



THE OFFICIAL MAGAZINE OF INTERNATIONAL CIVIL SERVANTS

UN Special

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FEATURED / À LA UNE

Interview with
Mr. Guy Ryder,
Director-General
of the ILO - p. 8

FEATURED / À LA UNE

L'OIT, berceau de
l'interprétation
simultanée - p. 16

GLOBAL AFFAIRS / AFFAIRES GLOBALES

The Special Olympics.
Interview with
Dr. Tim Shriver - p. 18

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790 - JUN 2019



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EDITOR'S NOTE / ÉDITORIAL

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How a “wild dream” brought millions a brighter future

Interview with Guy Ryder, Director General of the ILO

Lights, camera and action: Artists with ILO for social change

Gender policies make a grassroots difference

L'OIT, berceau de l'interprétation simultanée

ILO Quiz. Questions & Answers

UNITED NATIONS / NATIONS UNIES

21st Century Diplomacy. Powers and Perils of Science & Technology

Support communities and discover the real Ethiopia

Smoking ban at UN Geneva

Welcome to the United Nations Toastmasters Club!

WHO / OMS

Road Traffic Injuries

GLOBAL AFFAIRS / AFFAIRES GLOBALES

Interview with Dr. Tim Shriver, Chairman of Special Olympics

Calouste Gulbenkian – o Bill Gates do seu tempo

The Unprecedented Rise of People on the Move in the 21st Century

MIKTA: Cooperation and Development to address global challenges

Bengal Stream – the Vibrant Architecture Scene of Bangladesh

A New Wave of Leadership

ART & CULTURE

La Suisse inconnue, à la découverte des 26 cantons. Genève: Gy

Espagne. Trésors d'Andalousie

3 This year, the International Labour Organization (ILO) celebrates its 100th anniversary, and it is timely to reflect on the many life-changing and remarkable achievements of this truly unique organization in the United Nations System. This issue of *UN Special* highlights this agency and its mandate of advancing social justice and promoting decent work as it builds an ethical framework for the future.

5
8
12
14
16
46
22
30
39
45
28
18

The opening article will give you a glimpse of the history and impact of ILO. You will read an interview with Guy Ryder, Director-General of ILO, who shared with us his views on the world of work. You will also find articles on the ILO approach to gender equality, famous artists and celebrities committed to its agenda, and an interview with Ms. Mónica Varela García, Chief Interpreter for the International Labour Conference. We invite you to turn to the centrefold to consult a timeline of some key moments in ILO history – the Nobel Peace Prize, the creation of Solidarność in Poland, the victory over apartheid in South Africa, etc. Additionally, you will read an interview with Dr. Tim Shriver, Chairman of the Special Olympics, an organization that works globally towards inclusion for people with intellectual disabilities.

32
34
35
36
38

Other topics include a piece on a complete smoking ban at the United Nations in Geneva, an article on MIKTA, a partnership between Mexico, Indonesia, the Republic of Korea, Turkey and Australia, a contribution from His Excellency Mr. M. Shameem Ahsan, Ambassador and Permanent Representative of Bangladesh and an article on migration by Ambassador Idriss Jazairy.

36
40
42

Finally, we hope you will enjoy reading about a walk in Gy in the suburbs of Geneva and as always, a travel piece by Claude Maillard on Andalusia in Spain. Enjoy your magazine! ■

Cette année, l'Organisation internationale du Travail (OIT) célèbre son 100^e anniversaire, et il est temps de se pencher sur les nombreuses réalisations de cette organisation unique dans le système des Nations Unies. Ce numéro d'*UN Special* met en lumière cette agence dont le mandat est de promouvoir la justice sociale, le travail décent et qui aujourd'hui fixe un cadre éthique pour l'avenir du travail.

L'article d'ouverture vous donnera un aperçu de l'histoire et l'impact de l'OIT. Vous lirez une interview de Guy Ryder, Directeur général de l'OIT, qui nous livre ses réflexions sur le monde du travail. Vous y trouverez également des articles sur l'approche de l'OIT en matière d'égalité entre les sexes, des artistes et célébrités engagés avec l'OIT, ainsi qu'un entretien avec M^{me} Mónica Varela García, cheffe interprète pour la conférence internationale du travail. Nous vous invitons à consulter les pages centrales et la chronologie des principales étapes historiques de l'OIT: le prix Nobel de la paix, la création de Solidarność en Pologne, la victoire sur l'apartheid en Afrique du Sud... etc.

Vous lirez également une interview de Dr Tim Shriver, Président des Special Olympics, une organisation qui travaille au niveau mondial pour l'inclusion des personnes atteintes d'handicap mental. Parmi les autres sujets abordés figurent un article sur l'interdiction totale de fumer à l'ONUG, un article sur MIKTA, une contribution de Son Excellence M. Shameem Ahsan, Ambassadeur et Représentant permanent du Bangladesh et un article sur les migrations par Ambassadeur Idriss Jazairy. Enfin, nous espérons que vous apprécierez la lecture d'une balade à Gy, canton de Genève et, comme toujours, un récit de Claude Maillard sur l'Andalousie, en Espagne. Bonne lecture de votre magazine! ■

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Delegates in a plenary session of the first ILC in 1919, at which six ILO Conventions were adopted.

How a “wild dream” brought millions a brighter future

UN agencies are not usually seen as revolutionaries, particularly not as they mature. But the 100-year-old International Labour Organization (ILO) bucks that trend.

SOPHY FISHER, ILO

As a one of its Director-Generals put it, when receiving the Nobel Prize for Peace, “The ILO has never seen and will never see its role as an active defender of the status quo”.

With hindsight, the ILO’s reforming mandate is clearer. Its forerunners included the 1917 Russian revolution, which pushed fear of unrest to the top of many governments’ list of worries, and the First World War, which upended the social fabric of many developed economies.

Radical problems, radical solutions

These events left global policy-makers open to the idea that peace required greater social justice. Those drafting the ILO’s constitution, at the 1919 Versailles Peace Conference, realised that radical problems required radical solutions. Their answer was a tripartite structure, with three groups of equal voice – employers, workers and governments – shaping the

new organization’s mandate and work. This unique tripartite system continues to define the special nature and strength of the ILO.

It’s hard to overestimate the innovative nature of this decision. United States President Franklin Delano Roosevelt later described it as “... a wild dream. Who had ever heard of Governments getting together to raise the standards of labour on an international plane? Wilder still was the idea that the people themselves who were directly affected – the workers and the employers of the various countries – should have a hand with Government in determining these labour standards.”

The revolutionary approach of the ILO’s founders was swiftly translated into action. In its first year the ILO’s 40 founding member States adopted nine Conventions – legally binding international labour standards – and ten Recommendations, which quickly began to change the world of work.

Convention No. 1 established the principles of the eight-hour day and the 48-hour week, at a time when the normal working week was around 60 hours. Other Conventions in this first batch covered unemployment, maternity protection, night work, minimum working age and safety and health.

Shedding light on controversy and neglect

During the 1920s the ILO formed a pattern of engaging with controversial and neglected topics. In 1921, a unit dealing with disability issues was established at its Geneva headquarters. Later in the decade the Organization moved on to cover forced labour and indigenous and tribal peoples’ issues – both resulting in pioneering Conventions.

The effects of this work, and so the ILO’s reputation, quickly resonated internationally, beyond the offices of policy makers. In April 1927, the UK’s Portsmouth Evening News, wrote “Many hardships in the lives of merchant seamen and of agricultural workers have been tackled, much has been done to keep young children out of factories”. Soon after, in 1929, a supporter told the North Devon Journal that, “The Organization’s work was to drag ugly facts into the light of day, where they could not live,” adding, “as much has been done by the ILO [to improve labour conditions] as England has done in the last century.”

Wide-ranging standards

This pre-Second World War period also confirmed the exceptional scope of the ILO's mandate, as it adopted international instruments improving conditions for dockers, bakers, migrant workers, male and female miners, and began regulating world of work issues such as sickness, injury and old age insurance, work with hazardous substances, compensation for accidents, wage-fixing, paid holidays, and employment agencies.

This ground-breaking standard setting has become something of an ILO trademark. In 2001, it developed the first international labour standard on HIV/AIDS. In 2006, the Maritime Labour Convention broke new ground by going beyond simple sectorial regulation to address issues created by globalization, while the 2011 Domestic Workers Convention showed how informal economic sectors could be regulated. As its centenary year began, the ILO had clocked up 189 Conventions (83 of which are considered up-to-date and applicable) and more than 8,100 ratifications.

A new era, a revitalized mandate

The 1939-45 war severely restricted the ILO's activities, but it used this period to ready itself for the post-war era by revising its Constitution. In May 1944, member States adopted the Declaration of Philadelphia. This expanded the ILO's mandate to encompass promoting equitable growth and linking social policies to human rights, spelling out the principles that "labour is not a commodity" and that "poverty everywhere constitutes a danger to prosperity everywhere." The 1944 Declaration was also the first instance of an international organization recognizing the link between human rights and development. As such, it helped to pave the way for the Universal Declaration of Human Rights, adopted four years later by the UN General Assembly.

The Declaration of Philadelphia opened the way for new ILO standards on freedom of association and the right to collective bargaining, and Conventions on these principles (Nos. 87 and 98) quickly followed. The importance of these Conventions was soon clear when they became the tools that enabled the ILO to exert pressure for democratic reform on a number of governments, including Poland and Chile. Other cases of labour Conventions supporting broader social change followed. In 1964, using the



Dancers in Timor Leste: almost 100% of elderly people in the country are covered by social protection.

principle of equal opportunity (covered in Conventions Nos. 100 and 111), member States unanimously approved the Declaration concerning the Policy of Apartheid in the Republic of South Africa, increasing pressure for reform.

These four Conventions – on discrimination, freedom of association and collective bargaining – along with four others covering child and forced labour, were subsequently classified as Fundamental Conventions, under the 1998 ILO Declaration on Fundamental Principles and Rights at Work. The 1998 Declaration was highly controversial because it converted the principles agreed

53 years earlier in Philadelphia into obligations for all member States, regardless of whether they had ratified the individual Conventions concerned; although subsequently, ratifications of the eight individual Fundamental Conventions increased significantly. Consequently, this Declaration is often seen as the first step towards building a social floor in the global economy.

Grassroots impact

The ILO's status as the most prolific standards-setting (and supervising) institution in the international system is not just a policy achievement. The practical effects, supported by field-based technical

GLOBAL COMMISSION ON THE FUTURE OF WORK

The Report of the Global Commission on the Future of Work, *Work for a brighter future*, proposes a human-centred policy agenda to create a decent future of work. The report, launched in January 2019, includes 10 recommendations, grouped into three pillars of action.

Increasing investment in people's capabilities

- A universal entitlement to lifelong learning so that people can skill, reskill and upskill.
- Stepping up investments in the institutions, policies and strategies that support people through future of work transitions
- A transformative, measurable agenda for gender equality, including pay transparency policies and eliminating violence and harassment at work.
- Universal social protection from birth to old age.

Increasing investment in the institutions of work

- A universal labour guarantee that includes fundamental workers' rights, an adequate living wage, limits on hours of work and safe and healthy workplaces.
- Expanding time sovereignty to give workers greater autonomy over their working time while meeting enterprise needs.

- Ensuring collective representation of workers and employers with social dialogue actively promoted as a public good.
- Harnessing and managing technology for decent work, including an international governance system for digital labour platforms.

Increasing investment in decent and sustainable work

- Incentives to promote investment in key areas such as the care, green and rural economies.
- Reshaping business incentives to encourage long-term investment, for example with revised corporate accounting and reporting practices, and enhanced stakeholder representation.

cooperation work, trickle down to the grassroots. Currently there are more than 700 programmes – covering a huge variety of issues – active in more than 100 countries. Social protection is one area where standard setting has combined with on-the-ground assistance to improve millions of daily lives – so far the ILO has helped more than 135 countries with social protection systems. One is Timor Leste. Although it is one of Asia’s poorest nations, with ILO technical support almost 100 per cent of older people now have social protection support, double the regional average.

Other world-of-work areas also benefit. In Viet Nam, the Sustaining Competitive and Responsible Enterprises programme (SCORE) is helping private businesses improve workers’ conditions alongside productivity. Vice Director of the Lam Viet furniture factory in Doi Nang, Nguyen Thanh Lam, has been working on collective bargaining. “Thanks to SCORE, our management board has realized that the close connection between employer and workers is crucial, as it guarantees the success of the business,” he said.

In Tunisia, the Programme to Support the Development of Underprivileged Areas is using better infrastructure to stimulate business and create jobs. “Thanks to the ILO irrigation project, I’ve been able to expand my activities. I hope soon to be able to hire agricultural workers,” said Mohamed Ali Belgacem, a 27-year-old, farmer in the town of Kesra.

In Jordan, the Employment Intensive Investment Programme (EIIP) is working to create business opportunities and reduce gender discrimination. “EIIP has been like a blessing and we can make that blessing even stronger,” one participant said. “We can help construct these projects which will provide employment, meet our irrigation and energy needs and benefit our communities and families.”

Young workers are also helped. In Bangladesh, 18 year-old Suruj Hemrom, a member of the Santal ethnic minority, took a six-month food processing and quality control course, organised by the Skills for Employment and Productivity Project. “I used to work with my father as a day labourer and I thought that was it,” she

said. “This training has changed my life. Now I can think big.”

Preparing for a brighter future

In its 100th year, the ILO is also thinking big. The progressive principle of Decent Work (which prioritizes the quality of employment alongside the quantity), adopted by member States in 2008, is now established and integrated throughout the UN’s 2030 Sustainable Development Agenda, placing job creation at the heart of economic and development planning, rather than as a by-product of it.

The world of work is also changing, faster than ever, thanks to technology, demographics, automation and climate change. To meet these challenges the ILO itself is also once again embracing reform. Central to these discussions will be the recommendations of the Global Commission on the Future of Work, whose report will underpin discussions at the Centenary International Labour Conference, in June. The outcomes are expected to re-shape the mandate and work of the ILO, giving it the new tools and strategies necessary to support its ‘wild dream’ into a second century. ■



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Interview with Mr. Guy Ryder, Director-General of the International Labour Organization

The ILO: 100 years of achievements by a unique organisation

Guy Ryder was elected as ILO Director-General by the ILO's Governing Body in May 2012.

He pledged to position the Organization as a determined actor translating principle into action, with the capacity to make a major difference to the working lives of people on all continents. He was re-elected as Director-General on November 2016 with overwhelming support from the ILO's tripartite constituency.

ALEX MEJIA, UN SPECIAL EDITOR-IN-CHIEF, SARAH BENCHERIF, UNITAR

Born in Liverpool (UK) in 1956, he studied Social and Political Sciences at the University of Cambridge and Latin American Studies at the University of Liverpool. He started his professional career in 1981 at the International Department of the Trades Union Congress in London. He first joined the ILO in 1998 as Director of the Bureau for Workers' Activities. From 1999 he was Director of the Office of the Director-General. It was during this time that the ILO's Decent Work Agenda was launched and won support from the international community.

Before taking the reins of ILO, you were a successful political scientist and union organiser.

Can you tell us a little about your career?

Before I came to the ILO I'd spent most of my professional life working on labour issues and for trade unions. Firstly, in my own country, the United Kingdom, but most of the time at international level. That was my apprenticeship for the ILO.

My interest was always in the questions of work. I've always believed that what happens in our working lives is fundamentally important to everything. It's about how we work, how we live with our families and

how we interact with the rest of society. Freud said, “Work is what connects the individual to reality” and there’s truth in that. Think what happens when someone is unemployed, it’s not just they don’t have money, but they’re sort of disconnected.

The 100 years of the ILO are also 100 years of the multilateral system. When people first started thinking of international cooperation, it began with work. So, I always felt work was important and international affairs always fascinated me. I always wanted to be involved at the international level and I’ve always believed in international cooperation. I came from a very ordinary, north of England background, from a small industrial town, but I always felt that there was a wider horizon, a different culture and different languages to get to know. In many ways I think these interests led in a

natural way towards the ILO. I don’t believe in destiny, but this was a natural destination for me.

There is something special about labour organising. I’ve never been a political party activist but I felt that there is something particularly valuable about trade unions. It keeps you very close to reality. When you work in a trade union you can’t afford to have a plan for two or five years down the road and you can’t afford to have a theoretical manifesto. People want solutions now. Do they have a salary today? Do they have a job tomorrow? You need to give answers. It’s a very good training when you’re representing people’s interests and getting them a quick result. It was a good preparation for other things as well.

What makes the ILO unique and why is its Centenary important;

what are the most important achievements of the first 100 years?

There were two things that made the ILO unique from its very first day. Firstly, the idea that a multilateral organisation could exist and establish international rules started with labour and the ILO. That is a unique feature. In 1919 the very first international labour Convention was adopted, covering working time. And this year I hope our Centenary conference will adopt the latest Convention, about violence and harassment at work.

The second unique feature is what we call tripartism. Uniquely in the UN system, the people who come to the ILO aren’t just Government representatives, there are also representatives of workers and employers. So, all of our Conventions, all of our decision-making, are joint

decisions of these three parties. That’s a pretty extraordinary thing. [US President Franklin D.] Roosevelt described it as a “wild dream”, bringing the countries of the world together to decide on international labour law. And what was wilder still, he said, was to bring employers and workers to decide too. So, this wild dream has lasted 100 years and it is unique. It’s tripartism that has given us this longevity, strength and legitimacy.

What are the current key issues in the world of labour and how do they relate to the Agenda 2030 for Sustainable Development?

Everything the ILO does is very closely aligned to the 2030 Agenda for Sustainable Development. We were the first in the UN system to say explicitly that we would align the ILO’s programmes and budget with the Sustainable Development

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Goals [SDGs] for which we have responsibility. We did that because we think the 2030 Agenda reflects the ILO's Decent Work Agenda very well. SDG 8 is about decent work for all and economic growth. But throughout the 2030 Agenda there are ILO issues – social security, migration, workers' rights... It was very easy for us to make this alignment.

If I sit down with a Labour Minister – and I often do that – and I ask them 'what's your number one problem?', nine times out of 10, the answer would be, "finding jobs for young people". So, jobs for the future is a global challenge.

Today, we have more than 170 million unemployed people in the world, and those aged under 25 are three times more likely to be unemployed. We must provide decent jobs that ensure social protection and rights, and we want jobs where problems are solved with dialogue and negotiation not through imposition. The whole jobs agenda is massively important. But, if we look to the future we see transformative changes in work. We've seen faster and more profound changes today than at any other time in the past 100 years.

Firstly, these are due to new technologies and digitalisation, affecting not just work but all of our societies. Secondly, these are due to demographics. Europe is an ageing society but if you go to southern Asia or sub-Saharan Africa there is a growing youth population. These different demographic trends raise questions of migration, social protection, and many other issues.

A third driver is climate change. If we accept that climate change is a result of human activity, then most of this activity is work or work-related. So, if

we're going to solve climate change, the world of work will have to step up to the challenge, and this will have an important effect on the future of work.

Lastly, we need to pay attention to globalisation. Multilateralism is under pressure today. I have spent more than 30 years in the world of work and I'd always assumed that we would see accelerating and deepening globalisation, that our labour markets would become more and more integrated. But you can't make this assumption today. Politics can push us in different directions.

If we put all of that together, there are two words that you have to keep in mind when talking about the future of work. One is sustainability. We have to put the world of work on a sustainable development path, environmentally, socially and economically. The second is inclusiveness, and that means tackling problems of growing inequality and marginalisation.

What is the role of retraining, especially for youth?

Changes are happening so quickly that we must get away from the idea that during our lives we start by studying, then we work, then we retire. This cycle is yesterday's news. We need to reskill and upskill throughout our working lives. We have to make life-long learning a reality. Everybody agrees we need a system of life-long learning, but we don't know how to do it.

The report of the Global Commission on the Future of Work, published in January, proposed that life-long learning become a right, an entitlement. But we will have to define what are the responsibilities of the state, of the employer, and the individual. This is one of the most important challenges for the future of work.

Looking into the next century, what future-of-work issues do you foresee? How is the ILO going to address them? In particular, how do we tackle growing inequality and gender issues?

In the ILO's constitution, adopted in 1919, you will find a commitment to "equal pay for work of equal value". Nearly, all of our member States have adopted legislation and ratified international Conventions on this. But 100 years later, the global gender pay gap is still around 20 per cent, so something isn't working. We have the laws, the principles, but they aren't enough. We need to identify and address hidden structural barriers to equality.

Above all, it has to do with the reconciliation of private and professional responsibilities. Women continue to do the great majority of unpaid care-work, to assume the greatest burden of private family responsibilities. When a woman becomes a mother, there's a pay penalty attached. When a man becomes a father, they get a bonus. It's about labour market engineering of a more sophisticated variety than we had before.

And, how do we ensure technology creates benefits rather than destroying jobs?

We have to know how to manage technological innovation and put humans in command of it. It requires life-long learning, reinforced social protection, and we need to help people to transition to this massive technological change.

Lastly, as a mature leader that believes in the potential of those coming after us, can you share a message for young professionals working at the UN?

I'm always reluctant to offer advice, I'm not the wise man who knows all the answers! People who come to the UN come with a certain mindset

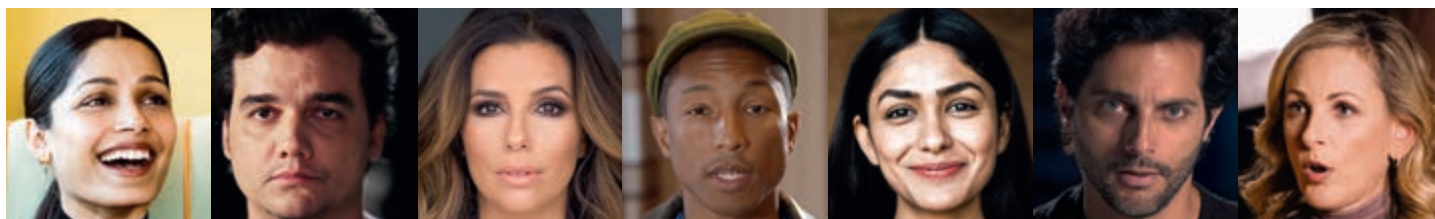
already. I think you should come to the UN with a strong identification with the values of the organisation, a belief in internationalism and international cooperation, and a high degree of commitment. I think this is absolutely essential. I always believe that work should not only be what puts money in your pocket, it should be something which enables you to develop as an individual. At the UN you have an unparalleled opportunity to contribute, but also to get a lot from the work that you do.

There are frustrations at the UN. All that bureaucracy and time that we spend trying to follow procedures correctly. You have to do it. But, never lose the fire! I think there's got to be fire in your soul somewhere to make this worthwhile. And remember, it's not just about wages and a pension, it's also about developing yourself, doing something positive for the world. ■

THE 7



BAYERISCHE MOTOREN WERKE



Freida Pinto
© Birdie Thompson

Wagner Moura
© Hangar Films

Eva Longoria
© ILO

Pharrell Williams
© ILO

Mrunal Takhur
© Birdie Thompson

Joaquin Furriel
© Ahorita Nomás

Marlee Matlin
© Birdie Thompson

Lights, camera and action: Artists with ILO for social change

Throughout history and across different cultures, art has often sought inspiration in the world of work – in sculpture, in painting, in literature, in music and in film. And art has also promoted, and celebrated, dignity, freedom, voice and justice – the very foundations of social justice.

GUEBRAY BERHANE, ILO

The ILO has had a long association with the world of arts and entertainment. Building on these relationships, *ArtWorks* was launched in October 2012 to foster discussion, engagement and advocacy towards key issues related to economic development and social progress.

ILO with its unique *ArtWorks* platform started to pull in celebrities to lend their voices on pressing social justice issues. Famous artists, movie directors, models and athletes embarked on a journey to inspire, build awareness and catalyse artistic engagement for change.

In the last seven years nearly 100 celebrities have brought the work of the ILO to the wider public. They have omitted the struck a chord with the younger audiences by calling out to end child labour, modern slavery

and, among other issues, promote green jobs for a fairer and just future of work.

Brazilian actor and ILO Goodwill Ambassador Wagner Moura, film director of film *Roma* Alfonso Cuarón, who bagged an Oscar this year, Hollywood actor and singer Jada Pinkett Smith, and many more are part of a robust and growing network of global artists, storytellers, musicians, and sportspersons. They have used

their fame to inspire action, and usher in change. They have recorded video messages, written original songs, canvassed with ILO posters

to push messages, and used their social media clout to once again spotlight the fact that child labour and forced labour still exist, that we still need to fight against discrimination for people living with HIV/AIDS, champion the rights of indigenous peoples and, ask for youth employment.

ArtWorks has provided an opportunity for artists and the global community to join the efforts of the ILO's constituents, and to make a difference in the lives of millions. The years 2012 and 2013 were action-packed for the ILO with *ArtWorks* featuring many prominent names in the world of entertainment to support its mandate. While some joined long-running campaigns such as the one geared towards ending modern slavery, others jumped at the idea of making ILO's voice heard louder.

“... Say no to modern slavery. Say no to that scourge by supporting the International Labour Organization. I am Wagner Moura and I am proud and look forward to continuing my collaboration with the ILO during its 100th anniversary, this year, 2019, and beyond.”

— Wagner Moura

Ending modern slavery

Nearly 40 million people today are still victims of modern slavery all over the world. The campaign End Slavery

Now! supported by *ArtWorks* was launched in 2012 by actor and singer Jada Pinkett Smith, and later she was joined by Hollywood A-listers like Cher, Alyssa Milano, Pharrell Williams, Oliver Stone, Larry King, Gloria Steinem, Colin Farrell, Danny Glover and Mila Kunis.

ILO's long-standing campaign called 50 for freedom helps millions of children, women and men reclaim their freedom and dignity. The goal is to persuade at least 50 countries to ratify the ILO Protocol on Forced Labour by the end of 2019. So far more than 30 countries have ratified the Protocol. *ArtWorks* took this campaign to new heights and successes by involving artists like Moura. His impressive record of speaking and taking action against forced labour helped promote the Protocol and its mandatory ratification.

Artists used their craft of storytelling to relay personal testimonies of those whose voices are left unheard. Mrunal Takhur, known for her role as Sonia in the film, *Love Sonia*, narrated the harrowing real-life story of a woman trapped in sex-trafficking, a plot strikingly similar to her film, only that this time she lent her voice to a real person's life story. The actor Freida Pinto voiced the real-life story of a girl trapped in bonded labour,

“I am proud to be part of the ILO’s work on the inclusion of people with disabilities in the world of work – not only today, as we commemorate the International Day of Persons with Disabilities, but particularly throughout the ILO’s centenary year in 2019.”

— Marlee Matlin

working in a brick kiln with her family since she was 13 while producer and movie director Tabrez Noorani has publicly backed the ILO-supported international treaty to end slavery. And on many occasions, with her powerful pictures, award-winning and humanitarian photographer Lisa Kristine supported the ILO to reveal the daily realities of victims of modern slavery with a call to end it.

ILO’s Red Card to Child Labour campaign was re-launched in June 2014 when musicians Mike Einziger and Ann Marie

Simpson penned an original soundtrack – *Til Everyone Can See*. Oscar-winning composer Hans Zimmer, Grammy award-winning artist Pharrell Williams and other musicians such as Blink-182’s Travis Barker, also helped record the song. The idea to write the song came to the duo when they learned from ILO officials about millions of children trapped in child labour.

Gender equality and disability inclusion

In recent years, *ArtWorks* has picked up pace and engaged with new names.

Actor, producer and activist Eva Longoria, took part in the 2017 International Women’s Day event in Washington DC to launch the ILO/Gallup report – *Towards a better future for women and work: Voices of women and men*.

Yalitza Aparicio, the lead actor of Oscar-winning film *Roma*, joined the celebrations of the ILO’s centenary with a special screening of her film in Geneva. She was also the keynote speaker at the ILO’s International Women’s Day event under the theme of “A quantum leap for gender equality: For a better future of work for all”.

Marlee Matlin, another highly-acclaimed Oscar winning actor, has engaged with the ILO since 2009 for the International Day of Persons with Disabilities. Matlin called for inclusion of persons with disabilities across all industries

and at all levels of a company. She stressed how businesses stand to gain when they invest in everyone.

ArtWorks has built a bridge with the world of art and artists, moving those who hold the power to use their voice for something purposeful to stand for change. ILO Director-General, Guy Ryder said: “When we look around the world and see hundreds of millions of people living in poverty, or in conditions of slavery, when we see millions of children forced to work – and millions of adults and youngsters without a job, when we see people’s rights under threat, we feel that we need to work with artists even closer than before, to draw attention to the plight of all these women, men and children, and to inspire others to act”. ■

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Principles into progress

Gender policies make a grassroots difference

Gender equality is, and always has been, central to the ILO's goal of decent work for all.

FRIDA KHAN, ILO GENDER SPECIALIST

When the ILO's first Conventions were drawn up in 1919, two of the initial six focused on creating better conditions for working women. Gender is now a cross-cutting strategic objective, meaning gender issues are integrated into all ILO activities.

Field work plays a vital role in turning these principles into grassroots progress, and some of the most challenging work is in the Arab states. Arab women face a plethora of challenges, including limits on their access to employment and social protection, their voice and opportunities to organize. The issue of the status of Arab women is intertwined with the broader economic challenges facing the region.

ILO research shows the region has the world's lowest rate of female economic participation – 26 per cent compared to the global average of 56 per cent. By contrast, male labour force participation rates, at 76 per cent, are above the global average of 74 per cent.

Issues and circumstances vary enormously in the region, meaning that the ILO's approach needs to be extremely flexible if it is to have a real impact.

Bringing health services to conflict zones

In war-torn states like Yemen conditions are particularly challenging and require innovative responses. Women have

been uniquely affected by this protracted conflict. With much of Yemen's male population fighting, disabled or killed, many women have become the primary economic support for their families. While some lack skills or experience, others are well-educated but have seen their jobs and businesses destroyed.

Many of Yemen's key national services have also been disrupted by the fighting. Consequently people became increasingly reliant on local health providers, such as midwives, nurses and pharmacists, many of whom were women. However they struggled to cope with the increased demand and problems with reaching patients.

To help these educated women apply their specialist skills the ILO offered one of its tried-and-tested training programmes, Women Do Business (WDB), to teach them a more entrepreneurial approach to managing their time and service delivery. But, we couldn't use a traditional classroom model because the women couldn't travel to a common location. So, we redesigned the WDB components to be delivered via WhatsApp. More than 100 women, divided into groups of eight or nine, were trained, and this tailor-made approach also allowed them to learn from each other, during and after the formal training ended.

Their new skills produced excellent results for these



Jordanian teachers campaigning for transparency in their salary payments.

skilled women. On average they reported a 100 per cent increase in the number of patients they handled and a 300 per cent increase in income.

Interventions commonly focus on the most disadvantaged groups. These women pointed out that by investing in them the ILO had not only improved their status and livelihoods, but had also helped Yemen's health services crisis. One told me; "a small investment in professional women can give large returns". Another pointed out; "just because we are educated and working, it doesn't mean that we have achieved equality and don't need support".

Rights training delivers security

This point is amply demonstrated by another project, in Jordan, although the issues there focused on organization and collective bargaining rather than enhancing skills and overcoming insecurity.

Jordan's private education sector employs a large number of educated women, but gender inequalities were widespread and included violations of minimum wage regulations, under-payment and delayed payment of wages. It was also common practice for schools to make teachers resign before

the summer holidays and then re-hire them when the new academic year started. Consequently the women lacked job security, and lost three months' wages and social security contributions – which ultimately affected their pensions and other social benefits. Unsurprisingly, the sector's gender pay gap was more than 30 percent.

In this case, the ILO's intervention began with some of its core principles – labour organization and collective bargaining. More than 5,000 teachers in four governorates attended a series of workshops to learn about their rights and develop a strategy for action. Subsequently, more than 400 teachers told us they had refused to sign resignation letters and so had been paid wages and benefits during the summer holidays.

In addition, a complaints mechanism for teachers was set up, and handled more than 240 complaints in less than a year. The government also issued a ministerial directive requiring all teachers' salaries to be paid via electronic bank transfer (so ensuring greater transparency), otherwise schools would lose their registrations. Feedback from the teachers showed they were delighted by these results. "There is great strength

when women unite. We speak with one voice, we act as one body. And we are role models for other sectors and other women.”

These improvements were subsequently secured by a collective bargaining agreement for the private education sector. Having recognized the effectiveness of this approach the government has also pledged to expand it to the health sector – another major employer of women.

For the teachers themselves one of the most important lessons was how strong they could be when they were united and spoke with one voice. Few had imagined that, as well as helping themselves, they could be role models for other women in other sectors.

New options, new opportunities

But if women who are educated and articulate have to fight for

their rights, things are doubly difficult for unskilled women trying to break gender stereotypes to find work.

Helping such women is also an important part of ILO work, and Safaa is one success story. A refugee from Syria, she fled to Jordan. While many women choose to make a living with traditional options like sewing, she wanted to be a plumber.

The ILO was offering women – both refugees and from local communities – a range of vocational training options.

At first Safaa had a hard time convincing her family to accept her choice. But after training she opened up a small office and soon established a reputation, first within the family, then amongst neighbours, and eventually in the open market. Her business grew and, realising she now needed a team,



Safaa, one of Jordan's few female plumbers, was trained by the ILO.

© ILO/Abdel Hameed Al Nasser

she decided to establish training courses specifically for women. She told me; “first we were only two women plumbers, then three, five, ten, seventeen and now there are twenty-one of us!”

As her all-female plumbing team grew Safaa decided to look for new opportunities for herself. She realised that a knowledge of domestic electrical systems would make her skills as an overall maintenance technician stand out. Once again the ILO gender programme was happy to be able to help.

As well as finding personal success, Safaa and her colleagues in Yemen and Jordan have become role models. One hundred years after the first international instruments on gender equality, they show that, even in the most difficult circumstances, there can be lasting, concrete, process when the right policies are supported with ambitious and innovative on-the-ground approaches. ■

1 Maternity Protection Convention, 1919 (No. 3)
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ENTRETIEN

L'OIT, berceau de l'interprétation simultanée

Le 100^e anniversaire de l'Organisation Internationale du Travail (OIT), célébré cette année, est une occasion pour revenir sur un fait peu connu du grand public et même des interprètes: c'est à l'OIT que l'interprétation simultanée est née. Nous avons interviewé Mónica Varela García, cheffe interprète pour en savoir plus.

SARAH BENCHERIF, UNITAR

Vous avez été nommée chef interprète à l'OIT, il y a moins d'un an. Pouvez-vous nous dire qu'est ce qui dans votre parcours vous a permis d'occuper cette importante position et partager avec nous qu'est-ce qu'elle implique au quotidien ?

J'ai une expérience de presque 20 ans à l'ONU. Après avoir commencé au siège de Vienne, je suis arrivée à Genève en 2005 et j'ai été nommée senior interpreter en 2011. J'ai été souvent en charge de la programmation et de l'affectation des interprètes, ce qui m'a permis de me faire une idée des outils nécessaires pour le recrutement et la planification. À cela s'ajoutent, avant mon départ pour l'OIT, trois ans à la tête de la cabine espagnole.

Une étape également importante a été, en 2016, l'obtention d'un MBA en gestion d'organisations internationales, qui m'a permis d'acquérir les outils indispensables pour l'exercice de mon poste actuel, à savoir, entre autres, la gestion de budgets, la gestion des risques, la gestion du changement. Depuis mon arrivée à l'OIT, j'ai déjà introduit des changements, en particulier dans le domaine de la gestion des ressources d'interprétation et j'ai lancé un projet IT pour faciliter la tâche du chef interprète.

Au quotidien, je m'occupe non seulement du recrutement et de l'affectation des interprètes, mais également de toute la gestion financière et budgétaire des réunions. Je travaille en

étroite collaboration avec les départements chargés d'organiser les conférences, dont je dois évaluer les besoins en interprétation, aussi bien pour les réunions qui ont lieu au siège, que pour celles qui se déroulent à l'extérieur de Genève, voire celles qui sont organisées sur le terrain. L'OIT a 40 bureaux dans le monde entier.

Il est connu dans le monde des interprètes que la Conférence de l'OIT qui se tient chaque année en juin est une des conférences qui emploient le plus grand nombre d'interprètes. Quels défis devez-vous relever dans l'organisation de cette grande conférence ?

En plus des langues officielles de l'ONU, l'OIT travaille également souvent avec d'autres langues, telles que l'allemand et, pendant la Conférence internationale du travail (CIT), le japonais et le portugais.

La Conférence emploie plus de 300 interprètes du monde entier. La logistique et la composition des équipes nécessitent donc un soin particulier, d'autant plus qu'il faut souvent répondre aux demandes d'interprétation à partir de langues diverses, surtout lors du segment de haut niveau, auquel participent de nombreux chefs d'État ou de gouvernement.



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Cette année, qui marque le centenaire de la fondation de l'Organisation, un grand nombre de personnalités est annoncé pour la Conférence. Pour moi, c'est un grand honneur que ma première CIT soit la Conférence du Centenaire.

Un autre défi considérable, est le fait que l'OIT est une organisation tripartite, unique en son genre. En effet, les organes exécutifs sont composés de représentants des gouvernements, des employeurs et des travailleurs, trois catégories de mandants très différentes, mais qui ont un poids égal dans toute délibération ou négociation.

Ainsi, outre les réunions plénières, il faut organiser les réunions des commissions, où un vrai dialogue social a lieu, et dont la durée est très difficile à estimer, ce qui rend également ardu de prévoir les besoins



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en interprétation. Il faut faire preuve d'une grande souplesse, car il faut savoir s'adapter aux besoins des mandants tripartites. Cette année, les négociations sur le document final de la Conférence du Centenaire devraient être particulièrement intéressantes.

L'OIT fête cette année ses 100 ans. Pouvez-vous partager avec nous l'historique de l'interprétation à l'OIT ?

L'OIT a été le berceau de l'interprétation simultanée, fait peu connu du grand public et même parmi les interprètes, qui associent le début de l'interprétation simultanée au procès de Nuremberg, alors qu'en fait, l'interprétation simultanée est née sous l'égide du premier directeur général de l'OIT, Albert Thomas. C'est en 1926 qu'un délégué employeur à la Conférence, l'industriel américain E.A. Filene, conçoit avec A.G. Finlay, scientifique

britannique et traducteur temporaire à l'OIT à l'époque, un système pour l'interprétation simultanée qu'ils appellent *Système IBM Hushaphone Filene-Finlay*.

Jusqu'alors, l'interprétation de toutes les réunions se faisait en consécutive, ce qui ralentissait beaucoup les délibérations, même si à cette époque il n'y avait que deux langues officielles: l'anglais et le français.

Le système Filene-Finlay sera utilisé pour la première fois lors de la CIT de juin 1927 et se répandra rapidement. Une formation ad hoc avait lieu à l'OIT car, à cette époque, l'interprétation ne faisait pas encore l'objet d'une formation (universitaire ou autre) spécifique. Le système sera repris lors du procès de Nuremberg.

Les 3 et 4 octobre prochains, l'OIT organise, en collaboration

avec l'Université de Genève, une conférence sur les 100 ans de l'organisation et sur la naissance de l'interprétation simultanée. Ce sera l'occasion de mettre en valeur l'interprétation au sein de l'OIT, mais aussi le moment de faire bilan sur l'état actuel de la profession, et de faire le point sur la recherche et les futurs besoins de formation pour les nouvelles générations. Nos partenaires des organisations internationales du système des Nations Unies, mais aussi des institutions européennes, et du monde entier se sont donné rendez-vous à l'OIT pour cet événement.

Pouvez-vous nous dire quels sont les grandes conférences qui vont marquer la célébration de cet anniversaire ?

Les célébrations du Centenaire ont débuté le 22 janvier, par une grande cérémonie présidée par le DG. Ce même jour

fut publié le rapport intitulé «Travailler pour bâtir un avenir meilleur», fruit du travail de la Commission mondiale sur l'avenir du travail, composée par de personnalités éminentes, et qui a travaillé pendant 18 mois à l'élaboration dudit rapport, dont je recommande fortement la lecture.

Un autre point saillant, sans doute plus festif, a été le 24-hour Global Tour, un ensemble de manifestations qui se sont déroulées sur quatre continents.

Beaucoup d'autres manifestations sont prévues. Je vous invite à consulter le site web de l'OIT. Vous trouverez sous l'onglet ILO100 Events (www.ilo.org/100/en) tous les événements prévus dans le monde entier pour célébrer les 100 ans de cette institution, qui est la plus ancienne du système des Nations Unies. ■

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The Special Olympics,

a model of global inclusion for people with intellectual disabilities (ID)

*Interview with Dr. Tim Shriver,
Chairman of Special Olympics*



Dr. Tim Shriver

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**ALEX MEJIA, UN SPECIAL EDITOR-IN-CHIEF,
SARAH BENCHERIF, UNITAR**

Special Olympics is the world's largest sports organization for children and adults with intellectual disabilities, providing training and competitions to over five million athletes and Unified Sports partners in 172 countries. It is a global movement unleashing the human spirit every day around the world through the transformative power and joy of sport. Through programming in sports, health, education and community building, Special Olympics is tackling the inactivity, stigma, isolation, and injustice that people with intellectual disabilities face.

Dr. Shriver joined the organization in 1996 and is a leading educator who focuses on the social and emotional factors present in learning. *UN Special Magazine* had the pleasure to interview him, and we are pleased to share with you what we found out about his organization, his mother Eunice Kennedy Shriver's legacy as founder of the games, his passion for inclusion, and the work that still needs to be done, not only in sport but in all layers of society.

Our readers know that Special Olympics is a global sports organization, but many of our readers do not know the history of the organization. Can you tell us why your mother, Eunice Kennedy Shriver, started Special Olympics and what the mission of the organization is?

Our organization is 50 years old; we are the largest organization in the world representing the needs of people with intellectual disabilities, a condition that affects over 200 million people worldwide, who continue to face health disparities, human rights violations and reduced life expectancy.

My mother had already been working to increase research and awareness of intellectual disability when she started this movement in 1968. Her primary motivation was the outrage she felt faced with the indifference, oppression and the persistent unwillingness of people to acknowledge or condemn the oppressive conditions that people with intellectual disabilities (ID) face. It is not only the rights and dignity of people with ID that are violated, but the response to these violations is too often nonexistent. So, this movement started 50

years ago because she believed that sport could be a powerful agent of social, political, cultural and interpersonal change. There is also a personal dimension as her own sister had an intellectual disability and it was a struggle for their mother and all the siblings.

Very inspiring indeed. Now a more institutional question: How can the UN help foster the relationship between health and human rights for people with intellectual disabilities?

I appreciate this question, because it is a challenging one. We already have a strong collaboration with different UN agencies, such as UNICEF, WHO, The United Nations Population Fund (UNFPA) and others, but I am sorry to say that I do not feel the systems they have really address the disparities that continue to exist. Eighty percent of today's Special Olympics movement members are in the developing world and they are a neglected population. They need to be targeted with dedicated efforts and specific strategies to help address the disparities and injustice that they are facing. The needs of this population will not be addressed by general strategies. Equality is not the same thing as equity. We cannot provide general services to a population and expect it to reach the most marginalized.

We are hoping that each of these institutions, when they look at the SDGs, at the Convention on the Rights of Persons with Disabilities (CRPD) and at the Convention on the Rights of the Child, will realize that they must have dedicated strategies to address the needs of children with intellectual disabilities. Because if you do not have a strategy for children with autism, Down's syndrome or Williams syndrome... etc. they will be neglected. Also, governments need to reform national laws that do not allow people with ID to make decisions. People with ID must be able to enjoy their human rights; this supports the CRPD and the SDGs.

Also, and this is a call for action, we do not have in our data system numbers or statistics on people with ID around the world, and this is something we urgently need to acquire in order to be able to design solutions for them.

Special Olympics celebrated its 50th Anniversary last year and has just held its first World Games in the Middle East North

Africa region. This was quite a historic event. What is your vision for the future of the organization and what do you hope to achieve in the next 50 years?

We are hoping to partner with the major UN institutions that protect health, education and the rights of people with ID. We are not the Olympic Games that take place every two or four years. We are a grass roots, community-based organization that organizes more than 100,000 competitions each year and operates in more than 170 countries. We need and urgently plead for support from major UN institutions to expand fundamental education for children. Secondly, we would like to ensure access to inclusive sport and education

programs for every child with ID and thirdly, we need significant reform of the healthcare system to provide the training needed to make it capable of supporting people with ID, with a comprehensive commitment to inclusive health. Inclusive health means people with ID will be able to take full advantage of the same health programs and services as those available to people who do not have ID.

The power of sport to build communities and overcome stigma is essential. For 50 years, Special Olympics has been building a movement to break down barriers, both on and off the field, in health and in education and it's all thanks to the power of sport.

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Students with and without ID celebrate their significant step towards an inclusive school climate as Des Moines Public School District (United States) becomes a Special Olympics Unified Champion Schools (SOUCS) District. Almost three months ago, the Trump Administration was planning to eliminate federal funding for the SOUCS program, but ultimately approved funding. The SOUCS work is supported by the US Office of Special Education Programs (OSEP) at the US Department of Education.



Via partnership with UNICEF, Special Olympics conducts many Healthy Athletes screenings for Special Olympics in Rwanda.

As we celebrate our 50th Anniversary, we launch a five-year campaign to inspire action and ultimately end discrimination for people with intellectual disabilities. The revolution is inclusion.

The next 50 years will see this “Inclusion Revolution” make a big shift from a primarily individualistic framework to a greater focus on values and power that are universal.

Just two weeks ago, Secretary of Education Betsy DeVos recommended eliminating all US Department of Education funding for Special Olympics Unified Champion Schools programming in the United States. The global media reacted massively to this and, in the end, President Trump announced the

funding would not be cut. Why do you think the Administration decided to maintain the funding and why is this funding critical to the work you do in schools?

Three million young people participate in 6,500 Unified Champion Schools across the country. Via Unified Schools, 272,000 students participate in Unified Sports (whereby people with and without intellectual disabilities play on the same team and compete). These opportunities would not be available without the funding. Special Olympics is on track to reach 7,500 schools by the end of this school year and 8,500 next year.

Special Olympics Unified Schools empower youth and educators to be leaders of change. By playing and learning, we create a more inclusive world. The Special

Olympics Unified Champion Schools program is aimed at promoting social inclusion through intentionally planned and implemented activities to bring about systems-wide change. With sports as the foundation, the three-component model offers a unique combination of effective activities that equip young people with tools and training to create a climate of acceptance in sport, the classroom and at school. This is accomplished by implementing inclusive sports, inclusive youth leadership opportunities, and whole school engagement. The program is designed to be woven into the fabric of the school, enhancing current efforts and providing rich opportunities that lead to meaningful change in creating a socially inclusive school that supports and engages all learners.



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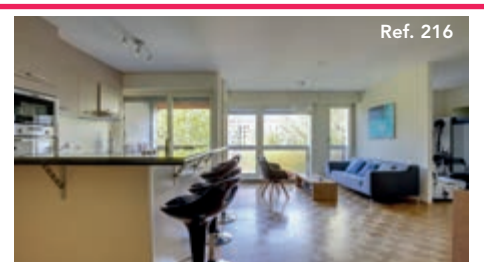


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We are also teaching the urgent need for inclusivity around in the world, to children in China, India, UAE... etc. There is undeniably an educational value to people without ID learning alongside people with ID – social and emotional learning.

To conclude, and in view of your successful career and the vision it represents, do you have a message to inspire public service that you would like to share with young people working in the UN or in international organizations in Geneva?

I think that the most important thing for all systems – UN systems or political institutions – is that they should be hungry to reinvent. We are looking for new strategies, new battles that are not based on the old battles (north against south), new harmonies, new alignments, and new ways of thinking. The new generation has an opportunity not only to serve the UN and to improve it, but also to create a new system that goes beyond nationalism and the divisive battles of the last 50 to 70 years.

My message to young people is dream big, act small, focus on the concrete, the small,



Special Olympics Chairman Dr. Timothy Shriver joins Special Olympics athletes and unified partners for a picture at a Unified Sailing competition during the 2019 Special Olympics World Games in Abu Dhabi in March 2019.

the particular. Focus on delivering a very specific kind of outcome, one that jogs the system to be new. Don't be afraid of success and explore your aspirations. The world is still awaiting the new, the next, the different. We all need to be more inclusive

and more united. I also urge your readers to volunteer with a local Special Olympics program in their country. ■

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21st Century Diplomacy The Powers and Perils of Science and Technology

Thanks to science and technology, everything today is different, and tomorrow's changes will be even more disruptive. Science and technology will continue to transform our loftiest global agendas as well as our most humble personal and communal aspirations, in ever-more-powerful ways. At the United Nations and everywhere else, we must increasingly work in tandem with these sweeping forces.

NIKHIL SETH, UN ASSISTANT SECRETARY-GENERAL, EXECUTIVE DIRECTOR OF UNITAR

In 1980, when I was working as a diplomat for the Government of India, the world was still engulfed in the Cold War. This era was characterized by certain predictable dynamics in diplomacy: super-power rivalry; political and economic blocks; proxy wars. Conventional tools of diplomacy reigned: application of force, unilateral action, and enhancement of trade opportunities. The primordial goals were national security and domestic prosperity. Science was not at all at the forefront of this work, although on certain specific issues, it was slowly permeating diplomatic discourse: for example, on disarmament (both nuclear and conventional), the peaceful use of outer space, and the work of the International Atomic Energy Agency (IAEA).

Fast forward to 1990, when I joined the world of multilateral

diplomacy at the United Nations in New York. The Cold War was ending, and there was renewed hope of a peace dividend, which would usher in unprecedented prosperity and security across our fragile planet. This moment inaugurated a decade of large UN conferences on sweeping global issues such as the environment, human rights, social development, women and gender, children, and indigenous peoples. These summits, convened through the lens of a single thematic issue, attempted to capture the collective actions needed from the world. They were focused on creating a deeper and more intense rules-based system, at least in comparison to earlier years.

But while the world was becoming more conscious of transnational issues such as climate change and environmental degradation, the promise of the 1990s was also handicapped with new

problems. Inequalities were growing, globalization was not lifting all boats, and a decrease in inter-state violence was offset by growing intra-state conflicts, as well as a rise in terrorism, religion-based violence, and ethnic conflict. At the same time, information and communications technologies (ICTs) were creating both new opportunities and new threats.

Today, we find ourselves in the post-2015 era of the Sustainable Development Goals (SDGs), the Paris Agreement on climate change, the Sendai Framework for Disaster Risk Reduction, and their follow up. The 2030 Agenda for Sustainable Development and the SDGs helped create an indicative plan of action for the world, focused on people. The Agenda brings together universal economic and social aspirations, addresses fears of environmental degradation, and embraces

the quest for fair, peaceful, and just societies. It prioritizes those left furthest behind: those most disenfranchised, marginalized, and vulnerable. It brings political attention to the severity of climate change, biodiversity loss, and pollution. It also refocuses the world on the importance of multilateralism for achieving both national security and domestic prosperity.

After four decades in diplomacy, I have realized that the same compulsions that were important at the start of my career – promoting security and prosperity for one’s country and people – require an entirely new approach post-2015. Today, it is abundantly clear that our existential challenges cannot be managed with the conventional tools of diplomacy, such as use of force or unilateral action. Today, countries cannot effectively pursue national interest – the security and wellbeing of their

people – by working only within their nationally defined territory. Global issues, such as pandemics, climate change, migration, and many more, have become so overwhelmingly powerful that national interest can no longer be defined apart from them.

The impact of these sweeping issues on security and prosperity calls for a stronger-than-ever understanding of the interface between science, policy, and diplomacy. Science offers the policy maker and the diplomat a better understanding of data, trends, and patterns. Outside the rhetoric of politics, intelligent policy and decision-making must be focused as never before on the nexus between science and diplomacy.

Science diplomacy and five big transformations for achieving the 2030 Agenda

At its core, the role of science in diplomacy is to enhance

awareness and understanding. National aspirations cannot be met without engagement on global issues, and these global issues cannot be understood by diplomats, or by policymakers, without fuller engagement from the scientific community.

Indeed, science is a powerful tool for diplomacy. The transparent nature of science has long helped to foster multilateral cooperation and build bridges between cultures, especially on issues such as health, the environment, and space exploration. Even in instances where political relations are strained, scientific cooperation can play an important role in establishing trust.

Today we have moved a step further, where many of our contemporary global challenges actually *require* scientific analysis, expertise, and solutions,

continued on page 26

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ILO

TIMELINE

SOCIAL JUSTICE DECENT WORK

1

Birth of the ILO

At the end of the First World War the ILO's Constitution is drafted as part of the Treaty of Versailles, to reflect the belief that universal and lasting peace must be based upon social justice. Later that same year the first International Labour Conference (ILC) is held and adopts the first six ILO Conventions (international labour standards).

Photo: the first International Labour Conference.

2

1926: Supervisory system established

The ILC sets up a system to supervise the application of labour standards. A Committee of Experts is created to examine government reports on how Conventions are applied once they have been ratified.

3

1936: 50th ILO Convention adopted

17 years after its founding, the ILO's 50th Convention (on the recruitment of Indigenous Workers) is approved by the ILC.

4

1940 - ILO moves to Montreal, Canada

As the Second World War threatens the ILO's Geneva Headquarters, staff move temporarily to McGill University in Canada.

Photo: ILO staff prepare to leave Geneva for Montreal.

5

1944: Declaration of Philadelphia

The Declaration, drafted as the Second World War was coming to an end, set out the basis for broadening the mandate of the ILO's work. It affirms that "labour is not a commodity" and sets out basic human and economic rights under the principle that "poverty anywhere constitutes a danger to prosperity everywhere".

Photo: US President Franklin D. Roosevelt and ILO Director-General Edward Phelan signing the Declaration.

6

1946: ILO becomes part of the United Nations

The ILO becomes the first specialized agency of the newly-formed United Nations, making it the only League of Nations body to continue in the post-war period. Its post-war work on labour standards laid the foundations for much of the UN's core human rights work.

7

1946: Adoption of the Declaration on Apartheid

In the first major test of ILO policies supporting equality, the ILC unanimously adopts a Declaration concerning the Policy of Apartheid of the Republic of South Africa. Consequently, South Africa withdrew from the ILO, only re-joining in 1994.

Photo: the Apartheid system in South Africa.

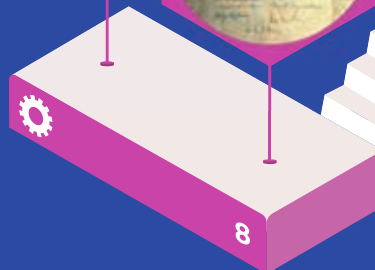
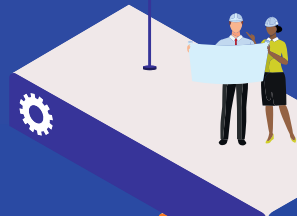
8

1969: ILO receives the Nobel Peace Prize

In its 50th year the ILO is awarded the Nobel Prize for – in the words of the citation – its success in "translating into action the moral idea on which it is based," namely, that lasting peace is based upon justice.

Photo: The Nobel Prize ceremony and the Peace Prize certificate.

1919





International
Labour
Organization

100
1919-2019

2019

16

Global Commission on the Future of Work

As part of the ILO's Centenary activities, a Global Commission was created to produce recommendations on the future world of work. Its report, published in January 2019, is being debated at the Centenary ILC and is expected to shape both national and multilateral policies and the future strategy of the ILO.

Photo: The Report of the Global Commission.

15

2011: 100th ILC and Domestic Workers Convention

The 'World Parliament of Labour' meets for the 100th time. ILO member States mark the occasion with a new Convention that extends international labour standards into a new area – domestic work.

Photo: Domestic workers with ILO Director-General Juan Somavia, after the approval of Convention 189 by the ILC.

14

2006: ILC adopts Maritime Labour Convention

The Convention sets a new approach by going beyond sector regulation to address globalization issues.

Photo: A maritime industry worker.

13

2004: World Commission on the Social Dimension of Globalization

The Commission's brief was to examine the effects of globalization. Its final report, published in 2008, formerly adopts the Decent Work Agenda and results in a Declaration that defines the four strategic objectives of the ILO – employment, social protection, social dialogue, and fundamental rights at work – as "inseparable, interrelated and mutually supportive".

Photo: Ms. Tarja Halonen, President of the Republic of Finland, Co-Chair of the World Commission on the Social Dimension of Globalization.

12

1999: Launch of the Decent Work Agenda

The Decent Work Agenda promotes a development strategy that recognises the central role of work in everyone's life. The ILO provides support in the form of national Decent Work Country Programmes, developed with national constituents. The Decent Work Agenda is now an internationally-recognized approach to world of work issues, with its principles incorporated into the Sustainable Development Goals.

11

1998: Declaration on Fundamental Principles and Rights at Work

The Declaration committed ILO member States to respect and promote principles and rights in four categories, regardless of whether they have ratified the relevant Conventions. These categories are; freedom of association and collective bargaining, the abolition of forced, the abolition of child labour, and the elimination of work-related discrimination.

9

1982: ILO supports Solidarnosc, Poland's first free trade union

Following the declaration of martial law and the suspension of the independent trade union Solidarnosc, a Commission of Inquiry on trade union rights and freedom of association is established, contributing to pressure that ultimately leads to free elections.

Photo: Lech Walesa, leader of Solidarnosc, at the ILC.

10

1990: Nelson Mandela addresses the ILC

A few months after being released after 27 years as a political prisoner, the future South African President, Nelson Mandela, thanks delegates for their support in the struggle against apartheid.

Photo: Nelson Mandela addresses the ILC.



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continued from page 23

all of which transcend borders. Diplomacy for science and science for diplomacy are essential principles of evidence-based policy-making, and there are five policy areas in particular where science diplomacy will play an especially large role in getting us to the world we want by 2030.

Cities. Within the next 20 years, 70% of our world will live in cities. Many of our most pressing global problems will thus actually be generated from cities. Issues such as greenhouse gas emissions, food and water consumption, and sustainable waste management will be influenced strongly by urban settlements. Until we innovate for smarter urban planning, land use planning, and the various other elements of sustainable cities, we will not achieve the world we want. The scientific community will be essential to these innovations.

Food. Current farm systems all contribute to climate change. 40% of the world's fresh water is used for food cultivation, and 40% of the world's greenhouse gas emissions come from our farm systems. Science can help us understand how to transform these systems to mitigate and adapt to climate change.

Energy. 3,500 scientists have produced their consensus reports on climate change, and still many political leaders count global warming as fake news. Such thinking must be challenged. In addition, the falling prices of photovoltaics has made solar energy more competitive. But will this price drop lead to the kind of deep decarbonization the world needs to keep temperatures below the two-degree level? Not in the assessment of the Intergovernmental Panel on Climate Change (IPCC). The deep decarbonization we need will require us to keep all coal and hydrocarbons underground. Perhaps there may be alternate ways of sequestering carbon, or new commercially applicable

technologies to pull carbon dioxide from the atmosphere. We also need to reinvent our lifestyles. Science will necessary drive this development of new infrastructure and new policies, both national and international.

Consumption and production. Across the world, we must increasingly think through the lens of a circular economy. Considering what we eat, what we buy, how we commute and travel, and how we manage waste will go a long way towards helping us end the pollution of our land, sea, water, and soil. There is a plastic island the size of Australia currently floating in the Pacific. Plastic pollution even impacts the fresh water of the Swiss Alps, leading us to discover micro plastics in our bottled water. Meanwhile, there is a tsunami of e-waste coming our way, and so far our response has been pathetically slow. What are we doing to our world? Our actions are nothing short of collective suicide.

How can we reconcile a change in our lifestyles with better quality of life? How can we limit resource use while still meeting the needs of the 9 billion people who will inhabit our world by 2100? These questions need urgent answers, and science will be instrumental in providing them.

Health. The transition to a world that promotes health and wellbeing for all will be driven by science and innovation. Digital health promises to help compensate for the poor doctor-patient ratio in the most remote parts of our nations. "E-health" will also generally facilitate diagnostics, monitoring, and care for communicable and non-communicable diseases. The initiatives of affordable medicines, immunization, and universal health coverage will all be powered by scientific research, technology, and innovation.

In addition to these five key areas, many social issues addressed in the 2030 Agenda – such as gender equality and the eradication of poverty – will also be significantly influenced by contributions from the scientific community. Indeed, science will be a key driver for the Agenda as a whole, across all 17 Goals.

The road ahead for diplomacy in the 21st century

In the wake of these seismic technological shifts, most countries still do not choose to align their diplomatic interests with these five necessary global transitions in the areas



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of cities, food, energy, consumption and production, and health. Strengthening the science-policy-diplomacy nexus will be crucial in tackling these five big transformations. We need science diplomacy to help policy-makers make intelligent choices.

This diplomacy should start with cooperation between those who possess the know-how and the technologies, and those who do not. We must, for example, foster more partnerships with academia and the private sector. For example, the green revolution in India of the 1960s was facilitated by cooperation with the Borlaug Institute in the USA. There are not enough visible success stories of this scale in international and domestic cooperation today. These types of partnerships exist in the military and defense sectors, but what about in applied research to solve the problems of the people? The SDGs are set to become the most important framework around which universal human hopes, aspirations, and fears may be understood. Science must be put to this primary use of service to these highest goals of our global community.

Indeed, the link between the policy arena and those sectors with specialized skills is already taking shape in certain ways beyond our control. While the current pace of technological change is essentially driven by a few large private companies, policy formulation at the national and global level lags far behind. Technological change is already impacting our economy, society, and environment. Without the appropriate policy controls in place, that change will have severe consequences for human rights, including issues such as privacy, social cohesion, recourse to justice, and

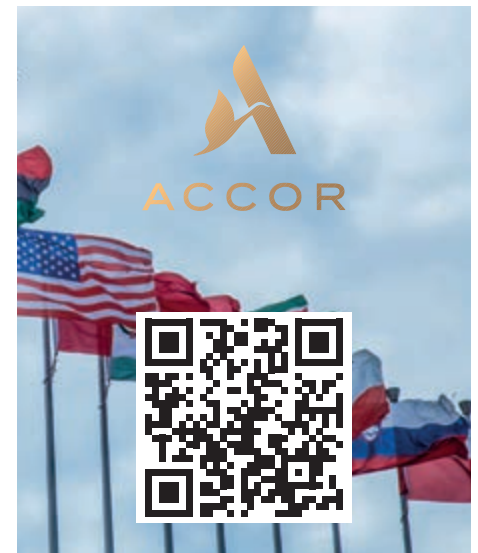
hate speech. The conduct of war – including hybrid war, psychological warfare, and the use of autonomous and space-based weapons – will also undergo a transformation, perhaps even beyond our recognition. Drugs and crime will become emmeshed with the dark web. What’s more, the inherent forces in technology diffusion are leading to greater inequalities between and within countries. We must level the playing field, as well as remove the gender gap, so that technology works for all.

Policy must catch-up to the pace of technological change, or we subject our societies to all of these risks and more. The world of tomorrow, with all its uncertainties and promise, will continue to be shaken up by the consequences of inventions pioneered in companies worth trillions. In the world of diplomacy, it is therefore no longer acceptable for statecraft only to win the day. All the pillars of United Nations work will require better and more modern analysis, in order to facilitate new multilateral agreements and country-level implementation.

But are we, at the national and international level, preparing for this world? We are fortunate to have the thought leadership of the current UN Secretary-General, who is propelling action with signature initiatives to grow the potential and protect humanity from the disruptive power of new technologies. The world must embrace such initiatives and continue in this vein.

In my four decades in diplomacy, I’ve come to understand that the only certainty in our lives is change. Indeed, it is safe to say that the last five years have seen the

most accelerated change to date. Individuals, institutions, and nations who anticipate, absorb, and adapt to such changes will prosper. Those who misread them, or refuse to adjust their mindsets and habits, will fail. Everything today is different, and tomorrow’s changes will be even more disruptive. Effective diplomacy and policy-making must consciously rely on the intellectual knowledge and skills needed to anticipate and understand a world of constant change. Science and technology will continue to transform our loftiest global agendas as well as our most humble personal and communal aspirations, in ever-more-powerful ways. At the United Nations and everywhere else, we must increasingly work in tandem with these sweeping forces to build the world we want in the 21st century. ■



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Road Traffic Injuries

Neurosurgeons Push for Policy Change to Reduce Deaths and Disabilities from Head and Spine Injuries from Road Traffic Injuries

**JACQUELYN CORLEY, KEE B. PARK,
HARVARD MEDICAL SCHOOL,
WALTER JOHNSON, WHO**

In 2015, all member states of the United Nations adopted the Sustainable Development Goals (SDGs), a unified manifestation of global partnerships working towards a shared vision of creating peace and destroying poverty. Embedded in these blueprints are benchmarks to improve health worldwide for all populations. Not surprisingly, the original authors of the SDGs understood the necessity to include language that addresses the monumental problem of road traffic injuries (RTIs). Therein, SDG 3.6 states, “By 2020, halve the number of global deaths and injuries from road traffic accidents.” Neurosurgeons, recognizing that prevention strategies alone are insufficient to achieve this goal and head injuries are the leading cause of death in RTIs, are now making themselves heard by pushing for policy changes for comprehensive management of head and spine injuries in the developing world.

While past attempts have been admirable, we as a global community are woefully far from reaching this goal. Currently, there are 1.35 million deaths per year due to road traffic

accidents and an even more staggering number of people who suffer severe disabilities that prohibit return to work and normal function. We must now understand that this is an issue of social justice as well as an issue of health. How many more young people will die around the world every year while we lag behind in these metrics?

Indeed, RTIs represent a complex phenomenon that cannot be solved by any singular intervention. It lies at an obscured intersection between geography, wealth, policy, and access to care. For example, to complete a safe journey from point A to point B, a citizen needs a working vehicle that meets regulation standards of safety, he or she needs to have a seatbelt and or helmet for protection, the roads must be well lit and safe to use, and in the ill-fated event that an accident should occur, this person must have timely and affordable access to a functioning hospital with adequate supply and workforce needed to treat their injuries.

Neurosurgeons have historically orbited these matters in the periphery, but this is rapidly changing as they are now taking a more active role in these

initiatives. A large number of RTIs result in traumatic brain and spine injuries and so it is clear that neurosurgeons have much at stake in the efforts to decrease deaths by RTIs. 2015, the United Nations General Assembly adopted a 17-goal action plan to transform the world by the year 2030, ushering in the Era of Sustainable Development. These Sustainable Development Goals (SDGs) There is a dire shortage of neurosurgeons around the world, with many countries having only a handful of consulting specialists who are often concentrated in the cities. Traumatic brain injury (TBI) There is also a need for more regional hospitals that are capable of supporting neurosurgical procedures. Facilities require anesthesia capabilities, blood bank, operating rooms, surgical equipment, and intensive care units.

The global surgery movement has gained much momentum in recent years and laid the foundational groundwork for neurosurgery to scale up in tandem. The World Health Assembly Resolution 68.15 was the first

public acknowledgement of the importance of surgery in health systems and stated, “Strengthening emergency and essential surgical care and anesthesia as a component of universal health coverage”. What followed closely at its heels was the emergence of National Surgical Obstetric and Anesthesia Plans (NSOAPs). These are Ministry of Health created outlines unique to each country or region, that details how to provide surgical, anesthesia, and obstetric (SAO) services to the population within national health plans and under the auspices of universal health coverage (UHC). To date, there are five countries who have completed their NSOAP’s and 39 countries in various stages of creating and implementing their NSOAP.

In the spirit of NSOAPs, neurosurgeons have also recognized the key role that policy plays in the delivery of quality care to patients who suffer traumatic brain and traumatic spine injuries. Conservative estimates highlight an unmet need of almost 5 million operations for this patient population every

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year. The only way to address this demanding need is to harmonize efforts via a systematic framework. This was the inspiration for the Comprehensive Policy Recommendations for Head and Spine Injury Care in Low and Middle Income Countries (LMICs). Using evidence from quality and recent research, a set of guidelines related to neurotrauma system scale up was created in the arenas of infrastructure, workforce, service delivery, financing, information management, and governance. Ultimately, these recommendations should complement those recommendations that are stated in a countries' NSOAP, so that as countries build a robust surgical system, they can also

generate an integrative neurosurgical system to address brain and spine injuries.

Specific recommendations include scaling up neurotrauma workforce in LMICs to adequately meet the demand of head and spine trauma. Modeling studies that have analyzed epidemiologic data and maximum capabilities of a standard neurotrauma doctor indicate this number to be approximately one neurotrauma specialist per 200,000 people. Additionally, evidence suggests that neurotrauma facilities be geographically arranged so that citizens live within 4 hours of a neurotrauma facility to prevent mortalities from pre-hospital delays.

The most common victims of TBI are males age 20-30 involved in motor vehicle collision. Secondary injury sustained by these patients occurs during the time period between initial insult and hospital admission. Strengthening prehospital systems for TBI in LMICs like Cambodia is therefore a key element of the development agenda for universal health equity. Other recommendations include the use of helmet laws, implementing data gathering technologies for proper surveillance, and establishing governance of these initiatives within national ministries.

Neurosurgeons have been known for their fierce independence and pursuit of clinical

excellence for their patients. The time has come for neurosurgeons to think beyond the operating rooms and provide policy guidance regarding conditions they treat daily. Ministries of health need the technical and strategic support from experts such as neurosurgeons. These recommendations represent an excellent example of neurosurgeons collaborating with emergency care experts, trauma surgeons, anesthesiologists, and governmental and non-governmental organizations to produce a set of policy recommendations to comprehensively manage head and spine injuries that covers the whole spectrum, from pre-hospital care to rehabilitation. Moving ahead, we hope many more neurosurgeons will be increasingly involved in the public health discourse on other common neurosurgical conditions such as neural tube defects and stroke. ■

Jacquelyn Corley, Kee B. Park:
Program in Global Surgery & Social Change, Harvard Medical School

Walter Johnson: Emergency & Essential Surgical Care Programme, WHO

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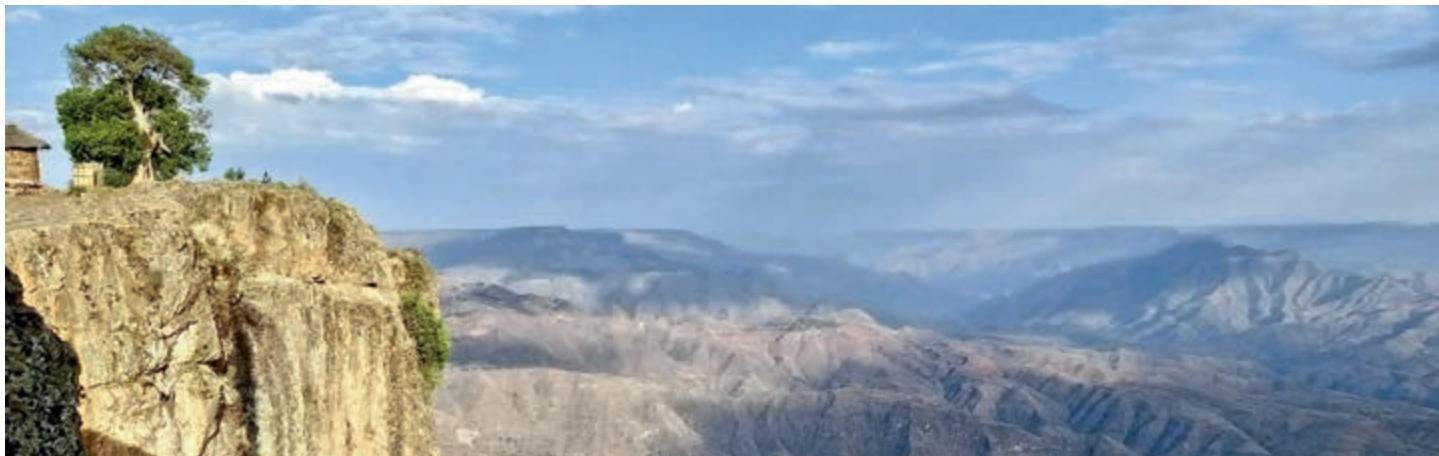
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Win-win tourism

Support communities and discover the real Ethiopia

VÉRONIQUE MAGNIN, CLM, UNOG

My first trip to Ethiopia in April was a truly unique experience. My discovery included a 45 km trek off the beaten track, organized by Tesfa tours. The rewards for three days without cars, electricity or internet included breath taking panoramas from high on the plateau, contact with local farmers ploughing their fields with oxen, interaction with children on their way to school and even an invitation to a local guide's family home and impossible-to-refuse traditional dishes! On returning to Addis, I met Mark Chapman, the founder of this community tourism initiative. We discussed the philosophy behind his project and how he sees it developing – for the mutual benefit of the local community and the tourists.



Mark Chapman. Founder of Tesfa Tours

Tell me about yourself

My name is Mark Chapman. I first came to Ethiopia as a backpacker in 1993, and fell in love with a country that took me by surprise. I jumped at the chance to come back as a trailing spouse in 1997, and began

to seek out ways to bring the benefits of tourism to the local people.

What inspired you to start Tesfa Tours and why did you want to focus on community tourism?

I have always loved walking in the mountains. With much of Ethiopia set at 2,500m, it is well suited to trekking. There is no malaria and the temperatures are great for walking. And the landscapes are mind blowing... Like anyone visiting Ethiopia, you soon learn that Ethiopians are hospitable people, who are proud of their culture. They are so happy when visitors want to come and see the beauty of their land and discover its traditions. I founded Tesfa with my belief that the only truly sustainable tourism is one that benefits the local people, and from the visitors' point of view, it's definitely the best way for them to experience and learn about the country. Because of the huge rural population in Ethiopia, there is also a desperate need to find ways for rural people to develop additional income sources away from farming. So, for me, rural community-owned

tourism, where villagers host tourists trekking through their landscape, was bound to be a winner.

Tell me about the company, where in Ethiopia it operates and what it has achieved

In 2010, Tesfa Tours was born out of seven years of working as an NGO to develop the Tesfa community-based tourism model. We had proven that the villages could successfully host tourists, and we had demonstrated how popular this model was with them. To ensure long-term sustainability through a marketing and booking system, it was vital that it became a private sector activity. So I set up a tour company to manage that side of the business. Although this community tourism does not make much money for the company (just over \$US12 per tourist per night), it is our main focus because it delivers a unique experience to our clients that remains with them long after the trip. By booking longer trips – with hotels, transfers, guides and lodges for the rest of our clients' itineraries, we are able to make enough money to



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support the Tesfa communities. This has given us a niche in the marketplace and has allowed us to grow and support increasingly more communities.

From your own experience of setting up the tours and from customer feedback, what is the 'Unique Selling Point' of Tesfa compared to others?

There is no other experience available in Ethiopia that makes you the guest of a community in the way Tesfa does. The farmers deliver a service to you, you pay for it, and like this you meet in the middle as equals with your hosts. And you meet in a dramatic landscape: escarpments with views that go on for miles, raptors soaring on the thermals and Gelada

baboons scrambling along the cliffs. Looking the other way, you can see farmers ploughing their fields, their children minding the livestock, and in the family compound, women at work grinding grain, making baskets and any number of other tasks. Your spirit is humbled, yet it is lifted too. To be a part of this life for a few days without other groups of tourists around and to be benefiting the community in so doing gives the visitor a special feeling. You can also feel the dignity of the local people and gain respect for the hard work which survival in these mountains requires. The majestic views from the escarpments are matched by the simple lifestyle of the farmers and the ease with which



Map (pdf) locating area visited.

they break into a smile and enjoy the simple things of life. Life slows down to the rhythm at which you sense we were supposed to live, and the hectic life is left far behind. It is a wrench at the end to get into a car and travel back to town.

What is your vision for Tesfa Tours in the next five years?

I really want to see this community-based tourism develop and roll out to more communities. Ethiopia is a stunning land of mountains, plateaus, gorges, rivers and lakes. There are so many places where people would love to walk. Community tourism is a great way to inject cash payments into the heart of a rural community. The money spins round many times

before it leaves the local area, and many, many times before it leaves the country. Each dollar earned in this model of tourism is so much more beneficial to the country than it is in the classic big hotel/big operator model. However, I have to find more time to get away from the hassle of running a business to get back to the mountains and work with the farmers! To be sustainable, I need to set up associations of interested and capable local people to support their farmers. These are the areas I am focusing on now. ■

Contact: www.Tesfatours.com



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Gardens of the Gulbenkian Foundation – Lisbon, Portugal.

Calouste Gulbenkian – o Bill Gates do seu tempo

DR GARRY ASLANYAN, DEPUTY EDITOR, WHO

Se você é português ou, pelo menos, de Lisboa, não tem como nunca ter ouvido falar de Calouste Gulbenkian. Como um proeminente filantropo do início do século XX, o seu legado teve um enorme impacto em Portugal através de uma fundação criada em 1956 que leva o seu nome. A Fundação Gulbenkian oferece diversos serviços à população portuguesa; bolsas de estudos, museu de classe mundial no centro de Lisboa, orquestra e coro, biblioteca, assim como o apoio a programas de coesão social e muito mais. Gulbenkian possuía uma rica coleção de obras de arte que também inclui moedas e livros de arte, apresentados exclusivamente nas galerias do Museu Calouste Gulbenkian. Gulbenkian, que completa 150 anos neste ano, era uma autoridade líder na indústria do petróleo no início da extração de reservas localizadas no Oriente Médio, mais especificamente o que é hoje em dia os territórios de países como Iraque, Catar, Omã e até os Emirados Árabes Unidos. Quando Gulbenkian faleceu em 1955, aos 86 anos, era o homem mais rico do mundo, com 5% de participação pessoal do petróleo Oriente Médio. O seu talento comercial e flexibilidade para desenvolver novos interesses e também sua habilidade de se adaptar a novas situações, rendeu-lhe

considerável respeito entre os membros da indústria. Os líderes da indústria do petróleo e o resto do mundo o conheciam simplesmente como o Senhor cinco por cento. Estabelecido em perpetuidade, o principal objetivo da fundação é de melhorar a qualidade de vida da população através da arte, caridade, ciência e educação. A fundação conduz suas atividades a partir de sua sede em Lisboa e suas delegações em Paris e Londres, com o apoio de Portugal em países africanos de língua portuguesa e no Timor Leste, bem como em países com comunidades armênias. O seu desejo de estabelecer a fundação na era pré-Nações Unidas demonstra o fato de Calouste ter uma perspectiva internacional. Esse espírito foi mantido e segue forte pelos guardiões da fundação. Por exemplo, o Instituto Gulbenkian de Ciência, que é um instituto de pesquisa, tem cerca de 300 pesquisadores de 41 países diferentes que trabalham na busca de soluções inovadoras para melhorar a saúde humana.

Gulbenkian era um cidadão armênio do Império Otomano. Mais tarde, ele se naturalizou como britânico e viveu em Paris por muitos anos de sua vida. Mas foi a Segunda Guerra Mundial que acabou por fazer com que ele se mudasse e se estabelecesse em Portugal, o que é algo surpreendente, pois

a conexão cultural entre o povo armênio e português acontece até hoje de forma espectral. Ambas as nações costumavam pertencer ao Império Romano, situando-se em dois lados opostos. Conexões intermitentes chegaram a ser registradas, porém, a longa distância não lhes beneficiou. O movimento de Calouste Gulbenkian fez dele o armênio mais conhecido entre todos os portugueses. Ele se mudou em 1942, com sua esposa, seu secretário francês, seu massagista russo e seu chef oriental, dirigindo um luxuoso Roll-Royce. Sua história de vida e seu compromisso de investir sua fortuna para unir pessoas de diferentes culturas e nacionalidades atestam que ele foi o maior “cidadão de lugar nenhum” e ao mesmo tempo de todos os lugares. Gulbenkian poderia ter voltado aos Estados Unidos (para onde enviou parte de sua coleção de arte) e levado consigo toda sua riqueza monetária e cultural, porém, o apreço por Portugal era grande e lá decidiu ficar até os últimos dias de vida, apreciando não somente o clima agradável e ensolarado de Portugal, mas também sua rica cultura. Quando a sua fundação foi criada, foi uma das doze maiores do mundo, e estipulou-se que deveria ser criada segundo as leis portuguesas. Portugal na época estava sob a ditadura de Salazar, que influenciou a direção da fundação.



The Statue of Calouste Gulbenkian near Gulbenkian Foundation – Lisbon, Portugal.

Ao ler sua biografia, tive *flashbacks* da minha própria infância. Tendo ouvido a respeito de nomes como Van Vaspurakan (região na Armênia), ou o magnata do petróleo Alexander Mantacheff (para quem meu bisavô serviu como contador), ou sobre as areias betuminosas de Baku (uma cidade multicultural de poços de petróleo onde meus bisavós viviam), fiquei pessoalmente interessado na jornada de Gulbenkian, mas desapontei-me com um certo aspecto de sua história: o fato de que ele não aprendeu a falar português. Evidentemente, ele se mudou para Portugal no final de sua vida, quando já tinha 73 anos. Se você é capaz de falar uma língua estrangeira, sabe então o quão árduo é o caminho até a fluência, o que dobra de dificuldade conforme a idade aumenta. Contudo, os armênios são geralmente ágeis com línguas estrangeiras, seja isso devido às circunstâncias históricas ou devido ao aspecto linguístico – a riqueza gramatical e sonora da língua – uma das mais antigas línguas Indo-europeias – proporcionando-lhes uma grande facilidade no processo de aprendizagem de outros idiomas.

Eu, pessoalmente, ao ler sobre sua trajetória, tive esperança de que ele tivesse aprendido o 6º idioma mais falado do mundo: o português. Alguém como eu que aprendeu a língua portuguesa como língua estrangeira, simplesmente não consegue compreender o fato de que alguém tão envolvido com Portugal não tenha se apaixonado pela língua ao ponto de desejar aprendê-la. No entanto, senti que este pequeno defeito é de fato mínimo e foi perdoado quando soube que a sua fundação

financia o programa Língua e Cultura Portuguesa em Portugal e no mundo.

Não se pode evitar traçar paralelos entre Bill e Melinda Gates e Calouste Gulbenkian. O impacto e a riqueza gerada pela invenção da Microsoft corresponde ao impacto que o petróleo teve sobre o desenvolvimento industrial nos primeiros anos do século passado. A visão de Gates e Gulbenkian da filantropia difere de outros que favorecem o incentivo aos ricos para devolver à sua comunidade local. Em vez disso, ambos queriam que os beneficiários de sua filantropia fosse toda a humanidade. A única diferença é que não tínhamos o mesmo sistema internacional ou metas de desenvolvimento na época. Ambos eram as pessoas mais ricas do mundo no momento em que suas fundações foram iniciadas. A agenda de desenvolvimento internacional se beneficiou imensamente do engajamento de Gates e outros filantropos. Em muitos países médios e emergentes, o número de pessoas ricas aumentou nos últimos anos. A jornada de vida e a perspectiva de mundo de Calouste Gulbenkian devem servir como um bom exemplo de como a riqueza pode beneficiar toda a humanidade. ■

As the number of wealthy people increases in middle-income and emerging economy countries, the journey of Calouste Gulbenkian and the the Foundation bearing his name in Portugal provides a template for how to combine local and global philanthropies. Like the Bill and Melinda Gates Foundation, the Calouste Gulbenkian Foundation would like all of humanity to benefit from its philanthropy.

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The Unprecedented Rise of People on the Move in the 21st Century

Adapting to global human mobility after the refugee and migrant crisis

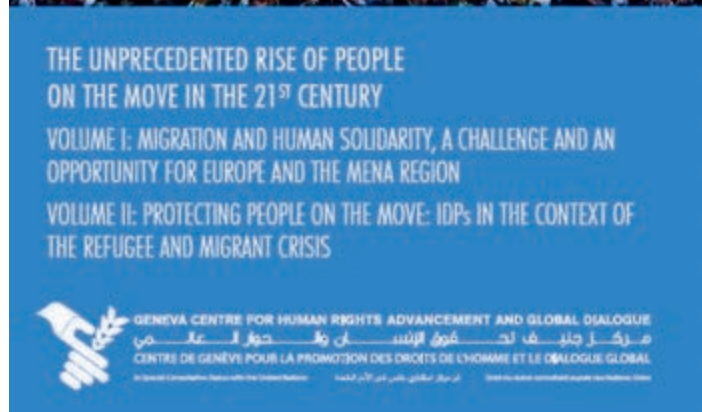
AMBASSADOR IDRIS JAZAIRY

“No one puts their children in a boat unless the water is safer than the land” was the apt expression of the British-Somali poet Ms Warsan Shire. She made these remarks following the drowning of a Syrian refugee child who was found lying face-down in the sand near the Turkish resort of Bodrum in September 2015. His name was Alan Kurdi – a three-year-old toddler – who became the symbol of Europe’s migrant crisis.

The purpose of this publication is to assess the causes and consequences of forced displacement of people on the move in Europe and in the Arab region and the dire reality faced by migrants – such as Alan Kurdi – in their migratory journeys. The first volume entitled *“Migration and human solidarity, a challenge and an opportunity for Europe and the MENA region”* explores the adverse impact of cross-border movement resulting from war-related insecurity and climate change. The publication demonstrates that the migrant and refugee crisis is not a “number-crisis” as European countries most hostile to the arrival of people on the move are those that have hosted the smallest numbers. It is in effect a crisis of solidarity and politics.

Upon examination of these issues, it suggests that the closed border policies of advanced societies and the rise of xenophobic populism further aggravate the migrant and refugee crisis. It also highlights that armed conflicts and environmental degradation in the Arab and the Sahel regions interact as complex phenomena, forcing people to flee their home societies. In light of this assessment, it is suggested that there is a need for enlightened European leadership and broad-based support from the media to “depoliticise” the issue of refugees and migrants and to free public opinion from the irrational fear that has gripped it in this regard. The recent decision by the EU to stop maritime deployments for Operation Sophia will further exacerbate the dangers of crossing the Mediterranean Sea for destitute migrants. The report mentions that this sea was already the liquid graveyard of more than 12,000 people since 2014.

The second volume of the publication entitled *“Protecting people on the move: IDPs in the context of the refugee and migrant crisis”* examines the causes and consequences of internal displacement in the context of the migrant and refugee crisis. It demonstrates that the push and pull factors



of forced displacement of IDPs in the Arab region exacerbate migrant and refugee inflows to Europe. Although all people on the move share somewhat the same plight, different remedies are applied to address long-term humanitarian needs of IDPs. This is primarily related to political sensitivities as well as legal and institutional constraints in providing an adequate protection and assistance framework prior to, during and in the aftermath of internal displacement. Upon examination of the predicaments of IDPs in Syria, Iraq and Azerbaijan, the study suggests that prolonged internal displacement results

in long-term adverse impact on societies from economic, social and political standpoints.

In conclusion, the publication suggests that in both the cases of migrants and of IDPs, there is an inherent inconsistency in the position of advanced countries that both resent massive arrivals of migrants and express concern about internal displacements with respect to developing countries that they target simultaneously through unilateral sanctions. These measures have the obvious effect of exacerbating the very phenomena that they want to combat. ■

MIKTA: Cooperation and Development to address global challenges

MIKTA ON BEHALF OF THE MIKTA PARTNERSHIP

MIKTA is an informal partnership that brings together Mexico, Indonesia, the Republic of Korea, Turkey and Australia. MIKTA members support democracy and the free market economy and share the commitment to address new challenges through constructive international engagement. Together, we represent a population of 526.3 million people (7% of the world population). We benefit from open economies with a significant level of economic power. Each of the five countries has its own significant presence in the international stage.

Since 2013, when the first Foreign Ministers' Meeting took place to launch MIKTA on the margins of the 68th UN General Assembly, MIKTA has developed innovative strategies to contribute constructively to global dialogues on various topics of common interest. The cross-regional nature of MIKTA has motivated its members to boost their mutual understanding, deepen their bilateral ties, and identify common grounds for cooperation, with the ultimate goal of contributing positively to global governance.

The Ministerial Meeting of MIKTA, held in February 2019 in Yogyakarta, Indonesia, marked the completion of the first 5-year cycle of this partnership. Mexico took over MIKTA's Coordination for the second time, with an agenda that seeks to directly address the needs and aspirations of our peoples, and to continue working as a bridge-builder and agenda-setter in a rapidly changing global order.

With the theme "Social development, global governance and a sustainable future", MIKTA will seek to increase its collaboration in three main areas. First, economic cooperation for social development – both among ourselves and in other key markets – and tourism cooperation to generate benefits to receiving communities.

The second area is the strengthening of multilateralism and collaboration in international organizations. MIKTA countries are strong promoters of the international rules-based order and are committed to the purposes and principles enshrined in the UN Charter. They also share membership at the World Trade Organization and the G20. MIKTA will strive to increase efficiency, transparency and equality in international organizations, and to mainstream the gender perspective. We will also continue to contribute, where possible, to advance the reform agenda of the United Nations Secretary-General.

Finally, MIKTA countries will continue to promote sustainable development with an emphasis on achieving the 2030 Agenda. The five countries have shown their unwavering commitment to the 17 SDGs and recognize the important role of national action but also the necessary involvement of all segments of society, including children, youth, women and people with disabilities, to achieve these goals. On this note, all five countries have presented their Voluntary National Reviews (VNR) and support the High-level Political Forum on Sustainable Development (HLPF).



MIKTA – 14th Foreign Ministers' Meeting. Yogyakarta, Indonesia, 7 February 2019.

Two of the MIKTA members, namely Turkey and Indonesia, will present their second VNRs this year. An innovation for this year in the development realm is the first meeting of our national agencies for development cooperation, to be hosted by Mexico later this year.

In these five years, MIKTA's work has expanded worldwide through an active communication and collaboration of our embassies and consulates, in order to present the partnership's goals and actions to local stakeholders, as well as to disseminate our cultural customs and traditions through public and cultural diplomacy activities. Our Permanent Missions to international organizations have also played a fundamental role in positioning MIKTA in multilateral fora, through joint statements on issues of common interest, such as sustaining peace, the 2030 Agenda, the rights of people with disabilities, gender, the role of women in maintaining international peace and security, *intellectual property and MSMEs*, *health*, *e-commerce*, *humanitarian affairs*, as well as, the importance of international solidarity and burden

and responsibility sharing in large movements of refugees.

MIKTA reaches far beyond Foreign Ministries. Parliaments, think tanks, scholars, the media, the private sector, entrepreneurs and civil society organizations in all MIKTA countries have participated actively to build bilateral relationships and people-to-people linkages through diplomatic training courses, Parliaments Speakers' consultations, specialized seminars in prestigious institutions, business fora, and young professionals' camps.

MIKTA assumes that no country can effectively address international challenges individually. Indeed, we can accomplish more if we act together. MIKTA continues to evolve as a space that aims to play a constructive role in a complex international scenario with the ultimate goal of making our societies more inclusive and prosperous. The diversity and innovative nature of this partnership will continue to enable MIKTA to contribute to building the necessary consensus to advance the common interest of the international community. ■

A view from Geneva

Bengal Stream – the Vibrant Architecture Scene of Bangladesh

Vibrancy is an attribute that Bangladesh unwittingly acquired. On the surface, millions of people packed into a small land seems to give a feeling of vibrancy, as if they are always on the move. In reality, they are, as there is not much choice to do otherwise.

SHAMEEM AHSAN¹

Architecture seems to be among the less known aspects of mundane life, to a non-professional at least. In the prime of my life, the word architecture flashed one name ‘Louis Kahn’ into my mind, nothing much beyond that. Later, when confronted with the choice of a career, I did harbour a dream of becoming an architect. Not all dreams come true and mine did not either. Instead, I became, for a while, a physician and, soon after, somersaulted into an exalted career – became a diplomat.

My nonprofessional understanding, therefore, remains that creating something with a lot of measurement must be at the base of architecture. When an architect’s accomplishment transcends measurement into the aesthetic, he is no more dealing with measurement, for there is hardly anything measurable about beauty.

But for a country like Bangladesh, as I said, teeming millions packed into a small land – isn’t the notion of space an



© Bengal Institute for Architecture, Landscapes and Settlements, Dhaka

automatic issue of concern? I think so. Bangladesh’s architecture perhaps has to deal with space alongside the extraordinary nature of the country.

In June last year, I was invited to ‘Bengal Stream the Vibrant Architecture Scene of Bangladesh’ – an exhibition on Bangladeshi architecture hosted in the Swiss Architecture Museum (SAM, Basel). A stimulating discussion followed my visit with the participation of Andreas Ruby, Director of the Museum and Niklaus Graber, Curator of the exhibition, as well as a number of local architects and enthusiasts.

Niklaus Graber, an accomplished architect himself, thought architects in the West concern themselves too much with modern architecture and are increasingly detached from local roots. Thus, he embarked on the unusual idea of looking at a ‘faraway place’ – Bangladesh – to learn. Through his many visits to Bangladesh since 2012, he has found that architects in Bangladesh are involved with the key socio-political themes

of their society – population density, climate change, water management, and migration – themes that are at the same time global in nature. They are intimately connected with evolution across these themes while working on problems concerning all social strata. In effect, local action aligned with the country’s history and geography, in particular, the actively changing deltaic landscape, is able to provide a response to urgent societal, economic and ecological issues. To Niklaus and Andreas, the architectural argument in Bangladesh explores cultural identity, adopts inventive spatial approaches and innovative, detailed solutions beyond western standards.

In 2016, following a conversation, both were inspired to curate an exhibition on Bangladeshi architecture at SAM, which became the first museum worldwide to do so. That is how “Bengal Stream – the Vibrant Architecture Scene of Bangladesh” was conceived with a view to ‘start(ing) a process of adjusting long-held

views and design practices in the West' with a peek at the architecture scene of Bangladesh. About 38 architects/architecture firms and their work featured in the exhibition at the SAM that opened in December 2017 and, by popular demand, was extended until 26 June 2018. Besides the exhibition, the other attraction was a catalogue of mammoth proportion – published under the same name as the exhibition. This voluminous tome, rich with high quality illustrations of seminal work from over 60 projects by established as well as emerging architects, captures the vibrant architecture movement. It traces the evolution from the days of Muzharul Islam, the beacon of Bangladeshi architecture, and is without doubt an excellent projection of Bangladesh's multi-faceted story of ingenuity, imagination and innovation – all devoted to finding solutions to our developmental challenges.

The discussion at SAM that day evoked in my mind another ubiquitous image of Bangladesh – that of water, or, shall I say – the land of water. A riverine country, Bangladesh is criss-crossed by innumerable rivers. When I first learned the French word 'rive', apparently, it is what bounds a river or a watercourse. So, simply, the riverbank is called rive. But Bengali streams seemed much more than the physical fluidity that was somehow captured in this exhibition. When something flows, like a stream, it



© Shameem Ahsan

naturally represents the physical link between the source and a possible destination. So, I presume, in Bangladesh architecture, the traditional would somehow flow into the modern, without the former getting entirely lost in the latter. In my uneducated view, this is perhaps the case. The past, a particularly rich one, if relics like the Paharpur Buddhist vihara is considered, will link effortlessly to the future, which one would like to discover.

And for a Bangladeshi diplomat, with obvious links to the present, there can be no doubt that my deep interest should lie in the future, however daunting it may be. Born out of long political struggle for socio-economic emancipation, Bangladesh has already carved a niche for herself in the comity of nations. It is a development

enigma, in a socio-economic onward march, leading and learning, with indicators that are the best in a low-income setting. She regularly falls victim to man-made and natural disasters, yet, springs back on her feet, not only to survive but to excel in more ways than one. When she was poised to take a well-coordinated stride in the Sustainable Development Goals after doing marvellously well in the Millennium Development Goals, the Rohingya crisis struck with disastrous implications. In a queer way, space or the lack of it, is a visible aspect of this colossal catastrophe.

The exhibition is a commendable initiative projecting Bangladesh's emerging soft power, its talent in conceptualizing innovative solutions for its existential challenges with an eye on its natural setting, resource

endowments and future needs. The architects of Bangladesh and the Bengal Institute of Architecture, Landscapes and Settlements, who substantially teamed up with SAM in the project, have undertaken a path-breaking initiative for the future with which Bangladeshi architecture seems to have gone global. It is my hope that architecture in Bangladesh will deliver innovative solutions to some of the socio-economic problems that affect us today. Finally, nothing can thrive if dissociated from its environment. I believe, Bangladeshi architecture, as a product of its history, culture and environment will, in turn, exert significant influence on its march to the future. ■

1 M. Shameem Ahsan is Bangladesh Ambassador to Switzerland and Permanent Representative in Geneva.


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A New Wave of Leadership

As the international arena transforms, a new model of leadership for sustainable development is needed to tackle fast-changing global challenges.

SARGUN LALIA,
EXTERNAL CONTRIBUTOR

We have been socialized to equate leaders with years of experience and multiplicity of tangible achievements, but a next-generation wave of youth leadership for global resilience is on the horizon. As global challenges transform from linear to complex and direct to dispersed, and traditional threats of armed combat are replaced by faceless, menacing threats from cyberwar to climate change it becomes imperative to examine new approaches. At the same time, the Information Age presents us with new opportunities to transcend traditional boundaries everywhere to promote multi-generational responses and global resilience.

Let me begin with the proposition that youth are not the future

– they are the present, they are the now. The challenges of the world we will inherit are already upon us. We must become part of the solution now lest we should be carried away in the tide of emerging problems. We presently form over 40% of the entire world population. In 2015, according to the World Population Prospects, 1.2 billion people were aged between 15-24 years and it is predicted that this number will grow to nearly 50% by 2030.

The best hope is with the new generations.

We have the potential to become present changemakers and not just remain symbols of futuristic hope. We need to take ownership now of threats to global security, climate, and human development to be a part of any future solution.

Our focus should be on sustainable development, which is defined in *Our Common Future*, known as the Brundtland Report, as the “development that meets the needs of the present without compromising the ability of future generations to meet their own needs.”

In 2016, the United Nations’ 17 Sustainable Development Goals (SDGs) laid out a road map to “end poverty, protect the planet and ensure that all people enjoy peace and prosperity.” In the words of Secretary General, Antonio Guterres, “The best hope [to address these] challenges is with the new generations, we need to make sure that we are able to strongly invest in those new generations.”

Youth leaders for global resilience are marked by an appreciation of novelty and faith in championing change and commitment to improvement. We encourage risk-taking for innovation, and our belief is that inspiring others and ‘pulling’ them to work together can be transformative. In this new age of connectedness, youth are quite provably the ‘revolutionaries’ in many fields.

The Information Age has unfolded in a series of disruptions in every industry

– telecommunication, social media, automobile, and services; it is testament to the fact that in any semblance of progress, youthful innovators are the first line of change. Revolutionary conglomerates like Apple, Microsoft, Dell, Facebook and the like, were all founded by young, often eccentric individuals in small garages or their dormitories. Youth, as digital natives-proven to be wired for risk-taking, novelty-seeking and peer-bonding-have been at the forefront of these seismic ‘disruptions’ propelling the world forward. Encouragement of youth leadership in socio-political spheres might have the same effect towards actualizing sustainability, and international peace and security.

How then can we operationalise a movement towards these goals led by the youth?

A system of organic, bottom-up leadership can be an effective answer. It implies an interconnected network of civic and social leaders chosen from within local communities, aiming to fulfil the needs and potentials of that community. Bottom-up leadership thus becomes synonymous with youth leadership as youth connectedness forms the real social product of society and the youth symbolizes the essence and spirit of their communities. Youth leaders can mobilize resources to transform the rhetoric of community utopia into reality. Complementing traditional leadership models, providing top-down parental, expertise-based guidance, with bottom-up, youth-promoting practices will allow



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seamless exchanges between generations of socio-political leaders, enhancing social and civic continuity.

An innovative prototype for such an endeavour for bottom-up youth leadership can be seen in Swiss-based Global Challenges Forum Foundation's (GCF) call to action – "One Million Youth Leaders for Sustainable Development by 2030" (1M2030). GCF addresses the visible gap in youth leader development and strives to become a global partner for regional programs. 1M2030 aims to build an umbrella for fragmented, siloed, and left-behind efforts for youth development by reaching the furthest first. It has already started in my home country of India launched with the GCF *Delhi Proclamation* on the 150th anniversary of the birth of Mahatma Gandhi. We are building a bottom-up platform for community youth leadership and aspire to provide practical knowledge, tools, and coordination to further the UN 17 SDGs by empowering youth to lead their communities into the future.

Such an integrated perspective can mark a new wave of leadership – maybe even the fourth great revolution of the world – for a changing global dynamic, driving greater capacities for sustainable development from local to regional to global levels. This concept promotes integrated learning – seeking to bring the head, heart and hands together – in moving our world from challenges, to opportunities, to solutions.

Millennials are notoriously identified as dreamers, but it is this compass of utopian idealism, fuelled by the spirit and passion for action, which can guide us to a world of equality, sustainability and prosperity. By creating leadership opportunities for our youth today, we will build a generation of ignited minds and inspired leaders for tomorrow. ■

Smoking ban at UN Geneva

A complete ban on smoking-vaping indoors and outdoors (except at designated areas) effective 31 May 2019 at UNOG

UN Geneva has since 2014, made its indoor premises smoke-free and implemented a complete ban on the sale of tobacco products in response to A/RES/63/8 – Smoke-free United Nations premises. This year, on the occasion of the World No Tobacco day on 31 May 2019, the UN Geneva further expands its no smoking policy by limiting smoking to designated smoking shelters. Efforts to reduce the number of smokers has been supported by offering a free smoking cessation program for its staff members funded by UNSMIS.

UN Geneva also had the privilege to welcome Dr. Vera Luiza da Costa e Silva, Head of the Convention Secretariat from WHO Framework Convention on Tobacco Control (FCTC). Dr. Vera Luiza together with Mr. Clemens Adams, UNOG Director of Administration, inaugurated the smoking cessation program in the library events room B.135 (B Building, 1st Floor) at the Palais des Nations on 31 May 2019.

This call to action to restrict smoking at the Palais was in direct response to staff member concerns with the effects

of smoking and second-hand smoke exposure. The majority of respondents of "Smoking survey at UNOG" favoured further restriction of smoking and the use of e-Cigarettes throughout the campus, both inside and outside the buildings. To best accommodate the interest of all staff the establishment of designated smoking areas was agreed upon by the Joint Committee on Health and Safety at the Workplace (JCHSW).

With the new UNOG's Smoking Policy, UN Geneva undoubtedly does walk the talk when it comes to creating a smoke-free environment. In 2018, remarks by Mr. Michael Møller, UNOG Director-General, highlighted UNOG's intent to establish new smoking policies to ensure the campus is almost entirely smoke-free. The successful implementation of this project is a collaboration between CSS, HRMS, SSS, UNSMIS, JCHSW, and UNOG Medical Service. ■



Download the UNOG search application (or refer to the QR code) to identify designated smoking locations at UN Geneva.





La Suisse inconnue, à la découverte des 26 cantons

Genève: Gy

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

CARLA EDELENBOS, EX OHCHR

Un samedi en janvier. Il fait beau, ciel bleu, il a gelé cette nuit, à l'ombre il y a encore des endroits blancs de givre. Une belle vue sur les monts enneigés du Jura à l'autre côté du lac qui lui-même reste invisible; derrière nous le Voiron et une vue lointaine vers les sommets de l'Aravis. Voilà Gy, petit village dans la campagne genevoise cachée sur les hauteurs de Corsier, la plupart du temps inaperçue par les touristes et tous les frontaliers et autres gens qui se précipitent de Genève direction d'Evian ou l'inverse.

La halte du bus est à côté du temple. Petit temple avec une histoire intéressante. En fait, le temple de Gy est le premier temple protestant construit en terres genevoises, en 1611, 75 ans après l'adoption de la Réforme à Genève. Une

plaquette aux armoires genevoises est posée sur la façade: Post tenebras lux, 1609. Autrefois partie des terres du Prieuré de Saint-Victor, Gy devient possession genevoise après la Réforme, même si elle continue d'être convoitée par la Savoie pour encore bien longtemps. Malheureusement, le temple est fermé et on ne peut donc voir l'orgue installé dans le temple depuis 1988.

Nous traversons le village, mairie, fleuriste, école primaire, auberge, pour arriver au domaine viticole du Chambet. Une dégustation s'impose. Gérald Fonjallaz représente la troisième génération de cette famille de viticulteurs à Gy, et son fils l'a déjà rejoint. Il y a plus de 440 ans, leur ancêtre Pierre s'était établi comme vigneron à Epresses dans le canton de Vaud et, comme montre un certificat

placé au mur de la cave, ses descendants ont continué la dure mais belle tradition du vignoble un peu partout, et il y a toujours des vignerons de la famille à Lavaux. Gérald et son fils ont osé le pas vers une production bio, et sont à reconversion depuis début 2018. Le vin qu'on déguste est encore de l'avant-bio, mais quand-même excellent! Pendant la dégustation la conversation avec les amateurs du vin autour de la table ne s'arrête pas, sur la production bio, sur les différents cépages, le risque du gel, l'été chaude, et bien sûr le vin! Le patron sert un vin '4 générations' Gamay vieilles vignes, encore plantées par son grand-père. Même si le nom de habitants de Gy paraît suggérer autre chose, ils sont bien sédentaires les gytans!

Chauffés par le bon vin, nous repartons pour faire une petite



promenade. En dix minutes on se trouve en France. Alors nous faisons un petit tour par le village français à côté pour revenir sur Gy. Comme il fait quand-même froid, nous entrons dans l'aimable auberge.

Attention: peuvent entrer seulement «les femmes d'esprit et les hommes de gout». Ah, aussi «des chiens bien éduqués». À l'intérieur, nous trouvons une petite place et nous nous laissons tentés par l'offre généreuse d'une bonne soupe et le plat du jour. La patronne, Marie-Josèphe Raboud, est originaire du Valais, et tient l'auberge déjà depuis 26 ans – le drapeau valaisan tient une place d'honneur sur la terrasse.

Mais elle s'est bien intégrée dans ce pays des protestants, comme nous pouvons voir – elle connaît tout le monde qui entre – sauf nous bien sûr! Son plat de signature est le poulet fermier rôti, et nous avons de la chance comme c'est le plat du jour. Quelle délicatesse – la perfection même, et quelle sauce! On se sent bien dans l'auberge – dans le bistro où nous avons pris place les tableaux faits par la sœur de la patronne donnent une ambiance festive, et dans la salle à manger, les beaux tableaux surréalistes d'une peintre locale, Danièle Sandoz, donnent à rêver.

Après encore un petit tour dans la partie moderne du village (fleuriste, bientôt un salon de thé, des salles) nous disons au revoir à Gy – c'était une belle

rencontre et nous sommes sûrs d'y revenir – pour l'amour du bon vin, pour la succulence du poulet rôti, et pour l'air pure et le sentiment de liberté que donne l'horizon lointain.

Depuis Genève, le bus A, direction Gy, part de la place de Rive, en semaine 2 à 4 fois par heure, le samedi, 2 fois par heure, le dimanche 1 fois par heure. Durée du trajet 36 minutes, si tout va bien. Avant de l'oublier: Ce petit bled mesure à peine 3,28 km, dont 8,1% de la superficie correspond à des surfaces d'habitat ou d'infrastructure, 59,2% à des surfaces agricoles, 30,8% à des surfaces boisées. Il y a de très belles maisons et de beaux vignobles avec une variété étonnante de cépages. ■



2019 - UPCOMING COMMONS ACTIVITIES

The Knowledge & Learning Commons is a joint initiative of the UN Library Geneva and the Centre for Learning and Multilingualism, Human Resources Management System, offering opportunities for informal learning, knowledge exchange and collaboration for diplomats, UN staff, and interns in Geneva. Based on a Knowledge and Learning Needs Assessment, the following priority streams were identified for 2019.



27 June "The Digitalization of Public Diplomacy", with author Ilan Manor, from 12.30 to 2 p.m., at the Library Events Room (B.135).

1 July #MondayMotivation: Connect and Collaborate with Yammer.

9 July Third meeting of the Cooperative Excellence cycle on workplace conflict resolution, from 12.30 to 2 p.m., in the Library Events Room (B.135)

11 July Session on bullying in the workplace, with the UNOG Staff Counsellor's Office, from 12.30 to 2 p.m., at the Library Events Room (B.135).

16 July Interns appreciation event, from 12 to 2 p.m., in the Library Events Room (B.135).

TO BE INFORMED ABOUT OUR UPCOMING EVENTS

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Tous les ans, les arènes de Ronda accueillent les célèbres corridas goyesques.

Espagne

Trésors d'Andalousie

A quelques jours de l'été, la météo est bien capricieuse. Ciel bleu et chaleur se font désirer, le moral est en berne. Le soleil serait le bienvenu pour vous redonner un peu de baume au coeur.

CLAUDE MAILLARD

En un peu plus de 2 heures, vous vous envolerez pour l'une des régions les plus ensoleillées d'Europe. Avec son climat méditerranéen tempéré, ses étés chauds et secs, et ses hivers doux, l'Andalousie vous permettra de vous promener en chemise ou tee-shirt durant tout l'hiver. Territoire le plus méridional de la péninsule ibérique, l'Andalousie n'est seulement éloignée du Maroc que de 14 kilomètres, largeur du détroit de Gibraltar. L'Afrique est d'ailleurs évoquée par les paysages andalous, particulièrement dans le sud avec de vastes étendues steppiques piquetées de palmiers.

Et que dire des Alpujarras et de leurs sommets enneigés, sur le versant sud de la Sierra Nevada, où des villages blancs aux toits plats, séparés par de profonds ravins et entourés de champs en terrasses, rappellent furieusement l'Atlas marocain?

Mais la géographie de l'Andalousie, à l'instar du pays, demeure une région où déserts

et vertes prairies, montagnes et plaines se côtoient. Sans oublier les environs de la côte, mélange de Maghreb et d'Europe, qui nous réservent plus d'un trésor, tant par leurs paysages que par leur patrimoine. Vous pourrez vous livrer au farniente sur ses plages de sable doré, mais aussi découvrir des sites culturels fabuleux. L'histoire de la côte Andalouse a laissé des traces dans l'architecture et la culture. Des sites comme l'Alhambra de Grenade, l'Alcazar de Séville ou celui de Cordoue sont des chefs d'œuvre de la culture arabo-musulmane. La cathédrale de Séville est une merveille de l'Espagne catholique... Entre Orient et Occident, la côte andalouse nous fait revivre les époques fastes de l'histoire de la péninsule.

Séville, berceau du flamenco

Avant de rejoindre Séville, quatrième ville d'Espagne et capitale de la Communauté autonome d'Andalousie, notre route nous mènera à Ronda, la plus symbolique des cités andalouses qui a largement participé à la renommée de la région.



Édifiée au sommet de la colline d'al-Sabika, l'Alhambra de Grenade domine toute la ville.

Datant du XVIII^e siècle, l'impressionnant Pont Neuf sépare le centre historique surnommé «la ciudad» d'une partie plus récente de la ville appelée «el mercadillo», dans laquelle vivent la majorité des habitants. Au charme fou, Ronda rassemble de nombreux trésors architecturaux comme le Palais de Mandragon, celui du Marquis de Salvatierra, l'église Santa Maria la Mayor et les Bains arabes, les mieux conservés d'Espagne. Mais le plus saisissant de la ville est la Plaza de Toros, l'arène construite en 1785 dans un style néoclassique avec sa façade baroque. Elle est considérée comme l'une des plus belles au monde.

Direction Séville. À perte de vue, ce ne sont que plantations d'oliviers qui nous entourent. L'Espagne produit en effet 41% de la production mondiale d'huile d'olive.

«*Qui n'a jamais vu Séville n'a jamais vu de merveille*», dit un célèbre dicton espagnol. Haute en couleur, Séville accueille une population avoisinant les

700 000 habitants. Édifiée sur les rives du fleuve Guadalquivir dans lequel elle se mire depuis toujours et qui a marqué son histoire, Séville est une cité au passé prestigieux. Ses monuments, son patrimoine artistiques d'une grande richesse, ses fêtes traditionnelles mais aussi son climat contribuent à sa renommée et en font l'une des destinations touristiques les plus prisées d'Europe.

Symbole de Séville, la cathédrale est la troisième plus grande du monde. À une centaine de mètres du sol, du haut de la Giralda, ancien minaret à l'époque Al-Andalus, la vue sur la ville est panoramique. Construite en 1929 à l'occasion de l'exposition ibéro-américaine, la place d'Espagne est de toute beauté. En forme d'hémicycle, elle symbolise l'Espagne accueillant ses anciennes colonies américaines. En effet, la place est ouverte et tournée en

direction du fleuve par lequel arrivaient les bateaux en provenance des Amériques.

On ne quittera pas Séville, berceau du flamenco, sans avoir assisté à une soirée typique de cette danse datant du XVIII^e siècle et déclarée Patrimoine culturel immatériel de l'Humanité par l'Unesco.

Comme Séville, Cordoue est construite au bord du fleuve Guadalquivir, proche de la région de la Sierra Morena, chaîne montagneuse qui culmine à 1324 mètres d'altitude avec le pic Banuelas. La ville, qui dans l'Antiquité était la capitale de la province romaine d'Hispanie ultérieure pendant la période républicaine, possède un riche patrimoine architectural et culturel. Au Moyen Âge, après la conquête du sud de la péninsule ibérique par les Arabes et les Berbères, Cordoue connaît une période faste et devient la capitale du Califat de

Cordoue, Etat d'Ibérie musulmane gouverné par la dynastie des Omeyyades et qui dominait aussi une partie de l'Afrique du Nord. Après la prise de pouvoir de la région par les rois catholiques de Castille et d'Aragon au XIII^e siècle, Cordoue redeviendra une ville de taille moyenne. Le fabuleux centre historique de Cordoue, qui compte notamment l'imposant pont romain et l'Alcazar, est classé au patrimoine de l'Unesco depuis 1994. Mais ses charmes ne s'arrêtent pas là. Témoin de la splendeur d'une époque, la mosquée-cathédrale est l'un des monuments majeurs de l'architecture islamique de l'Occident. Tout proche, le quartier juif et ses ruelles tortueuses donnent accès à la synagogue datant du XIV^e siècle qui est l'une des mieux conservée de toute l'Espagne.

Grenade la mystérieuse

Édifiée au confluent des trois rivières Beiro, Darro et Genil, Grenade s'étend, à 738 mètres d'altitude, sur plusieurs collines au pied de la Sierra Nevada. L'origine de la ville est liée à



Achévé au 1^{er} siècle av. J.-C., Le pont romain de Cordoue franchit le Guadalquivir.



La Cour des Myrtes de l'Alhambra de Grenade a été réalisée sous le sultanat de Yusuf I (1333-1354).



Perchée sur les bords du Tajo, Ronda a largement participé à la renommée de l'Andalousie.



La grandiose Plaza de Espana de Séville est traversée par un canal qui lui donne beaucoup de charme.

la tribu ibérique des Turdules qui l'avait fondée sous le nom d'Ihverir avant que les Romains la rebaptissent Iliberis lors de leur conquête au II^e siècle av. J.-C. Ultérieurement, la ville devint Elvira lors de l'invasion musulmane, puis la dynastie des Zirides régna jusqu'en 1238 jusqu'à ce que les troupes chrétiennes des rois catholiques en prennent possession en 1492.

Haut lieu culturel et touristique, le centre historique de Grenade est divisé en quatre quartiers dont l'Albaicin, l'un des plus typiques, situé sur la colline du même nom

et inscrit au patrimoine de l'Unesco. Au nord, le quartier gitan Sacromonte qui résonne au son des soirées flamenco fait face à l'Alhambra. Il s'agit d'un riche complexe de palais et de forteresses où logeaient les monarques et la cour nasride de Grenade. Sa construction a été entreprise en 1238, dès l'entrée à Grenade du souverain Mohammed ben Nazar. Véritable cité entourée de murailles, ce chef-d'œuvre érigé sur le plateau de la Sabika qui domine la ville, constitue l'un des monuments majeurs de l'architecture islamique. L'Alhambra pouvait fonctionner

de manière autonome; tous les services nécessaires pour la population résidente s'y trouvaient: le palais royal, mosquées, écoles, ateliers... La fin du périple andalous aura pour cadre Nerja, station aux rues bordées de palmiers et réputée pour son «balcon de l'Europe», belvédère avec vue sur la mer et la montagne où se nichent les célèbres grottes préhistoriques «Cuevas de Nerja» habitées durant l'âge de Bronze. ■

Welcome to the United Nations Toastmasters Club!

GUILLEMO TOTH NAGY

Our mission at the UN Toastmasters club is to help our members develop their communication and leadership skills in a welcoming and relaxed setting. Our club is open to all: everyone is welcome to attend and take active part in any of our meetings as a guest. Besides, you don't need any prior knowledge or experience: just bring your good humor and you'll be surprised to see the results! Then, should you want to join our club, becoming a member is easy as pie: you only need to fill a brief form, pay the yearly fee... and that's all!

We hold our meetings twice every month, on the first and third Wednesday, from 18:30 to 20:00 in a nice and cozy meeting room inside the Palais des Nations.

UN Toastmasters club is a supportive platform where people with different skills and backgrounds get together to improve their public speaking, communication and leadership skills. We practice how to convey our message effectively with words, and how to deliver it powerfully with our voice and body language. And we learn by doing!

Our shared goal in the club is to become confident public speakers, and we believe that the best way to attain that objective is by actually speaking in front of an audience. Thus, in our meetings we create a friendly environment to practice and enhance our skills, highly conducive to the achievement of our goal. We also believe that



practice is more important than theory, so our meetings are 100% hands-on: we all have the opportunity to speak, and then, other members provide constructive feedback to help us see what we could have done better, and so, improve our abilities.

Typically, in any given meeting we deliver two kinds of speeches: two or three members deliver prepared presentations on a subject of their choice for a duration of seven to eight minutes each; and six to ten short improvised talks of about two minutes each for which members and guests volunteer during the meeting. While the former give members the opportunity to practice preparing and delivering a longer speech in front of a real audience, the latter help members improve their reaction when faced to an unforeseen public intervention, while making our meetings more challenging, interactive... and, why not, more fun!

Apart from being speakers, we also take up other roles in

each meeting, such as timer, grammarian, evaluator... They all contribute to the personal development of our members. For instance, evaluating a speech not only strengthens essential leadership skills, such as your ability to listen attentively and offer feedback in a positive way, but also gives you a chance to deliver your evaluation in public. Members can also have a mentor, typically a more experienced member of the club, which means that with time, you can become a mentor yourself.

Our meetings end with a general evaluation, and the recognition of the best speakers and evaluators.

Finally, although we are convinced that the only way to grow as a speaker is by taking the floor, speaking is always voluntary! Nobody is forced, or even urged to speak in any way – ever; and we show the utmost respect for all our members and guests who might need more time to take the leap, and dive into the awesome experience of talking to an audience.

But the Toastmaster's journey is not limited to club meetings, we also have many other activities. For instance, every two months we organize educational workshops with speakers from other clubs in Geneva. Then, we have different contests, both inside our club, and with other clubs, beginning with the area and district levels... all the way to the International Toastmasters Speech Contest, where members compete with the best Toastmaster fellow members from around the globe to win the coveted title of World Champion of Public Speaking.

When you join our Toastmasters Club you become part of a global community built upon the common goal of mastery in public speaking, and the shared values of integrity, respect, service and excellence.

Remember: our doors are always open!

We remain looking forward to welcoming you in our next meeting! ■

ILO Quiz

Questions & Answers



1

Where was the statement “Labour is not a commodity” first made?

- a “The Wealth of Nations” (Adam Smith, 1776)
- b “Das Kapital” (Karl Marx, 1867)
- c The Declaration of Philadelphia (1944)

2

Underneath the foundation stone of ILO’s previous headquarters is a document with what is considered to be the motto of the ILO. What does it say?

- a “Opus iustitiae pax” (The work of peace is justice)
- b “Si vis pacem, cole iustitiam” (If you desire peace, cultivate justice)
- c “Qui audet adipiscitur” (He who dares wins).

3

Referring to the founding of the ILO, who said: “To many, it was a wild dream”?

- a Winston Churchill
- b Franklin D. Roosevelt
- c Nelson Mandela

4

Which Declaration extended the original purpose of the ILO from the improvement of labour conditions to the promotion of the social aims of economic policies?

- a The Declaration of Philadelphia (1944)
- b The Declaration on Fundamental Principles and Rights at Work (1998)
- c The Declaration on Social Justice for a Fair Globalization (2008)

5

On its 50th anniversary, in 1969, the ILO was awarded the Nobel Prize for:

- a Economics
- b Peace
- c Literature

6

How many Nobel medals are there in the ILO archives?

- a None
- b One
- c Two

7

Where was the first International Labour Conference held?

- a Geneva
- b Washington DC
- c London

8

When the International Labour Conference (ILC) adopts a Convention what are ILO member States required to do?

- a Ratify the Convention within a year of its adoption by the ILC
- b Submit the Convention to their parliament as an orientation document
- c Submit the Convention to their parliament for consideration for ratification

9

During World War II the ILO:

- a Moved to Montreal, Canada
- b Moved to Lisbon, Portugal
- c Suspended activities for the duration

10

Government, Workers’ and Employers’ representatives enjoy equal status in the ILO. What is the ratio of Government, Workers’ and Employers’ delegates at the International Labour Conference (ILC)?

- a 1: 1: 1 (1 Government, 1 Employer, 1 Worker)
- b 2: 1: 1 (2 Government, 1 Employer, 1 Worker)
- c 1: 1: 2 (1 Government, 1 Employer, 2 Worker)



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:

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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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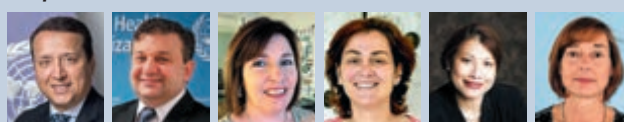
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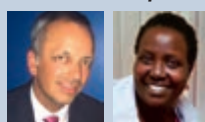
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