonctionnaires qui se soulèvent pour réclamer la réforme de la CFPI. À Genève, deux jours de grève sont décrétés les 16 et 23 mars au Palais des Nations. Parallèlement, un nombre sans précédent de fonctionnaires contestent juridiquement la décision de coupe des salaires, les uns auprès du Tribunal du contentieux administratif et les autres auprès du TAOIT. À ce jour, le Tribunal du contentieux administratif n'a toujours pas rendu son jugement bien que l'audience eut lieu en octobre 2018. Les rumeurs prédisent qu'il ne sortira pas avant début 2020.

Suite au jugement prononcé par le TAOIT, les fonctionnaires des cinq institutions spécialisées seront désormais payés plus que leurs collègues de même grade mais qui travaillent pour le Secrétariat et les organes subsidiaires. Cette situation contredit l'article 23 de la Déclaration universelle des droits de l'homme et le principe de Noblemaire qui

tous deux consacrent le principe du salaire égal à travail égal. Si ce problème n'est pas résolu, il conduira à la remise en question de la viabilité du système commun, initialement mis en place pour éviter la concurrence entre les organisations internationales.

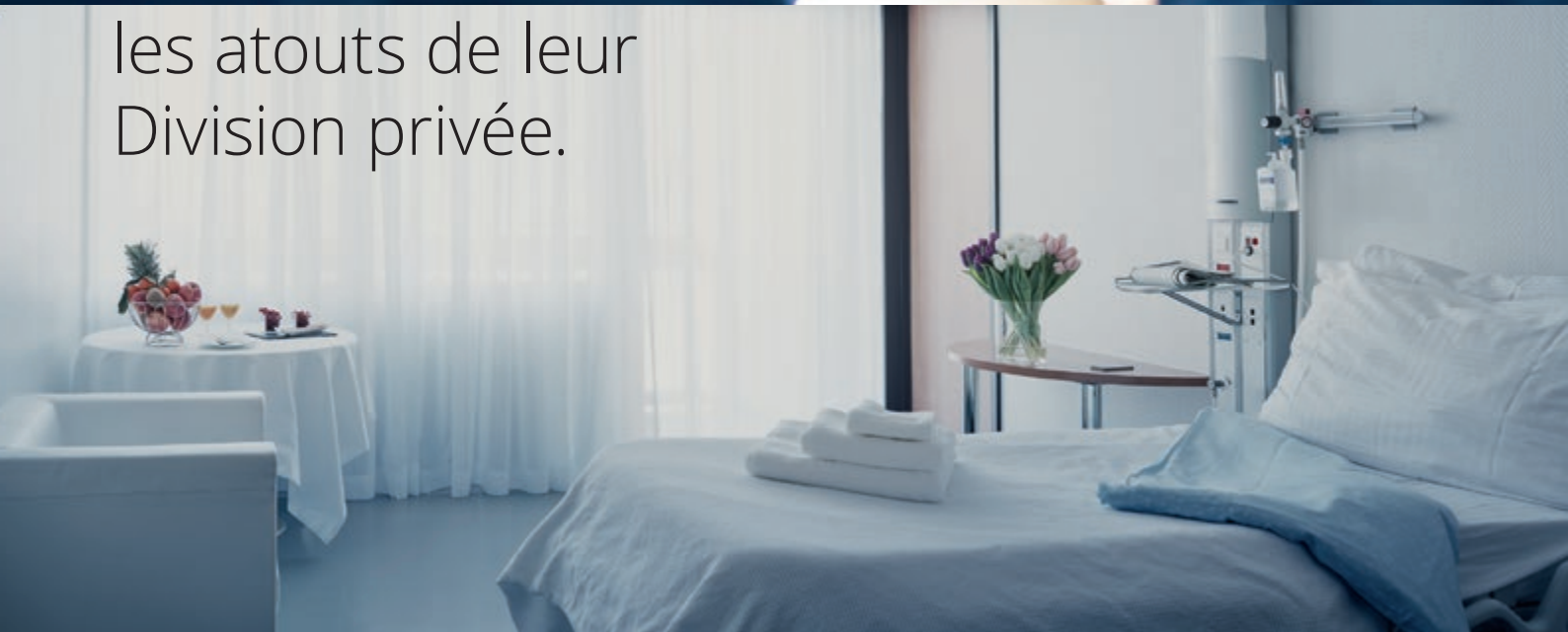
Les différents syndicats du personnel ont adressé des lettres au Président de la CFPI et une pétition signée par plus de 6000 fonctionnaires a circulé, appelant le Secrétaire général de l'ONU, Antonio Guterres, et la CFPI à garantir une égalité de traitement entre les fonctionnaires à Genève. La session de la CFPI qui vient de s'achever à Vienne aurait été l'occasion en or pour corriger le tir. Malheureusement, le scénario de 2017 s'est reproduit. Avec arrogance, la CFPI a refusé de corriger cette injustice patente. En faisant cela, elle semble vouloir définitivement enterrer le système commun. Espérons que l'objet de mon prochain article ne portera pas sur la disparition de la Commission de la Fonction Publique Internationale... ■

1 Prisca Chaoui est Secrétaire Exécutive, Conseil de coordination du personnel de l'ONUG



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# The ICSC's numbers do not add up...

DR. STEVE MACFEELY<sup>1</sup>, UNCTAD,  
SARAH BENCHERIF, UNITAR

## Background

At the 84th session of the ICSC (The International Civil Service Commission), it was announced that salaries of P and D grades based in Geneva were to be reduced by 7.7%. Not surprisingly this caused some shock as there was little anecdotal evidence to support a change of this magnitude. At the June 2017 ACPAQ (Advisory Committee on Post Adjustment Questions) meeting concerns were also expressed with regards to other duty stations, notably London, Madrid, Paris, Rome and Vienna.

Geneva-based organizations were concerned that the supporting evidence supplied by the ICSC was insufficient to ensure that they could exercise their obligations as established by the principles of international civil service law and evidenced in the jurisprudence of international administrative tribunals before implementing a decision.

Consequently Geneva-based organizations mandated an informal team of three senior statisticians to review the ICSC cost-of-living survey in Geneva in order to ascertain whether,

from a statistical perspective, the calculations used in the 2016 survey round could be considered of good quality and sufficiently robust to be designated 'fit for purpose'.

Following a desk review of available documentation, three statisticians visited ICSC in New York over two and half days between 31 May and 2 June 2017. The focus of this very short mission was to investigate specific basic headings of the PAI that had an *unusually* negative impact on Geneva. During this mission a number of issues were identified that raised serious questions regarding the validity of the 2016 results.

## Problematic results

The report "Considerations regarding cost-of-living surveys and post adjustment matters: Note by Geneva-based organizations" (ICSC/85/CRP.9) presented to the 85th session of the International Civil Service Commission in July 2017 detailed a range of concerns. In summary, the Geneva based statisticians found:

- The implementation by the ICSC did not always correspond with the 'approved' methodology described in the formal documentation. Furthermore, many important

compilation methodologies and practices were not described anywhere in the formal documentation.

- A number of methodological changes introduced since 2010 had increased the instability and volatility of the indexes used to calculate the cost-of-living comparisons. In the 2016 round, these changes appeared to have almost universally reduced the Geneva PAI.
- The index number formula used at the higher (weighted) level were, in two important cases (Rent and Domestic Services) incorrectly formulated owing to their use of quantity, rather than expenditure weights.
- Serious concerns were raised regarding the quality of the data used as inputs to the Rents and Domestic Services indexes.
- Serious concerns were also raised regarding the methodology used to select outliers for Domestic Services, which appeared to be consistently biased against Geneva.
- Problems were also identified regarding the compilation of the medical insurance index, where no attempt was made to standardise respective baskets of insurance policies or take into account supplementary insurance coverage.

- Basic errors identified in calculation of the education index, arising from simple clerical mistakes were identified and acknowledged by ICSC. While these particular errors did not have a significant impact on the overall PAI, it did raise concerns regarding how errors are dealt with in general and how revisions are incorporated and disseminated.
- Concerns with the compilation of a number of other basic headings, including rail fares and air fares were also raised.

The Geneva statisticians also recommended that the 5% gap closure measure, that had recently been removed by the ICSC, be reinstated as there was no clear justification for the change, and implied an absolute confidence in ICSC estimates that was clearly misplaced.

## Reaction

The initial reaction from the ICSC was swift and forceful. They asserted that the Geneva based statisticians had made "liberal use of alternative and unilateral assumptions", "sweeping conclusions", "unfortunate misrepresentations" and even of being "meaningless". Their verdict was delivered at the 85th



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session of the ICSC along with a public character assassination of the Geneva based statisticians.

Perhaps a little-known fact, both SG Mr. Muller (UNOG) and SG Mr. Ryder (ILO) made forceful interventions at the ICSC challenging the ICSC results and expressing concerns regarding the implementation of the results.

Despite their arguments, sufficient pressure was brought to bear, and the ICSC were forced to conduct... an independent review. In February 2018 the report "Review of the post adjustment index methodology: Report of the consultant" (ICSC/ACPAQ/40/R.2) was presented to the Advisory Committee on Post Adjustment Questions. In large measure, this report validated the findings of the Geneva Statisticians, and made 64 recommendations for change.

### What now?

Since the 2018 ACPAQ, the ICSC has convened a special Task Force to discuss how to address the recommendations proposed by the independent consultant and adopted by ACPAQ. The membership of this TF includes a number of eminent Professors who are recognized experts in the field of price statistics and the Geneva based statisticians. The first meeting, held in spring 2019, made a series of sweeping recommendations for change. Most of these recommendations were supported by ACPAQ at their 2019 meeting in Rome and subsequently the ICSC. Further TFs will meet later in 2019 to discuss specific technical issues: the Geneva based statisticians will continue to support these initiatives for improvements.

While issues of disagreement remain, very significant progress has been made in

reaching consensus on a number of important issues.

The issues under consideration are very complex and technical. The ICSC have recently shown a willingness to open up and discuss their methodology and take on board recommendations. This should be acknowledged.

The question now, is how to make the process in future workable and sustainable. The staff federations have been financing a statistician to travel to meetings and funding a supporting consultant. UNCTAD have contributed in kind, by allowing their statisticians to devote time to this work. The ILO too have played a central role in this story funding a statistician. It raises interesting questions as to whose responsibility it is to protect staff? Consideration should be given to reviewing the ICSC

governance mechanisms which are currently not adequate. Clearly too, improved independent oversight is required going forward. Consideration should be given to hiring an expert price statistician to act as an independent reviewer.

But staff should be aware of the huge work being done by the staff federations on their behalf behind the scenes. ■

1 Dr. Steve MacFeely is the Head of Statistics and Information at UNCTAD. He is also Adjunct Professor at the Centre for Policy Studies at University College Cork in Ireland and a deputy-director of the IASE International Statistical Literacy Program. He was a price statistician in CSO (Central Statistics Office of Ireland) from 1993 to 1998, responsible for compiling the Irish CPIs, PPIs and PPPs. From 2007 to 2013 he was the Director of Business Statistics and Methodology – where among other things he was responsible for price statistics (including agricultural and property prices) and represented Ireland at EU Director of Price Statistics Meetings.



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## INTERVIEW

# Coupes salariales

## Catherine Comte-Tiberghien, présidente du syndicat du personnel de l'Organisation Internationale du Travail (OIT)

*Le 3 juillet dernier, le Tribunal administratif de l'Organisation internationale du travail (TAOIT) a invalidé une décision controversée prise par le siège de l'ONU à New York sur recommandation de la Commission de la fonction publique internationale (CFPI).*

### SARAH BENCHERIF, UNITAR

Le Tribunal administratif a jugé illégales les coupes salariales de 5,2% imposées au personnel professionnel (rangs P et D) basé à Genève. Or l'ONUG, le Haut-Commissariat pour les réfugiés, le Programme des Nations unies pour le développement (PNUD) et celui pour l'environnement (PNUE) ainsi que l'Unicef ne peuvent bénéficier de cette décision. Pour le même travail à Genève, une partie des fonctionnaires de ces organisations seront payés 5,2% de moins que les autres.

**Le Tribunal administratif de l'Organisation internationale du travail (TAOIT) a déclaré le 3 juillet que les coupes salariales introduites en février 2018 pour les fonctionnaires de la catégorie P et au-delà sont illégales. Que pensez-vous de ce jugement?**

C'est un aboutissement positif pour tous les collègues qui se sont mobilisés fortement et depuis le début, dans ce conflit. Je peux vous assurer que le sourire était de mise le lendemain de ce jugement. Mais ne nous voilons pas la face, c'est seulement une bataille de gagnée. Il faut se rappeler la genèse de ce conflit salarial: une décision de baisser des salaires dans un lieu d'affectation à la suite

d'une enquête sur le coût de la vie ayant révélé plus de 50 erreurs. Et comme par hasard ce lieu d'affectation était une ville siège où travaillent plus de 10 000 fonctionnaires et réputée comme une des plus chères au monde. Il ne fallait pas sortir de Saint-Cyr en 2017-2018 pour réaliser que c'était un bon moyen pour les États membres de faire des économies sur le dos du personnel même au mépris des critères de prévisibilité, stabilité et d'équité qui doivent normalement régir tout système salarial. Heureusement, la justice a tranché.

**Ledit jugement ne s'applique qu'aux institutions spécialisées et par conséquent les fonctionnaires travaillant pour l'ONU et ses organes subsidiaires n'en bénéficient pas. Comment d'après vous cette injustice doit être corrigée?**

C'est un état de fait puisque l'ONU et les agences spécialisées ne sont pas sous la même juridiction. Mais étant donné le rendu du jugement du TAOIT, je ne vois pas comment une autre juridiction pourrait se prononcer différemment, à moins que ... En tous cas, cette situation, certes provisoire, complique drastiquement les choses puisque le personnel

professionnel à Genève sera pour un temps sous deux échelles de salaire pour un travail de valeur égale. C'est intenable. C'est tout d'abord contraire à bon nombre de principes fondamentaux. Et ensuite le risque pour l'administration général des Nations Unies est que la colère monte parmi le personnel et ne soit plus contrôlable. Est-ce vraiment ce que veut le Secrétaire général des NU? Un personnel non acquis à sa cause pour achever sa réforme?

**La CFPI (Commission de la fonction publique internationale) qui a récemment tenu sa session à Vienne n'a rien fait pour corriger cette injustice. Pensez-vous que cela annonce le début de la fin du système commun?**

Je suis assez pessimiste. Présente à cette session, j'ai pu voir les efforts déployés, apparemment vains, par nos fédérations de personnel et d'ailleurs par les administrations de plusieurs agences spécialisées elles-mêmes et du HRNetwork pour qu'une solution soit trouvée au plus vite. Ceci afin de préserver ce système commun, qui bien sûr comporte des avantages et auquel le personnel tient. Mais le système de consultation

tel qu'il est pratiqué dans ce forum date d'un autre siècle. C'est comme si tout devait être réformé à l'ONU sauf son système de relations professionnelles. Nous ne devrions plus être dans une époque où une poignée de femmes et d'hommes, investis d'un pouvoir délégué certes par une noble assemblée, décident des conditions d'emploi de plus de 100 000 travailleurs.

**Si vous étiez présidente du syndicat à l'ONU aujourd'hui, que préconisez-vous comme mesures pour arrêter cette injustice?**

C'est une situation inédite. Mais il est clair que cette différence de salaire dans un même lieu d'affectation peut générer une colère légitime. Au vu de l'inertie calculée perçue lors de la dernière session de la CFPI, les représentants du personnel de l'ONU ont toujours la possibilité de recourir aux moyens traditionnels à leur disposition, et ils auront toute notre solidarité, ou d'ester, une nouvelle fois, en justice contre ce traitement inégal.

**Souhaitez-vous ajouter quelque chose?**

L'ONU en général doit retrouver une crédibilité en matière de relations avec son personnel, surtout en cette année de célébration du centenaire de la doyenne de ses agences spécialisées dans les conditions de travail, l'OIT. L'ONU ne peut pas donner des leçons à la planète entière et bafouer les principes élémentaires du droits fondamentaux au travail lorsqu'il s'agit de son propre personnel. ■



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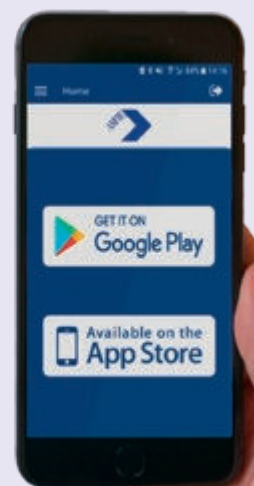
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# Report on this year's Pension Board meeting

*Threats and intimidation, unpaid retirees, rising costs, new leadership and changes to investment policy*

**MARY ABU RAKABEH, IBRAHIMA FAYE, NDEYE AISSATOU NDIAYE, BERNADETTE NYIRATUNGA, IAN RICHARDS, MICHELLE ROCKCLIFFE, UN PARTICIPANT REPRESENTATIVES**

The Board of the UN Joint Staff Pension Fund meets every year at the end of July. Below is a report by the UN participant representatives.

You may have read on social media about the chaos, physical threats and intimidation that marked last month's annual meeting of the Pension Fund Board at the UN compound in Nairobi. As your elected staff pension committee representatives and members of the Board, we would like to share with you a full account of the meeting. Please note that while the Fund is actuarially in balance (0.1 percent unfunded), it faces significant governance and legal risks that can negatively impact its sustainability, putting it in a delicate position. Further, based on our own analysis, we are unfortunately unable to assign credibility to the performance data published by the Fund.

## **The Fund is beset by governance and legal risks**

This year's session was sadly marred by shouting, banging on tables, intimidating comments, and a physical threat by the Chair of the Board to remove one of your representatives from the room "involuntarily". The Board also collaborated in illegally suspending another of your representatives from the meeting. One of your representatives was illegally barred from voting. Two of your representatives were illegally prevented from taking part in segments of the session, despite the UN Appeals Tribunal having

three times ruled such acts contrary to the Fund's regulations. This prevented us from effectively defending your interests and created an atmosphere of physical insecurity within a UN facility. Additionally, the Board's report to the General Assembly omits some of our interventions and is not a true reflection of the Board's proceedings and decisions, raising important issues of integrity.

Underlying this behaviour is the fear of Board members from certain small specialized agencies (but not WHO) that sensible and much-needed reforms from a General Assembly-backed governance review that we pushed for, would reduce their voting weights in line with their organizations' declining population weights and financial contributions to the Fund. Currently the agencies represent one third of participants, but have retained two thirds of the votes. UN representatives are therefore outvoted on issues that matter to you, such as legal compliance, promptness of payments and sustainability.

It should be noted that as part of this governance review, the Board rejected requests by the General Assembly, for which we had made proposals, to assign greater voting weight to the UN, to make use of its executive committee, known as the Standing Committee, for dealing with urgent issues that require decisions between annual Board meetings, and to give retirees the right to elect their representatives to the Board. We nevertheless made sure our proposals were mentioned in the report. The Board did approve a proposal for terms of reference for Board members whereby they are now expected to have a knowledge of

the Fund's rules, which is welcome. However, we continue to have concerns about attempts to block transparency about the Board's proceedings and decisions and the intimidation we continue to face in communicating with you, our electors.

## **Less than half of beneficiaries are paid on time, sometimes not at all**

We have been pushing hard for newly retiring staff and other beneficiaries to be paid on time. Two years ago, we highlighted the fact that some had to wait more than nine months to receive their first pension payment. The Fund now claims mission accomplished and that 80 percent are paid within 15 business days. Our own analysis of the data shows the true percentage to be at around 40 percent, which is a long way off the mark. At the same time, logistical reasons mean that the much-vaunted 15 business day target can still mean a wait of several months. In this context you should know that many occupational pension funds, including in developing countries make the first pension payment as soon as and sometimes before a staff member retires.

Further, it would appear from our estimates that around 4,000 beneficiaries have not been paid at all, with the funds owed to them at risk of being forfeited as deadlines pass. The Fund terms these cases "unactionable" saying they haven't received the correct paperwork. Besides the regrettable terminology, we haven't seen evidence, nor has OIOS, that the Fund has tried to obtain that paperwork despite it receiving an annual \$9.5 million grant from the United Nations to do so. Proposals by staff unions to help find beneficiaries whose

paperwork is missing, many in developing countries, have been met with indifference.

To this end we made proposals to pay advances to newly retiring staff when not all paperwork has been received, and to help find former staff whose money is at risk of being forfeited. The Board regretfully rejected both proposals.

#### Running costs are rising sharply within the context of unwise restructuring

The Board approved a budget that would see the Fund's running costs per participant rise by 12 percent a year, albeit with no link to commensurate improvements in performance. We had strong concerns with this given that those costs will eat into the Fund's investment returns. We also disagreed with a decision to remove the leadership positions of the Geneva office of the Fund and place Geneva-based staff under direct command of their counterparts in New York. We believe this will significantly reduce quality of service for staff and retirees in Africa, Asia and Europe, the regions serviced by this office. Further we note that representatives of impacted staff were not consulted on this restructuring.

#### The Fund will get a new leadership

We were satisfied with the selection process for the new ASG-level Pension Benefits Administrator (PBA) of the Fund (a position formerly known as CEO) and we look forward to the selected candidate taking their place at the helm of the Fund within the coming months. We are pleased that the new PBA has prior pension fund experience and we hope for an era of professional leadership. A selection process will soon open for the PBA's deputy.

#### Investment policy is changing

The careful investment of assets ensures that pensions can be paid as required. Investment management is under the purview of the Secretary-General, through the Representative of the Secretary-General (RSG). The RSG heads the Office of Investment Management that is tasked with maintaining a long-term real rate of return of 3.5 percent on Fund assets.

The RSG presented a new investment policy<sup>1</sup> that sees a shift from equities to alternative investments including private equity and direct investments in real estate, as well as geographic diversification of assets. While this reduces inflation risk, it

increases others. We will therefore monitor this development closely.

We raised a number of concerns regarding the environmental and social impact of Fund investments, an issue that has received press attention in the past.<sup>2</sup> Following our concerns, a more comprehensive and clear strategy has been promised and we will be following up.

#### More work ahead

In conclusion, the Fund remains in a delicate position. Huge pushback by many Board members against the General Assembly-mandated governance review, coupled with continued disregard by the

Board of its own regulations, disinterest in paying retirees on time, rising running costs and expectations of more information on the impact of our investments, means our work remains cut out. We would like to thank you for your continued support and will continue to keep you updated throughout the year. ■

1 <https://oim.unjspf.org/wp-content/uploads/2019/08/IPS-2019.pdf>

2 The Fund's current approach is explained here: <https://oim.unjspf.org/sustainable-investing/sustainability-approach/>



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# Restoring the values and spirit of the international civil service

**MONA ALI KHALIL<sup>1</sup>**

The founding fathers of the United Nations were not naïve idealists but wide-eyed realists and war-hardened superpowers. They drafted a UN Charter which balances the principles of power with the power of principles. They created a UN of six principal organs, each with distinct but complementary roles and responsibilities to, first and foremost, save us from the scourge of war and the mass slaughter of innocent civilians. They designed an international legal and political order whose success depends on each principal organ assuming its intended role and fulfilling its assigned responsibilities.

The UN Charter therefore speaks of the Security Council's primary responsibility for the maintenance of international peace and security – an affirmative responsibility, not a discretionary power or exclusive prerogative. In Article 24(2), the UN Charter confirms that the Security Council is not above the law but rather that it must act in accordance with UN purposes and principles in discharging its duties.

The founders foresaw situations where the Security Council may be unable or unwilling to live up to its Charter responsibility, so they reserved residual authority in the General Assembly. They also envisioned situations

where the Security Council may wish to evade its responsibility and thereby endowed the Secretary-General, in Article 99, with the self-determining authority to bring to the Security Council's attention matters involving its primary responsibility and requiring its prompt and effective action.

The founding fathers also foresaw the challenges of maintaining a strong and independent UN Secretariat. In Article 100 of the UN Charter, they sought to preserve and protect the exclusively international character of the UN Secretariat. They did so by explicitly including provisions prohibiting Secretariat officials from



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seeking or receiving instructions from any government or other authority external to the organization in the performance of their functions. They also prohibited Member States from seeking to influence those same officials in the discharge of their functions.

### The Power of Principles

Unfortunately, the UN Secretariat has contributed to the erosion of its standing and influence by seemingly forgetting that it is a separate and independent principal organ as explicitly envisioned in the UN Charter. It has allowed itself to be bullied from maintaining a principled stand on violations of international humanitarian and human rights law. Despite seemingly genuine commitment, it has failed to ensure meaningful accountability for the scandals that betray its purpose and mission – worst of all

the crimes and other abuses committed by those it deploys to protect civilians around the world.

The peoples of the world look to the UN Secretariat for the moral courage to speak truth to power and to save them from the worst excesses of war and other violent conflicts. The UN Secretariat must live up to the UN Charter's vision of a strong, principled, impartial and independent Secretariat—one that practices the UN values it preaches and stands up for itself and for “we the peoples” in whose name the UN Charter was adopted. It must uphold the rule of law within the organization as well as throughout the world – answerable to not only a few, but to all Member States.

As the UN must search for the truth about the circumstances

leading to the death of UN Secretary-General Dag Hammarskjöld and the members of the party accompanying him on that fateful night in September 1961, so too the UN must live up to the legacy of its most courageous leader. It must restore the values and the spirit of the international civil service he so clearly articulated and so passionately defended.

A true celebration of the 100th anniversary of the international civil service, since the establishment of the first such service by the League of Nations, starts with the realisation that the power of principles is ultimately a greater guide of UN action than the principles of power. A return to principled action is necessary not only for the sake of the UN's political relevance and moral authority but more urgently for the sake of the peoples of the world the

UN is meant to protect from the vagaries of unprincipled power. Restoring the relevance and credibility of the UN Secretariat therefore requires that UN leaders and staff have conviction in the efficacy of adhering to UN principles and values, as well as the courage to act on that conviction.

If the international civil servant knows himself to be free from such personal influences in his actions and guided solely by the common aims and rules laid down for, and by the Organization he serves and by recognised legal principles, then he has done his duty, and then he can face the



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criticism which, even so, will be unavoidable. As I said, at the final last, this is a question of integrity, and if integrity in the sense of respect for law and respect truth were to drive him into positions of conflict with this or that interest, then that conflict is a sign of his neutrality and not of his failure to observe neutrality – then it is in line, not in conflict with, his duties as an international civil servant.

— Dag Hammarskjöld in his 1961 Address at Oxford University

#### Redefining Impartiality, Upholding Integrity and Protecting Independence

At a minimum, the UN Secretariat must undertake three crucial actions going forward:

**1) Return to a classical definition of impartiality.** Impartiality has come to mean finding the mid- point between the parties to a conflict. As such, the UN has been reduced to *pro forma* statements condemning the violence and assigning equal responsibility on the parties to end the violence. Such statements impose a false balance that often belies the scale and multiplicity of the violations of one party over another. The UN should not

and must not be impartial to the UN Charter or to the rule of law; it must condemn violations of international human rights and humanitarian law objectively- regardless of the political or economic power of the perpetrator. It must condemn aggression, genocide, war crimes and crimes against humanity as consistently and as unequivocally as it deplors acts of terrorism. It must name and shame State actors as loudly as it does non-State actors.

**2) Uphold integrity as a higher calling.** Integrity must be understood as something more than submitting financial disclosure forms and avoiding conflicts of interest. The UN Secretariat must not limit itself to meeting minimum competencies but should rather aspire to the highest standards of competence. It must reimagine the international civil service as a means of earning salaries and emoluments but rather as a calling to serve the objects and purposes of the United Nations. No one should have any illusions about the difficulty of speaking truth to power, but there should be greater difficulty in counting the dead and injured when the UN Secretariat fails to do so out of political expediency. The UN Secretariat must therefore be the first to demand criminal accountability for those who harm civilians – especially those it has itself deployed when they become the perpetrators of harm against those they are deployed to protect.

**3) Protect the independence of the UN Secretariat.** The voices of those who speak truth to power or stand up to oppression – especially those entrusted with human rights or other rule of law mandates –should be protected by the organization and its Secretary-General – every day and in every way. Too often, the record shows that such voices are muted or even mooted – by both external pressures and internal forces. They are branded as idealistic or worse yet as unrealistic – as if surrendering the Secretariat’s only power, its moral authority, is somehow more practical or pragmatic. The UN Secretary-General must also speak out loudly and stand up strongly; while he (and someday she) cannot force the Security Council to act, he can and should fully exercise his authority, under Article 99 of the UN Charter, to remind the Security Council of its duty to take prompt and effective action to resolve conflicts – not just to manage them. He must put forth clear and concrete recommendations to end impunity for violations of international humanitarian and human rights law.

In conclusion, the UN Secretariat must be more willing to get on the proverbial high horse especially when the grass is getting trampled by elephants<sup>2</sup>. It should neither invite nor shy away from controversy. It must remain focused on the fulfilment of its mandates and driven by “respect for the law and respect for the truth”. It

should do so knowing in full confidence that if such values and attitudes were to drive any international civil servant “into positions of conflict with this or that interest”, as Dag Hammarskjöld wisely forewarned, then “that conflict is a sign of his neutrality and not of his failure to observe neutrality- then it is in line, not in conflict with, his duties as an international civil servant”<sup>3</sup>. ■

1 Mona Ali Khalil is the Founder and Director of MAKLAW, an international strategic advisory and consulting service, assisting governments and intergovernmental organizations to secure their legal rights and fulfill their legal obligations. She is a respected public international lawyer with 25 years of UN and other international experience including as Senior Legal Officer in the UN Office of the Legal Counsel, where she advised on peacekeeping, sanctions, disarmament and counterterrorism and in the IAEA Office of Legal Affairs, where she advised on nuclear security and on non-proliferation sanctions. She holds a B.A. and an M.A. in international relations from Harvard University and a Masters in Foreign Service and a Juris Doctorate from Georgetown University. She is an Affiliate of the Harvard Law School Program on International Law and Armed Conflict.

2 “When elephants fight, it is the grass that gets trampled” is an African proverb used to describe leaders whose disputes and divisions end up hurting innocent people.

3 Excerpt from the Dag Hammarskjöld 1961 speech at Oxford University

This article was first published by the Dag Hammarskjöld Foundation on 20 May 2019



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# Les déplacements climatiques

## Déjà présents et pourtant encore trop ignorés

*Les déplacements climatiques sont l'une des conséquences les plus graves du changement climatique en créant des situations de détresse humanitaire. Avec la Plateforme sur les Déplacements liés aux Catastrophes (PDD), des États se mobilisent pour mieux alerter la communauté internationale, en cherchant des partenariats avec des agences onusiennes.*

**FRANÇOIS RIVASSEAU<sup>1</sup>**

**Les déplacements climatiques sont l'un des grands défis humanitaires du XXI<sup>e</sup> siècle**

Les catastrophes naturelles, telles que les inondations, les tempêtes tropicales, les épisodes de sécheresse, les tremblements de terre et autres aléas naturels se sont multipliés ces dernières années sous l'effet du changement climatique.

Les catastrophes naturelles sont désormais les principales causes de déplacements de populations, forçant des

dizaines de millions de personnes à fuir leur domicile chaque année. Ce phénomène est de plus en plus marqué et les déplacements climatiques dépassent désormais ceux causés par les conflits. Au cours des trente dernières années, les catastrophes naturelles ont fait plus de 2,5 millions de morts et causé près de 4000 milliards de dollars de pertes (Banque mondiale, 2018).

**Ces drames humains ne sont pas une fatalité. La communauté internationale doit prendre la mesure de l'urgence.**



Cérémonie de passation de la présidence entre le Bangladesh et la France, 26 juin 2019.

Aider ces populations déplacées, qui par ailleurs sont souvent les plus pauvres, est au cœur du principe de «justice climatique» inscrit dans le préambule de l'Accord de Paris sur le climat.

Face à l'augmentation de la fréquence et de l'ampleur de ces phénomènes, il est urgent que tous les acteurs se mobilisent et coopèrent afin, d'une part, de renforcer l'ambition sur la diminution des émissions de gaz à effet de serre pour atténuer les changements climatiques et leurs conséquences et, d'autre part, d'améliorer la prévention des catastrophes et d'en limiter les effets néfastes lorsqu'elles surviennent.

Le renforcement de la résilience dans les pays affectés est en effet un élément essentiel. Les conséquences des catastrophes

sont par nature multisectorielles car étroitement liées aux questions sociales, environnementales et économiques. Les réponses apportées doivent ainsi s'adapter à la nature de ces phénomènes pouvant être soit soudains – tels que les inondations – ou plus lents – tels que la désertification ou l'augmentation du niveau de la mer, accentuant à long terme la pauvreté dans les régions concernées.

**La Plateforme sur les déplacements liés aux catastrophes: un acteur clé à Genève et sur le terrain.**

Située à Genève et créée en 2016 à l'issue de l'Initiative Nansen et de la COP21, la Plateforme sur les déplacements liés aux catastrophes (PDD) vise à améliorer la protection des personnes déplacées à cause des catastrophes et du changement climatique

en améliorant la prise de conscience de la communauté internationale dans ce domaine.

Composée de dix-sept États membres représentant l'ensemble des continents, de l'Union européenne et de deux institutions internationales (le Haut-Commissariat des Nations unies pour les réfugiés et l'Organisation internationale pour les migrations), cette initiative joue un rôle essentiel en mobilisant les États, les organisations internationales et la société civile, en encourageant l'adoption de mesures concrètes et en améliorant la coopération entre les acteurs.

Au carrefour de plusieurs agendas internationaux, la PDD, plateforme regroupant des États, cherche à mieux prendre en compte la question

des déplacements climatiques dans les principaux processus globaux à travers des partenariats avec des agences onusiennes.

Sur la question migratoire, la PDD joue un rôle clé en contribuant à la prise de conscience et à la reconnaissance de ces nouveaux défis, en particulier dans le cadre de l'élaboration du Pacte mondial sur les migrations en décembre dernier et de sa mise en œuvre. Sur l'agenda climatique, dans le cadre de l'Accord de Paris, la Plateforme veut jouer un rôle important dans la mise en œuvre des recommandations de la Convention climat (CCNUCC) sur la Task Force sur les Déplacements (TFD) du mécanisme de Varsovie sur les pertes et préjudices. Par ailleurs, avec l'UNDRR, la PDD souhaite s'engager dans le Cadre de Sendai pour

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mieux prendre en compte la question des déplacements dans les Plans Nationaux sur la réduction des risques de catastrophes. Enfin, la PDD veillera au respect des droits humains des personnes déplacées.

La Plateforme sur les déplacements liés aux catastrophes s'implique également au niveau régional pour soutenir les États et les populations principalement affectés par le changement climatique. Elle œuvre notamment pour la réduction des risques et la protection des déplacés en Afrique de l'Est, dans les Amériques, en Asie du Sud et dans le Pacifique, grâce à des financements de l'Allemagne, de la Suisse et de l'Union européenne, et souhaite s'engager en Afrique de l'Ouest, à travers un financement de la France.

Ainsi, par son engagement à l'échelle globale et régionale,

le travail de la Plateforme sur les déplacements liés aux catastrophes permet de faire le lien, désormais devenu indispensable, entre changement climatique et migrations.

**La France assure la présidence de la Plateforme sur les déplacements liés aux catastrophes jusqu'en décembre 2020.**

Succédant au Bangladesh, la France a pris la présidence de la PDD en juillet 2019 et ce jusqu'en décembre 2020. Les îles Fidji, particulièrement affectées par les catastrophes naturelles, assurent la vice-présidence de la Plateforme. En 2016, les îles Fidji connaissent le plus grave cyclone de leur histoire, le cyclone «Winston» qui a amené le gouvernement à déclarer l'état de catastrophe naturelle.

Les principales priorités de la présidence française portent sur l'implication de la PDD dans la mise en œuvre des agendas globaux tels que le

Pacte mondial sur les migrations, le Pacte mondial sur les réfugiés, l'Accord de Paris sur le climat et l'Agenda 2030, sur son engagement au niveau régional et enfin, sur la sensibilisation des États, des acteurs du développement et de la société civile sur l'urgence d'agir. Chaque déplacement lié aux catastrophes est un drame: seule notre pleine mobilisation nous permettra de faire face à ces nouveaux défis. ■

1 François Rivasseau est Ambassadeur, Représentant permanent de la France auprès des Nations unies à Genève et des organisations internationales en Suisse.



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INTERVIEW

# Combating Trafficking in Persons: Insights from Israel

*UN Special interview  
with Adv. Dina Dominitz*

**SARAH BENCHERIF, UNITAR**

During the 41st session of the Human Rights Council, the Permanent Missions of Israel and Germany organized a side event that highlighted concrete actions to prevent human trafficking, and emphasized the critical role of the judiciary in combatting this crime. We met one of the key speakers, Adv. Dina Dominitz, Israel's National Anti-Human Trafficking Coordinator, to tell us more about Israel's expertise in combatting this global scourge.

**First, tell us about your work at the anti-trafficking unit at the Israeli Ministry of Justice. What are the main challenges that you have in general, and in Israel in particular?**

I have been in this position of the national anti-Human Trafficking coordinator for 3.5 years, coming from the state prosecution office. My role is to coordinate between the different ministries and authorities in the government, and between these and civil society, as well as at the international level. We advocate for combatting Human Trafficking through prevention, protection, prosecution and partnership.

When I stepped up to this position, the general opinion was that Israel has done so well in combatting trafficking, that we managed to eradicate the very severe form of trafficking for purposes of prostitution that was prevalent in Israel during the previous decade. Indeed, we have had a lot of success but at the same time, new forms of trafficking and new patterns have been evolving. Once you manage to block traffickers and big crime organisations in one direction, they develop new ways to bypass the prosecution and enforcement

agencies. And this happens globally, so we must constantly strive forward and invest in joint, continuous and persistent actions and efforts by all relevant actors and partners.

Israel is basically a destination country for trafficking, but in recent years, we became aware of internal trafficking and slavery, which is very new for us. For example, we see a phenomenon where children are employed illegally in often hazardous fields of work, instead of going to school, and there are indications that this is a form of slavery. We also have internal sex trafficking and new forms of trafficking from abroad: Israel opened its gates to tourists, and many countries have visa exemptions. Unfortunately, this makes it much easier today to bring in a victim of trafficking as a tourist, and it is very hard to differentiate between a real tourist and a victim of trafficking. As an example, the victims usually leave after 3 months, which is the duration limit of the tourist visa granted upon entry, and there's hardly any violence or any captivity, no withholding of passports or documents, none of the elements that we used to see. But it is a new form of sex trafficking because they are controlled, often by criminal networks, who recruit them and cause them to leave their home country to engage in prostitution, exploiting their financial distress, and profiting from them, while treating them merely as objects and merchandise.

There is also a new and disturbing form of trafficking, for the purpose of begging: it affects people with disabilities, usually coming from Eastern Europe, who are controlled by criminal networks, who recruit them and force them into begging, through



Adv. Dina Dominitz, Israel's National Anti-Human Trafficking Coordinator, speaking at a side event to the HRC. June 28, 2019

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use of fraud, threats and violence. Israel, like many other developed countries, faces these new and evolving challenges, thus the importance of sharing best practices in combatting trafficking with experts from around the globe.

**How can Israel contribute to the UN Agenda to work towards the elimination of trafficking in persons?**

In Israel, we have developed quite a few very advanced mechanisms that are effective at preventing trafficking, which is our main purpose, in a victim centred approach. For instance, Israel has formed bilateral agreements in the field of labour: we recruit foreign workers, directly and only from the foreign governments, in the aim of eliminating steep brokerage fees, protecting the workers, and thus preventing exploitation, labour trafficking and forced labour.

We have also established a hotline, which provides workers with easy access to a personal responder, in their language, even before arriving to Israel, to be informed about their rights and what to expect once in Israel or to complain. Moreover, training the call centres' employees has proven to be very efficient in identifying potential

victims and thus preventing exploitation. We believe that training is essential for prevention, and we train every different section that we can think might come into contact with victims or have any knowledge of the crime. For example, Israel is one of the few countries in the world to train judges internationally on how to deal with the complexities and evidentiary issues unique to trafficking cases. It is also important to train them to identify victims. Be it a judge in a criminal court, labour court or in immigration or detention tribunal or even in some adoption cases, trafficking victims may be concealed or go unidentified sometimes, because the case will be classified under a different category such as familial abuse, an infraction of labour regulations, or even the victim may be a suspect of a crime. Israel holds a bi-annual training seminar for Judges, and we invite all states to submit relevant candidates. A further example of a victim centred mechanism developed in Israel, is the special Forfeiture Fund. The forfeited property and fines from trafficking and slavery offenses are deposited in the fund and dedicated to various causes in combating trafficking. Institutions, government bodies and NGOs may apply for funds, as well as – uniquely – victims of the offences, who may ask for funds for the purposes of rehabilitation, as well as request court ordered compensation, which they have been unable to collect from the offenders.

**How can the UN help in this regard?**

The UN's role is also very important of course. We comply with the Palermo Protocol and other relevant UN conventions that we ratified, and actively participate in the UNODC working group on trafficking in persons. We follow and assist in forming the guidelines and recommendations for action, and follow the reports of the Special Rapporteur on trafficking. The UN is a crucial platform that brings together practitioners and experts in the field and that is really an amazing opportunity for everybody to hear from each other and learn best practices.

**What actions would you recommend to prevent and combat trafficking?**

First, I think what is important and what works in Israel, is really the combining of forces between the private sector, NGOs, the government and the international community. We believe that international cooperation is very important, as this is

a global issue. Even though the judges, for example, in every country come from systems that are so different, the trafficking cases are the same stories in all the countries, and we have joint challenges, because the root process and causes are the same. So, it is very important for us to work together, to learn from each other, especially because this is quite new. This whole scale of trafficking in human beings has not been recognized as international crime for that long. The protocol is only from 2000 and in international legal terms, it is not a long time. We don't have a huge base of case law or academic research that we can learn from. That is why it is so important to share knowledge, to help

each other, to have cooperation platforms so we can compare and think together on how to recognize new patterns and how to deal with them. There are countries with valuable experience, and Israel is of course happy to continue sharing our experience and best practices, and welcomes learning from other partners in the International sphere. ■



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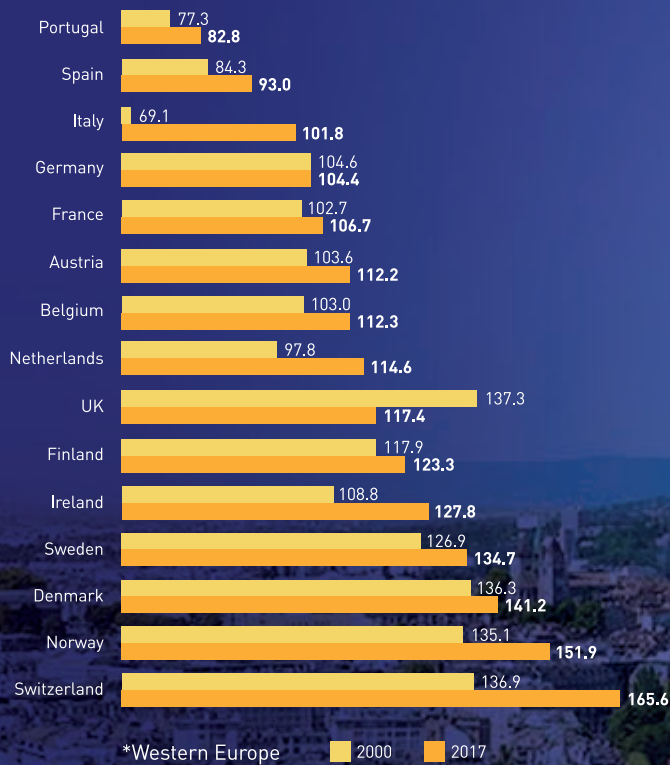


In 2014, Swiss voters rejected a proposal to introduce what would have been the highest minimum wage in the world at CHF 22 per hour. However, the cantons of Jura and Neuchatel voted separately to bring in minimum wage levels of CHF 20 per hour. That gives us an estimation of CHF 3,360 per month.

## There is no minimum wage in Switzerland



## Cost of Living of European Countries\*



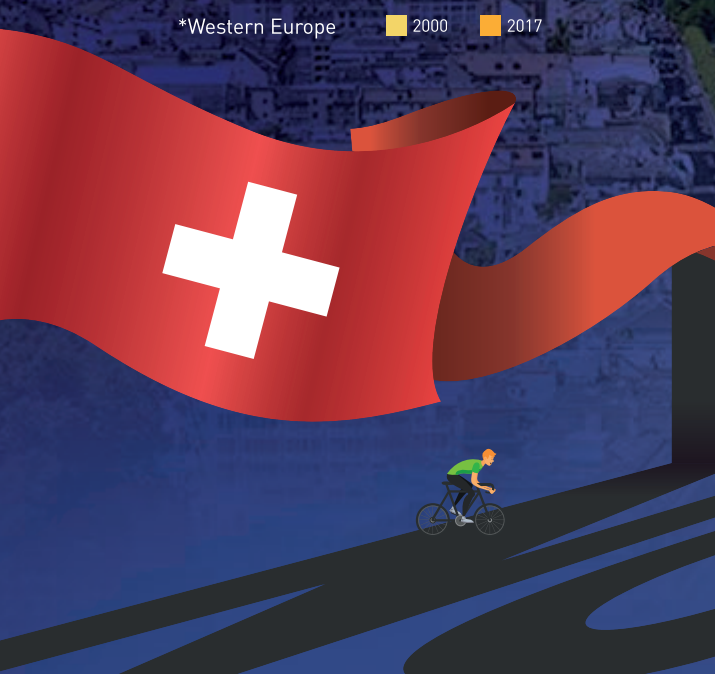
## GDP per capita in PPS

Gross domestic product (GDP) is a measure for the economic activity. It is defined as the value of all goods and services produced less the value of any goods or services used in their creation. The volume index of GDP per capita in Purchasing Power Standards (PPS) is expressed in relation to the European Union (EU28) average set to equal 100.

COUNTRY	2008	2009	2010	2011	2012	2013	2014	2015	2016	2017	2018
Belgium	115	118	120	119	121	120	119	118	118	116	115
Denmark	125	125	129	128	127	128	128	127	126	128	126
Germany	117	117	120	123	124	124	126	124	124	124	123
Ireland	134	129	130	130	131	132	136	178	177	181	187
Spain	101	100	96	92	91	89	90	91	91	92	91
France	106	108	108	108	107	108	107	106	104	104	104
Italy	106	106	104	104	101	98	96	95	97	96	95
Netherlands	140	138	135	134	134	135	131	130	128	128	129
Austria	125	127	126	128	132	131	130	129	128	127	127
Portugal	81	82	82	77	75	76	77	77	77	77	76
Finland	121	117	116	117	115	113	110	109	109	109	110
Sweden	127	123	125	126	127	125	124	125	122	121	121
UK	110	108	108	106	108	108	109	109	107	106	104
Norway	187	172	174	179	186	184	176	156	145	146	150
Switzerland	158	160	159	162	164	165	165	165	160	156	157

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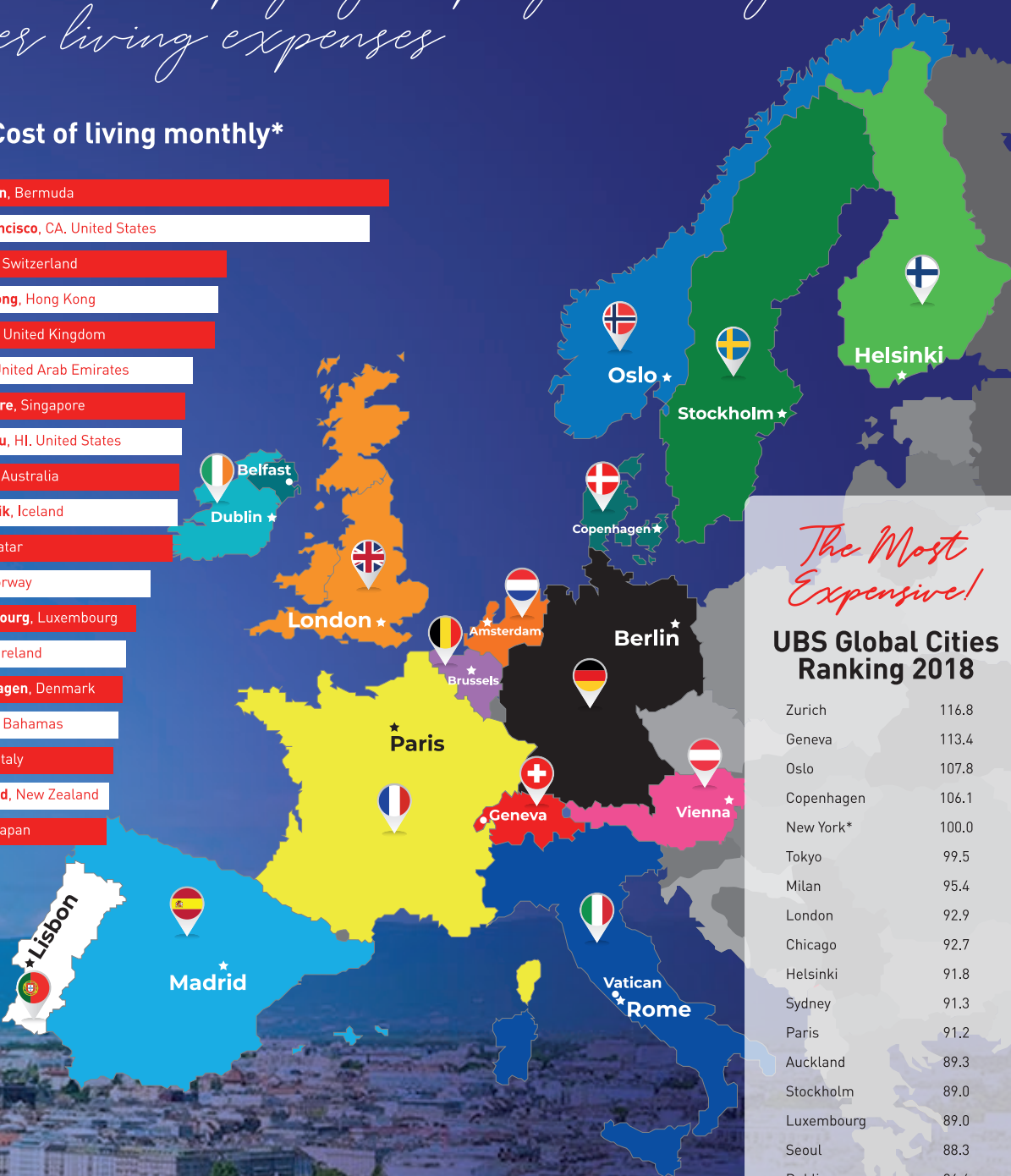


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\$3,228	London, United Kingdom
\$3,006	Dubai, United Arab Emirates
\$2,940	Singapore, Singapore
\$2,906	Honolulu, HI, United States
\$2,888	Sydney, Australia
\$2,873	Reykjavik, Iceland
\$2,819	Doha, Qatar
\$2,606	Oslo, Norway
\$2,476	Luxembourg, Luxembourg
\$2,374	Dublin, Ireland
\$2,360	Copenhagen, Denmark
\$2,307	Nassau, Bahamas
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Sydney	91.3
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Auckland	89.3
Stockholm	89.0
Luxembourg	89.0
Seoul	88.3
Dublin	86.6
Brussels	86.1
Tel Aviv	85.4
Los Angeles	83.3
Panama City	83.1
Vienna	83.0
Munich	83.0
Amsterdam	82.0
Miami	81.9
Montreal	81.4
Frankfurt	81.2
Rome	81.0
Toronto	81.0
Berlin	79.8

Reference City: New York = 100

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Sources: UBS, Eurostat, Expatica, OECD and Wikipedia

## ICD 11 and its relevance to staff

# Prevention is better than burnout

EVELYN KORTUM, BRETT FITZGERALD<sup>1</sup>

This year, the World Health Assembly adopted the 11th revision of the International Classification of Diseases (ICD-11). The ICD is the foundation for identifying health trends and statistics worldwide. It is an official international compendium of recognized medical conditions.

“The ICD is a product that WHO is truly proud of,” says Dr. Tedros Adhanom Ghebreyesus, WHO Director-General. “It enables us to understand so much about what makes people get sick and die, and to take action to prevent suffering and save lives.”

Although the new version of ICD, the ICD 11, will only become effective on 1 January 2022, it is notable that workplace issues become better defined with each version. Particularly, burnout is defined in ICD10 (the current version) as a ‘State of vital exhaustion’. In the new ICD 11 version, burnout (QD85), which relates specifically to work, is defined as “...a syndrome conceptualized as resulting from chronic workplace stress that has not been successfully managed. It is characterized by three dimensions: 1) feelings of energy depletion or exhaustion; 2) increased mental distance from one’s job, or feelings of negativism or cynicism related to one’s job; and 3) reduced professional efficacy. Burnout refers specifically to phenomena in the occupational context and should not be applied to describe experiences in other

areas of life.” This clear definition recognizes that burnout victims suffer from a medical condition and it provides an opening for prevention.

First, let us analyze the component *chronic workplace stress* as it can mean a variety of things. For example, frequent exposure to psychological harassment at work can become a chronic form of workplace stress. The individual can experience interrupted sleep and insufficient hours of sleep due to preoccupation with the situation at work, as well as feelings of anxiety. Working long hours, role unclarity, lack of work-life balance, insufficient distribution of work, high workloads and working with managers unfit for people management can also lead to chronic workplace stress if exercised over longer periods. This can be manifested in psychological as well as physical symptoms and feelings of energy depletion and exhaustion have usually psychological and physical effects, such as fatigue or lack of concentration. The latter is often a cause for making mistakes, sometime serious ones. However, physical symptoms can also appear such as lower or upper back pain. Clearly, over long periods, such conditions can result in reduced professional efficacy.

It seems of great importance that the mention of reduced professional efficacy is explained as a result of burnout. The lack of understanding of these consequences often causes even more strained



workplace situations for individuals when it is time for performance evaluations. This is why it is so important that this is now so clearly mentioned in the definition, as it can help to understand the full spectrum of the consequences of lack of prevention leading to burnout, and in turn to diminished work quality and quantity.

What then does it mean that chronic workplace stress has not been successfully managed? Managed by whom? Since this is left open, it provides an opportunity to analyze the problem from different angles.

**This is what is attempted below with a view to preventing burnout.**

– **Is the individual** her or himself the cause for the development of chronic workplace stress? Maybe the individual has taken on too many tasks,

could not say ‘no’, or overestimated his/her capacities. We all know of some workaholics who do not think much of work-life balance. In this case it would be the role of the manager to talk to the individual once it becomes clear that an overload has taken place, deadlines are not met or signs of exhaustion and fatigue appear. Adjustments need to be made immediately to avoid further strain and the development of chronic stress. This is usually a work-organizational issue and should be managed by the individual and the manager with possible input from colleagues who are affected by the situation.

– **Is the manager** mismanaging the individual at work? Regular discussions about the management of workload, deadlines, discussion about workplace interpersonal or relational problems, etc., are required, and it is recommended to fix

a time and day when these discussions take place. In this manner, the manager can keep track of who is doing what and who needs support and in which way, as well as what kind of action needs to be taken to protect the individual from exhaustion or even burnout.

– **Is the ‘organization’** to blame for its staff developing chronic workplace stress? If there is a lack of policies that clearly define the duty of care of the organization in the form of a comprehensive occupational health and safety policy or a duty of care framework with practical application, clear responsibilities and actions, it may well be that the organization is failing.

In reality, all of the above actors play a role in safeguarding the health of the individual. Frequent communication, clarity about tasks and roles, recognition and celebration of

finalized work, all these are elements that help staff to feel good at work. It contributes to staff well-being. A mitigating factor to workplace stress is a classic: mutual peer support. It is always helpful to talk.

It is clear that any problems that arise from bad work organization also have repercussions on the individual’s personal life. It is also true for the reverse. In our opinion, no matter where the actual problem lies, it can be dealt with in the workplace. Human beings are complex, they have a multitude of roles in their lives (mother/father, employee, colleague, daughter/son, friend, expert, etc.) and there is never a clear dividing line which can be followed. However, we can do our best by caring for our peers, our managers (they also get burnout) and get informed about the policies our organizations have in place to support

our working lives. We should also speak out when we see injustice being done, overcome the bystander syndrome and become part of the interaction to mitigate or regulate incivilities in the workplace.

Let’s all follow the call of Dr. Tedros and WHO. Let’s feel empowered to understand what makes people become ill. Let us take action now to prevent suffering and save lives. We are all responsible for ourselves, our colleagues, the proper implementation of our organizational policies, or the development of these policies if they do not exist (for example through the staff committee of your staff association/union). This will change the way we work and the way we feel cared about at work. ■

Other ICD work-related factors are listed in the following:

QD82 – Problems associated with threat of job loss

QD83 – Problems associated with employment conditions

QD8Z – Problems associated with employment or unemployment, unspecified

QD84.0/1/2/3/4Y/Z – relate to physical exposures in the workplace

1 Evelyn Kortum is General Secretary of the Federation of International Civil Servants’ Associations (FICSA) as well as staff member of WHO, and Brett Fitzgerald is President of FICSA



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<p><b>La Gioia</b> 20 &gt; 24 Nov 2019 <i>Pippo Delbono</i> In Italian with English &amp; French subtitles</p>	<p><b>Tartuffe / Dom Juan</b> Two plays by Molière 18 feb &gt; 8 March 2020 <i>Les Fondateurs – Zoé Cadotsch &amp; Julien Basler</i></p>	<p><b>Virtual Comédie</b> From 25<sup>th</sup> of April 2020 <i>Gilles Jobin</i> Experience the future Comédie before it opens in September 2020 in Eaux-Vives</p>

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## Meaningful work

# Tomorrow's challenge for HR and leaders

*Within the framework of the 'Master's Degree in Human Resources & Careers Management' at the Universities of Geneva, Lausanne, Neuchâtel and Fribourg, Olivia Guscelli Ngabonziza and Caroline Greutert wrote a dissertation entitled: "Meaningful work. New opportunities for HR and leadership practices".*

### BRIGITTE PERRIN, UNIGE

Meaningful work – a sense of a meaning in what we do – has been much discussed and researched in recent years. The erosion of meaning at the workplace is arguably one of the major challenges of our time. Human resources are in the focus of business leaders, against the backdrop of organizational transformation, knowledge circulation, and digitalization. The *human resource* is increasingly seen as an intangible asset that improves organizational performance and competitiveness. Moreover, work is an important part in everyone's life. One of the best ways to find meaning in one's life is to find meaning in one's work. Both quests resonate with each other. Work is a way to earn one's living but

also, simultaneously, a source of socialization and possibly a vector for fulfillment. In particular, work contributes to the individuation process, or identity-building, that widely lays upon recognition by others. This is only possible if work makes sense – for the person and people around her.

As part of a 'Master of Advanced Studies in Human Resources' degree, two researchers led a study among 450 organizations (including about 20 IOs) in French-speaking Switzerland, in a variety of sectors. Their main conclusions are as follows:

#### **Does the size of the organization or company impact the meaning at work?**

The researchers found that the perception of meaning at work

is similar between large firms (over 500 staff) and very small firms. Businesses that employ between 50 and 100 people are the least conducive to the perception of meaning.

**"Happiness does not come from things. It comes from work and pride in what you do."**

Mahatma M. K. Gandhi

#### **Is meaning connected to which industry one works for?**

Results show that industries that are related to values considered as human or useful to society (HR services, humanitarian action, public administration) are those that score the highest. However, the

humanitarian sector does not, unexpectedly, have the highest score. One should keep in mind that persons who answered our questionnaire work at Headquarters (i.e. in French-speaking Switzerland) and not in the field. Field personnel can see the direct effects of their work (when a hospital is created inside a refugee camp, or the response to the 2010 earthquake in Haiti, for example), while people at HQ no longer have this direct perception even if they share the values, the mission and the commitment to their organization. In addition, both leadership and managers tend to think that the organization's meaningful mission is self-sufficient, and that they do not have to put in place HR practices that sustain meaning (those can be

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moments dedicated to communicating the vision of the organization, its objectives, its priorities and regular addresses by the leadership). On the long run, this leads to erosion in the sense of meaning.

### Are meaningful practices being implemented and if so, how often?

Study results show that the majority of meaningful practices are absent from organizations, including exemplary behaviors of the manager, regular professional feedback or communication on the vision of the organization. On a positive note, other practices such as organizational justice seem more frequent, even if their implementation remains sporadic. This suggests that some interviewees still perceive their organization as “unfair” or that staff are somehow treated arbitrarily.

Research has shown that practices implemented by HR and leadership to reinforce a sense of meaning in the workplace are often still in their infancy.

Olivia and Caroline, themselves HR managers, question the role of human resources to tackle tomorrow's challenges. Staff members expect responsible attitudes and behaviors that inspire values such as trust, fairness, honesty, gratitude and listening, resulting in a

good social climate. Conversely, when an organization ignores these practices or neglects to implement them, an exposure to the emergence of harmful individual and social behaviors arises.

In order to increase employee motivation (and, in turn, organizational performance), general management must endorse these practices and create appropriate frameworks. Concretely, this amounts to training managers and to helping them acquire necessary skills so they can, in turn, support their staff. HR has to guide and lead business change along these lines. The Director of Human Resources has to advocate for it, and build awareness among the leadership, using indicators to demonstrate potentially high dividends.

Olivia Guscelli Ngabonziza and Caroline Greutert will give a lecture on their paper's topic at the Salon RH in Geneva (Palexpo) on 2 October 2019 (12:25-12:55 Forum 1). ■

More information on human resources diplomas at the University of Geneva: <http://www.mrhc.ch/>

### FOUR SIGNIFICANT HR AND LEADERSHIP PRACTICES FOR EMPLOYEES

**Organizational justice:** treat all employees fairly

**Access to information:** the reporting officer opens access to information to his or her staff so they understand the impacts of their work

**Communication on organizational objectives:** the manager must communicate on organizational objectives to ensure staff members perceive the impact of their contributions

**Exemplarity:** actions matching words

These practices, inexpensive, allow employees to feel useful, to realize their potential and to take part to a common endeavor, while being valued for their performance. In total, Olivia Guscelli Ngabonziza's and Caroline Greutert's paper makes recommendations on 19 practices.

### SIZE DOES MATTER

Research results show that meaningful work does depend on the size of businesses:

**500 staff and over:** businesses can generally tap into resources and other means to put in place practices that will sustain meaningful work – or at the very least, they are aware of their potential impact.

**1 to 5 staff:** the leader, founder and HR person is the same person. Staff members are involved since the early days and form a core team. They interact with the founder on a daily basis. Staff members are naturally aware of their contribution and can see how their work contributes to their business.

**50 to 100 staff:** these businesses are often undergoing a rapid growth process of both their activity and headcount, and are focused on it. They need time to put in place HR management focused on meaning as well as associated resources.

These results can be extrapolated: a small team within a major organization can show cohesion and meaningfulness effects similar to those of a very small business. During an expansion phase, the meaning of work needs to be kept explicit to ensure that initial motivation does not wear off.

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– Nominated World Press Photo 2019 –

# My role as a journalist is to share reality

*Paris-based, Franco-Spanish photographer Catalina Martin-Chico works for numerous French and international publications.*

## MANDY KLEWEIN

She has been documenting Yemen and the Middle East for 10 years and won the ICRC's 2011 Humanitarian Visa d'Or and the Canon Female Photojournalist Award in 2017. This year, Martin-Chico was nominated for both World Press Photo of the Year and World Press Photo Contemporary Issues Story for her reportage (Re)Birth, on female former-members of FARC in Colombia.

She was at the opening of World Press Photo at the United Nations in Geneva, initiated by

the Dutch Mission and organized in collaboration with the UN Cultural Activities Committee in Geneva, where I interviewed her.

## How important are these nominations for you?

It's like being nominated for the *Palme d'Or* and an Oscar at the same time. This is how I explain it to my friends, who are not into photography. World Press Photo appreciated my story about former FARC women, pregnant or as mothers and not as sexy warriors. No spectacular photography with blood and gore but a story, an insight into

© Catalina Martín-Chico



their other lives. I truly believe in the value of slow journalism, and I'm honoured that the jury recognised and valued this in my work.

**What is slow journalism?**

Underlying stories we cannot see at first sight. To cover these stories, I develop a genuine relationship with my subjects. They let me into their lives, I

sleep at their homes. It takes months and months of preparation and photographing.

If we get only five days to document a story, we will only capture the idea we already have. But if we stay longer, we begin to appreciate the situation from another perspective and the reality may be completely different from what we originally



© Catalina Martín-Chico

thought. My role as a journalist is to share this reality and not the assumption of a story; an idea conceived in an office in Paris or Amsterdam.

Covering news stories is different. News stories are fast news, straight forward, like the Yemen war I covered. I didn't know the peoples' names. I was only present at a moment where human

rights were abused and people suffered. The sight of injustice makes me feel useful because my photos can shock the world, I can influence public opinion. Our weapon is the camera and our images are the medium for expressing and witnessing injustice.

**What is the role of a photo-journalist, can they make a**

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During the 50 years of fighting in the jungle, FARC women were banned from having children. Those who could not avoid pregnancy were obliged to abort or abandon the baby. Since peace was signed, there has been a baby boom among the former female guerrillas.

### difference?

I feel we are the window to a world the public doesn't see or get access to. The people in my stories very often represent the dark side. They live in the shade and I put them in the spotlight. My aim is to show the total spectrum of grey in the world, not just the black and white. This can be difficult, people don't always want to see the grey. They want Instagram stories, fast, simple, good, bad, black, white. I depicted the FARC guerrillas as human beings like you and me, as mothers with their babies. I try not to be judgemental. Half the population of Colombia might hate this story because I humanised the monsters.

### Do you feel a responsibility here?

Of course! I often choose stories and attract attention because people need help. The communities I document are often abandoned, invisible, unreported. They sometimes ask me: 'Please tell the world what is happening here!'. But I've also introduced myself by saying: 'Nobody talks about you, but I want to talk about

you'. It makes them happy – 'You came from that far to tell our story?'

My reportage on the nomads of Iran was such a hidden story. Their numbers have been decimated, mainly by government policies, imposing a sedentary lifestyle. The world has forgotten them. It was my responsibility to make them visible.

### Women seem to play a dominant role in your stories, is that a conscious choice?

In the Middle East, it is an asset to be a female photographer, I can tell stories that men cannot. I can get close to these women, they let me in. I don't necessarily focus on women, but I give a voice to minorities and women often happen to be the minority within minorities. Take for example my FARC coverage. We know about the 50 years of guerrilla, of male and female fighters treated as equals. But they were not. Women fall pregnant and men don't. Women had to sacrifice motherhood, abort their babies or abandon their newborns. I give these women a podium

and their photos and stories travel the world with World Press Photo. We frequently text about a next exhibition and where they will feature. They love it and worry – 'Oh no, but now everybody can see my belly!'

### China, Iran, Yemen are countries where freedom of the press is limited. How difficult is it to do your job there?

Dictatorships are difficult to work in. One tries to be invisible and tell the story without being noticed. It can be frightening, not only because of the government's dominant role but also the journalists'

vulnerability to kidnappings. For example in my case, by the tribes of Yemen or the armed groups of Colombia.

There is a growing suspicion towards the press. Not only in these countries but also in France, the United States, globally. We live in an upside-down world. A world where we, journalists, have to fight so hard to report reality. It should be the other way around, we should be supported, stimulated to do this. This new reality makes it difficult to tell stories that really matter. And believe me, there are still a lot of stories to be told, everywhere. ■



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## Un procès – quatre langues:

# Qui étaient ces interprètes simultanés au procès de Nuremberg?

**RAWDHA CAMMOUN-CLAVERIA<sup>1</sup>**

L'Association internationale des interprètes de conférence (AIIC) organise, en collaboration avec la Faculté de traduction et d'interprétation (FTI) de l'UNIGE une exposition itinérante qui a sillonné le monde. Après Nuremberg, Paris, Frankfurt, Berlin, Londres, San Francisco, La Haye et bien d'autres villes encore, c'est au tour de Genève, ville internationale par excellence, d'accueillir cette exposition qui traite d'un aspect spécifique du procès historique de Nuremberg. «Un Procès – 4 Langues: qui étaient ces interprètes simultanés au procès de Nuremberg?» vous accueillera du 30 septembre au 5 octobre à UNIMAIL sous le haut patronage de la mission permanente de la République fédérale d'Allemagne auprès des Nations Unies à Genève.

Cette exposition d'envergure internationale est un événement en soi, mais c'est aussi l'occasion de braquer les projecteurs sur un métier vieux comme le monde: celui de l'interprète, ce travailleur de l'ombre, cheville ouvrière

invisible mais néanmoins indispensable aux négociations multilatérales qui animent sans cesse l'ONU et ses agences spécialisées. Cette édition genevoise de l'exposition de Nuremberg est aussi une première: en effet, les panneaux qui relatent le parcours édifiant des pères et mères fondateurs(trices) de l'interprétation de conférence sont présentés, pour la toute première fois, en russe, permettant ainsi à l'exposition d'exister dans les quatre langues du procès. C'est en 2013 que l'Exposition est née en allemand pour être traduite, au fil des ans, en anglais, français, italien et maintenant en russe grâce au concours bénévole de nos collègues interprètes, membres de l'AIIC.

Voici un aperçu des trois événements organisés par l'AIIC pendant la semaine de l'exposition:

– Le premier événement est prévu mardi 1<sup>er</sup> octobre; il s'agit d'une rencontre rendue possible pour la toute première fois avec des proches de quelques uns des interprètes de Nuremberg. Quels récits ont-ils pu recueillir au sujet du

procès tel qu'il a été vécu par les interprètes de Nuremberg, leurs grand-père, père ou époux? Comment endosser le rôle d'un interprète lors d'un procès qui se greffe, à vif, sur des blessures encore béantes? Comment le procès a-t-il influé sur le cours de leurs vies? Venez écouter une parole riche, vivante, intime et universelle à la fois, qui a mis parfois des décennies à se dénouer. Entre mémoire et oubli, la parole passe là où le silence dépasse.

– Le deuxième événement, qui aura lieu mercredi 2 octobre, nous emmènera dans un autre univers, celui de l'interprétation en langue des signes: comment juger de la qualité de l'interprétation? Quelle est la perspective de l'utilisateur sourd? Ce sujet mérite d'autant plus qu'on s'y attarde que l'AIIC a reconnu, en 2018, l'interprète en langue des signes comme étant un interprète de conférence à part entière. Venez écouter et interagir avec Maya de Wit, experte en LS et membre AIIC, pour débattre d'une thématique trop longtemps passée sous silence.

– Le troisième événement, prévu jeudi 3 octobre, est une table ronde qui accueillera comme intervenants des interprètes qui travaillent ou ont travaillé au sein de juridictions internationales et nationales. L'univers des tribunaux est un monde à part, méconnu bien souvent de celles et ceux qui n'exercent pas le métier dans le prétoire: gestion des témoignages, syndrome du stress-post traumatique, transcript, retransmission en direct, formation et langues à faible diffusion... des questions à foison au sujet desquelles des interprètes chevronnés dans ce domaine pourront nous apporter des éléments de réponse et nous aider ainsi à découvrir un pan très particulier du métier d'interprète.


Ne ratez pas l'inauguration le lundi 30 septembre! ■

Pour vous inscrire visitez le site AIIC: <https://aiic.net/events/803/> ou contactez la représentante de l'AIIC Suisse: [r.cammoun@aiic.net](mailto:r.cammoun@aiic.net)


<sup>1</sup> Rawdha Cammoun-Claveria est interprète de conférence freelance, représentante AIIC en Suisse

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# Celebrating 100 years of conference interpreting

## PROF. KILIAN G. SEEBER<sup>1</sup>

When the Big Four met in Versailles in January 1919, they ushered in the modern era of multilateral diplomacy and – perhaps inadvertently – laid the foundation for a new profession. Indeed, while Wilson and Lloyd George spoke English but not French, Orlando spoke French but not English. Clemenceau alone was fluent in both. Communication between the Big Four was, therefore, only possible thanks to the first conference interpreters. For the following 100 years, they would become a permanent fixture at all international multilateral conferences. As we celebrate one century of conference interpreting it seems fitting to take stock of the most important milestones in the history of this exceptional profession, and to attempt to glimpse its future. These are precisely the aims of the conference co-organized by the Faculty of Translation and Interpreting and the International Labour Organization on 3 and 4 October. Inspired by the ILO's unique tripartite structure, the conference will bring together practitioners, trainers and researchers to talk about the past, the present and the future of conference interpreting – at a time when not only multilingualism, but also the multilateral system as a whole is being challenged.

## Practice

The practice of conference interpreting has undergone many profound changes over

the years. Although the mainly bilingual environment of the Paris Peace Conference was relatively easy to negotiate in consecutive mode, allowing interpreters to summarize all statements after each speaker had finished, the time required for this type of triangular communication was significant. The League of Nations, and its first specialized agency, the International Labour Organization, were soon confronted with the impracticality of consecutive interpretation. As far back as the early 1920s, therefore, the idea of harnessing technology to overcome the temporal constraints of consecutive interpreting had already gained traction. This is how the simultaneous mode was born: existing telephone technology was repurposed and successfully implemented – in rapid succession – at the ILO and, only a few weeks later, at the Comintern in 1926. By the time the UN was founded in 1945 to supersede the League of Nations, its conference interpreters facilitated meetings in five official languages. Similarly, when the European Economic Community (EEC) was founded in 1957, business was conducted in four official languages through conference interpreters. Today, UN and the EU have six and 24 official languages respectively. However, the challenges for conference interpreters go beyond the sheer number of languages used in meetings: the rampant use of English by non-native speakers even when interpretation is provided, and



the rise of prepared statements read into the record at ever-increasing speeds, push conference interpreters to their processing limits. Together, we will explore whether recent advances in technology, including more robust speech-to-text transcription, neural machine translation, real-time terminology extraction or remote interpreting solutions should be seen as evolution or revolution.

### Training

It is in the nature of things that the pioneers of the conference interpreting profession, including Mantoux, Herbert, Velleman and Kaminker, were never formally trained. Instead, they qualified for the job on account of their multilingual upbringing, their involvement in diplomatic circles, and probably a host of skills they had acquired elsewhere. As the demand for conference interpreters grew, however, it became clear that specialized training would be necessary to meet it. At the end of WWII, the first formal conference interpreter training programs emerged, with the noteworthy exception of the Geneva school, which had already been founded in 1941. Within little over a decade, there were conference interpreting programs in Heidelberg, Germersheim, Munich, Paris, Vienna and Georgetown. When the International Association of Conference Interpreters (AIIC) was set up in 1953 to represent conference interpreters' interests, it took an active role in shaping training curricula and started officially recognizing interpreter training programs. All the while, International Organizations such as the ILO continued their own internal training activities, which had begun in the early 1920s first and foremost to prepare interpreters for the challenge of

simultaneous interpreting. One of the most successful institutional training programs was undoubtedly the six-month internship offered by the European Institutions, which operated until the late 1990s and which, at the time, produced a large share of all conference interpreters working in Brussels. The close relationship between the institutions employing conference interpreters, the association representing them, and the Universities training them has endured, but it is not always unproblematic. Together, we will look at a trend that sees many interpreter training programs branching out to prepare students for growth markets, such as public service interpreting, with institutional employers only selecting the most promising graduates to join their ranks, and the potentially related phenomenon of mushrooming self-study groups for conference interpreters.

### Research

Although the first handbooks on conference interpreting were written by practitioners in the 1950s, it was psychologists like Gerver and Barik who first took interest in the academic study of the discipline, examining the complex task in a laboratory environment. Only about a decade later did practitioners join them in the quest to understand how conference interpreting worked, starting a long tradition of "pracademic" research that has remained a hallmark of the field of interpreting studies. The bulk of the research into the training, practice, language, modalities, and process of conference interpreting, therefore, has been penned by practitioners with or without formal training in research methods. As the first doctoral programs specifically dedicated to interpreting studies were established in the early 2000s, over the

past 10 years we have seen a qualitative leap in the methodological rigor of research into conference interpreting, including an increase in more complex qualitative and quantitative research designs. While the old dichotomy between qualitative and quantitative research is far from overcome, we are particularly interested in discussing the added value research findings can provide for the training of conference interpreters and the practice of conference interpreting.

We trust that these two days will be filled to the brim with constructive yet provocative debates worthy of the anniversary around which they are organized, and we are counting on practitioners, trainers and researchers alike to make this a memorable event. ■

For more information: [www.unige.ch/fti/conf1nt100](http://www.unige.ch/fti/conf1nt100)

1 Prof. Killian G. Seeber is Vice dean of the Faculty of Translation and Interpreting, and Director of the Interpreting Department

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# UN Globe showed its rainbow colours during Pride season worldwide

**XAVIER ORELLANA AND  
GURCHATEN SANDHU<sup>1</sup>**

On 6 July 2019 at around 2 p.m. in front of the iconic Palais Wilson, which houses the headquarters of the Office of the High Commissioner of Human Rights in Geneva, crowds started forming and among the sea of people, dozens of UN employees fretted to find the UN banner so they could take their place behind it. The “UN people”, which included staff, interns, consultants, family members and even some people working for smaller non-UN organizations, were visible because of their white t-shirts with a colourful logo that read UN-GLOBE Geneva at the front. Leading the march and carrying the huge banner with the UN logo were Kate Gilmore, Deputy High Commissioner of Human Rights, Kelly Clements, Deputy High Commissioner of Refugees and Dorothy Tembo, Deputy Executive Director of ITC, who joined the animated UN crowd that eventually grew to over 400 people. The 2019 Geneva Pride parade was about to start.

The UN contingent ended up being the largest in the march,

a reflection of the importance that the United Nations presence has in Geneva, a city that brands itself as an international hub for peace and human rights. Just before the UN group, quite symbolically, a group of staff from several Diplomatic Permanent Missions marched together, waving several national flags in solidarity with human rights for all. Other groups also marching included the so called rainbow families group where same-sex couples and their children marched hand in hand, the group of people seeking to give visibility to bisexuals, groups of lesbians and trans individuals, the group of LGBTQI+\* people with disabilities, as well as many other associations and private sector companies. Estimates suggest that in total, 35,000 were part of the march, which was much higher than organizers predicted.

Geneva was the home to Pride after seven years. In Switzerland, the French and Italian cantons have the tradition of rotating the celebration of Pride among its cities, in order to also allow smaller and more remote towns to be able to

host and celebrate diversity in their streets. That is why in previous years Pride has taken place in Sion, Fribourg, Bern, and last year in the Italian-speaking city of Lugano. This year was special, as it marked the 50 anniversary of the first Pride marches as a result of riots in New York after violent confrontations took place between patrons and police in the Stonewall Inn in New York City. Besides the actual march, Pride in Geneva consisted of a week-long program that included conferences, art exhibitions, parties, and a Pride Village where organizations interacted with the community.

At one of the conferences that took place a few days before the march, a university researcher reflected on why it is necessary to still have these events, to make LGBTQI+ issues visible and to take up the public space even if only for a few days or hours. She mentioned that the mere fact of mobilizing our bodies in the public space while carrying a message is powerful, empowering and transformative. On 6 July, UN-GLOBE made sure that the



© Roman Lecherhko

UN GLOBE marches in Geneva Pride

United Nations presence was there, in the public space, supporting human rights for all. The UN group was unmissable as well, because it was awarded the honour of carrying the Gilbert Baker rainbow flag, measuring 30 meters by 4 meters. The importance of the flag is that it is a symbol of hope and unity.

“I marched because I know in my home country I would never be able to do it without facing security and reputational problems. It was heart-warming to see that the event congregated so many people, including many colleagues who are not part of the LGBTIQ+ community! I felt especially touched when during the march I locked eyes with a woman who was watching from the sidewalk. She brought her hand to her heart and said ‘Thank You’. I interpreted it as her thanking us for marching for those who

can’t” – mentioned a colleague who attended the march.

The success of this year’s UN presence was thanks to an enormous organization and coordination effort led by the UN-GLOBE committee, who gathered 20 volunteers.

**UN-GLOBE<sup>2</sup> was also present in Pride marches worldwide**

This year, UN-GLOBE groups also marched in Paris, Vienna, and New York as well as organizing an event in Bangkok. On 15 June, the EURO Pride Parade brought together half a million people under the motto of “Together & Proud” in Vienna. For the first time, over 70 members of UN-GLOBE from Vienna-based organizations joined by colleagues from Geneva and the Hague marched as a separate group behind a banner advocating for “Equality and inclusion for LGBTIQ+ people in the UN system”. The

President of the UN Office in Vienna and UNODC’s Staff Council, Mr. Stefan Brezina also joined us, as well as UN-GLOBE Board Member from Geneva, Mr. Gurchaten Sandhu. During pride week UN-GLOBE spoke on 13 June during an event hosted by Diplomats for Equality on “How the international community works together to advance LGBTIQ+ equality” alongside Ambassadors from Canada and Argentina, the EU Fundamental Rights Agency and the President of the European Pride Association.

In Paris, UN-GLOBE members together with their families and friends joined the *Marche des Fiertés* (LGBT Pride) on 29 June to celebrate diversity and stand for human rights for all. UN-GLOBE continued its partnership with OECD Globe and cooperated with the Canadian Embassy to make their voices heard in the international

community of Paris. It was very encouraging to see several colleagues who do not identify as LGBTIQ+ joining us in solidarity, to demonstrate that human rights concerns each and every one. Despite the heatwave the march was a huge success!

In Bonn, UN-GLOBE member with families and allies participated in Bonn’s pride party and for the first time marched in the Cologne Pride parade, which, with over 1 million participants, is one of the largest in Europe! UN-GLOBE had a stand where we provided information and invited attendants to take selfies with props and post them on social media using hash tags. At UN Climate Change, UN-GLOBE partnered with the Gender team and published an internal article to raise awareness on LGBTIQ+ issues and motivating staff to get involved. In Bangkok, to support increased equality and diversity, and in honor of the fiftieth anniversary of Pride month, rainbow flag pins were provided for distribution to all staff. ■

\* LGBTIQ+ is an acronym that stands for lesbian, gay, bisexual, trans, intersex and queer. The plus symbol seeks to also include others who because of their sexual orientation, expression, identity, or other factors are also subjected to discrimination.

- 1 With contributions from Gabe Scelta, Damiano Giampaoli, Anna Giudice, Hernani Escobar Rodriguez, Matthew Perkins
- 2 UN-GLOBE is the inter-agency system wide group representing LGBTIQ+ staff, interns and consultants in the UN system. UN Staff, interns and consultants can join by registering <http://www.unglobe.org/join-us-1>.

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# Humanitarian Action and Humanitarian Diplomacy

## Working for the poor and destitute since the year 1,099

**H.E. AMBASSADOR MARIE-THÉRÈSE PICTET-ALTHANN<sup>1</sup>**

Founded in Jerusalem in the 11th century in a hospice dedicated to St. John the Baptist, the members of the Order of Malta have always upheld its motto “tutio fidei and obsequium pauperum” – fulfilling their duty in witnessing the faith and serving the poor and the suffering –, regardless of religion, race, origin and age. The Sovereign Military Hospitaller Order of St. John of Jerusalem of Rhodes and of Malta is one of the oldest institutions of western civilization.

Based in Rome since 1834, the Order of Malta has its own government and independent magistracy and issues its own passports and stamps. It has full diplomatic relations with 108 States and the European Union, official relations with six countries, several official representations and Permanent Observer status at the United Nations, its specialized agencies and the main international organizations. This unique diplomatic network is both a demonstration of its sovereignty and an operational instrument for its humanitarian activities, thus ensuring that the Order’s views on issues at the core of its commitment are represented on the international stage. By promoting mutual understanding within the community of nations, its humanitarian diplomacy contributes to the good of all humankind.

The Order of Malta is neutral, impartial and apolitical. This gives it the opportunity to interact with all relevant stakeholders and mediate in difficult circumstances. For example, since 2015, the Order has convened several meetings with Libyan opposing parties to address the challenges of migration in the Mediterranean sea and to promote political cooperation and national reconciliation. A working group comprised of representatives from governments and international organizations was set up to implement concrete actions, such as medical training to instructors in search and rescue at sea.

### Humanitarian action

In view of the fact that over 80% of the world’s population identifies itself with a faith or belief, religious institutions and faith-based organizations (commonly known as FBOs) play a fundamental role in humanitarian action. They are often trusted first responders and long-term community partners in crisis situations. Due to their presence on the ground they can be key providers of assistance and protection during crises while remaining after international organizations leave. Indeed, the work of FBOs is often very effective and fast, as they already have a strong on-site cooperation network through existing faith communities. They deliver critical and sustainable contributions to all aspects of humanitarian

response, including spiritual assistance.

The Order of Malta’s mission to uphold human dignity and care for people in need has, in the past and present, translated into assisting a Michand supporting refugees, internally displaced people and migrants. On the operational level, in terms of humanitarian aid, it is a global, transnational, professional organization. Through its national associations and its worldwide relief agency, *Malteser International*, it provides medical and social assistance in 120 countries. Its diversified programs are run independently or in partnerships with governments and international agencies. *Malteser International* operates in areas affected by natural disasters, conflicts and massive displacement. It focuses on delivering emergency relief, medical and social assistance, humanitarian supplies, shelter, food and clean water. At the same time, it implements rehabilitation, reconstruction and disaster risk reduction measures.

### World Humanitarian Summit

The World Humanitarian Summit (WHS) held in Istanbul in May 2016 gathered 9’000 participants from all sectors of society around the globe. The Summit drew attention to the scale of the challenges the world is facing in order to protect the most vulnerable. During the preparatory process, the Order of Malta organized,



in cooperation with the United Nations, a symposium on the topic “Religions Together for Humanitarian Action – Reaching out to victims of armed conflicts: the special role of faith-based actors”. Participants explored the relations between religion and conflict, the role of FBOs in conflict areas and strongly reaffirmed the importance of respecting international humanitarian law and human rights. On this occasion the then Director-General of the United Nations Office at Geneva, Mr. Michael Møller, remarked that “beliefs are a powerful tool. When religious beliefs are used to mobilize humanitarian aid, they can serve to bring out the best in humanity”.

At the WHS the Order of Malta’s Minister for Foreign Affairs, Albrecht Freiherr von Böselager, was one of the keynote speakers at the special session on “Religious engagement – the contribution of faith

communities to our shared humanity”, which focused on the role of FBOs in promoting peace and providing relief in areas of conflict. The outcome was the adoption of the “Charter for faith-based humanitarian action” which presents concrete commitments from religious leaders and other humanitarian actors to increase their impact in alleviating suffering and to call for a better inclusion in policy and decision-making at all levels of humanitarian response.

#### Interfaith dialogue

The historic Document “Human Fraternity for World Peace and Living Together” signed in Abu Dhabi on 4th February 2019 by His Holiness Pope Francis and The Great Imam of Al-Azhar, Sheikh Ahmad Al-Tayyib, is first and foremost an invitation to reconciliation and fraternity among all people of good will. Declaring that “religions must never incite war, hateful attitudes, hostility and extremism,

nor must they incite violence or the shedding of blood”, the Declaration emphasizes the importance of the role of religions in the construction of world peace.

The Order of Malta engages in interfaith dialogue both on the operational level as well as through its humanitarian diplomacy. In Lebanon, it runs numerous socio-medical centers in close cooperation with the Druse, Sunnite and Shiite communities, whereby Shiite nurses wear proudly our eight-pointed cross on their working dress. These centers are considered a symbol of peace, solidarity and coexistence by the local population.

It is our firm belief that freedom of religion and faith-literacy are essential to preventing conflicts and protecting the rights of all through mutual respect, understanding and appreciation of the other. In this spirit the Order’s Permanent Missions in New York and Geneva have

established a fruitful cooperation with the UN Interagency Taskforce for Religion and Development and with all the UN staff members that want to join our efforts for the poor and destitute.

Finally, as our Grand Chancellor and Minister for Foreign Affairs said at the Palais des Nations in his address to the 2015 Symposium: “Perhaps the answer to conflicts with a religious element is not less religion, but more; more of religion’s peaceful, non-violent content, as a rich source of reconciliation, social tolerance, devotion, humanitarian commitment, empowerment and peace-building”. ■

1 H.E. Ambassador Marie-Thérèse Pictet-Althann is Permanent Observer of the Sovereign Order of Malta to the United Nations Office and other International Organizations in Geneva

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# The Spanish Language Week strikes back!

**CLAUDIA FRESAN<sup>1</sup>**

Once more we would like to invite you to join us and beat the drum for the Spanish Language Week. This year marks the fourth edition and will take place in Geneva at the beginning of October. The Spanish Language Week has become a must for all lovers of the Spanish language. Every year a small group of indefatigable linguists from different international organizations in Geneva unite to craft a whole week of enticing activities. This year will be no exception and the public will be spoiled for choice.

To start with, and in keeping with tradition, food lovers will be able to enjoy delicious typical dishes from Latin American countries in the cafeterias of several international organizations and ECOLINT during the gourmet week.

On the visual arts front, the Week will host two exhibitions. At the Palais des Nations renowned Mexican illustrator Ulises Culebro will present a series of drawings published in various media, giving a vision of his artistic production over the last few years. We also invite you to visit the charming and newly opened bistro MixteMix where you will discover Mercados del Mundo, a photography exhibition by Rodolfo Romero.

In the literary domain, the Week will be offering two presentations by Spanish writer and translator Dolores Payàs and Colombian author Antonio Ungar. Both will take place in the Albatros bookshop, an invaluable partner of

the Spanish Language Week. Moreover, acclaimed essayist and Spanish literature professor Jordi Gracia will give a talk on Spanish republican intellectuals in exile in the Library Events Room at UNOG.

Moving on to music. If you missed last year's cooking master class don't despair. Building on its success, we have decided to give it another go, though this time you will need to put on your dancing shoes if you want to show off your skills at our tango master class. And have no fear if you don't have a partner because on this particular occasion it will not take two to tango.

If you are a regular of the Spanish Language Week, you should know by now that the event everyone is waiting for is the official commemoration of Spanish Language Day, celebrated in style thanks to the sponsorship of UNOG's Division of Conference Management. For this edition, the magnificent storytelling of Casilda Regueiro and the enchanting voice of Luis Sarabia will transport the audience to the very evocative world of Huellas de Mujer. The festivities will continue with a complimentary cocktail where artists and attendees will have the opportunity to mix and mingle.

As in previous editions, there will be also something for children. Last year we tried to instil in them a love of theatre and medieval tales. This year we want to encourage them to adopt a healthy lifestyle and embrace a spirit of fair play in



sports. Indeed, this will be the subject of a short talk given to the kids by outstanding Spanish and Latin American professional swimmers. Furthermore, the program includes sided football matches and a mix of activities in Spanish, organised by Intersoccer, the largest provider of grassroots football coaching in Switzerland.

To end this eventful week on a high note, bistro MixteMix will be hosting the award ceremony of the annual literary contest for translators and interpreters "De la traducción a la creación", during which the winner will be revealed. Organized for the sixth consecutive year by Palabras+ and the AFIE, in collaboration with the FTI, AITC and the Spanish UNOG Book Club, this year's theme is Mi abuela y la red (My

grandmother and the net). Our gratitude goes to the many colleagues and friends who have risen to the challenge and sent wonderful stories. Good luck to all of them!

To conclude, some words of acknowledgment to all those who make the organization of the Week possible every year: AFIE, Comité Palabras+, UNOG Spanish book club, UNOG Cultural Activities, the Spanish section of CLM, the Division of Conference Management and Spanish speaking countries' missions in Geneva. ■

<sup>1</sup> Claudia Fresan is Member of Comité Palabras+, with the collaboration of Kiersten Weeks

For more detailed information about the Spanish Language Week please visit the page of La Asociación de Funcionarios Internacionales Españoles :afie.es/actividades-culturales-y-sociales/



# Maximizing the potential of football for SDGs

*The United Nations Football Club evolves its vision as an important enabler of sustainable development*

**ABDOUL-WALI MAHDI<sup>1</sup>**

The United Nations General Assembly resolution, RES/73/24, reaffirms that sport is an important enabler of sustainable development. It recognizes the growing contribution of sport to the realization of development and peace in its promotion of tolerance and respect and the contributions it makes to the empowerment of women and of young people, individuals and communities as well as to health, education and social inclusion objectives. In the same resolution, the General Assembly also encourages all relevant stakeholders, including sport-related organizations, federations and associations, the private sector and in particular the organizers of sport events, to use and leverage such events to promote and support sport for development and peace initiatives and to strengthen existing and build new partnerships, coordinate common strategies, policies and programmes and increase coherence and synergies, while raising awareness at the local, national, regional and global levels.

In this context, the United Nations Football Club – FC ONU, has taken steps to better respond to the demands from member states to foster the sustainable development goals (SDGs) implementation and place sport in its role as an important enabler of sustainable development. Within its mandate and existing resources, FC ONU has intensified its efforts and developed strategies to strengthen existing and build new partnerships to raise the visibility and awareness of the integrated nature of the



sustainable development goals, while raising awareness at the local, national, regional and global levels. In June 2019, the FUNDELA (Spain) in cooperation with SCORE Tech, TRAM and Fundacio Privada Catalana de Futbol, launched the eighth edition of the charity soccer tournament in support of fight against Amyotrophic Lateral Sclerosis- ALS, in Badalona, Spain. This initiative also marked the occasion of the “Memorial Pep Ribas”.

Connected by their love of soccer and their desire to contribute to the fight against ALS, this event organized by Lloreda C.F. Veterans “B”, brought together eight prestigious clubs namely: FC Barcelona, SD Eibar,

Seleccion Andaluçia, Girona FC, CF Lloreda Tram and Score and Palamos CF along with FC ONU. To demonstrate its commitment, FC ONU placed special emphasis on the SDGs Goal#3 and Goal#17 and brought a unique collaborative approach to maximizing the potential of football and to contributing to the achievement of the internationally agreed development goals. FC ONU appreciated the invitation extended to them; enjoyed the opportunity to play a high level of football with talented footballers and looks forward to participating in the tournament next year. ■

<sup>1</sup> Mr Abdoul-Wali Mahdi is Executive Director, United Nations Football Club (FC ONU)

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# À vos agendas • Save the date

SARAH BENCHERIF, UNITAR




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## La Bâtie-Festival de Genève From 30 August to 14 September

The Bâtie-Festival de Genève is a multidisciplinary festival (music, dance, theatre and performance) made of discoveries and edgy creations. It combines live performances, choreography, concerts and DJs with a wide range of national and international artists. Not to be missed!

**Informations**  
<https://www.batie.ch/>

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## 5th Alternatiba Léman Festival “Climate-Transition” 9–14 September

A big gathering to find local solutions for the climate emergency! Over 150 organizations will be in the park of Bastions on Saturday, September 14 and over 50 conferences, film screenings and free workshops will be presented from 9 to 14 September in Uni Mail and Uni Bastions.

**Informations**  
<https://www.alternatibaleman.org/>

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## Grand Théâtre de Genève September

The Grand Théâtre is changing its face. Renovation, new graphic identity, new season 2019-20 under the sign of innovation. To be discovered!

**11–15 September:** *Einstein on the Beach*. This is a major 20th century opera! Ready to revise your classics?

**Informations**  
<http://www.geneveopera.ch/>

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## La Semaine du goût / The Week of Taste 12–22 September

Celebrated every year in all regions of Switzerland, it is an initiative for sustainable development and the promotion of the Swiss culinary heritage. It aims to raise consumer awareness of food quality and respect for seasonality, as well as to celebrate the diversity of food tastes and cultures. In the canton of Geneva, some 50 restaurants are participating.

**Informations**  
<https://www.ville-ge.ch/semainedug-out/>

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## CERN Open Days 14–15 September

CERN will open its doors to the public for two special days at the heart of one of the world's largest particle-physics laboratories. It will give visitors the chance to discover CERN facilities, both underground and on the surface. Free debates, film screenings, theatre performances, experimental workshops and dozens of visit points spread all over the site.

**Informations**  
<https://opendays.cern/>

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## The Comédie de Genève September

As a creative theatre, The Comédie de Genève proposes contemporary shows talking about who we are and our stories.

**14–15 September** *Nos parents*  
In this play, 15 performers tell us about their youth, parents, and transition to adulthood, with childhood not far away.

**Informations**  
<http://www.comedie.ch/>

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**Geneva Peace Talks 2019 “Trust Matters”****19 September**

A public event co-organized by UNOG, Interpeace and the Geneva Peacebuilding Platform to celebrate the International Day of Peace in Palais des Nations.

**Informations**

<http://www.peacetalks.net/pt-events/geneva-peace-talks-2019/>

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**Meyrin Theatre (TFM) September**

The seasons of the TFM are divided in shows of theatre, dance, circus, classical or contemporary music.

**26–29 September:** «Cirque Aïtal». Victor and Kati, founders of Cirque Aïtal, return with a troupe enlarged by an acrobat quartet and 4 musicians. In a constant quest for emotions, the troupe takes us behind the scenes of their itinerant lives. Poetic, funny and imaginative!

**Informations**

<https://www.forum-meyrin.ch/spectacle/saison-de-cirque>

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**1% for Development Charity****Golf Competition****5 October**

An 18 holes competition, departures at 9 a.m. and 2 p.m., cocktail and prize ceremony at 6 p.m.

**Informations**

Please register at Java Hill Golf Club: +33 (0)4 50 28 48 09

mail: [golf@jivahill.com](mailto:golf@jivahill.com)

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**2019 Chopin Festival****6–15 October**

This year the Chopin Festival will continue its formula of a travelling festival through various key locations of the Geneva scene. There is no doubt that you will appreciate the richness of the programme.

**Informations**

<https://www.societe-chopin.ch/index.php/en/>

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**ANIMATOU International Animation Film Festival in Geneva****4–12 October**

This festival is dedicated to bringing the best of Swiss and international animation to spectators of all ages and promoting an awareness of art films rarely screened in commercial cinemas. This year, Poland is selected for their high quality of production for a special programme.

**Informations**

<http://animatou.com/>

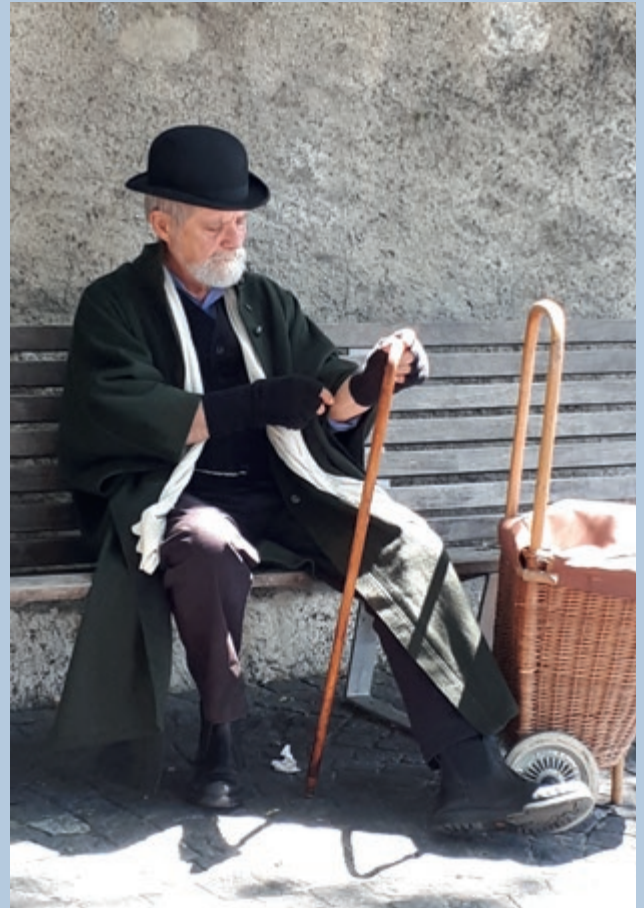
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**International Labour Organization ‘Open Day’****15 October**

ILO will be having its first ‘Open Day’ as part of its Centenary activities. Exhibitions on the ILO’s Centenary, films and videos, a virtual reality experience and an ‘Ask the Expert’ corner. Events will be open to schools and students from the morning, and the general public from 3 p.m.

**Informations**

<https://www.ilo.org/100/en/>



## PROLONGEZ L'ÉTÉ

**MARIE-JOSÉ ASTRE-DÉMOULIN**

Prolongez l'été en vous offrant une sortie insolite un dimanche matin. Avec des amis, seul.e ou en famille, rejoignez une «Promenade théâtralisée» dans Genève.

Pour la somme de vingt francs, vous découvrirez l'histoire de la ville en vous amusant, grâce à des acteurs professionnels qui surgissent, en différents lieux, pour mettre en scène des événements marquants.

Vous assisterez ainsi à l'arrestation de l'anarchiste qui a tué Sissi impératrice d'Autriche, vous découvrirez Rousseau en compagnie de deux jardiniers grattant le sol au pied de sa statue sur l'île Rousseau, vous intégrerez une tribu d'Helvétès pour affronter César à Bel Air, vous ferez connaissance avec Marie Dentièrre au Mur des Réformateurs; bien d'autres péripéties et anecdotes vous seront proposées au cours de la balade!

En bref, si la perspective de deux heures de pur plaisir culturel vous tente, consultez le site suivant:

**Informations**

<http://www.balades-touristiques-theatralisees.ch/>



## La Suisse inconnue, à la découverte des 26 cantons

# Fribourg: Autigny

*Une série de 26 impressions des lieux  
plutôt inconnus – loin du tourisme*

**CARLA EDELENBOS, EX HCDH**

La campagne fribourgeoise, le pays de la Gruyère! Je suis venue à pied depuis Romont pour mieux savourer ces champs vert-printemps, où les belles vaches laitières se régalaient de l'herbe fraîche et attendent impatiemment de se faire traire. Malgré la pluie qui ne cesse de menacer, le paysage est reposant, des collines vertes parsemées de taches de jaune, là où pousse un champ de colza.

En arrivant à Autigny, après une marche de trois heures, une table et deux chaises à côté d'une fontaine nous invitent à faire une pause «pèlerins». En fait, Autigny se trouve sur le chemin de St. Jacques qui mène de Fribourg à Romont, et en été il n'y a pas mal de pèlerins qui passent. C'est probablement aussi la raison pour laquelle il

existe une jolie maison d'hôte à côté de l'église. Plus surprenant, il y a aussi une mini piscine, qui est utilisée surtout pour l'aquagym ou les cours de nage pour bébés! La propriétaire des chambres d'hôte et la mini piscine est d'ailleurs la syndique du village. De ce fait, elle est la personne idéale pour vous donner toutes les informations que vous désirez sur la commune!

L'église Saint-Maurice est, comme il se doit, au centre du village. Elle a été construite au 19ème siècle dans un style néo-classique. Heureusement pour les habitants autour, les cloches de l'église ne sonnent plus toutes les heures pendant la nuit, et les 800 Autigninois peuvent dormir paisiblement. Le chœur de l'église héberge des vitraux de l'artiste genevois Alexandre Cingria, conçus en

1934. Cingria a été un pionnier dans la relance de l'art sacré catholique en Suisse romande et a créé des centaines de vitraux.

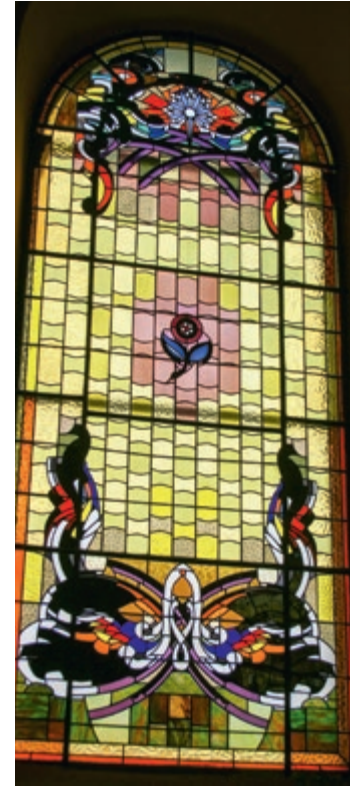
Plus discret, le château d'Autigny reste presque inaperçu. Je l'aurais raté si je n'avais pas vu une «ruelle de château». Construit à la fin du 17<sup>e</sup> siècle, la bâtisse ressemble plutôt une grande maison qu'un château de nos livres d'enfance. Il semblerait que, lorsqu'un nouveau propriétaire a voulu ajouter des tourelles dans les années 1980s, la réaction était si négative, qu'il a dû abandonner le projet et a revendu le manoir!

Deux-tiers des 618 hectares du territoire de ce village sont utilisés à des fins agricoles, sous forme de pâturage ou de cultures. Les fermes produisent le bon lait de Gruyère, et on voit, partout, des bidons de lait pleins ou en train d'être lavés. Il y a sans doute plus de vaches que d'habitants en Autigny!

Au petit magasin du village, des fromages locaux sont en

vente, et bien sûr, aussi, de la fondue. La fondue est si populaire, qu'on peut même l'acheter après la fermeture du magasin: si une envie vous surprend au milieu de la nuit, un distributeur automatique est en service pour vous combler!

Après avoir découvert les champs et le patrimoine, c'est le moment pour profiter de la nature. Une rivière, la Glâne, traverse la commune pour se jeter plus loin dans la Sarine à Fribourg. Comme elle est laissée à sa libre course, elle représente une zone alluviale importante avec une flore et faune exceptionnelles, classée d'importance nationale. D'ailleurs, saviez-vous que les zones alluviales abritent presque 50% de toutes les espèces végétales en Suisse, même si ces zones ne constituent maintenant que 0,5% du territoire? La commune d'Autigny a créé un sentier didactique le long de la Glâne, pour faciliter la découverte de cet habitat malheureusement devenu rare en Suisse.



Le soir venu, nous nous dirigeons vers le restaurant locale, l'Ecu, qui sert aussi de bar. Quand nous y entrons pour le souper, le bar est très animé, et la jeune et sympathique serveuse a de la peine à servir tout le monde. Nous occupons une table dans la partie restaurant où règne le calme. Je commande la spécialité de la maison, des cuisses de grenouille. C'est succulent et copieux, je me régale. Outre le restaurant, il y aussi une table d'hôte un peu plus loin dans le village, qui a l'air tout à fait sympathique, et que j'essaierai une prochaine fois!



Depuis Genève, prenez le train pour Fribourg, puis pour Cottens, et après le car postal N° 335 pour Autigny. La durée du trajet tourne autour de deux heures. Autre possibilité: à pied, depuis Romont (trois heures de marche) ou depuis Fribourg (cinq heures de marche) sur le chemin de St-Jacques de Compostelle. ■





## CAMBODGE

# Ultra Trail d'Angkor

### CLAUDE MAILLARD

Au Cambodge, oubliés des hommes, les temples d'Angkor étaient enfouis depuis des siècles sous une végétation luxuriante. Jusqu'à ce qu'un explorateur français, Henri Mouhot, les redécouvre en 1860 et les fasse connaître au monde entier. Près de 160 ans plus tard, les fabuleux temples d'Angkor connaissent un rayonnement international. Ce site archéologique de 400 km<sup>2</sup>, couvert en partie par la forêt, recèle des centaines de monuments d'un raffinement extrême. Vestiges d'une civilisation khmère puissante, ils subjuguent les millions de visiteurs qui s'y pressent chaque année.

L'empire Khmer étendit son hégémonie pendant six siècles sur l'ensemble des territoires de la péninsule indochinoise.

Du IX<sup>e</sup> au XV<sup>e</sup> siècle, les rois successifs installèrent leur capitale à Angkor où ils firent construire d'admirables monuments religieux. Parmi les temples les plus célèbres, le gigantesque Angkor Vat, édifié au début du XII<sup>e</sup> par le roi Suryavarman II, est l'un des plus grands édifices

religieux jamais construits de par le monde. Il est classé au Patrimoine mondial de l'Unesco depuis 1992.

Récemment, des explorateurs australiens ont découvert des nouveaux temples cachés sous la jungle cambodgienne, tout près du site d'Angkor Vat.

### Ultra Trail d'Angkor

Site archéologique l'un des plus visités au monde, Angkor est également depuis quelques années parcouru par les coureurs à pied venus disputer l'Ultra Trail organisé parmi les temples. Une façon d'allier sport et culture, performance et découverte...

Agréé par le Ministère de la Culture et le Comité national olympique cambodgien, l'Ultra Trail d'Angkor est la seule course à pouvoir fouler les lieux. Un événement mondial pour une course d'exception; les 18 et 19 janvier 2020, les coureurs traverseront plusieurs sites exceptionnels occupés par des temples et évolueront parmi des paysages prestigieux sur un vaste territoire où rizières, forêts et villages offriront des

panoramas d'une diversité surprenante. Sans doute une des plus belles courses du monde dans un cadre inoubliable.

Cinq distances seront au programme de cette 5<sup>e</sup> édition de l'épreuve. Outre l'Ultra Trail long de 128 km, quatre autres courses de 64, 42, 32 et 16 km seront organisées. Pour les adeptes de marche nordique (marche accélérée avec bâtons), de marche ou de randonnée, un parcours long de 16 km est également prévu. Enfin, une marche humanitaire de 8 km permettra de récolter des fonds pour des ONG s'occupant d'enfants défavorisés cambodgiens.

La volonté de Jean-Claude Le Cornec, organisateur de la manifestation, est de favoriser les contacts et les échanges entre coureurs et marcheurs, mais aussi avec la population. Visites des sites, rencontres avec des personnalités locales, partage avec les minorités cambodgiennes... C'est à travers ce programme innovant que s'articulera cette prochaine édition de l'Ultra Trail d'Angkor. ■

More info:

SDPOrganisation

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www.ultratrail-angkor.com

## Message du rédacteur en chef

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

### N'hésitez plus et écrivez-nous !

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

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

### Et maintenant, à vos plumes !

#### Adressez vos commentaires à :

Alex Mejia, rédacteur en chef – UN Special  
Palais des Nations, CH-1211 Genève 10, Suisse  
Par courrier électronique: alex.mejia@unitar.org

## Message from the editor-in-chief

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

### Write to us!

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

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

### Now, put pen to paper!

#### Send your thoughts to:

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# UN Special

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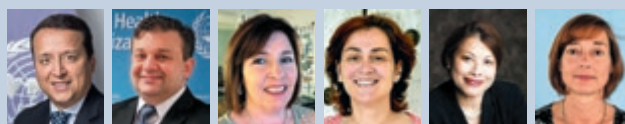
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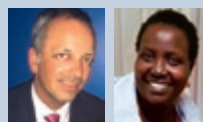
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