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GARRY ASLANYAN

Editor-in-chief/Rédacteur en chef

Architects of a better world

Much has been written about the effectiveness of women's leadership during the pandemic. Women-led countries that have a much lower death rate than those in relatively similar countries led by men have been held up as examples. But women still comprise only 8% of political leaders globally. What we have learned so far is that women emphasise collaboration with experts, have more compassion for putting people's lives first, and they are ready to admit mistakes. They are also better communicators and they encourage the values of cooperation and empathy. This leads to better outcomes. This month we have a range of articles that showcase women's leadership and how it is making a difference.

I recently came across a quote from Melinda Gates, who puts it well: "This is how we can emerge from the pandemic in all of its dimensions: by recognizing that women are not just victims of a broken world; they can be architects of a better one."

I hope you will enjoy this issue. ■

Architectes d'un monde meilleur

L'efficacité du leadership des femmes pendant la pandémie a été maintes fois évoquée. Il s'avère que la comparaison entre des pays similaires révèle un taux de mortalité plus faible lorsque ceux-ci sont dirigés par des femmes plutôt que par des hommes. Cependant, parmi les dirigeants politiques dans le monde, on compte seulement 8% de femmes. Au travers d'études diverses, on a remarqué que les femmes sont plus enclines à collaborer avec des experts. Elles ressentent davantage de compassion en priorisant la vie des gens et reconnaissent plus facilement leurs erreurs. Leur communication est plus efficace, elles encouragent la coopération et l'empathie. Toutes ces qualités conduisent à de meilleurs résultats.

Dans ce numéro, nous présentons une série d'articles sur le leadership féminin et tentons d'expliquer cette différence. Une citation de Melinda Gates mentionne que: «Nous pouvons sortir de toutes les conséquences de la pandémie en reconnaissant que les femmes ne sont pas simplement les victimes d'un monde brisé, elles peuvent devenir les architectes d'un monde meilleur.»

J'espère que vous apprécierez ce numéro. ■

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A passionate and longstanding champion of social justice and gender equality, Winnie Byanyima leads the United Nations' efforts to end the AIDS epidemic by 2030.

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Interview with **Executive Director of UNAIDS**

The Editor-in-Chief, Garry Aslanyan had an opportunity to interview Winnie Byanyima, Executive Director of UNAIDS and Under-Secretary-General of the United Nations.

What fired your passion for working to protect and promote women's rights?

I was brought up by political activists. My mother was a women's rights activist and ran women's clubs in the village, where women would get together for literacy classes, income-generating activities, skills for early childhood development and craft-making and leadership-building. And they would discuss and advocate on women's and girls' rights issues of that time. At that time, girls were either not going to school at all or being pulled out after three or four years of primary education. My mother and her friends were part of the women's rights movement in Uganda at that time and the biggest issue was that of giving girls an equal chance as boys in education, and ending child marriage. My generation benefited from the struggles of our mothers.

My father was a political leader and human rights and political rights was the environment I grew up in. So, community activism and women's rights activism was something I was born into and grew up in.

What does it mean to be a female leader in the United Nations in 2021?

To be a leader in the United Nations is a great privilege. We are advancing our common values of humanity, which are enshrined in documents that all governments have signed, so it is an inspiring and respected mandate.

Being able to lead a team of people from all over the world in my area of fighting and ending AIDS I feel the honour of serving, but also the weight of the problem, knowing that we've got a job to do, which is ending AIDS, and we want to finish it in 10 years' time.



© UNAIDS

Winnie Byanyima, Executive Director of UNAIDS and Under-Secretary-General of the United Nations.

I feel proud too, to be a leader at the United Nations. I must admit that I don't wake up feeling I'm a *woman* leader, no, I feel I am a leader. Some people may see me as a woman leader. However, in my work, I hope people see the feminist

in me, which means that all the time I'm using a lens to see who has power and who hasn't, and equalizing that power – helping to make the ground level for men and women in all their diversity. Making equality and justice a

reality for all – that's how I see my purpose and I hope it comes through my work and my leadership.

How important is it to have women in leadership positions, whether it be government, the private sector, civil society or the United Nations?

It's of strategic interest because if women are not shaping policies and laws, you cannot expect that their particular interests and needs will be addressed. So, whether you are interested in equality in education, equality in health outcomes or equality in the workplace, these are not going to be achieved unless you have women in positions of power, where they shape the policies that determine how opportunities are created and who benefits from them.

The second reason is that good decisions need inputs

from diverse perspectives. We know that diversity improves, for example, the bottom line, so companies know that they need diversity to drive profits. Companies may also pursue equality in decision-making as a human right of women. But the evidence that having women and broader diversity in senior positions improves the performance of companies has spurred recent corporate governance reforms.

The third reason is risk and crisis. We know that diversity of views is the best way to mitigate risk because at the decision-making table you will be able to hear what threatens different groups of people, you will understand the risks better when you have a diverse table. And, if crisis hits you, will come out of it faster and stronger because you are benefiting from everybody's sensibility and experience of that crisis.

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United Nations Secretary-General António Guterres swears in Winnie Byanyima as Executive Director of the Joint United Nations Programme on HIV/AIDS (UNAIDS).
New York, 14 November 2019.

There's a human rights reason that we are equal. We have equal human rights, we should shape our futures together – in equality. And when you do, you get better outcomes, you achieve your goals, you manage risk and you respond to crises better.

You are advocating for the application of feminist principles in the workplace. What does that actually mean in practical terms and what can other United Nations agencies learn from this?

We look at things through a feminist lens. Feminist principles include collectivism, ensuring that power is shared. You are the team leader, but you make your decisions with others, you create a flat structure and exercise power *with*, not over, people.

Caring for others and empathy is a very important feminist principle – we have to find ways to build a caring culture in organizations. So, I am my neighbour's keeper and I call out when I see someone being hurt – this is what it means to care.

Equality is of course another feminist principle. Whether I am the cleaner in the office, and you are the director in the office, we are equal as human beings. That principle has to be observed, and we have to operationalize that.

Returning to the United Nations after many years, I have found it strange and uncomfortable that staff refer to each other by their titles and ranks. In civil society, no one ever called me ED. What's ED? I'm called Winnie. What's wrong with calling me Winnie? Why must I be reminded that I hold an office every time we are discussing an issue. This introduces a power differential, it's not right to create hierarchy during discussions. Feminism is about flattening structures, it's about not carrying the power of your office but relying on the power within you, which is the power to be able to convince, communicate, empathize.

Self-care is another feminist principle. You learn to look after your physical, mental and spiritual well-being. As a feminist and social justice activist,

I do not believe in martyrdom! I preserve myself to be able to get up every day and participate in making the world better. So, once feminist principles are agreed, we need to find ways of operationalizing them. We put incentives in place to help align people's behaviour with those principles. It's not about rule-setting, it's about encouraging certain ways of working, certain behaviours that correspond to feminist principles.

The United Nations should be at the forefront of building feminist culture in its institutions. People should be looking to us to lead on feminism.

What advice would you give to aspiring women leaders who are shaping their careers today.

The advice I would give is, "Be a change-maker and look inward to change the world outward". I think that to be successful, a woman or anyone from an excluded group needs to seek to make leadership different. Because, as someone from the periphery of mainstream leadership, if you aim to just be part of the leadership you might be disappointed. As you try to get

in, you soon realize that the models of leadership can crush you as a woman. So, keep pushing against what doesn't work for women and other outsiders of the mainstream leadership models – be a change-maker. You need to insist that the values you bring of equality, of collectivism, of humility, of empathy, of caring, that they are part of leadership and if you don't find them in leadership insist that they are there! To do that, you need to continuously build power within yourself to insist, because you have to push against the mainstream all the time, you must draw your strength from inside yourself and from the communities that share your values. ■



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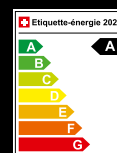
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Genève

Une ville au centre de toutes les préoccupations planétaires

Sur les hauteurs de Chambéry, l'entretien se déroule dans le bureau de l'Ambassadeur, à la Mission permanente de France auprès des Nations Unies.

CHRISTIAN DAVID, UNOG

Entretien avec S.E.M Rivasseau, Ambassadeur de France auprès des Nations Unies à Genève.

Vous faites partie des 250 champions désignés par l'IGC. Comment avez-vous été amené à participer à cette sélection?

Quelles sont vos actions dans ce domaine?
 Quand j'ai pris mes fonctions à la Mission permanente, j'ai trouvé une situation dans laquelle ma prédécesseur, M^{me} Laurin, avait participé à la fondation du réseau. J'ai été approché par une ambassade «tête de réseau» qui a indiqué son intérêt compte tenu du fait que mon pays est très mobilisé pour les questions de genre dans les problèmes de droits de l'homme. J'ai donc rejoint avec plaisir ce mouvement.

Les champions du genre prennent un engagement qui comprend plusieurs points:

- Le premier engagement a pour objet d'organiser, deux fois par an, un événement destiné à illustrer ce thème. Nous avons mis en place successivement une

conférence en faveur de l'éducation et l'autonomisation économique des femmes et des filles puis une exposition, organisée au Palais avec pour thème les violences faites aux femmes. Nous continuons en proposant des séminaires et conférences virtuelles. Toutes les formes artistiques sont explorées: l'art, la musique, la photo.

- Le deuxième engagement consiste à ne pas participer à des panels qui ne respectent pas la parité. Cependant, si une instruction précise de mon ministère m'obligeait à participer à une réunion non paritaire, je devrais m'y soumettre et, dans ce cas-là, j'émettrais une protestation tout de même. Ce n'est jamais arrivé à Genève.

Les autorités à Paris sont parties prenantes à cette démarche, elles ont d'ailleurs appuyé la création d'un réseau à ce sujet dans la capitale française autour de l'Unesco et des organisations internationales.

- Le troisième engagement concerne notre ambassade. Je m'efforce de promouvoir la parité et d'être attentif à mes collègues

féminines. L'AFNOR qui est une agence française de contrôle de qualité est venue nous contrôler. Nous avons obtenu un certificat de bonne pratique au regard de l'égalité de genre et j'en suis très fier.

Percevez-vous un changement de mentalité dans le domaine du genre?

Je ne suis en poste que depuis deux ans et demi et c'est trop court pour évaluer si un changement est intervenu. Ce sujet est fréquemment abordé et génère des opinions différentes, voire divergentes. Certains sont favorables à ces problématiques du genre mais ne sont pas d'accord entre eux sur la manière de l'aborder. D'autres considèrent que ces questions prennent une place excessive par rapport aux autres thèmes abordés dans le cadre des droits de l'homme. A Genève, je note que la parole est largement libérée dans ce domaine et qu'elle l'était, même avant que les médias et les réseaux sociaux ne s'en emparent. Je perçois cependant, et à titre plutôt personnel, deux difficultés et deux défis que le mouvement doit relever:

– Le premier concerne la place que les questions de genre doivent occuper dans tout le processus des droits humains. Pour un nombre significatif de pays, les occidentaux donnent à cette question trop d'importance, c'est considéré un peu comme un luxe. Pour d'autres pays, l'égalité formelle, le droit à l'éducation et les violences sont plus essentielles. Il s'agit donc de trouver de quelle manière situer cette perspective du genre à sa juste place alors que nos sociétés ne fonctionnent pas toutes sur le même modèle. Le deuxième défi est peut-être d'arriver à aborder les sujets de manière commune car la divergence d'approche est exploitée et nuit à l'ensemble du mouvement.

Il arrive que des messages soient envoyés à l'ONU en provenance de personnes de nationalité française ou vivant en France. Comment fonctionne le suivi de ces questions?

Normalement les personnes françaises vivant en France doivent adresser leurs demandes aux autorités locales. Cependant, dans le cas que vous citez, il y a deux exceptions liées à la participation de la France aux mécanismes des droits de l'homme.

– Lorsque certains problèmes individuels remontent, ils sont traités par le secrétaire du Haut Commissariat aux droits de l'homme qui nous les retransmet. Nous

les envoyons alors à Paris pour le suivi car nous ne disposons pas des éléments de réponse. Nous veillons à ce que les délais soient respectés et relançons si nous considérons que ce n'est pas le cas. Nous recevons la réponse et la retransmettons. Il nous arrive régulièrement de compléter le dossier. Le droit français est en effet bien connu en Europe occidentale mais dans des pays qui reposent sur des principes différents, il importe d'explicitier certains mécanismes.

– La deuxième exception concerne les manifestations. C'est arrivé lorsque des gilets jaunes sont venus sur la Place des Nations en 2019. J'avais engagé le dialogue avec eux. Un manifestant entamait

une grève de la faim, je suis allé le voir. Sa revendication principale était de proposer aux autorités françaises un statut pour les médecins de rue. Je l'ai invité à venir à la Mission avec ses compagnons. Une juriste du CICR était présente. Nous avons aidé ces personnes logistiquement et les avons mis en contact avec les personnes appropriées pour qu'ils puissent élaborer cette proposition de statut. Je me suis enfin assuré que ce monsieur puisse être invité au forum pour la paix.

Quelle est votre actualité?

Avec la pandémie, nous sommes mobilisés sur les questions de santé. Notre équipe est divisée en deux pour éviter les contagions.

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Il nous importe de soutenir l'OMS dans ses recherches sur l'origine du virus et pour le principe d'«une seule santé» qui consiste à mettre ensemble questions d'environnement, de santé animale, de santé alimentaire et de santé tout court, nous avons proposé la création d'un haut conseil sur ce sujet. Nous soutenons la réforme de l'OMS dans le domaine du traitement des urgences. Nous attendons un rapport de conclusions sur cette crise, il s'agira alors d'en tirer les enseignements pour le futur. Nous travaillons sur le principe d'équité vaccinale pour tous les pays car le virus ne connaît pas de frontières.

Genève étant enclavée entre l'Ain et la Haute-Savoie, je maintiens des contacts très réguliers avec les autorités locales, notamment les préfetures et sous-préfetures. Notre interlocuteur direct à Lyon, l'Ambassadeur Tomasi est conseiller diplomatique auprès du préfet de région. Nous sommes en train de soulever le cas des diplomates et des fonctionnaires ayant des plaques diplomatiques et qui doivent pouvoir entrer librement en France pour leur travail.

Le retour de la France au Conseil des droits de l'homme où nous siégerons et voterons est essentiel.

La commémoration de l'accord de Paris nous mobilisera dans la mesure où plusieurs entités genevoises sont concernées. Pour les questions d'environnement, notre pays est très mobilisé. Après le One Planet Summit, le congrès mondial de l'UICN se déroulera à Marseille en septembre prochain. Nous sommes mobilisés sur les questions environnementales comme les plastiques, le mercure (convention Minamata) dans l'océan ou encore la plateforme sur les déplacements liés aux catastrophes.

Notre actualité concerne également l'OMC (Je note avec plaisir que la prochaine directrice générale de l'OMC sera une femme: M^{me} Ngozi Okonjo-Iweala) notamment le commerce des vaccins qui nécessite notre attention toute particulière. Comme l'a mentionné le Président de la République, les produits anti Covid constituent des biens communs de l'humanité. Cette vaccination reste subordonnée à la production des doses et à leur efficacité, notamment

face aux variants. Je ne vais pas énumérer tous les sujets sur lesquels nous travaillons. Ce n'est parfois pas visible mais Genève reste la ville située au centre de toutes ces préoccupations planétaires.

Quelle est votre position sur la défense de la langue française?

Nous sommes mobilisés avec la francophonie sur cette question qui est liée à la défense du multilinguisme. La diversité est un facteur de résilience. Notre volonté à Genève est que les deux langues de travail soient utilisées à Genève. Il reste encore beaucoup à faire. La formule correcte pour les avis de vacance de postes est «Connaissance du français et de l'anglais» et non pas «du français ou de l'anglais».

Le mot de la fin:

La diplomatie est pour moi un effort de compréhension des autres. La période actuelle va accélérer les inégalités dans tous les domaines et va nécessiter, de notre part, une mobilisation et une compréhension plus accrues. ■

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FIFDH 2021 – We are watching!

Reality – virtually... but not just!

An interview with Boris Mabillard – Head of Debates.



SARAH JORDAN, UNOG

So many aspects of our lives have been virtual for a year now – but the reality of human rights violations continues: the pandemic and individual freedom; the future of work; education for all; Black Lives Matter; Hindu nationalism; Belarus... These are just some of the themes the Geneva International Film Festival and Forum on Human Rights (FIFDH) will dissect and debate between 5-14 March. With its climate emergency-inspired flag the size of a ten-storey building flying high over the Plaine de Plainpalais the FIFDH reminds Geneva and the world: We are watching!

Last year's edition was one of the first public events cancelled due to the Pandemic. How did this affect your plans for 2021?

BM – We have been preparing the 2021 edition since June and from the outset we decided to make the constraints imposed by the public health crisis a strength. And if I look at the programme we have put together I cannot help but exclaim “wow” today! Lots of things are happening, lots of people are coming and despite varying degrees of lockdown, we have favoured

interaction with the public, with activists and with humanitarians. We have even found new ways of interacting with the public that we will certainly retain once this crisis has passed!

Can you give me some examples?

The FIFDH online platform is our virtual Festival hub and brings together all the content. The FIFDH will therefore be present online – on screens and on smartphones. But not only online! Faced with the closure of cultural venues, we are taking to the streets of Geneva. The FIFDH will be present on walls, in train stations, in University Hospitals and in classrooms. We will broadcast a daily radio programme – “Comme un écho”- in collaboration with communities in and around Geneva and there will be a daily 15-minute live video testimonial “Activist Voices” every evening at 6 p.m.

Do you have anything special programmed for International Women's Day on 8 March?

In the past, events lasted for the duration of the Festival. This year we are thinking long-term and for the theme of women* and gender minorities, we are doing the same. We are inaugurating a year-long Grande Traversée (long traverse) on March 8. This journey, interspersed with texts, images and events will take the public

from Kinshasa to Geneva in the footsteps of women* as they invest the public space.

For one year, we are going to draw on different media and call on different protagonists – historians, philosophers, authors and militants – to reflect on the question of public space. Not just the space where demonstrations take place, but also in the democratic sense. Public space is an antechamber of power and democracy and a place where equality is asserted. Of course the public space in Kinshasa is different to that in Geneva, but there are similarities. And we'll start building bridges on this theme with an inaugural encounter on International Women's Day between three women who are graffiti artists – Zeinixx from Senegal, and Amikal and Nadia Seika from Geneva. Together, they will create a giant wall fresco as part of Equality Week. We also stop off in Kampala, Uganda, to listen to Stella Nyanzi, an icon of feminist struggles who practises irreverence and rudeness as one would practise a martial art. And at the end of the year, we will take stock and share our findings at the 20th anniversary edition of the Festival in 2022.

Another noteworthy event on the theme of gender and minorities is our 8 March evening debate on the theme of Artificial Intelligence – Are algorithms sexist?

Are there any other events that newSpecial readers interested in gender issues should not miss?

On 10 March at an event co-presented with the City of Geneva and in the presence of the Mayor of Geneva, Sami Kanaan, we will welcome Angela Davis, an icon of struggles on feminist, anti-racist and civil rights issues. Barbara Hendricks, first patron of the FIFDH, will also participate and talk about her childhood. The day after, on 11 March, we have an interview with Patrisse Cullors, one of the three women who founded Black Lives Matter. And while we are on the subject of women guests from other continents, on 13 March we will be discussing Indian nationalism with Arundhati Roy, acclaimed author of “The God of Small Things”. Her latest work of non-fiction “Azadi: Freedom, Fascism, Fiction” espouses themes that are close to the FIFDH’s heart.

And what about the films, the cornerstone of the Festival?

Twenty-nine films are available on demand (VOD) throughout the Festival.

The Festival Pass costs 50 chf and individual films from 6 to 10 chf. This year’s official selection includes films spotted at the biggest international festivals: Cannes, the Berlinale, the Venice Mostra, Sundance and the Amsterdam Festival (IDFA). Each film presented online will be followed by an episode of Action!, a series of video interviews with the filmmakers about the meaning of their commitment, as well as audio material produced with the Festival’s partners. For the first time, we have an Audience Award – our spectators are requested to vote for their favourite film.

And in addition to the films, we have two masterclasses, a concert and exhibitions. An event of particular interest to International Geneva is our closing event on 14 March with Yulia Mahr, film maker and producer, who will discuss with the pianist and composer, Max Richter, how he set the Universal Declaration of Human Rights to music. His album “Voices”, inspired by this seminal document in the development of international protection of human rights, was released in December 2020.

The seventeen debates and interviews scheduled during the Festival as well as 16 hours of original video and audio programmes with exclusive content created by the FIFDH team will be available for free on the FIFDH website. I strongly encourage all those interested in the Festival to download our programme available on our site: www.fifdh.org There’s lots not to miss! ■

*or persons who identify as women.

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Getting gender-based violence to zero

newSpecial's conversation with Noemi Dalmonte, Regional Gender Based Advisor, West and Central Africa – Gender Based Violence Area of Responsibility (UNFPA)



NOEMI DALMONTE, UNFPA

Gender-based violence (GBV) can be defined as all violence caused by gender inequalities. GBV affects disproportionately women and girls and that happens in correlation with social norms that disempower and discriminate. Despite being underreported, it is estimated that one in three women experience some form of GBV in their lifetime (WHO, 2005), making GBV one of the most pervasive human rights violations. GBV is a protection, power, right and health issue that hampers a range of Sustainable Development Goals and exacerbates in emergencies.

How do the 'GBV actors' work towards the elimination of GBV?

They work within a comprehensive framework made up of two components: prevention and response. Prevention is stopping violence happening

and encompasses a great variety of programme activities such as straightening the institutional and legal framework, addressing social norms that perpetrate violence, and investing in education and socio-economic empowerment. Response relates to the provision of specialized services to survivors of violence and includes medical care, psychosocial support, legal aid and socio-economic reintegration.

Is there evidence of 'What works in GBV prevention'?

One of the first findings of the Sexual Violence Research Initiative (SVRI, 2017) is that transformative approaches in economic empowerment of women and girls alongside with community action and self-defence have been proved to reduce violence. This can be useful, but needs to be further operationalized. One of my major takeaways from the

latest SVRI Forum in October 2019 is that preventing violence is not a "one-solution-fits-all". If we want to effectively prevent violence occurring, the needs analysis and the assessment phase are particularly critical; and we need to look both at the sources of violence in our context as well as at the risk of exposure to such violence. That is why one of the most promising approaches I have experienced and applied is to strengthen GBV risk assessment to inform programme design.

Tell us more about embedding GBV risk assessment in programme design.

Between 2016 and 2019 I served in the DRC as Team leader on Gender and GBV for the United Nations Population Funds (UNFPA). We applied GBV risk assessments in three major areas of work: i) identification of how to mitigate risk

throughout the humanitarian response, ii) design of inter-agency action on the Protection from Sexual Exploitation and Abuses (PSEA) and iii) design of UNFPA program interventions.

What are your experiences and lessons learned in these three areas of risk management?

Firstly, to mitigate risks in humanitarian action we need a strong GBV sub-cluster that can regularly conduct a “security audit”, for instance, to assess whether the risk of sexual assault is higher while collecting water or due to the presence of armed actors.

Findings may thus enable humanitarian actors to better design or secure water points, or to work on civil-military coordination. This intervention requires efforts and collaboration with non-GBV actors as well as engagement of United Nations agencies leading humanitarian clusters. In the DRC context, the security audit has been particularly helpful in Goma, eastern DRC, where the GBV sub-cluster conducted a comprehensive initiative engaging water and sanitation actors led by UNICEF, local authorities, NGOs working on GBV and the UN peacekeeping mission to secure the Niragongo area, to provide water trucking and improved wood stoves. The reported cases of sexual

violence incidents against women and girls in Niragongo were substantially reduced.

Secondly, on PSEA I used a risk assessment tool developed by IOM for inter-agency work and I leveraged on the DRC PSEA network, a very large group of focal points in humanitarian organizations. This has been particularly helpful in Beni and Butembo in eastern DRC, areas of operations for the Ebola response. Findings from the assessment enabled GBV actors to increase the coverage of women and girls safe spaces and service provision points for survivors, the number of community complaint mechanisms as well as the sensitization sessions to humanitarian workers. In my opinion, the strong engagement of some organizations such as Save the Children, IRC and UNFPA and the support of the Deputy Humanitarian Coordinator were instrumental in reducing SEA risks in Ebola response. Unfortunately, while the absolute number of GBV survivors receiving specialized services increased impressively, the reporting on SEA cases did not substantially rise. Rumours rarely become allegations leading to investigations but went into the press in a couple of occasions, causing reputational damage and diminishing our efforts vis-à-vis of the general public.

Lastly, I used risk assessment to design UNFPA programme interventions, in particular in grants by the World Bank and the UN Central Emergency Funds (UNCERF). The World Bank uses a risk assessment tool that can measure the likelihood of SEA, sexual harassment in the workplace, human trafficking for sexual purposes as well as other types of GBV that are not SEA. When the WB applied this tool to DRC they discovered a high risk in infrastructure investments and UNFPA came in in assisting the government. We developed a comprehensive intervention on the corporate social responsibility of contractors, GBV service provision, and community-based work. Alongside approximately 9,000 km of road we prioritized 3,000 km where construction was undergoing and where workers were settled, and we addressed “old” SEA cases and successfully prevented new SEAs occurring by construction companies.

What can we learn from your experience?

In my experience, professional knowledge of risk management tools and practice, as well as embedding them in programme design and delivery are key to ensure success and an indispensable part of organizational effectiveness. Now, in my current assignment seconded to UNFPA by NORCAP,

the Norwegian Refugee Council (NRC) global provider of expertise to international organizations, as Team leader for the Gender Based Area of Responsibility in West and Central Africa, I will try to further share risk mitigation related learning to enlarge the scope of prevention work, which can have incremental outcomes towards the elimination of gender-based violence in light of 2030 Agenda.

Additionally, my current participation in the part-time Executive Master in Management of International Organizations (EMMIO) at SDA Bocconi School of Management, will support me in widening my understanding of the key management tools and practices and putting them into relation with my gender-related programmatic focus. In light of this, I argue that continuous education of managers and leaders serving International Development is needed to strengthen our capacity to combine the broad knowledge, new perspectives and toolkit we can get from programmes as the Executive Master EMMIO with our own professional experiences. This, I believe, will concretely contribute to building a cadre of leaders and change-agents who will drive innovation today and in the future. ■

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Health for All Film Festival

The World Health Organization's second call for entries to its Health for All Film Festival has received nearly 1200 submissions from 110 countries.



WHO FILM FESTIVAL*

More than 40% of the short films feature themes related to COVID-19, revealing the pandemic's pervasive and universal consequences.

Entries came from such countries as Argentina, Australia, Bangladesh, Brazil, Canada, China, France, Germany, India, Indonesia, Iran, Italy, Kenya, Malaysia, Mexico, Nigeria, Philippines, Portugal, United Kingdom, the United States of America, Russia, South Africa, Spain, Switzerland, Turkey and Uganda.

Launched in 2020, the festival aims to nurture a new generation of film and video innovators focused on health topics. WHO engaged with independent film-makers, production companies, NGOs, communities, students, and film schools, to ensure a diverse range of entries.

Three GRAND PRIX will be awarded in May 2021 for each of the following categories, which are aligned with WHO's global goals for public health:

- Universal health coverage (UHC): films about mental health, non-communicable diseases and other UHC stories linked to communicable diseases not part of emergencies;
- Health emergencies: films about health emergencies, such as COVID-19, Ebola, as well as health responses in the context of humanitarian crises and conflict-affected settings;
- Better health and wellbeing: films about environmental and social determinants of health, such as nutrition, sanitation, pollution, and/or films about health promotion or health education.

WHO also plans to award three special prizes: a student-pro-

duced film, a health educational film aimed at youth, and a short video designed exclusively for social media platforms.

Entries can include short documentaries or fiction films (3 to 8 minutes in length) or animation films (1 to 5 minutes).

The composition of the Festival jury will be announced in the coming weeks and will include a number of critically-acclaimed artists from the film and music industries, along with WHO senior experts. The jury will recommend winners to WHO's Director-General, who will make the final decision. Initial short lists for each category, comprising 15 films per category, will be announced in March.

Richard Curtis, film director and writer from the United Kingdom, who was a member of the 2020 jury, said: "Being

Telling stories is as old as human civilization. It helps to inspire, motivate, build empathy and share problems so we can find and share solutions together. Everything WHO does is about stories because everything we do is about people. We're excited about the quantity and quality of entries in this year's Health for All Film Festival. Ultimately, we hope the festival is not just a way to tell stories, but to change the arc of people's stories around the world, towards better health,

– Dr Tedros Adhanom Ghebreyesus, WHO Director-General

a Juror for the Health For All Film Festival was a deeply satisfying job – so many subjects I knew nothing about suddenly coming to life in the work of some remarkable film-makers. And the actual judgement day was gripping – really varied and passionate points of view from everyone on the panel. It was a real pleasure and a real privilege.”

Wagner Moura, an actor and film director from Brazil, who was also among the jurors in the first edition of the Festival, said: *“It was truly an honour for me to participate. The films that I have seen educated me a lot about different health issues around the world, and I want to encourage all persons concerned to keep doing these films, to keep talking*

about your communities, to keep exposing the vulnerabilities of the communities that you filmed. This is the perfect moment to praise the work of volunteers, of doctors, of health sector workers, that have sacrificed their lives for the sake of the most vulnerable ones.” ■

Official Film Festival site www.who.int/film-festival

Winners in 2020: <https://www.who.int/initiatives/the-health-for-all-film-festival/award-winners>

Please feel free to be in touch at filmfestival@who.int

* WHO Film Festival Team includes Gabriella Stern, Simeon Bennet, Carla Drysdale, Gilles Rebox and Lorena Bernal.

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Time to shake up and shape up

Inclusion: a leadership gamechanger

In 2019, when world leaders called for a “Decade of Action” to build peaceful, just and inclusive societies by 2030, we could not have anticipated the intensity of turbulent times to come.

“Where there is light, there must be shadow, and where there is shadow there must be light.”

– Haruki Murakami

CHRISTINA YAP¹, BARBARA GRUETTER²
Digitalisation had already propelled us into an era of volatility, uncertainty, complexity and ambiguity. And as the pandemic set in and took the world by storm, our lives were turned upside down in every conceivable way. Business leaders scrambled to find ways to keep their businesses relevant, looking for opportunities to pivot where possible.

Yet, in parts of the world, we have also witnessed undesirable behaviours from some leaders that have caused polarisation, friction and chaos. These serve as a shadow to an emerging generation of leaders who are nurturing more collaborative, decent and respectful societies. Those who earn respect for their adeptness in navigating personal and professional challenges, whilst leading others purposefully in the face of adversity. Those who serve as beacons of light.

Strong, sustainable leadership is strategic. It is about having a vision to harness the power of the collective for the greater good. It is about the agility to navigate through flux and the courage to foster an environment of empathy and trust. It is about representing and promoting Be JEDI where human

capital is valued, wellbeing is prioritised and innovation thrives:

Be for belonging
J for justice
E for equity
D for diversity and
I for inclusion.

Essentially, it boils down to ONE essential leadership style of ‘future fit’ leaders: INCLUSION.

The 9 characteristics (9Cs) of inclusive leadership

The inclusive leadership style is increasingly gaining popularity, a notable shift away from the traditional ‘command and control’ style. It is key to attracting and retaining talent, unleashing the potential of the workforce, contributing to organizational agility and innovation. Increasingly, public and private sector bodies, institutional stakeholders and society are calling for greater inclusion.

Inclusion is more than about jumping on the bandwagon to tick boxes. Inclusive leadership is authentic, genuine and encompasses 9 characteristics. Although we present the 9Cs in an organizational context here, they are applicable to other environments (e.g. country, community, social, family unit). Inclusive leaders demonstrate

and cultivate the following characteristics:

1. Commitment

Inclusive leaders not only ‘talk the talk’, but also ‘walk the talk’: they are aligned with the organization’s vision, mission, values and culture, whilst upholding basic human values to treat others with dignity, fairness and respect.

They demonstrate, through their speech, behaviours and actions, an authentic commitment to inclusion that inspires others. They seek to permeate their commitment throughout the workforce, workplace and desire to make a constructive impact on the world.

2. Courage

Inclusive leaders have the courage to hold open, sometimes difficult and uncomfortable conversations to challenge non-inclusive mindsets in a respectful manner. They are prepared to take a bold stand to do what is right, even if it is unpopular.

Recognising that everyone is human, they are the first to own up to making mistakes. They also encourage their team to make – and learn from – mistakes. They accept failure and earn respect through

their humility, openness and integrity.

3. Challenge

Inclusive leaders apply a ‘challenge mindset’ to everything they do. They are constantly looking for opportunities for self-growth, open to be challenged, be accountable and coached to become better leaders.

Conversely, they inspire others to adopt a ‘challenge mindset’ also, are prepared to mentor, coach and help develop others along their career path.

4. Conscious competence

Inclusive leaders have an astute understanding that business sustainability is linked to its capacity to reflect fast-evolving needs of diverse customers, investors and/or other stakeholders.

They recognise that they don’t have all the answers. Yet, they are open to gaining new perspectives to get inspired and take meaningful, constructive action. They have an elevated sense of awareness about how their personal biases may affect their judgment and decisions. That is why they are constantly challenging – and encouraging others to challenge – their own biases.

«Seek first to understand and then be understood»

– Steven Covey

By gaining cognition of their personal biases, they become more competent in recognising their organization's biases. This increases their ability to take meaningful actions to make continuous improvements and shift the needle towards greater inclusion throughout the organization.

5. Collaboration

Inclusive leaders believe in the power of collaboration. They empower people to bring their voices and different perspectives to the table, ideate, anticipate trends and develop solutions.

By encouraging team cohesion and celebrating successes, they orchestrate a thriving culture of belonging to address business challenges, innovate and gain competitive edge.

6. Curiosity

Inclusive leaders have an open mindset and a genuine curiosity about others. They are prepared to suspend their judgement, so that they can truly listen and seek to understand others' perspectives. Hearing diverse perspectives, they are able to synthesise these constructively so that people feel heard, valued and represented. This creates a space of psychological safety that in turn breeds respect, trust and innovation.

7. Connection

Leaders' gestures and efforts to connect with people can go a very long way towards building mutual understanding, respect and trust. In these times of physical distancing, we have heard stories from employees of how some of their leaders

have made remote 'acts of connection' that boosted their moods, made them feel valued and showed that their leaders care. Ultimately, these gestures leave positive mental imprints and create a sense of belonging amongst the workforce.

8. Compassion

Arguably, of the 9Cs, "compassion" is the most challenging to cultivate and least likely to feature in leadership training programmes. Beyond being curious and connecting to understand another's perspective, it is a heart-felt state of empathy, showing genuine care for the other person. Compassion helps to cultivate the feeling of trust and belonging that many employees are craving for these days.

9. Communication

Last and not least, inclusive leaders know how to communicate consistently through a range of media, verbal and non-verbal, written and non-written. Constructive communications leverage the power of facts, logic, visuals and words to convey messages. This helps to appeal to people's hearts and minds and move them to take constructive action.

We live in times of flux. This represents both a challenge – and a beacon of opportunity – to step up. To accelerate the "Decade of Action" and promote peaceful, just and inclusive societies.

As the pandemic continues to rattle our cage, as organizations are stepping up their game to stay relevant, the acid test is this:

Are leaders future fit?

“Compassion and tolerance are not a sign of weakness, but a sign of strength.”

– Dalai Lama

For some, it may be time to shake up, shape up and step into the gamechanger. INCLUSION ■

The authors were recently interviewed for a Leadership podcast series, available on:

Spotify: https://open.spotify.com/episode/ON6axG67Sgt0v95eD51bBW?si=1hRIKXR7ThSM_F_8aeqMhg

Apple: <https://podcasts.apple.com/at/podcast/leadership-in-age-disruption-chapter-1-diversity-inclusion/id1547455101?i=1000508403638>

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Jeunes reporters à l'ONU

L'ONU questionne le monde à l'occasion de ses 75 ans

L'organisation créée en 1945 au sortir de la Seconde Guerre Mondiale pour assurer les grandes promesses de paix, sécurité collective et de coopération internationale, souffle ses 75 bougies. C'est l'occasion de mettre en lumière les grands défis qu'il faudra surmonter ensemble.

JEUNES REPORTERS À L'ONU

«Plus jamais ça», c'est la promesse faite au lancement des Nations Unies. Le monde de 1945 sort traumatisé de la Seconde Guerre Mondiale, saigné par les destructions des conflits, choqué par l'horreur nazie et terrifié à l'idée que le progrès technique et scientifique puisse tirer un trait sur l'humanité en un claquement de doigt avec l'ogive nucléaire.

La paix, la sécurité et la coopération c'est ce que les populations civiles et les Etats souhaitent. Pourtant l'idée de créer une organisation capable d'assurer cette utopie de paix mondiale n'est pas nouvelle, la Société des Nations avait été lancée au terme de la Première Guerre Mondiale pour éviter un

second conflit. C'est un échec cuisant, elle n'empêchera pas le monde de s'affronter, de se combattre. Elle est dissoute.

C'est donc en 1943 que les alliés commencent à organiser différentes conférences pour régler l'issue de ce conflit. La conférence de Téhéran dessine les contours de cette future organisation des Nations Unies. Celle-ci est consacrée en 1945 avec la conférence de San Francisco. Au début, 51 pays étaient membres. Avec 193 Etats aujourd'hui, l'ONU est un succès. L'organisation, même si elle est parfois paralysée à cause de certaines rivalités au Conseil de sécurité, est un acteur majeur des relations internationales et œuvre dans le monde pour améliorer le

sort d'hommes et de femmes réfugiés, déplacés, malades, victimes de torture ou affamés, mais aussi notre sort à nous tous en promouvant le développement durable, la justice internationale et les droits de l'homme.

En 75 ans, l'ONU a fait avancer certaines causes, sensibiliser à d'autres, mais le chemin à parcourir est encore long et les défis nombreux. Pour cet anniversaire, l'ONU se tourne vers l'avenir et les grands défis qu'il reste à résoudre. Avec l'accomplissement du 75^e anniversaire des Nations Unies en 2020, une grande consultation sur le rôle de la coopération internationale dans la construction de l'humanité est lancée. Le défi est de taille:



lancer un débat mondial inclusif. Chacun, s'il est muni d'un ordinateur, d'un smartphone et d'une connexion internet, peut répondre à cette enquête sur l'horizon 2045, pour les 100 ans de l'organisation.

Les principaux enjeux auxquels nous devons faire face se comptent au nombre de cinq. Le premier d'entre eux: les technologies numériques. Comment les technologies numériques peuvent-elles permettre d'atteindre les objectifs de développement durable? Comment peut-on les utiliser, les mettre à contribution pour réduire pauvreté, analphabétisme et autres fléaux, tout en s'assurant que ces technologies ne contribuent pas à creuser des inégalités et ne mettent en danger la vie privée?

Second défi: éradiquer les inégalités. Même si elles tendent à diminuer, ces dernières sont de plus en plus fortes et marquées entre très riches et très pauvres. Les inégalités, de quelque nature qu'elles soient, persistent à l'intérieur et entre Etats. Autre défi: la crise climatique: notre planète est en danger et ce problème n'en est qu'un des plus criants symptômes.

Personne n'est à l'abri des conséquences des changements climatiques. C'est une course que nous sommes en train

de perdre mais nous pouvons encore la gagner. Il n'est pas encore trop tard et, avec le concours de tous, il est encore possible d'agir.

Quatrième préoccupation: le défi démographique: notre planète ne va certes pas s'agrandir mais le monde qui la peuple, lui, si. Nous serons environ 11 milliards d'individus à la fin du siècle avec une population de plus en plus âgée et de plus en plus citadine. La population en mouvement du fait de conflits prolongés ou du réchauffement climatique devrait augmenter.

Enfin, même si l'ONU est là, les conflits et leurs violences sont toujours une réalité dans notre monde, avec des affrontements moins meurtriers mais plus longs. Selon le Secrétaire général de l'ONU, Antonio Guterres, de passage à Genève pour un dialogue sur les 75 ans des Nations Unies il faut répondre aux conflits intra étatiques plus fréquents dans le monde aujourd'hui, d'une manière qui respecte le caractère intergouvernemental de l'organisation. Il faut que celle-ci crée les mécanismes pour que les autorités locales, la société civile, les universités et les jeunes puissent avoir une influence réelle dans la vie de l'ONU.

Depuis 1945 donc, le monde a bien changé. Les défis


changent, sauf un, celui de la paix, car oui encore aujourd'hui un monde en paix est une réponse que l'on donne ironiquement à quelqu'un lorsqu'il nous demande ce qu'on aimerait le plus au monde. Un vœu qui semble irréalisable mais pas impossible. Les conflits ont évolué, changé de formes, de causes aussi, depuis 1945. Les grands défis mentionnés plus haut s'ils ne sont pas relevés, peuvent devenir des causes de conflits comme les nationalismes l'ont été en 1939. Il nous revient de les affronter, ensemble, unis et déterminés, à l'image de l'ONU qui se tourne vers l'horizon 2045, sinon, à plus court terme, L'organisation doit continuer d'honorer des promesses qu'elle a lancées depuis 75 ans et qui ont rendu l'espoir même aux plus désespérés. La paix, la concertation, les droits de l'homme: en somme, un monde vivable pour l'humanité. ■

<https://eduki.ch/fr/activite/jeunes-reporters-lonu>

Jeunes Reporters à l'ONU est une initiative sous les auspices du Projet de Changement de la Perception (PCP), de la Fondation Eduki et du Service de l'Information des Nations Unies. Il ouvre les portes des Nations Unies à Genève aux étudiants (16-19 ans) intéressés par les affaires internationales et souhaitant discuter avec des experts de diverses organisations dans le cadre d'une conférence de presse. Chaque session est thématique et 2-3 représentants d'organisations travaillant sur ces questions viennent parler de leur travail et des problèmes actuels. Les étudiants, en tant que reporters, ont l'opportunité de poser des questions. Après avoir recueilli les informations, les étudiants peuvent écrire un article qui sera publié dans *New Special* ou les journaux des écoles, ou bien faire une présentation en classe. Cela donne l'opportunité aux étudiants d'en apprendre plus sur leurs centres d'intérêts mais aussi de mieux comprendre l'activité de la Genève Internationale et enfin de communiquer aux autres ce qu'elle signifie.

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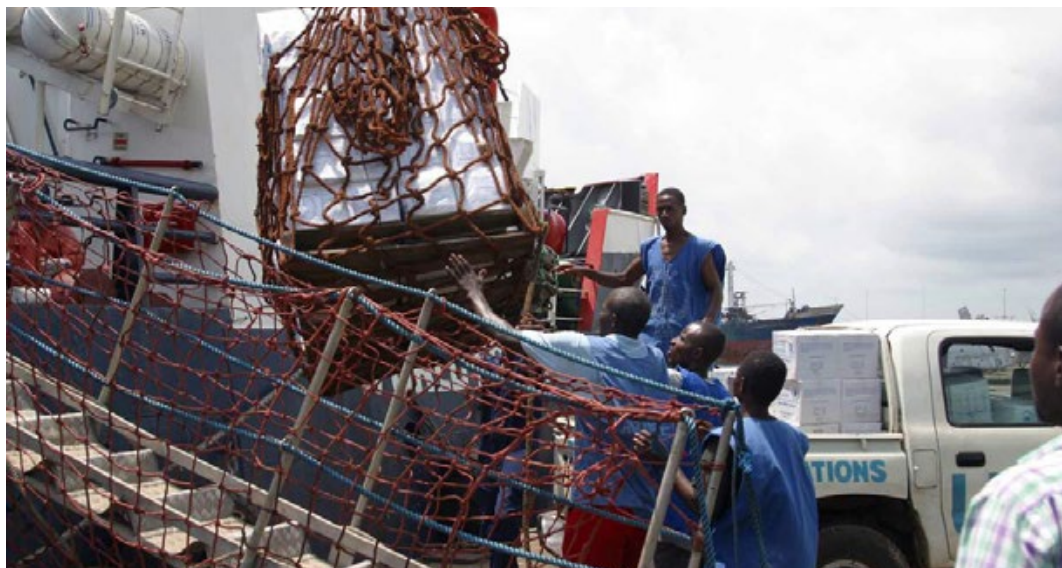


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Duty of Care

The content of organizations' duty of care within the UN system: insights from relevant internal legal sources and prospective new developments.



SHAINA ERIKA SEKI, FICSA

The content of duty of care

Duty of care (hereafter, 'DoC'), can be described as a "non-waivable duty on the part of the organization to mitigate or otherwise address foreseeable risks that may harm or injure its personnel [...]."¹ Within the UN system, the primary source of organizations' DoC is enshrined in UN Staff Regulation 1.2(c)²: "the Secretary-General shall seek to ensure, having regard to the circumstances, that all necessary safety and security arrangements are made for staff carrying out the responsibilities entrusted to them."

The UNDT held that 'Staff Regulation 1.2(c) codified a duty of protection having the value of a general principle of law.'³ Furthermore, the ILOAT held that organizations are obliged to "take appropriate measures to protect their officials' health and safety [...]. The measures requested must be reasonable and based on objective evidence of their necessity."⁴

Whilst it is clear the UN has a legal obligation to ensure the health and safety of staff, practice and compliance with this obligation can be uneven. This can be attributed to the fact that a univocal and coherent normative framework defining DoC did not exist in the UN system. Indeed, while Staff Regulation 1.2(c) outlines the necessity of 'safety and security arrangements,' it does not articulate elements of physical or psychosocial health, nor does it address problems such as harassment or misconduct. Likewise, while there are existing security and safety policies in place that are complementary to Staff Regulation 1.2, such as the UN Security Management System (UNSMS), safety and health risks have been identified that are not fully addressed through these policies.⁵

Identifying the content of DoC therefore relies primarily on the interpretive efforts of Tribunals. However, prior to 2019, cases that referenced DoC mostly dealt with 'good faith

and the concomitant duty of care,' such as ensuring that internal procedures are conducted in accordance with due process. Few cases dealt with the duty to take measures to protect staff's health and safety; fewer still ended in the complainants' success.⁶ It was apparent that tribunals applied a limited scope of DoC which did not fully represent staffs' interests, as well as a narrow interpretation of what are "necessary" or "reasonable" measures that an organization must take to protect staff.

Work of the HLCM Duty of Care Task Force in providing a UN system-wide duty of care framework

Without a UN system-wide framework, the policies for ensuring DoC are dispersed across organizations and even departments and functions. It was therefore imperative to develop a UN-wide normative framework that articulates the content of DoC. The latest developments towards this can be found in work of the

High-Level Committee on Management's (HLCM) Duty of Care Task Force.⁷

The Task Force identified DoC issues as priorities for engagement and accordingly implemented key action points for organizations to implement into their existing policy frameworks, which included the creation of a UN System-wide Mental Health Strategy and the UN Living and Working Standards. The Task Force also determined "Core Principles for a healthier, safer and more respectful UN workplace," which acts as a working guide for organizations to articulate their approach to DoC when reviewing policies in terms of security management, staff welfare and health support, and harassment-free working environments.

Additionally, the Task Force recognized that the risk universe associated with DoC consisted primarily of Occupational Safety and Health (OSH) and security risks. Psychological



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strain, poor living conditions, harassment, and access to medical care are not always looked at systematically and are often addressed after-the-fact. The Task Force therefore noted the need for a more proactive assessment and management of OSH, and consequently elaborated a DoC-specific risk management framework. Because the UNSMS already manages security risks throughout the UN, the Task Force focused on integrating the pre-existing OSH Framework, endorsed by the HLCM in 2015,⁸ into this DoC risk management framework. In effect, this integrated framework, combined with the bulk of the Task Force's work, defines the minimum standards for organizations' existing policies for assessing, monitoring, and managing risks to security, health, and safety in UN workplaces.

Evolution of the duty of care obligation

It is clear from the Task Force's focus on OSH as a core part of organization's DoC matrix that organizations would have to make a commitment to allocate the necessary resources to pursue OSH properly as part of their overarching DoC obligation. However, data from a 2019 survey by the HLCM shows that few organizations have an OSH policy which is compliant with the requirements of the OSH Framework

or have provided resources towards its implementation.⁹

However, there is growing trend of judgments that upholds an organization's duty to take appropriate measures to protect staff's health and safety. Three such cases have been brought before the ILOAT between 2019 and 2020. Perhaps unsurprisingly, all have been successful: in judgement no. 4171, the Tribunal held that there is a duty to provide staff with a work environment free from harassment. Judgements no. 4222 and 4239 dealt specifically with OSH as an integral component of organization's DoC. According to Judgement no. 4222, organizations must provide a safe and adequate environment for its staff, and staff in turn have the right to insist on appropriate measures to protect their health and safety. Judgement no. 4239 held that organizations have an ongoing responsibility to mitigate the effects of service-incurred illnesses and injuries as part of a more general DoC to protect staff's health and safety.

These judgments show that the Tribunal is more conscious of OSH and security risks when asserting that an organization owes DoC to staff and will now make a greater effort to ensure that the rules, procedures, and measures of organizations are in line with the minimum

standards of DoC as developed by the Task Force.

Finally, there is growing recognition of OSH being one of the critical aspects to the future of work; as part of the ILO's 2020 centenary declaration, OSH was elevated to a 'fundamental principle on rights at work.'¹⁰ Together with recent developments at the ILOAT, it appears several elements are coming together at a critical time and it is imperative that the UN system continues to expand its DoC framework to be cognizant of its own responsibilities and the needs of staff. ■

- 4 ILOAT, Judgement no. 3689, under 16.
- 5 CEB HLCM 33rd Session Report, CEB/2017/3, p. 7, 10, 24.
- 6 ILOAT, Judgement no. 2524, 2706, 3689, 3995, 4003.
- 7 See the CEB HLCM's 31st Session Report (CEB/2016/HLCM/11)-37th Session Report.
- 8 CEB HLCM 29th Session Report, CEB/2015/HLCM/7
- 9 CEB HLCM 37th Session Report, Annex 1
- 10 International Labour Conference, 'ILO Centenary Declaration for the Future of Work,' 2019; ILO Governing Body 340th Session, 'Follow-up to the resolution on the ILO Centenary Declaration for the Future of Work: Proposals for including safe and healthy working conditions in the ILO's framework of fundamental principles and rights at work,' 2020.

- 1 CEB HLCM 37th Session Report, CEB/2019/HLCM/2019, p. 3.
- 2 UN, Staff Regulations and Rules of the United Nations, ST/SGB/2017/1 (2016).
- 3 UNDT, *Edwards v. the Secretary-General of the United Nations*, 2011, para 60; see also: ILOAT, Judgment No. 3688

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Interview avec Yves Flückiger

Recteur de l'Université de Genève, Yves Flückiger a été sélectionné parmi les 250 «International Gender Champions», un réseau de décideurs créé dans le but de briser les barrières de genre dans les entreprises et les institutions publiques.



BRIGITTE PERRIN, UNIGE

Yves Flückiger, quelle est l'origine de cette sélection?

Avant ma personne, c'est l'Université de Genève en tant qu'institution qui méritait de figurer dans cette sélection, pour tout ce qui a été fait chez nous depuis une dizaine d'années en faveur de l'égalité et de la diversité. Nous comptons aujourd'hui 62% de femmes parmi nos étudiant·es. Mais notre premier cheval de bataille a consisté à augmenter le nombre de femmes aux niveaux professoral et managérial. Nous sommes ainsi passés de 7% de professeures en 1990 à 37% en 2019. C'est bien, mais ce n'est jamais suffisant. Pour mesurer concrètement les effets de notre politique, il faut observer le pourcentage de femmes parmi les *nouvelles* nominations. En 2017, il avait culminé à 52%. Il a ensuite fléchi à 47% avant de retomber à 37% en 2019. Cela prouve que rien n'est jamais acquis et qu'il faut toujours remettre l'ouvrage sur le métier.

Qu'avez-vous fait pour tenter d'atteindre cet objectif de parité?

Nous avons tout d'abord exigé qu'à chaque ouverture de poste, les facultés retiennent au moins un tiers de femmes parmi les personnes auditionnées. Une forme de quota qui n'impose pas le choix final d'une femme mais le rend plus probable.

Plusieurs programmes ont été également déployés pour favoriser le passage de certaines femmes qui occupaient des postes non pérennes, tels que les professeures assistantes ou des chargées de cours, vers des positions stables grâce à un financement du rectorat pour créer des ponts vers des postes professoraux.

Nous avons aussi mené une campagne contre le harcèlement, qui a fait beaucoup de bruit (*UNI-UNIE contre le harcèlement*), et qui a joué un rôle important dans la sensibilisation face à tout ce qui est inacceptable.

Deux directives sont aussi récemment entrées en vigueur: la première a permis aux membres de notre communauté universitaire de choisir librement leurs prénom et nom, mais également leur genre d'usage pour toutes leurs relations avec l'institution. La seconde concerne l'entrée en force d'une directive claire et forte sur l'écriture inclusive et épïcène dans toute communication institutionnelle, à l'interne comme à l'externe. Nous voulons par ce biais sensibiliser notamment les jeunes femmes au fait qu'on peut devenir doyenne ou rectrice, par exemple.

En 2019, enfin, j'ai signé une Charte de la diversité pour notre Université. L'égalité entre femmes et hommes a été notre objectif pendant des années. Aujourd'hui, nous devons entamer un même combat pour encourager la diversité.

Quels sont vos arguments pour mener de telles actions?

Il faut toujours procéder par

conviction plutôt que par contrainte ou par contrôle. Il faut se rapprocher des facultés qui ont le plus de mal à recruter des femmes et les soutenir. Quitte aussi à les mettre en concurrence sur les résultats que les unes et les autres ont obtenu ou en valorisant toutes les bonnes pratiques développées par les facultés.

D'un point de vue académique, j'ai la profonde conviction que la diversité de genre est un enrichissement énorme. On ne parle pas ici de sensibilité ou de nature féminine, mais c'est un fait: les femmes abordent la recherche différemment des hommes. Les hommes font souvent de la science pour répondre à des questions qui préoccupent les hommes, pas l'ensemble de l'humanité. Beaucoup d'exemples montrent par exemple que les maladies masculines font l'objet de davantage de recherches que les maladies féminines. L'intégration systématique du genre dans la formation et la recherche constitue un

formidable vecteur de bien-être et de croissance pour la société et je crois que les jeunes générations en sont convaincues. Tant mieux.

«Les femmes abordent la recherche différemment des hommes»

– Yves Flückiger

Quel est le coût institutionnel d'une telle démarche?

Il ne faut pas se focaliser sur le coût mais toujours considérer le rapport coût-bénéfice pour l'institution et celui-ci est très favorable. Il y a évidemment un coût temporel, en travail de fond et de conviction auprès des facultés. Mais il ne faut pas en exagérer l'importance. Ainsi, le coût des deux dernières actions que nous avons déployées pour le nom d'usage et le langage épïcène a été relativement faible. Et le bénéfice a été très important. Non pas financier certes, mais en termes d'image, de cohésion et d'attractivité. Bien sûr, des campagnes comme celle contre le harcèlement ont coûté plus cher, mais cela a permis de libérer la parole, une condition indispensable pour agir et changer les mentalités et les attitudes. Ça a été l'occasion de mettre à jour aussi des cas qui ont pu être heureusement traités et sanctionnés.

N'avez-vous pas peur que cet engouement pour l'égalité ne soit qu'une mode et que le soufflé ne retombe dans quelques années?

C'est un risque. Il y a sans doute un effet de balancier, mais il était indispensable de libérer la parole et de mettre le doigt sur des dysfonctionnements trop longtemps tus. Il y a aussi toujours le risque de faire du politiquement correct. C'est relativement facile de prendre des mesures populistes ou très visibles mais qui n'ont pas réellement de portée. Là il y aura peut-être un effet de mode qui va jouer.

L'Université de Genève ne se penche pas seulement sur l'égalité entre les femmes et les hommes, mais plus largement sur la diversité de classe, d'origine, de sexualité et de genre. Pourquoi est-ce important pour vous de véhiculer ces valeurs?

Je le répète: nous encourageons grandement la diversité des points de vue qui enrichit autant notre communauté que notre recherche. Nous proposons un Master en Études genre; nous avons inauguré récemment le Centre Maurice-Chalumeau en Sciences des sexualités, qui proposera au semestre d'été 2021 un nouveau cours transversal «Droit, genre et sexualités» pour les

étudiant-es de Master en Droit et en Sciences de la société.

Pour les professionnel·les, nous proposons des formations continues courtes pour favoriser la prise en compte de la diversité dans la société et dans le monde du travail, telles que Développer un milieu de travail inclusif: management de la diversité et droits LGBT ou Promouvoir l'égalité et la diversité dans le monde professionnel. C'est notre rôle aussi de garantir que le fruit de notre recherche atteigne tous les publics.

Comment voyez-vous le rôle de l'Université dans la cité sur le plan des politiques genre? Quelles sont vos relations avec les organisations internationales à Genève sur ce sujet?

Le cadre des Objectifs de développement durable englobe évidemment la diversité et l'égalité. Nous collaborons beaucoup avec les organisations internationales et la cité pour développer des actions favorisant l'atteinte de ces Objectifs, et nous mettons un point d'honneur à partager notre expérience et notre expertise dans ces domaines en particulier.

En dehors de cela, nous avons mené plusieurs projets avec le CERN, l'OMPI ou l'UIT ces dernières années, dans le cadre de

mentorat ou de soutien à l'intégration du langage épïcène.

Comment allez-vous continuer sur votre lancée de «Gender Champion»?

Un projet important me tient particulièrement à cœur. La nouvelle Loi fédérale sur l'égalité impose une vérification de l'égalité des salaires pour les entreprises privées ou publiques qui emploient 100 personnes au moins. Cela peut paraître incongru, puisque nous œuvrons dans le cadre de grilles salariales fixées par l'État, mais les inégalités existent malgré tout. Pour les identifier, nous avons besoin de connaître notamment le niveau de formation des employé·e·s, une information qui n'apparaît pas dans nos base de données. Elle est pourtant très importante car il s'avère que statistiquement nombre de femmes sont surqualifiées: elles se retrouvent donc dans des fonctions moins bien payées et dans lesquelles il est parfois difficile de progresser. Ayant beaucoup œuvré moi-même, au niveau de ma recherche, pour mettre en place des outils susceptibles de détecter et de combattre les discriminations salariales, vous comprendrez que j'espère que l'Université de Genève pourra rapidement obtenir cette certification d'égalité des salaires. ■



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The life and work of Sojourner truth

Ain't I a woman?

Born into slavery, illiterate and disadvantaged, the woman who took the name “Sojourner Truth” dedicated her life to race and gender equality and to the abolitionist movement in 19th century America, campaigning for her rights with the question, “Ain’t I a woman?”



Sojourner Truth Statue in the US. Capitol

KEVIN CRAMPTON, WHO

The first black woman to win a case against a white man in the United States and the first African American woman to have a statue in the Capitol building – the life of the woman who chose the name “Sojourner Truth” was a long struggle for the abolition of slavery, gender rights and racial equality against the turbulent backdrop of the United States in the mid-19th century.

Born into slavery as Isabella Baumfree around 1797 in Ulster Country, New York, the woman who would later be known as “Truth” was one of 12 children of James and Elizabeth Baumfree, enslaved people from Ghana and Guinea respectively. Truth grew up speaking the Dutch of her owner Colonel Hardenbergh on whose estates she worked until she was included at 9 years old in the sale of a flock of sheep for \$100.

She was to change hands several times through her childhood and teenage years, learning English while owned by John Dumont at West Park, New York where, in 1815, she had fallen in love and went on

to have two children with an enslaved man named Robert from a neighbouring farm. Robert’s owner forbade the relationship however, since any offspring would belong to John Dumont and not to him and Truth was never again to see the father of her children.

The state of New York legislated to emancipate all slaves on July 4, 1827 and when John Dumont failed to keep a promise to free Truth in anticipation of this change to the law, she escaped in 1826, taking her infant daughter Sophia, but unable to take a second daughter and her son with her since – according to the law – the children had to remain as bound servants to their owner until their 20s.

Her freedom was an act of asserting her dignity and she later said,

“I did not run off, for I thought that wicked, but I walked off, believing that to be all right.”

She spent the next year living with the Van Wagene family who offered to buy her from John Dumont for US\$20 for the remainder of the year until the

emancipation law took effect and she was fully freed.

The Van Wagene also helped her to fight a court case when she learned that her 5-year-old son had been illegally sold by Dumont to a new owner in Alabama. She took the matter to court and after a protracted process, won her case in 1828 so that her son was returned to her. She was most likely the first African American woman to successfully bring a case against a white man in a US court.

Whilst living with the Van Wagene she also experienced a profound deepening of her Christian faith and spent time as a housekeeper working for various Methodist ministers and also defending herself in a defamation lawsuit when she was accused of involvement in the suspected death of one minister by poisoning.

By June 1st, 1843 she had decided to dedicate herself to gender and race rights and the abolition of slavery throughout the United States and chose the name “Sojourner Truth” believing that God had called her for an evangelical mission of itinerant preaching.

She became closely associated with others in the abolitionist movement (such as Harriet Tubman) and began touring the United States and speaking to ever larger crowds, often to audiences that were openly hostile to her messages of reform. On one occasion, in personal danger she sang hymns to calm a white mob disrupting her meeting and drew on her faith that God would see her through personal danger.

Many of her views were considered radical even by those within the abolitionist movement at that time since she also called for gender equality and suffrage for black women as well as men. On one occasion, she told an audience,

“There is a great stir about coloured men getting their rights, but not a word about the coloured women; and if coloured men get their rights, and not coloured women theirs, you see the coloured men will be masters over the women, and it will be just as bad as it was before. So, I am for keeping the thing going while things are stirring; because if we wait till it is still, it will take a great while to get it going again.”



Sojourner Truth



Sojourner Truth as a Young Slave Girl

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During the American Civil War, Truth was active in recruiting Black troops for the Union Army (including her own grandson), travelling to Washington in 1864, where she met Abraham Lincoln to discuss her beliefs. She argued for land grants for freed slaves to give them independence (also travelling to meet President Ulysses S. Grant to lobby for this assistance), but was ultimately unable to swing Congress.

She continued campaigning and speaking into her 70s, living out the remainder of her life in a house she had purchased in Battle Creek, Michigan cared for by two of her daughters until her death in 1883.

Truth is best remembered today for a speech she delivered in 1851 in which her radical message of women's

rights was so unexpected and delivered with such composure and strength that several of the audience thought she must be a man to speak so confidently. The speech, now known by its title "Ain't I a woman?" asked the audience,

"If the first woman God ever made was strong enough to turn the world upside down all alone, these women together ought to be able to turn it back and get it right side up again! And now they is asking to do it, the men better let them."

Abolition was the one cause that Truth did see realised in her lifetime, it wasn't until 1920 that the 19th Amendment gave votes to women in the US.

Her life, her speeches and the anti-slavery songs that she composed (and all this from a

woman who never learned to read or write) inspired future generations fighting for race and gender equality.

As one example, in 1955, a 15-year-old school girl called Claudette Colvin sat down on a race-segregated bus in Alabama (nine months before the

famous protest by Rosa Parks) with the recollection.

"It felt as though Harriet Tubman's hands were pushing me down on one shoulder and Sojourner Truth's hands were pushing me down on the other – saying 'Sit down girl!'" ■

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Today, security is everywhere

Security is a pervasive topic. But let's travel a bit back in time – not merely before Covid-19, but in 1986 precisely. With the changing international security situation, the Swiss Government recognized the need to bring the knowledge of experts and experience of practitioners together.

These were the roots of what is now the Master of Advanced Studies in International and European Security, currently in its 15th edition, jointly run by the Global Studies Institute of the University of Geneva and the Geneva Centre for Security Policy.



Dr SIOBHAN MARTIN, GCSP;

Dr ALESSIA BIAVA, GSI-UNIGE*

A training course designed initially for Swiss officials, it quickly expanded both in the number and geographical diversity of the participants, integrating into the GCSP in 1995. While initially for Swiss officials, the course expanded very quickly both in the number and geographical diversity of the participants. And in 2006 it evolved into the MAS in International and European Security bringing together the rich academic resources of UNIGE as well as the internationally recognised executive education expertise of GCSP. This opened it to a new audience beyond government officials to include practitioners from IOs, NGOs, the private sector, and academia. Considering that security remains today a very masculine field of expertise,



the MAS is also proud to have reached an equal gender participation.

Throughout this history, international security has changed immensely. Security is now understood in a much broader way including traditional security issues such as conflicts, arms proliferation, terrorism but also climate change, health, water security to name but a few. The lens we use to analyze all of these issues has also widened beyond the state to include a human security perspective, and 120 expert speakers address the group each year representing the multitude of actors involved in peace and security. While each module may address a new topic, it is never in isolation, as all issues today are interconnected. Violent extremism, for example, has economic, legal, human

rights, cyber and many other dimensions that all need to be discussed.

And the approach to learning is not only in concepts and policies but in how the different stakeholders cooperate and communicate. A military officer and civil society representative will not have the same approach to an issue. Bringing them together in the classroom builds their understanding not just of the issues, but each other. This is also why we emphasize skills and networks as much as knowledge, so our participants enhance their leadership capacity in how they work collaboratively towards sustainable peace. And now, with the COVID-19 crisis, this is even more critical.

Health in times of a pandemic: a security challenge

The security challenges posed by COVID-19 pandemic are multidimensional, interconnected and intersectoral.

The virus has indeed no borders, and in a globalized world, has travelled at high speed. The measures taken to contain the pandemic are having heavy consequences on the economic and societal level worldwide. Indeed, inequalities, unemployment, poverty and domestic violence – to name a few – are being exacerbated. And now the unequal access to the vaccine is likely to accentuate the North-South divide and seriously undermine global efforts against the pandemic.

While national governments are responsible for protecting their citizens, and we have seen inward-looking responses emerge in many states, a purely national management is neither sustainable nor efficient considering the complexity and interconnectivity of the issues at stake. An inclusive approach involving governments,

transnational actors (NGOs, civil society) regional and the international level is therefore essential.

The role of expert health related IOs, such as WHO, is absolutely paramount to set principles, guidelines and recommendations, to improve information sharing and dialogue, and to set common goals.

This global crisis needs to be tackled through a multilateral and comprehensive approach, and this has shed new light on the urgency to implement the transversal UN 2030 Agenda Sustainable Development Goals (SDGs), including SDG 3 “Good Health and Well-being” – with its important focus on preparedness, and SDG 16 “Peace, Justice and Strong Institutions” – which lays the core targets of an effective multilateral security agenda.

The MAS doesn’t just focus on international peace and security challenges but analyses current responses and assesses what needs to change to implement more sustainable policies. In this respect, COVID-19 is now a core dimension of the conversations we have on all topics in the programme.

Learning in times of a pandemic

The disruption caused by the pandemic has been too widespread for us to be able to go back to the ‘old normal’. Within this context, education is more important than ever, to enable practitioners to effectively deal with what’s next. But this doesn’t just mean content, as COVID-19 has not only impacted what we teach, but also how we teach. From an educational perspective, it constitutes both a challenge and an opportunity. Thus, since last year, our programme has been profoundly transformed to address, in a very short period of time, questions such as: how

do we maintain interactive learning in a digital context? And how do we build a community fostering leadership in international peace and security in such disruptive times? While we all hope for a return to face-to-face learning as soon as possible, the current digital environment has also taught us new tools and approaches that can enhance face-to-face learning and this integrated approach will ensure our participants have the most effective learning experience.

While we are still navigating this new environment, lifelong learning is essential to shape our capacity to effectively navigate a constantly evolving security landscape. After all, we cannot change the challenges we face, but we can (and must) change how we think about them. We cannot think about international security without

looking at the past, present and future, and without looking at how other stakeholders consider it. And understanding this, depends on how we educate and how we learn. ■

www.unige.ch/formcont/cours/mas-security

<https://gcsp.ch/mas2021-2022>

* Dr Siobhan Martin is MAS Co-Director, GCSP; Dr Alessia Biava is MAS Academic Coordinator, GSI-UNIGE

The advertisement features the Lycée Töpffer logo (a shield with 'L' and 'T' and '1844') and the text 'LYCÉE TÖPFFER PRIMAIRE & SECONDAIRE'. A photograph of a large, white, multi-story building with blue shutters and a swimming pool in the foreground is shown. A large blue banner contains the text 'JOURNÉE PORTES OUVERTES SAMEDI 24 AVRIL 2021 de 10h à 15h'. Below this, there are two smaller photographs: one of a classroom with students and one of two people in white lab coats. A yellow box on the right lists 'Programmes : - genevois et français - primaire dès 9 ans - secondaire I et II' and 'Préparation : - à l'entrée au collège - au baccalauréat français'. At the bottom left, contact information is provided: '21, avenue Eugène Pittard CH - 1206 Genève Tél 022 703 51 20 info@lycee-topffer.ch www.lycee-topffer.ch'. At the bottom right, a red box contains the text 'EXTERNAT & INTERNAT'.

Jeunes reporters à l'ONU

Locate Victims of Beirut, un projet qui donne espoir

4 août 2020: 2700 tonnes de nitrate d'ammonium entreposées dans un hangar explosent dans le port de Beyrouth. Face à cette catastrophe qui a fait plus de deux cents morts et des milliers de blessés, les populations libanaises se sont retrouvées désemparées, fatiguées et sans possibilité de joindre leurs proches. C'est alors qu'un projet d'entraide voit le jour: Locate Victims of Beirut.



JEUNES REPORTERS À L'ONU

Tout commence après l'explosion. Emma Sleiman, âgée de 15 ans, intéressée par la diplomatie, le travail communautaire et les causes humanitaires et Zahraa Issa, âgée de 21 ans, diplômée en droit d'une université londonienne, défenseure de la justice sociale et des droits humains, ont la même idée. Elles créent, chacune de son côté, un compte sur les réseaux sociaux pour localiser les personnes disparues, retrouvées ou hospitalisées afin de rassurer ou de donner des informations à leurs proches ou à leur famille.

Pour être plus efficaces, elles décident de fusionner leurs comptes. 36 heures plus tard, leur Instagram compte plus de 100 000 abonnés! Cette forte affluence les incite à créer une plateforme pour répondre aux milliers de demandes qui leur arrivent. Emma et Zahraa constituent une équipe de bénévoles chargée de recueillir le

maximum d'informations avant de les rediffuser par la suite sur la plateforme. Elles créent aussi un site web sur lequel les personnes peuvent remplir un formulaire de demande de recherche, en y renseignant les informations d'un proche disparu.

Bien que leur projet ait un réel intérêt humanitaire à l'échelle nationale, Emma et Zahraa doivent surmonter de nombreux défis. Certains hôpitaux refusent de communiquer à la plateforme les informations sur les personnes disparues. L'Etat libanais, quant à lui, est traversé par des tensions politiques qui l'empêchent d'agir. Et les bénévoles de la plateforme rencontrent par ailleurs des difficultés pour gérer les informations provenant de personnes en quête de leurs proches disparus.

Grâce à leur initiative, Locate Victims of Beirut a permis de retrouver de nombreuses

personnes disparues à la suite de l'explosion. Environ 450 personnes étaient portées disparues lorsque l'initiative fut lancée. Ce nombre est maintenant tombé à 23.

Marquée par ces événements, Emma, souhaite à l'avenir travailler dans le domaine médical et ambitionne de motiver les jeunes à agir pour leurs droits. Elle souhaite créer des hubs où ils pourront s'exprimer et exposer leurs idées. Zahraa, quant à elle, souhaite passer le concours du barreau et se battre pour réduire les inégalités au Liban, telles que la Kafala, système d'exploitation de travailleurs domestiques ou encore créer de nouvelles initiatives dans le domaine de la justice environnementale. ■

Site web: <https://locatevictimsbeirut.com/their-stories/>

<https://eduki.ch/fr/activite/jeunes-reporters-lonu>

Jeunes Reporters à l'ONU est une initiative sous les auspices du Projet de Changement de la Perception (PCP), de la Fondation Eduki et du Service de l'Information des Nations Unies. Il ouvre les portes des Nations Unies à Genève aux étudiants (16-19 ans) intéressés par les affaires internationales et souhaitant discuter avec des experts de diverses organisations dans le cadre d'une conférence de presse. Chaque session est thématique et 2-3 représentants d'organisations travaillant sur ces questions viennent parler de leur travail et des problèmes actuels. Les étudiants, en tant que reporters, ont l'opportunité de poser des questions. Après avoir recueilli les informations, les étudiants peuvent écrire un article qui sera publié dans *New Special* ou les journaux des écoles, ou bien faire une présentation en classe. Cela donne l'opportunité aux étudiants d'en apprendre plus sur leurs centres d'intérêts mais aussi de mieux comprendre l'activité de la Genève Internationale et enfin de communiquer aux autres ce qu'elle signifie.



©Aurélien Bergot

Fatima Sator, Place des Nations.

Fatima Sator

...muse of universal meetings

- *Algiers, 1991*
- *Gender equality – “Women and the United Nations Charter”*
- *“A cocktail of ideas and skills.”*

newSpecial is delighted to include profiles presented by Zahi Haddad, in his newly-published book “126 Heartbeats for International Geneva”. We thank the author and his publisher, Slatkine, for this exclusivity.

“Feminism is a universal struggle, in which each person must be able to find themselves, regardless of their gender or the part of the world where they come from.”

Fatima Sator’s blue eyes shine with the human ideal wanted by the United Nations in the aftermath of World War II. But this dream has left many activists out of the history books. Starting with Bertha Lutz, Brazilian diplomat, whose extraordinary career Fatima recalls in her research *Women and the United Nations Charter*.

Daughter of a diplomat, Fatima has lived in New York, Portugal and Algeria. It is in France that she feels racism observing her for the first time. At the age of ten, she understands her difference. But it is India that gives Fatima “a highly formative life experience”. The day when she observed, through the car window, a girl barely younger than her being abused by her father by the side of a road. Fatima is fourteen years old and will never know what happened to the girl she saw. But she begins to reflect on gender issues, shapes her personality and imagines a future in the press. To “carry the voice for women who do not have one”. Her baccalaureate in her pocket, Fatima leaves India, her “home”. To build herself. She also leaves her parents, “even if it was not very common in a

Maghreb family.” Her destination: Lyon, then Los Angeles, where she studies economics.

But the media re-enters her mind. Internet research takes her to the Neuchâtel School of Journalism before she starts to contribute to *l’Hebdo*. Thanks to her reporting, Fatima discovers and becomes attached to Switzerland. But she misses the world. The School of Oriental and African Studies welcomes her to London. And there, it is the trigger. Everything falls into place. Fatima’s wishes, her expertise and the cause she will defend. On the advice of her thesis advisor, Fatima chooses to shed light on the Latin American women who fought for equality between women and men, to be written in the United Nations Charter.

She spends countless hours excavating the UN archives and realizes that two women played an essential role in getting this founding text signed on 26 June 1945: Bertha Lutz and Minerva Bernardino from the Dominican Republic. Both were able to foster the necessary alliances with the forty-nine signatory countries, represented by men for forty-seven of them. Fatima

realizes how “the history of the world has often been told from the perspective of Western countries.” How much until then women in the “South” have been unable to adhere to so-called “Northern” ideas, such as feminism.

Consequently, Fatima corrects the history of the founding texts relating to gender equality. Together with two other researchers, she creates a network of academicians in thirty countries, participates in conferences, brings this revolution back to the Secretary-General of the United Nations. “In Brazil, diplomacy books have been rewritten, the UN has added information to its websites, and we have even created a Bertha Lutz Prize which recognizes the work of women in diplomacy.” The icing on the cake is that the American television channel HBO has dedicated a documentary to these pioneers of equality. “I do not want to know the world as it would have been if these women had not been there!” A world that today must really take ownership of and achieve rights equality by living it every day. ■

Bertha von Suttner (1843-1914)

Austrian peace activist and writer

Described as a remarkable woman who was ahead of her time, she was a leading activist and internationalist.



© Shutterstock

ITA MARGUET, UN SOCIETY OF WRITERS

Described as a remarkable woman who was ahead of her time, she was a leading activist and internationalist who continues to provide inspiration to those who believe in progress of humanity through reason, tolerance and peaceful resolution of conflicts. She wrote *“Fortresses are being erected, submarines built, whole areas mined, airships tested for use in war; and all of this in such zeal – as if to attack one’s neighbour were the most inevitable and important function of a state”*. Founder of the Austrian Peace Society and other pacifist organizations in Europe, she helped to establish the International Peace Bureau in Bern. She also played an important role in The Hague Conferences of 1899 and 1907 that led to the creation of

the Permanent Court of Arbitration. In a lasting friendship with Alfred Nobel she inspired him to create the Nobel Peace Prize, and was the first woman to receive the Prize in 1905.

She came from an aristocratic, conservative background with strong ties to the Austro-Hungarian military to become a passionate supporter of peace through law and international institutions. She described the horrors of war through a woman’s eyes in her critically acclaimed novel ‘Lay Down Your Arms’ (1889) that she struggled to get published. It was translated into many languages. As a call for disarmament the book established her as a leader in the peace movement. Her many activities and writings helped to remove the labels of “utopians” and unrealistic “idealists” from



those involved in peace activism by gaining the support of respected world leaders and intellectuals for the movement.

Born as the Countess Bertha Kinsky on June 9, 1843 she was the only child from a noble military family of Prague which was then in the Austro-Hungarian Empire. Her father Count Joseph Kinsky was a field marshal who died before her birth. Her mother, a relative of the poet Joseph von Korner, was left with a modest income after the death of her husband, and the limited funds were strained even further by her compulsive gambling at the fashionable casinos of Europe. She did however provide her daughter with governesses who instructed her in French and English, as well as singing lessons. As a teenager, Bertha had dreams of becoming an opera singer but

after a while she realised her voice was not adequate for such a career. Instead she turned to academics, reading the works of the ancient Greek philosopher Plato and German scientist Alexander von Humbolt by the time she was sixteen. She also taught herself Italian.

She enjoyed a reputation as a great beauty and supposedly her hand was sought in marriage by a prince when she was only thirteen. She remained fairly isolated with few companions other than her mother well into her adult years. In 1876 she travelled to Paris to become Secretary to Alfred Nobel. She left after a few weeks to marry Baron Arthur Gundaccar von Suttner in Vienna where she had been employed as a governess; she remained friends with Nobel, primarily through correspondence.

Between 1876 and 1885 due to family disapproval of the marriage, the Suttners moved to the Caucasus in Russia where her husband worked as an architect; they also taught languages and music and started writing. They returned to Austria in 1885 where they became involved in international arbitration and the peace movement. On the death of her husband in 1902 she was determined to continue her work for peace and began arduous speaking tours in Europe and abroad. Her last major speaking tour was to the United States in 1912. She became ill and died of stomach cancer in Vienna, Austria, on June 21, 1914, where she was cremated. It was a few days prior to the assassination in Sarajevo of the Archduke Franz Ferdinand and his wife Sophie that led to the first World War. One of her memorable quotes reads... *After the verb 'to Love', 'to Help' is the most beautiful verb in the world.*

Commemorative stamps and coinage in Austria and Germany and international literature mark the life and work of this remarkable woman in her unsparing and dedicated quest to spread a message of peace that remains so badly needed in our world.

United Nations Exhibition (2005)

An impressive pictorial and documented exhibition entitled *A Century of Nobel Peace Prize Laureates (1901-2005): From Peace Movements to the United Nations* was on display at the Palais des Nations, Geneva, in 2006. It featured a selection of 38 Nobel Peace laureates who strove to promote international peace through the development of international organizations from the antecedents of the League of Nations to the United Nations. The exhibition was split into three parts that

characterised the twentieth century: the pre-World War 1 period, the inter-war years and the period from 1945 to 2005.

The exhibition was presented and documented by the Library of the United Nations Office in Geneva and the Center for the Study of Global Change at Indiana University, on the occasion of the 100th anniversary of Bertha von Suttner's acceptance of the Nobel Peace Prize in 1905.... In 1893 Nobel announced his plans to establish a peace prize in his will in a letter to von Suttner.

Among its extensive holdings the UN Library houses the Bertha von Suttner Papers, the Permanent International Peace Bureau archives, the Woodrow Wilson collection and is the depository of other valuable collections. A website complements the material by providing access to a selection of primary materials including correspondence, reports, photographs, addresses and treaties, as well as other artefacts. ■

Acknowledgement is given to the biographical and other sources in this text. It follows a text Nobel Peace Prize Laureates (1901-2005), Palais des Nations, Geneva 2006, by Ita Marguet.

Glaucoma

The silent thief of sight

Glaucoma is an eye disease that causes irreversible damage to the optic nerve, resulting in gradual, permanent loss of vision.



NEWSPECIAL ASKED PROFESSOR MANSOURI SOME QUESTIONS

Glaucoma is the leading cause of irreversible blindness in the world. Regular screening is essential to detect this silent disease in time. Interview with Prof. Kaweh Mansouri, a Swiss Medical Association (FMH)-certified ophthalmic surgeon at Swiss Visio Montchoisi and Swiss Visio Eaux-Vives and executive vice president of the World Glaucoma Association.

Professor Mansouri, you are an internationally renowned expert in glaucoma. Can you tell us a little more about this disease?

Glaucoma is an eye disease that causes a build-up of pressure within the eye and results in the slow, gradual degeneration of cells within the optic nerve and retina.

There are several types of glaucoma:

- Primary open-angle glaucoma is the most common type of glaucoma. It mainly occurs in people over 40 years of age and typically goes unnoticed because there are no symptoms or pain. As a result, it

is often called a silent disease and can only be detected through an examination by an ophthalmologist. It is often a hereditary condition.

- Acute angle-closure glaucoma is much more rare and, in contrast, causes severe headaches, eye pain and nausea. It requires immediate medical attention.
- Secondary glaucoma develops as a result of an underlying eye condition or systemic disease, such as eye inflammation or complications of diabetes.
- Lastly, congenital glaucoma or childhood glaucoma, affects infants and children. This form of glaucoma is often hereditary.

What are the symptoms?

Unfortunately, in the majority of cases, glaucoma begins without any pain or symptoms. It initially affects peripheral vision and these changes typically go unnoticed because one eye compensates for the weaknesses of the other eye because each eye has a visual field that overlaps with that of the other. People with glaucoma are usually unaware of a problem until there is significant narrowing of the visual field and the

As part of World Glaucoma Week, Swiss Visio is offering free glaucoma screening tests from Monday 1 March to Wednesday 31 March 2021.

Tests are available by appointment only and performed under strict health measures.

Please make an appointment at one of our participating centres by calling +41 58 274 23 10 or visit www.swissvisio.net

Swiss Visio Eaux-Vives, Rue du Nant 4-6, 1207 Geneva

Swiss Visio Montchoisi, Avenue du Servan 38, 1006 Lausanne

Swiss Visio Chavannes, Route de Maladière 16, 1022 Chavannes

Swiss Visio La Providence, Faubourg de l'Hôpital 81, 2000 Neuchâtel

Swiss Visio St-Imier, Rue du Dr-Schwab 8, 2610 St-Imier

Swiss Visio Fribourg, Rue de Lausanne 87, 1700 Fribourg

Swiss Visio Martigny, Avenue de la Gare 7, 1920 Martigny

Swiss Visio Valère, Avenue de la Gare 27, 1950 Sion

disease progresses to central vision loss. Therefore, to detect glaucoma early on, and to prevent permanent loss of vision, regular screening by an ophthalmologist is essential.

What happens during a glaucoma test?

The examination is performed by an ophthalmologist. It measures the pressure within the eye and checks the condition of the optic nerve by examining the back of the eye. These two quick, painless tests take about 15 minutes. Further tests may be required if the results are inconclusive.

We recommend regular screening from the age of 40.

It is essential to diagnose glaucoma as quickly as possible because existing damage cannot be repaired. There is also a better chance of preventing further vision loss and blindness if treatment is started immediately.

What causes glaucoma?

The exact cause of glaucoma is not known. However, a number of risk factors have been identified, including older age, a genetic predisposition, severe myopia or hyperopia, diabetes and vascular disorders.

Is there a cure for glaucoma? What are the treatment options?

Glaucoma is unfortunately a chronic

condition and there is currently no cure. However, there are various treatment options that can slow or stop its progression. They primarily aim to reduce the pressure within the eye. Three methods are used to achieve this:

- Medical treatment using eye drops
- Laser treatment
- Surgery

With early screening of the disease and current treatment methods, patients can lead a normal life without any vision loss. ■



COMING SOON!

GLOBAL HEALTH MATTERS IS A NEW PODCAST THAT EXPLORES HOW INNOVATIVE AND INSPIRING RESEARCH CONTRIBUTES TO ACHIEVING HEALTH FOR ALL.

Join our host, Dr Garry Aslanyan, for our episode on Women in Science, featuring:



Dr Soumya Swaminathan
WHO Chief Scientist



Dr Roopa Dhatt
Internal Medicine Physician and
co-founder, Women in Global Health



Dr Patricia Garcia
Research Professor at the School of Public
Health, Cayetano Heredia University in Lima

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Geneva Intl. united people from different departments at the institute.

Boris Paley/Graduate Institute

Podcasting with purpose

A simple “Hey I heard you want to make a podcast” and a five-minute conversation later, Geneva Intl. was born.

Michelle Olguin and Samhita Bharadwaj, Geneva Intl Podcast

It all started with a chance encounter on the main stairway at The Graduate Institute of International and Development Studies. One of those meetings that the current pandemic has made impossible. A simple “Hey I heard you want to make a podcast” and a five-minute conversation later, Geneva Intl. was born.

It would be months before content was posted, or even produced, but that short conversation would span a whirlwind adventure leading to a fully-fledged A.V. project for the Graduate Institute.

Gradually, while assembling a team of motivated people from each of the school’s departments the project took on a life of its own. So much so that a year later, five feeds with topics ranging from pop culture theory to wellbeing

would supply the most indecisive listener with a selection for their morning commute.

The issue for Geneva Intl. was simple. How can we empower students, academics, practitioners, and even the odd interested straggler to share their ideas? The Graduate Institute’s reputation for academic research may be unparalleled but a sizeable part of this only reaches a very limited audience. Ph.D. dissertations are fiddled with, stressed over, defended, and then promptly thrown into a vault, only resurfacing for book deals years later. Students work on papers for an entire semester, only to hand them in and, with a sigh of relief, immediately forget them. A myriad of fascinating topics may go without an audience, simply because the content seems too complex or hard to find.

Yet, as we all know, people love to discuss their research.

In fact, many of us avoid asking about it for fear of being cornered into an hour-long discussion at a party. Geneva Intl. bridges this divide by editing down the conversation you would have. It indulges and empowers people to share their perspectives and findings by turning it into accessible, quality content. Podcasts can be a carefully curated way to present oneself, as opposed to the improvised presentation you may get at the aforementioned party.

Of course, one must strike a balance here. Having fun is an essential part of the process. After all, everyone knows how dreary a podcast with an unenthusiastic host can be. Yet, each episode requires serious work. Because, although appearances may be deceiving, this is an important matter. Publicizing your research is a crucial skill that all students and researchers should have.



© Michelle Oiguin

The team usually insert humour into their videos, blending serious information with sketches.



There have been many student initiatives that focus on advancing communication on key thematic issues and regions. As is, Geneva Intl., is not the only initiative introducing avenues for communication, but it is unique in its inclusivity. By focusing on skills such as hosting or editing, the initiative gives participants complete freedom in choosing the issues they'd like to discuss. Whether you want to make a silly video outlining your research and its merits or want to record an in-depth conversation providing more nuance to your topic, the initiative is there to help. The flexible approach of Geneva Intl. has allowed the group to collaborate with numerous groups on a myriad of issues. From a deep-dive exploration on the future of work with a blockchain enthusiast to a discussion on the COVID crisis with global health academics, Geneva Intl. believes there is value in diversity. An interview can act as a soft introduction into the world of media for students, especially those finishing their Ph.D. and seeking to publicize their research.

This became especially true during the pandemic. Lockdowns pushed everything online, making it paramount for students to find new outlets for their presentations, defences, and other promotional endeavours. The A.V. initiative also had to change. "You don't know how to make a socially distanced recording, well you better learn quick" said one guest as lockdowns were imposed. So, the little initiative that could had to adapt and learn an entirely new set of skills for recording and mastering. Ultimately, when people have a message to share they will find a way, and the initiative saw a rise in inquiries and requests for collaboration. New podcasts flourished at the institute with students taking every opportunity to participate.

While the whole world was staying home, the team also took the opportunity to diversify. Making videos during this time became a top priority. Since many students reported using the podcasts as their window onto the outside world, videos could expand upon

the companionship. Geneva Intl. wanted to go further and uphold, as much as possible, the sense of community at the Graduate Institute. If hallway conversations were no longer an option, the team would have to go into the hallways and replicate this feeling of proximity. The day in the life series, allowed people to get a glimpse of a person's routine and, hopefully, made them feel less alone. The instructional videos attempted to teach others how to make a podcast at the institute, replicating the workshops that were now a thing of the past. And so, as we became increasingly accustomed to the new normal, the initiative fully developed as an A.V. project providing content of all sorts to an ever-growing audience.

Now, as the lockdowns have eased and COVID vaccines are within reach, one thing remains true. Podcasts, YouTube videos, and other social media content are not going anywhere. Institutions are now venturing into the production of content and realizing its power

in disseminating information to a wide array of people. It is all the more beautiful when the content's quality is on par with an institution's research. Production and communications are invaluable skills that make research appealing even to the most stubborn audience and they are abilities that will be all be required in the coming years.

After all, these mediums are the future, they are the ones driving conversations, at least until we can go back to accidental meetings on the stairway. ■

You can find Geneva Intl. on any podcatcher of your choice and find their videos on the YouTube channel Gisa Podcast

WHO is delivering tools to countries to fight the COVID-19 infodemic

At WHO we talk about an infodemic as a “tsunami of information”.

PAIGE BAGBY AND CHRISTINE CZERNIAK, WHO

At WHO, we talk about an infodemic as a “tsunami of information” – some accurate, some not – that spreads alongside a disease outbreak, often perpetuating online and causing physical harm in real life.

Infodemics are nothing new, but with the COVID-19 infodemic, overwhelming amounts of information in the news and on social media have made it hard for people worldwide to determine what’s credible and what’s not, so they turn to friends, family, colleagues and people they trust for guidance on what to believe and how to go about their daily lives.

When people are bombarded with information – and information gaps – it can be confusing and trigger uncertainty, scepticism, distrust in public health experts and governments, and poor observance of public health measures.

In the past year, we’ve seen COVID-19 misinformation drive people to ingest harmful toxins like bleach, mistakenly thinking it could prevent or cure COVID.

We’ve also seen aggression towards health workers from people who heard rumours that testing and diagnosing for COVID was a plan to harvest their organs.

This time last year, WHO launched a new initiative to advance the discipline of infodemiology and infodemic management so it’s integrated into emergency preparedness and response measures.

As WHO infodemic managers, our mandate is to identify and quantify how infodemics destabilize society, and work with partners across sectors to develop concrete tools for building resilience to infodemics.

Fast-forward to today. We’ve spent a year launching a suite of tools to fight infodemics, including:

- The first, second and third WHO global infodemic management conference
- A global fact-checker database and network in collaboration with partners
- EARS, an AI-powered open-source social listening tool
- A public health research agenda to root the



practice of infodemic management in evidence-based methodologies

- Launching the first infodemic management training program to upskill 270+ professionals from 75 countries who can deploy infodemic management strategies in countries
- A self-directed course for journalism on how to cover COVID-19 now and in the future

These innovations and others in development are helping everyone from ministries of health to tech companies, from journalists to civil society organizations, to offer a more systematic response in helping people manage infodemics so they can make better health choices.

While infodemiology is still in its nascence, one thing that’s clear is that infodemic

management does not solely rely on communications and messaging alone. Even the most compelling messages don’t always translate into the uptake of public health interventions.

It requires multiple skillsets like behavioural science, data analytics, technology application, media and health literacy, monitoring and evaluation, human-centred design, and most importantly, collaboration across these disciplines. When cross-disciplinary and cross-sector partnerships come together towards one goal, we’re able to fill knowledge gaps and mount a more robust infodemic management response. ■

For more information on WHO’s infodemic management initiatives, please visit WHO’s website, and please commit to practising infodemic management in the world around you.

Hermann Hesse translation by Alfred de Zayas

Stages

As every blossom fades and youth must pass,
 so every stage in life will only flower
 in its time, all wisdom, virtue has its hour
 and should not overreach, its prime surpass.
 Alert to every call from life, the heart
 must welcome new beginnings -- learn to part
 from all without regret, embracing new
 engagements bravely, open to what may ensue.
 In all commencement dwells a magic power
 that protects us, guiding us through life anew.

Content to stride from space to space, we should
 not cling to any as our own. The Life Force would
 not bind us nor restrain, but broaden our
 horizons, step by step enhancing us.
 No sooner are we settled, that our impetus
 declines. Impending slumber comes upon us,
 habit weighs us down. Thus only those prepared
 to part and wander prosper unimpaired.

Perhaps the hour of death will yet afford us
 newer spaces, younger hopes. Life summons us
 at every stage, recalling its true worth...
 Bid farewell, Heart: In parting is rebirth!

Stufen

Wie jede Blüte welkt und jede Jugend
 dem Alter weicht, blüht jede Lebensstufe,
 blüht jede Weisheit auch und jede Tugend
 zu ihrer Zeit und darf nicht ewig dauern.
 Es muss das Herz bei jedem Lebensrufe
 bereit zum Abschied sein und Neubeginne,
 um sich in Tapferkeit und ohne Trauern
 in andre, neue Bindungen zu geben.
 Und jedem Anfang wohnt ein Zauber inne,
 der uns beschützt und der uns hilft, zu leben.

Wir sollten heiter Raum um Raum durchschreiten,
 an keinem wie an einer Heimat hängen,
 der Weltgeist will nicht fesseln uns und engen,
 Er will uns Stuf' um Stufe heben, weiten.
 Kaum sind wir heimisch einem Lebenskreise
 und traulich eingewohnt, so droht Erschlaffen.
 Nur wer bereit zu Aufbruch ist und Reise,
 Mag lähmender Gewöhnung sich entrafen.

Es wird vielleicht auch noch die Todesstunde
 uns neuem Räumen jung entgegenschicken.
 Des Lebens Ruf an uns wird niemals enden ...
 Wohlan denn, Herz, nimm Abschied und gesunde!

Economic sanctions kill

The international community is committed to advancing the enjoyment of all human rights by all persons in all countries.



The Swiss cartoonist Philippe Becquelin (Mix&Remix) believed in the United Nations and in the work of UN Rapporteurs. He made this cartoon of me delivering one of my reports to the Human Rights Council in less than two minutes.

ALFRED DE ZAYAS, UN SOCIETY OF WRITERS

This noble goal enshrined in the Universal Declaration of Human Rights and ten core human rights treaties can only be achieved through international solidarity and cooperation.

The international community is also bound to advance the foundational purposes of the UN, namely the promotion of local, regional and international peace and development. In order to achieve these goals strategies should be developed, so that an international order emerges that brings prosperity and stability while respecting the sovereignty of states and their right to determine their own policies and priorities.

The Office of the UN High Commissioner for Human Rights has shown that its Advisory Services and Technical Assistance are effective in strengthening democracy, the rule of law and state institutions. One example: The opening of an OHCHR bureau in Caracas,

Venezuela, which I proposed during my mission to Venezuela in November/December 2017, represents a significant step in coordinating the assistance of UN agencies including UNDP, UNHCR, UNICEF, WHO, ILO and FAO. (see my report to the Human Rights Council in September 2018)¹.

Bearing in mind that the United Nations Charter is akin to a world constitution, we should endeavour to ensure that international action is based on multilateralism and that domestic law and practice conform with that constitution. History shows that international peace and the welfare of nations are threatened by unilateralism, including by the imposition of unilateral coercive measures against other countries, most frequently against geopolitical or geoeconomics rivals. Only UN sanctions imposed pursuant to Chapter VII of the UN Charter are legal. Unilateral coercive measures contravene the letter and spirit of the UN Charter.

While arms embargoes are

necessary and legitimate, because they aim to deescalate conflicts and give a chance to peace negotiations, economic sanctions aimed at “regime change” constitute a threat to the peace and stability of the world (Art. 39 UN Charter) and are contrary to numerous General Assembly resolutions. Any country or group of countries can impose embargoes on the import and export of weapons by countries already at war or in danger of entering internal or external turmoil, but they should not gang-up on a geopolitical rival by imposing crippling economic sanctions that invariably impact the most vulnerable.

Experience shows that economic sanctions are counter-productive. Not only do they fail to achieve “regime change” in the targeted state, they directly cause unnecessary deaths and violate the human rights of the populations affected. Many sanctions, even “legal” sanctions imposed by the United Nations Security Council (e.g. against Iraq



Professor Alena Douhan, UN Special Rapporteur on the adverse impact of unilateral coercive measures.

1991-2003), can cause death, even massive death, as documented by UNICEF and other international organizations (it is estimated that at least 500,000 children died² because of the sanctions³ against Iraq, whereas in Venezuela some 40,000 people died because of sanctions in 2018 alone³). When sanctions cause such havoc, they must be lifted and other methods must be tried that are consistent with the principles and purposes of the UN. Such sanctions also contravene international humanitarian law, which specifically condemns “collective punishment.” Sanctions regimes that aim at asphyxiating the economy of the a targeted country give rise to unemployment, hunger, disease, despair, emigration, suicide. To the extent that such sanctions are “indiscriminate”, they are tantamount to a form of “terrorism”, which by definition entails indiscriminate killing, just as land mines, cluster bombs and the use of cancer-producing depleted uranium weapons.

The history of unilateral coercive measures is one of suffering and devastation. According to the theory, such

sanctions are expected to “persuade” the targeted countries to change their policies. The aim of punitive sanctions, as the pundits like to predict, is that the sanctions will lead to such public discontent that the population will rise up in anger against their governments or lead to a coup d’état. Although the purpose of the sanctions is precisely to cause chaos, a national emergency, a volatile situation with unpredictable consequences, the political narrative attempts to justify the sanctions by invoking human rights and humanitarian principles as their true purpose. This is the classical instrumentalization and “weaponization” of human rights to bring about “regime change”. The human rights narrative is corrupted by the Machiavellian “the end justifies the means” approach. It is not only Machiavellian – it is Orwellian “newspeak”. But are human rights served by the sanctions? Is there any empirical evidence showing that countries subjected to sanctions have improved their human rights records? No.

Experience shows that when a country is at war – any kind of war – it usually derogates from civil and political rights. Similarly, when a country is enduring non-conventional hybrid warfare and is subjected to economic sanctions and financial blockades, the result is not an expansion of human rights, but exactly the opposite. When sanctions trigger economic and social crises, governments routinely impose extraordinary measures and justify them because of the “national emergency”. Accordingly, as in classical war situations, when a country is subject to a siege, it closes ranks in an attempt to regain stability through the temporary restriction of certain civil and political rights.

Article 4 of the International Covenant on Civil and Political Rights does envisage the possibility that governments may impose certain temporary restrictions, e.g. the derogation from Art. 9 (detention), Art. 14 (fair trial proceedings), Art. 19 (freedom of expression), Art. 21 (freedom of peaceful assembly), Art. 25 (periodic elections). NO ONE wants such derogations, but every state’s priority is survival, defending its sovereignty and identity. International law recognizes that governments have a certain margin of discretion in determining the level of threat to the survival of the state posed by sanctions, paramilitary activities, sabotage.

Thus, instead of facilitating the improvement of the human rights situation, economic sanctions often result in emergency domestic legislation that aim at safeguarding vital interests. In such cases sanctions reveal themselves as counter-productive, as a lose-lose proposition. Similarly, the overused practice of “naming and shaming” has revealed itself as ineffective. Among the many reasons why “naming and shaming” does not work is that the “named” country does not recognize the moral superiority of the “naming” country, which demonstrably has its own skeletons in the closet. What has been effective in the past is quiet diplomacy, dialogue, compromise, advisory services and technical assistance.

If the international community wants to help a country improve its human rights performance, it should endeavour to eliminate the threats that make governments retrench instead of opening-up. By now it should be obvious that sabre-rattling, sanctions and blockades are not conducive to positive change. Precisely because they aggravate the situation and disrupt the proper

functioning of state institutions, they actually weaken the rule of law and lead to retrogression in human rights terms.

In the light of the continuing threats by some politicians against countries subjected to sanctions, it would seem that an old French adage has application: *«la bête est très méchante, lorsqu’on l’attaque, elle se défend.»*

The beast is very nasty – when you attack it, it defends itself.

The bottom line is that “democracy” cannot be exported and imposed by force, that human rights are not the result of a vertical, top-down enforcement but rather require a horizontal recognition of the dignity of every human being, and that the exercise of human rights depends on education, mutual respect and solidarity.

Professor Alena Douhan, UN Rapporteur on the adverse human rights impacts of unilateral coercive measures, has just returned from a two-week mission to Venezuela in February 2021, where she evaluated the impact of US and EU economic sanctions and specifically asked that they be lifted⁴. ■

1 <https://undocs.org/A/HRC/39/47/Add.1>

2 <https://www.independent.ie/world-news/sanctions-have-killed-500000-iraqi-children-26114461.html> <https://www.gicj.org/positions-opinions/gicj-positions-and-opinions/1188-razing-the-truth-about-sanctions-against-iraq>

3 <https://cepr.net/report/economic-sanctions-as-collective-punishment-the-case-of-venezuela/>

4 <https://www.ohchr.org/EN/NewsEvents/Pages/DisplayNews.aspx?NewsID=26747>



©Edelembos

La Suisse inconnue, à la découverte des 26 cantons

Canton de d'Uri: Hospental

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

CARLA EDELEMBOS, UN SOCIETY OF WRITERS

C'est avec les cantons des Schwyz et de Nidwald qu'Uri a fondé la Confédération helvétique lors du fameux serment au Grütli en 1291 lorsque les «Eidgenossen» (les confédérés) ont signé un Pacte fédéral, d'abord donnant vie à une Confédération des trois cantons, enfin libérés du pouvoir des Habsbourg, Confédération qui, sept siècles plus tard, est composée de 26 cantons formant aujourd'hui la Suisse.

Au dixième siècle, le monastère Bénédictine de Disentis, située dans la région de Surselva dans

les Grisons bâtit une auberge à l'endroit maintenant connu comme Hospental (du latin *hospitaculum* – auberge). Cette auberge fut à l'origine du développement du village qui se trouve à 1500 mètres d'altitude. Il existe toujours plusieurs auberges à Hospental – ce qui n'est guère surprenant, parce que quatre routes importantes s'y croisent: la route traversant le col de la Furka vers le Valais, la route menant au col du Saint Gothard vers le Tessin, la route qui suit la rivière Reuss pour joindre le Lac des quatre cantons, et la route qui mène, par Andermatt, à Disentis en Grisons. A noter aussi que le

Furkareuss et le Gotthardreuss confluent à Hospental pour former la principale rivière de la Suisse centrale, la Reuss, qui continue vers Lucerne avant de se jeter dans l'Aare.

J'ai choisi la route par le col de la Furka pour arriver à Hospental et j'arrive donc d'abord au hameau de Zumdorf situé sur une butte: une poignée de maisons en pierres à côté de la chapelle baroque de St. Nicolas et un restaurant rustique. Depuis la chapelle il y a une jolie vue sur la vallée vers Hospental.

Zumdorf a été fondé par des Walsers au 12^e siècle. Je me dis qu'ils ont probablement emprunté le col de la Furka comme moi pour arriver ici depuis le Haut-Valais dont ils étaient originaires. Avec

leur arrivée commença la germanisation de cette vallée jusqu'alors occupée par des romanophones. Après plusieurs avalanches destructrices au 19^e siècle, la majorité des habitants ont fui vers Hospental ou même plus loin. Aujourd'hui Zumdorf ne compte que 4 habitants qui y résident à l'année – et ainsi ce village séduisant est reconnu comme le plus petit de Suisse.

Hospental est lui-même un joli petit bourg, composé d'anciennes maisons en bois et des édifices baroques situés autour des jolies places, fontaines et des rues étroites. Le bâtiment le plus ancien est la tour qui date du 13^e siècle, lieu de résidence des seigneurs du monastère de Disentis jusqu'au 15^e siècle. Ces seigneurs étaient des collecteurs d'impôts et des juges. Ceux qu'ils condamnaient à



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mort étaient pendus sur le gibet qui se trouvait dans la forêt de St. Anne à côté du village. En fait, à la sortie du village, après le vieux pont sur la Reuss, un écriteau signale la direction vers la potence, qui est parmi les rares en Suisse à être toujours visible.

Hospental, situé dans la vallée d'Urseren, prit de l'importance avec l'intensification du trafic par le col du St. Gothard au cours du 14^e siècle, ce qui le rendait moins dépendant de Disentis. En 1410 la vallée d'Urseren s'associa au canton d'Uri gardant toutefois une certaine indépendance. En 1649 elle se sépara définitivement de Disentis. C'est seulement depuis 1803 qu'elle fait pleinement partie du canton d'Uri.

Au-delà du vieux pont muletier

(construit en 1681) est situé l'hôtel restaurant Gothard dans un beau bâtiment baroque, datant de 1722. Le général russe Suworow a passé la nuit ici en septembre 1799 avant de se lancer dans une bataille meurtrière dans les gorges de Schöllenen quelques kilomètres plus loin contre les troupes de Napoléon dans un effort de chasser les Français hors de la Suisse pendant la deuxième guerre de coalition regroupant plusieurs puissances européennes contre la France. Sur place, un monument a été érigé en mémoire des soldats russes morts dans cette bataille.

Retour à des temps plus paisibles: nous nous promenons autour du village en admirant les belles vues sur la vallée et les montagnes alentour pour arriver devant l'église

paroissiale de l'Assomption. L'église fut construite entre 1706 et 1708 et abrite de beaux autels baroques créés par le sculpteur renommé Johann Ritz, originaire de la vallée des Conches en Haut Valais. Fière manifestation de la démocratie directe suisse, la Talgemeinde, l'assemblée des citoyens de la vallée, se tient chaque troisième dimanche de mai sur la grande place devant l'église.

De l'autre côté du village on peut apercevoir la chapelle et l'hospice St. Charles, construits en 1717 et récemment rénovés pour leur rendre le lustre perdu. Au-dessus de la porte de la chapelle chacun peut lire cette inscription qui montre bien l'importance de Hospental pour les voyageurs: «Ici la route se divise, mon ami, où vas-tu? Veux-tu descendre

vers la Rome éternelle? Vers la Sainte Colonne, vers le Rhin allemand, ou vers l'ouest, loin en Franconie?»

Moi, je repars vers Genève, ravie d'avoir découvert ce coin d'Uri. ■

Depuis Genève, prenez le train interrégional pour Brig, ensuite le train qui emprunte le tunnel de la Furka en direction d'Andermatt, arrêtez-vous à Hospental sur demande. Durée du trajet; 4 heures et 44 minutes. Une jolie balade vous mène à Zumdorf, le car postal 681 direction Furka ne fonctionne qu'en été et ne passe que deux fois par jour.

"Hier trennt der Weg, o Freund, wo gehst du hin? Willst du zum ew'gen Rom hinunter ziehn? Hinab zum heil'gen Köln, zum deutschen Rhein, nach Westen weit ins Frankenland hinein?"



Édifié sur un piton rocheux, le monastère de Stakna fondé au XVI^e siècle domine le fleuve Indus.

© Claude Maillard

INDE

Du Kanga Yatse au Tso Moriri 1/2

Loin du tourisme de masse qui a gagné le Népal, à l'extrême nord du continent indien frontalier avec le Pakistan, la Chine et le Tibet, le Ladakh propose d'innombrables possibilités de réaliser des treks sur les massifs himalayens qui l'entourent, dans une nature sauvegardée et des paysages à couper le souffle.

CLAUDE MAILLARD

Camp de base du Kongmaru La, altitude 4630 mètres.

De nos tentes installées sur une petite plate-forme herbeuse, la vue sur la vallée de la Markha est splendide. L'endroit situé au sud de Leh, capitale du territoire himalayen du Ladakh, fait partie des lieux les plus prisés de la région. Après s'être jetées dans la Zanskar, les eaux de la Markha rejoignent celles de l'Indus, le fleuve qui a donné son nom à l'Inde.

Minuit, c'est la pleine lune et le ciel est clair. La voûte céleste brille de mille feux et illumine les hauts sommets environnants. Réveillé par le vent qui

s'engouffrait sous la tente, j'ai dû me résoudre à m'extraire de mon sac de couchage si moelleux et douillet pour aller assouvir un besoin bien naturel. La température flirte avec les zéros degrés et je suis frigorifié. Jusqu'à 8 heures, instant où les premiers rayons de soleil vont venir apporter un peu de douceur, le restant de la nuit me semblera interminable. En cause le décalage horaire bien entendu, même s'il n'est que de 3 h 30, mais surtout l'heure avancée à laquelle nous avons dû regagner nos 4 m² de campement. Il faut dire qu'à cette altitude-là, après la fin du dîner fixée à 19 h 30, à la lumière des lampes frontales,

les distractions ne se bousculent pas...

Partis de Leh depuis une semaine afin d'atteindre les rives du lac Tso Moriri situé à 240 km de là, proche de la frontière indo-tibétaine, nous avons eu le temps de nous familiariser avec la haute montagne. Une petite randonnée dans la vallée de Shara qui nous emmènera à près de 4000 m d'altitude permettra de tester nos capacités physiques. Au préalable, la découverte de quelques monastères répartis le long de l'Indus nous aura permis de nous imprégner de l'univers bouddhiste et de vérifier également nos compétences religieuses.



© Claude Maillard

Loin de tout, coupés du monde, les villageois de Hangkar s'affairent à moissonner leur maigre récolte d'orge.



© Claude Maillard

Troisième plus haut sommet du Ladakh avec 6400 m d'altitude, le Kang Yatse I vu depuis le col du Kongmaru La.

Au programme, le monastère de Likir (dirigé par le frère cadet du Dalaï-Lama) puis celui d'Alchi, dont les fresques murales sont parmi les plus belles du monde himalayen. S'ensuivra la visite du monastère de Thiksey, connu pour sa ressemblance avec le palais du Potala à Lhassa (Tibet) et enfin celui de Hémiss, le plus grand du Ladakh¹.

Aventure au bout du monde

La veille de notre bivouac au camp de base du Kongmaru La, une partie de notre équipe logistique nous avait «plantés» en pleine montagne après s'être égarée dans la descente du col de Sktichen qui culmine à 4650 m. Avec leurs 16 mules chargées de toutes nos affaires personnelles et du matériel indispensable au campement, nos trois muletiers se sont tout bonnement trompés de piste et le soir venu, nous avons dû dégoter un refuge chez l'habitant dans le hameau de Chogdo. Après une journée déjà bien chargée, deux heures de marche supplémentaires ont

été nécessaires pour rallier notre campement de fortune. Exténués, nous trouverons réconfort auprès du chaleureux maître des lieux qui saura, aidé de nos guides Sangrup et Nurbo, nous recevoir «comme des princes». Assisté de Stanzin et Yontan, notre «chef» cuisinier népalais Ratna se mettra quant à lui aux fourneaux pour nous concocter des chutaki, spécialité ladakhi composée de pâtes fraîches faites maison cuites dans un bouillon de légumes.

Après cet exceptionnel moment de convivialité tout à fait inopiné, tout rentrera dans l'ordre le lendemain et nos mules seront à nos côtés pour franchir le col du Kongmaru La haut de 5247 mètres. Son ascension dans un paysage minéral de toute beauté est longue et difficile. Le souffle est court, la progression devient lente et les haltes sont fréquentes. Nous les mettrons à profit pour savourer ce fascinant panorama dans lequel nous évoluons, avec ces sommets déchiquetés aux



© Claude Maillard

Toujours à portée de main, le moulin à prières est constitué d'un cylindre rempli de mantras pouvant tourner librement autour d'un axe.



© Claude Maillard

À travers d'extravagants paysages désertiques, la rivière Chang Chu permet à une forêt de saules de se développer sur ses rives.

couleurs de roche plus extraordinaires les unes que les autres, le tout sous un magnifique ciel bleu azur que seule la haute montagne peut nous offrir. Un dernier effort et le sommet est en vue. Moment chargé d'émotion, c'est le temps des congratulations avant la pose d'un drapeau à prières qui s'ajoutera aux nombreux autres qui flottent déjà au vent.

Tour du massif du Kang Yatse

Face à nous, le massif du Kang Yatse pointe ses sept pics dépassant les 6000 m d'altitude. Troisième plus haut sommet du Ladakh (le point culminant situé dans la chaîne du Zankar étant le Nun avec 7134 mètres), le Kang Yatse I dont l'ascension est réservée à une poignée d'alpinistes chevronnés culmine à 6400 mètres. Plus abordable, et proposé au catalogue de «Adventure Tours»², le Kang Yatse II atteint quant à lui 6195 mètres. Avant d'entreprendre la descente sur Nimaling où notre bivouac est installé sur les berges d'un torrent glaciaire dégringolant des sommets enneigés, dernier

regard sur la vallée de l'Indus que nous avons quittée il y a quelques jours au niveau du pont d'Upshi. Sur ce tronçon, depuis Mahe, le fleuve qui dévale furieusement l'Himalaya à travers de profondes gorges depuis le plateau tibétain s'apparente à un gigantesque torrent tumultueux et limoneux. Les rares villages de la région partagent leurs activités entre la culture sur de minuscules terres arables et planes et l'élevage de yacks et de dzos (croisement du yack et de la vache). Passé le poste militaire d'Upshi, la route qui surplombait jusqu'alors vertigineusement l'Indus se retrouve au niveau des eaux beaucoup plus tranquilles qui se lovent dans un large lit bordé de bancs de galets déposés par la lente érosion de l'Himalaya. Voie ancestrale du commerce entre le Tibet, l'Inde, l'Asie centrale et la Perse, le Ladakh et tout particulièrement la vallée de l'Indus ont été au cours des siècles un lieu stratégique des routes caravanières. Ainsi, les monastères, dont celui de Stakna perché au sommet

d'un rocher qui s'élève entre deux bras du fleuve, ont pris des allures de forteresses d'où l'on pouvait surveiller toute la vallée.

De Nimaling, nous progressons vers le hameau de Thachungtse au travers d'un paysage plus verdoyant. Souvent venté, le plateau est occupé par quelques bergers venus de la vallée de la Markha pour s'y installer durant l'été avec leur bétail. Les nuits se font de plus en plus froides et la rivière Yakrupal que nous devons traverser à maintes reprises à gué commence à geler. Complètement isolée, coupée du monde, dans des conditions extrêmes de désolation, une poignée de maisons dominées par les vestiges d'un palais royal datant du X^e siècle surplombe l'endroit. Nous sommes à Hangkar où les villageois sont affairés à moissonner leur maigre récolte d'orge. Plus loin, sur les pentes escarpées qui nous entourent, une meute de chiens sauvages s'attaque sans succès à un troupeau de bharals (sorte de mouflons). Scènes irréalistes qui

nous plongent dans un autre monde...

Terme de la première partie de notre trek, le village nomade de Dat est en vue. Le sentier qui nous y conduit à travers une surprenante forêt de saules arrosée par la rivière Chang Chu arpente le tracé de la «route du pashmina», parcours mythique toujours emprunté pour le négoce de la laine du Cachemire. Un court transfert en véhicule nous permettra de rejoindre le lac Tso Kar d'où nous poursuivrons notre périple jusqu'au Tso Moriri, aux portes de la frontière avec le Tibet. ■

Suite de l'aventure à vivre dans le prochain numéro du *newSpecial*.

1 voir les numéros d'octobre 2013 à janvier 2014 et d'octobre 2018 à avril 2019 du magazine *UN Special*

2 Trekking "Adventure Tours"
www.adventure-tours.in

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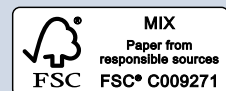
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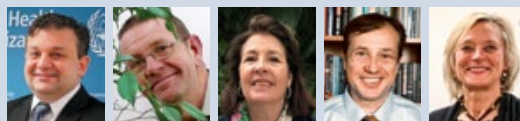
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