

UNECA StaffVoice

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Issue 6, December 2013



United Nations
Economic Commission for Africa

UNECA



Staff Voice mourns President Mandela



“Like slavery and apartheid, poverty is not natural. It is people who have made poverty and tolerated poverty, and it is people who will overcome it. And overcoming poverty is not a gesture of charity. It is an act of justice. It is the protection of a fundamental human right, the right to dignity and a decent life.”

—*Ambassador of Conscience Award Acceptance Speech, November 01, 2006*”

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A STAR ALLIANCE MEMBER 

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Peace and Security - A Paradox of Our Times

Seble Demeke, Editor-in-chief

As we celebrate September 21, designated by the United Nations General Assembly as a day devoted to strengthening the ideals of peace, both within and among all nations and peoples, we are confronted with intensified atrocities and mass murders taking place all over the world. Our world is becoming increasingly unsafe and insecure. Violence is overshadowing peace and security. Thousands are grieving and saddened by the loss of loved ones around the globe, as a result of violence and terrorism, and no one is immune from these tragedies clouding the world. The media is full of reports about domestic and international terrorism, violence and crimes, be it in the Americas, Europe, Africa, and Asia - who is left out? No one, there is no one untouched by this catastrophic horror.

What comes to our minds when we talk about peace and security? We think of tranquility, quietness stability and safety. We would like to feel that we are safe and secure, be it in our homes, workplace, the streets and at social gathering places. We would like to eliminate fear from our lives and be confident in what we do and where we happen to be at a given time. But, individuals, communities and societies are continuously targeted and becoming victims of violence, aggression, terrorism and war. These repeated actions around the globe have succeeded in instilling fear and anxiety into people, preventing them from leading a normal life and discharging their day-to-day responsibilities. This, in turn, affects the economies of

individuals, nations and the World at large. We are currently witnessing unimaginable senseless acts of violence. Innocent people, old and young, children, babies are being killed as they go about their normal lives.

Why would people target others they have never met. This is a question that everyone asks when confronted with such unexplainable violence. It is difficult to give the answer. Indeed, one can presume that peace starts with oneself, at home, beginning from childhood, and should continue during teenage life and to adulthood. If an individual or a group of people are not at peace with themselves and/or are not secure enough in their daily lives, they will jump at the first opportunity to create violence, hence sadness around the victims' families and their loved ones. The void in their lives needs to be filled, and unfortunately in most cases, it is filled with the dangerous thinking of committing violence and revenge as a response to a situation to which they have no solution and is beyond their control. It then becomes a vicious circle where, due to the lack of peace and security, violence starts and creates further and deeper fear, anxiety and hopelessness without no way out.

Also, the lack of peace and security has multiple effects in today's interconnected world. It disrupts the planning and production strategy of nations, which results in the reduction of the economic growth



and social development of individual countries with repercussions on the global economy. We will not be mistaken to conclude by saying that, the primary requirement for the world's economic and social development, towards which we are all striving, is the peace and security of its people.

The "epidemic of mysterious violence" is getting contagious, traveling fast throughout the entire world. It has become a way of life to those who commit random acts of aggression. Hence, no one country, rich or poor, is immune from this catastrophic horror. All nations should unite, face the challenges and address the root causes. In the words of Sir Winston Churchill, former British Prime Minister, "To build may have to be the slow and laborious task of years. To destroy can be the thoughtless act of a single day."

Note: The Staff Voice was under printing when we learned with sadness the sudden death of Nelson Mandela. The next issue will feature articles on this great African whose unlimited gift of love, tolerance, and forgiveness has touched the whole world.

End of Year Message from the President of the Staff Union

Makane Faye

Dear Colleagues,

Let me start by saying that 2013 has been a positive year marked with successes and achievements for ECA Staff members. It has been a year where many outstanding issues have been resolved with success. Some of the issues that we have been talking about for decades have been realized – our dreams have come true. “It is said that only parts can make a whole.”, and the parts I am referring to in this Commission are made up by highly qualified, committed and dedicated international civil servants.

I am therefore pleased to spell out below the concrete achievements of the Staff Union with unreserved collaboration of the ECA management throughout the year:

1. Salary Increase of 22.2% for the General Service staff across the board
2. The pegging of the General Services salary to the US Dollar. The first of its kind in the history of UN organizations in Ethiopia.
3. The Staff Union has, during the recent ECA restructuring, managed to solve 95% of the contractual situation of former Regional Advisors and project personnel, who have now gone through CR bodies and put on more sustainable positions in the Commission.
4. The Staff Union has contributed to the promotion to higher positions of G 2, G3 and G4 staff, who have been in stagnant positions for decades. Discussion with management on contractu-

al issues is a continuous process to which the good part of the Union's effort is devoted.

5. The Office of Staff Legal Assistance (OSLA) has assigned a new staff member to replace the former Legal Advisor who went on reassignment to New York last year.
6. The Union has been playing an important role in the informal resolution of disputes, by working with management. We will, in future, jointly avail the services of the Office of the Ombudsman,



Staff at the UN Day Celebration

which is based in Nairobi, to address any complex issues that are affecting individual staff members. There is a standing arrangement with this office to visit ECA on a regular basis.

7. The Federation of UN Staff Associations (FUNSA) was created in Addis Ababa in April. Membership comprises individual staff unions of all the UN family which defend the interests of staff and are a global interface between staff and the UN Management in Addis.
8. The Union has represented ECA staff members in various staff management bodies in Addis Ababa and at the global level.
9. The Staff Union Restaurant "The Green House" is operational and offers various catering services to staff and the UN institutions including on Saturdays.
10. The Staff Union Gymnasium has been re-equipped with

heavy duty training machines and aerobics classes to contribute to work life balance, including on Saturdays.

11. Staff Union Cards have been issued and distributed to members to enable them to receive external benefits from service providers.
12. Discounts from different super markets and vacation resorts have been obtained.
13. The Staff Union loan to its members has been increased by 50 percent, from Birr 10,000 (ten thousand) to 20,000 (twenty thousand).
14. The paid up membership of the Staff Union has increased and is currently 642 staff comprising 467 Gs, 157 Ps, 11 Ds, 6 NOs and 1 FS
15. In cooperation with UNDP, a T-shirt sale was organized for both adults and children for the Great Ethiopian Run which took place on 23 and 24 November 2013.

16. A Christmas party with fun fair for staff children was organized on 21 December at ILRI.

Dear Colleagues, we have been successful, not because we are lucky or that it had happened by chance. We achieved our dreams and wishes because of our hard work, dedication and commitment to the objectives of our Commission, with the support of all of you. Above all we have focused on the bigger goal, which is changing the image of Africa from a continent desperate for survival to one filled with hope and aspirations and is moving forward at a fast pace.

I would like to conclude by saying that, let us keep on being positive and focus on the essentials, putting "Africa First", and doing the best we can in carrying out our assigned responsibilities both at the corporate and union levels..

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Mr. Bambis, a Greek national, came to Ethiopia in 1952 at age 20. He is still serving the community providing nationally and internationally produced goods.

Dimitri Samaras,
President of the Staff Council
UNDP/UNOPS/UNFPA/UNV/UN WOMEN
ENTITY

SV: Your background?

DS: I am a Greek national and trained Economist and Staff Union Representative “at birth”. I have been with UNDP for 33 years and have thorough field and Headquarters experience. I am the President of the Staff Union as well as the President of the Federation of International Civil Service Associations (FICSA), including UNFPA, UNOPS, UNDP, UNV, UN Women, UNESCO and all the field services representing 22 missions.

SV: What are, in your opinion, the role and responsibilities of Staff Representatives in the UN system organizations?

DS: The role of staff representatives is defined by the General Assembly Resolution and translated in the Staff Regulations. It is an official role and therefore fully integrated over the staff management dialogue, which is to take place in every UN working environment.

The major role of a staff rep, is to be the spokesperson of the staff in ensuring that the merger of organizational interest and staff interest is taking place. There is no healthy organization without this dialogue. Of course it requires full recognition by the management for such dialogue/partnership to take place in good faith in accordance with the rules and regulations.

The staff rep negotiates the conditions of service under the UN Civil Service code which ensures that there is full compliance and adher-

ence to major principles such as integrity, professionalism, justice and transparency.

SV: What is your overall experience of staff representation in the UN?

DS: When I first joined UNDP in Bamako, Mali, West Africa, as a professional and as a young man of 26 years, I realized while reading the Staff Regulations and Rules in order to get my first education of UN exposure, that there was room dedicated for staff representation. Accordingly, I decided with my national colleagues to establish a local staff association and that was my first experience as a staff representative.

Since then, I, in addition to my functions in parallel, have dedicated myself to the interest of the local staff association. That was the beginning of the most rewarding, colorful and educational experience. This function has lasted until the present day, 33 years later.

SV: The range of topics covered in negotiation between staff reps and management can vary from one organization to the other. On which issues do the UN staff focus?

DS: Right now, the main focus is to preserve the UN Charter and the International Civil Service. The major issues are strongly related to the following topics, namely: the Conditions of Service, Salaries and Entitlements, Compensation Pack-



age, Interagency Mobility, One UN/ Harmonization and Coherence, Non-staff Issues which is increasingly creating different entitlements for the same job. Of course, there are other issues such as Career Path, Promotions, National Staff, Capacity Development, Staff Cuts/work force reduction, Downsizing, and others.

SV: You mentioned that you have been a staff representative from birth. From your long-term role as a staff rep, which areas are most difficult to come to an agreement with management and why?

DS: I strongly believe that if management recognizes the official role and mandate of staff representatives, and opens in good faith negotiations and a professional dialogue, the organization will be more effective and efficient with all its human capital supporting the noble cause of the UN, while serving the poor and the poorest. What staff representatives are currently focusing on is consistency, justice for all at all levels and equal treatment for all.

SV: Do you believe that all staff at Hqs and in the field are aware

of their rights, privileges and obligations?

DS: At the present time, I strongly believe that staff are not fully aware of their rights and should therefore take their time to read the most precious documents such as Staff Relations, Staff Rules Legal Framework so as to understand the overall system of justice which covers the formal resolution mechanism and the informal, comprising of the Ethics and the Ombudsperson's Office and the Staff Councils and Unions. Because the UN system is subject to such major changes as restructuring, work force reduction and other developments regarding their professional situation, they

need to know what appropriate actions to take accordingly.

SV: You must have led several negotiations between staff and management. Which one do you remember as the most difficult?

DS: The most difficult is the one that we are faced with currently, regardless of where we belong in terms of UN entities. Today, the UN Senior Management, on many occasions, decides to dismiss the official role that we were assigned before, and thereby, prevents us from operationalizing our mandate. The Staff Management Committee met on several occasions within the past few months, in

Belgrade and Mexico and despite our very constructive and positive position, the Management decided unilaterally to question the agreed upon terms of reference and unilaterally designed their own and had them endorsed by a misled GA membership.

SV: Any advice that you would like to share with the staff?

DS: We all should be proud as staff and Staff Representatives to be part of a unique environment and with a unique objective. We need to continue to be professional, assertive and not fear possible retaliation for which we will continue to have zero tolerance.

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African Youth: the custodians of a new social contract

History has shown the tenacity of African youth. Some of the most renowned figures of Africa's independence struggle started their political engagements as young adults. By the time he turned 37, Kwame Nkrumah was deeply involved in the planning of the 1945 Pan-African Congress in Manchester. Abdul Gamel Nasser, at 35, was a colonel in the Egyptian army and became President at 38. Frantz Fanon at age 27 wrote his first book to worldwide critical acclaim. Other leaders such as Nelson Mandela, Patrice Lumumba and Modibo Keita were all, in their youth, thinkers and change makers, recognized for their contributions. Indeed, my own mentor, Amilcar Cabral, by age 26, had founded several student movements dedicated to promoting the cause of liberation of Portuguese colonies in Africa. When he died at the age of 46, he had achieved more than many people do in several lifetimes. These are only a few examples of 20th century African leaders who, during their youth, were and continue to be a source of inspiration to Africans and the world at large.

By comparison, how well are today's African youth leaders supporting Africa's transformation process? Our youth is still struggling to make their voices heard in all spheres of influence. For example, the current median age of African leaders is 3 times the median age of the African population. African leaders seem

to be less willing today to open up space for political engagements. In North Africa for example, over a period of more than 40 years, failed to develop open and pluralistic political systems giving little scope for citizens' participation, especially the youth's participation in civil or political life. Analysts see this as one of the systemic failures that spurred the swathe of political uprisings, mostly led by unemployed young men and women

Approximately 54 per cent of Africa's youth is currently unemployed and more than three-quarters is considered poor. In many African countries, the informal economy is the largest provider of jobs for youth. For instance, in the Democratic Republic of the Congo 96.2 % of young workers are claimed to be informally employed; in Cameroon the percentage would be 88.6 and in Zambia, it is said that no less than 99 % of working teenagers work in the informal economy. In Africa, the tendency is that youth unemployment tends to increase with higher education levels. In Morocco, for example, ILO estimated that the unemployment rate for youths age 15-24 in 2004 was 7.7 percent for workers without a diploma, 28.1 percent for those with a baccalaureate, and 61.2 percent for those with a university diploma or higher. Although educational attainment levels are on the rise, Africa, compared to the rest of the world tends to lag behind.

This situation is worrisome. When we look at the current demographic mega trends, it is even an anachronism. Africa's population is growing at a faster rate than any other region. Not only is it increasing in numbers but, more importantly, the population is growing younger. In 2010, 20.4% of Africa's population was between 15 to 24 years. Further projections show that by 2020, 3 out of 4 Africans will be on average 20 years old. It is also estimated that by 2100, 10 out of the top 20 most populous nations will be in Africa- these are Ethiopia, the Democratic Republic of Congo, Malawi, Niger, Nigeria, Sudan Tanzania, and Uganda.

Whilst Africa's population is growing younger, the irony is that other parts of the world are growing older. The European Union, Japan, China and many other countries in the Americas are recording extremely low levels of fertility with severe repercussions on current labour supply. For instance, China and the EU labour supply are in a decline - after peaking in 2010 - and the Japanese population is expected to fall by up to a third in the next fifty years; with almost 40 per cent of the population being 65 years old or older. Most of Latin America will also follow the same trend.

The glaring reality shows that there is increasingly an imbalance in the world's demographic system and this has consequential effects on markets and social structures. A younger Africa with excess labour versus an aging world with manpower shortage. A younger Africa with a creative, resourceful and increasingly educated youth versus an aging world with

demands for innovation and new thinking.

How do Europe, Japan, China and others aim to fill the void that is emerging in their societies as the skills, strength, labour and creativity gap left by their aging societies grow and affect their lifestyle? Today's elderly generations in developed countries are able to enjoy a relatively prosperous retirement mainly because of their strong social welfare system, built on the shoulders of a large younger working population. To what extent can these countries sustain their social welfare contract with the old without re-negotiating a new contract with the places in the world where a large workforce will be able to sustain future generations?

This demographic and geographic asymmetry needs to be corrected by calling for a new global social order that takes into consideration the interest of intergenerational and intercontinental equity. Given that Africa will be the custodian of a younger generation, how can Africans "cut a deal" with the rest of the world, in order to harness the considerable potential that this demographic dividend represents?

Three hundred years ago, Jean-Jacques Rousseau, considered one of the most original philosophers of the Enlightenment, was born. His seminal work, 'The Social Contract' gives us a starting place for this discussion. Rousseau considered the possibility of balancing the relationship between humans and nature. He also looked at creating a society based on the principles of equality, freedom and participatory governance. The concept of a Social Contract was important in breaking the

entrenched structural inequalities that existed in the 18th century and the promotion of the ideals of equality and human rights.

The 21st century is different from the Enlightenment era. Different challenges exist such as the paralyzing breakdown and collapse of an economic system that makes us question current economic models, the increase in the number, intensity and impact of environmental and social crises transcending national and continental borders and requiring collective global actions. These new challenges call for, now more than ever, a need for alternative development thinking and a new intergenerational justice, where the needs of future generations inform the activities of the current generation.

Just as Rousseau's Social Contract did, we need to create a new Social Contract that is based on the original principles but goes beyond them. It needs to address current challenges, such as creating a redistributive system that is "solidaristic" and helps to enhance both intra-generational and inter-generational equity as well as create new institutions that can lift people out of poverty.

This is the real challenge of the 21st century and Africa's youthfulness potential cannot be taken out of the equation. African youth seem to be up to the challenge. Current change makers such as Ashish Thakkar, the youngest African billionaire, highly acclaimed Angolan writer Ondjaki, Ethiopian CEO of Sole Rebels shoe company Bethlehem Tilahun, Saheed Adepoju, inventor of Nigeria's first Android tablet and renown Ivorian footballer Didier Drogba

continue to raise the bar in their areas of expertise. Other African youth accomplishees like Kenyan Ory Okolloh inventor of the Ushahidi software, South African Fred Swaniker, who unearths and grooms young talents, Ghanaian investigative journalist Anas Aremeyaw Anas whose undercover work on corruption and human rights abuse has led to policy change across the continent, or Moroccan Hip Hop Group H-Kayne are all making a difference. Indeed the role of Tunisian youth Mohammed Bouazizi in the North African Revolution has been labeled by Academic Larbi Sadiki as an event that has 'changed the course of Arab political history'. These young people, just like their forefathers, continue to break new frontiers in science and technology, entrepreneurship and business, the arts and music, and change the political landscape of their times, using enablers such as social media or civil movements.

Is a new Social Contract utopian? Our collective interest is strongly rooted in our ability to institute the behavioral response that will ensure that, whilst cognisant of a risk sharing approach, we are also willing to spread opportunities that will provide safety nets to this and future generations. Africa has been described as the continent on the rise. It is gradually becoming an economic powerhouse, registering significant increases in GDP rates. A new Social Contract that will keep growth rates steady and equitable, and inspire new found confidence in the youth will enable the continent to actively pursue its "sprint" to transformational development.

<http://es-blog.uneca.org>

UNESCO General Conference elects Irina Bokova for a second term as Director-General

Paris, 12 November – The UNESCO General Conference today elected Irina Bokova for a second four-year term as Director-General of the Organization. She was nominated for the position by the UNESCO Executive Board on October 4 2013.

Born on 12 July 1952 in Sofia (Bulgaria), Irina Bokova was first elected Director-General of UNESCO on 15 November 2009. Her first term has been marked by a major reform of UNESCO, to make the Organization more efficient and relevant to challenges facing peace and development today, in a world of diversity that is increasingly interdependent.

Over the past four years, Irina Bokova has focused the organization's programme on two overarching objectives – forging a culture of peace and promoting sustainable development – along with two global priorities – Africa and gender equality. She spearheaded contribution at UNESCO to shaping the new post-2015 sustainable development agenda, highlighting the essential contribution of education, culture, the sciences, communication and information. The new agenda is currently being decided by the



United Nations and the entire international community.

“Human rights and dignity are the compass directions for all UNESCO’s action, and must remain the foundations for the lasting peace and sustainable development that we are seeking to build – more than ever, unity must guide us, to build the future we want for all, a more equitable, just and peaceful future.”

Irina Bokova has received doctor honoris causa from many prestigious universities across the world. In addition to her mother tongue, she speaks English, French, Spanish and Russian.

Source: UNESCO Press Release No. 2013-1

**Your
Comments
about
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are most
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UN Day Celebration at the Economic Commission for Africa 24 October 2013

Message from the Secretary-General for the UN Day
Presented by Eugene Owusu, UN Resident
Coordinator, UN Humanitarian Coordinator and
UNDP Resident Representative

Dear friends,

United Nations Day is a chance to recognize how much this invaluable Organization contributes to peace and common progress.

It is a time to reflect on what more we can do to realize our vision for a better world.

The fighting in Syria is our biggest security challenge.

Millions of people depend on UN humanitarian personnel for life-saving assistance.

UN experts are working hand-in-hand with the Nobel Peace Prize-winning Organisation for the Prohibition of Chemical Weapons to destroy Syria's stockpiles.

And we are pushing for a diplomatic solution to end suffering that has gone on far too long.

Our most urgent development challenge is to make sustainability a reality.

The Millennium Development Goals have cut poverty in half.

Now we must maintain the momentum, craft an equally inspiring post-2015 development agenda and reach an agreement on climate change.

This year again, we saw the United Nations come together on armed conflict, human rights, the environment and many other issues.

We continue to show what collective action can do. We can do even more.

In a world that is more connected, we must be more united.

On United Nations Day, let us pledge to live up to our founding ideals and work together for peace, development and human rights.

Message du Secrétaire général pour 2013

La Journée des Nations Unies nous offre l'occasion de saluer la contribution inestimable que notre organisation apporte à la paix et au progrès commun. C'est également l'occasion de réfléchir à ce que nous pouvons faire pour concrétiser notre vision d'un monde meilleur.

Les affrontements qui font rage en Syrie constituent notre plus grand défi en matière de sécurité. La vie de millions de personnes dépend de l'aide fournie par le personnel humanitaire de l'ONU.



Les experts des Nations Unies travaillent main dans la main avec leurs collègues de l'Organisation pour l'interdiction des armes chimiques, lauréate du prix Nobel de la paix, sur la destruction des stocks de ces armes en Syrie. Et nous faisons tout notre possible pour parvenir à une solution diplomatique qui mettra fin à ces souffrances qui n'ont que trop duré.

En ce qui concerne le développement, notre défi le plus urgent consiste à faire du développement durable une réalité. Grâce aux Objectifs du Millénaire pour le développement, la pauvreté a été réduite de moitié.

Nous devons maintenir la dynamique créée, élaborer un programme de développement pour l'après-2015 tout aussi enthousiasmant que celui auquel il succède et parvenir à un accord sur la lutte contre les changements climatiques.

Cette année encore, nous avons vu les Nations Unies agir de concert sur de

nombreuses questions, liées notamment aux conflits armés, aux droits de l'homme et à l'environnement. Nous continuons de démontrer l'étendue de ce qui est possible dans le cadre d'une action collective. Nous pouvons faire encore plus.

Pour agir utilement dans un monde caractérisé par des interconnexions de plus en plus denses, nous devons être encore plus unis.

En cette Journée des Nations Unies, prenons l'engagement de respecter les idéaux fondateurs de l'Organisation et d'œuvrer ensemble pour la paix, le développement et le respect des droits de l'homme.

Comments and views expressed by Staff members on UN Day Celebration - 24 October 2013

By Seble Demeke

What does the UN day mean to you?

Answers: I am not an employee of the UN, therefore, UN day does not mean anything to me. I am a part time worker and I don't understand UN holidays.

UN Day is bringing together all people and serving us as one. UN is assisting people all around the

world. It is a day to remember those soldiers, peace keepers, etc. who gave their lives, to bring peace to the world.

From participants attending the Climate Change Conference at ECA:

"I am not aware of the UN Day. I don't know what it means, I am sorry.

I know what it is. The United Nations is founded in 1945 at San Francisco and the Charter was signed on 24th of October. Very important day in a sense that it created a new law and order which we are using today. So it is a very important day.

Yes it is the day of the UN to create ownership, awareness creation on the role and tasks of the UN. I think that is what it is".

From the Exhibition Stand:

We are here to sell our goods and exhibit our product. But we don't know what the UN Day is all about.

From the UN Security Guards:

We are here to provide security on the occasion. Every year, when the celebration takes place, there is a Guard of Honor programme, a Flag Raising ceremony and we are preparing ourselves for that service. We know also that after 1945, and the fall of the League of Nations, the UN has been established in its place. We are also aware



Staff Members attending UN Day Celebration



Getting ready for the Flag Raising Ceremony

that 24 October is the day the UN Charter was signed. Furthermore, we know that every year, this day is celebrated at all UN duty stations around the world”.

We are celebrating the UN Day. It is the day when the UN was established. We come every year to celebrate.

UN Day means to me a lot. I am

here to celebrate the UN day as a UN Civil Servant. It means to me and my family, salary, and life altogether.

We are invited for the anniversary of the UN.

We are celebrating the 24th of October, the establishment of the UN. To me personally it is a liberty day, freedom, United Nations makes us

globally free from war, poverty and everything else.

This is the UN day and we are celebrating it. It means that it was on this date that the UN Charter came into effect. It is uniting all people around the world.

We are here to celebrate the UN holiday. I think it means United Nations day celebration which we

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celebrate every year by raising the UN Flag. What the UN does we don't know.

From the Ethiopian Government Special Police Band which comes every year and makes the UN Day Special and Colorful.

We are here to provide military music services to the guests of the UN who are coming from outside of our country. That is why we are here to entertain the UN guests.

But do you know what the UN is all about? It means that United Nations Member States, task is to make sure that all people of the world have good things, such as stopping wars globally and mostly for Africa to have all the good things such as extending education, health, road constructions, for all these things to happen. Therefore, we are here in relation to this celebration to entertain the gathering through our music and relaxing the audience in place through our music. We have a lot to do, we need to play the Ethiopian National song, and other national music and our entertain-

ment will continue”.

We came here to watch. *What are you watching?* The UN Day celebration. I believe that this is a very important event. This is the first time for me to participate in Ethiopia. It is very interesting.

It is a day that I can reflect what I am doing to myself and the UN accomplishments. So it is a very important day.

I think it is a very important day. Because of the UN we got things that we take for granted such as children's rights, women's rights, the right for disabled people, etc. I believe that the United Nations has brought the world a long way. That is my belief.

First you tell me who you are and why you are interviewing me and I will tell you what the UN Day is. “I am the Editor-in-chief of the UNECA Staff Voice Magazine”. OK Very good. This is the UN Flag Day so we are commemorating the UN Day. What does it mean to you? It means a lot to me because

it is an organization that I work for and it is an organization with principles and mandates to which I committed.

What does it mean to you yourself tell me. “I don't know and would like to learn from you”. Ask my boss. “No I don't go by boss here I want everyone's view”. It is the day of the creation of the UN. “So what does it mean to you personally”? I am proud of the day and that we all work together in one voice. That is the most important thing. We have something today which unifies the world in one voice to defend the causes for voiceless countries. That is the UN, that is us.

I am here to watch the band singing. To celebrate the creation of the UN. What does the UN do for you? I work here as a cleaner.

I am here to see what they are doing with the Flag. What about the Flag. Today is the UN Day. It is the day we celebrate the establishment of the United Nations and lifting of the Flag.



Steven Glovinsky, Director

Public Information and Knowledge Management Division

SV: Welcome to the United Nations Economic Commission for Africa. Could you briefly tell us about yourself? How long you have been with the UN and where were you previously posted?

SG: I joined UNDP in 1975 and in this context I spent 12 years in different duty stations in Africa and Asia. In 1987, I was assigned to New York and became a Program specialist working partly in the area of poverty reduction and governance, organizing thematic areas in helping governments to become more effective in their processes. One of my success stories is in Ghana. My last assignment was in India UN Country Team, where I worked for five years and retired. Two years after retirement, Mr. Carlos Lopez, the Executive Secretary of ECA, asked me to come here to set up the Knowledge Division. The Executive Secretary has a vision which is to make ECA a premier think-tank in Africa

SV: What is your exact responsibility in your current position at ECA?

SG: In the past history of ECA, there were essentially four different entities dealing with knowledge. One was Communications, one was Publications, IT Support Services and there was the Library and the Information Technology Centre for Africa. Basically the division I am heading now puts all of these together as the Public Information and Knowledge Management Division. They come from four separate places in the organization; so the idea of bringing them together un-

der one division is a new concept. We spent a lot of time with the team, the section heads and with the people themselves, discussing about the staff and the kind of work they do and what that means; as well as why these separate entities, which were in the Division of Administration and in the ICT, Science and Technology Division came together. That is what we have been working at; and when we put it together, essentially our Division is the unit in the house that helps the other units to be more visible and have more impact. That is really what it is all about. All my sections put together, are supposed to be a strategic service Division. One good example is the discussion that we had with the Macro Planning Division. They are the ones anchoring the Flagship publications for the Economic Report on Africa (ERA); but the whole Commission is responsible for producing it and that is how it is supposed to work. In this context, we sat down with people designing ERA; and my division said, how can we help you, how can we make this publication you are producing more visible and have more impact? Our division could do that. We have the Communication Section and the Publications and Documentation Section, which are both focusing on making the product they produce much more visible and really not to just treat it as a book, but as a policy document. It is going to be on industrialization cost and how industrialization policy can promote transformation in Africa, which is the big goal. We can, Communication and Documentation, both



generate more buzz, more interest, having discussions, getting the press involved, getting lectures going, and the publication getting disseminated more and really creating more buzz around the idea. When the launching comes, it is not just the launching of a book, it would be a combination of a lot of interest and a lot of ideas and a lot of discussions. That is what our sections do. To carry on, we have in addition, the knowledge and library services which are basically to help make sure that the document itself is comprehensive and engages the people and the decision-makers. The library will keep the collections of knowledge while the knowledge service will engage the professionals in discussion and that is something new that we will be introducing. The IT support section's job is to make sure that they have the platform and could be productive in terms of what they need to do, to communicate the messages as well as to confirm the messages. The idea is to have collaborative tools, communication tools and to make sure that they can work and that the organization will be more effective. What will happen

now is that we hope we will continue with the professionals and see to it that the policies represented in the report actually influence policymakers and are taken up by the countries. So this is the new approach.

SV: What is your strategy to support key areas of ECA's programmes and objectives?

SG: It is a very simple strategy, as I said; the division itself would support strategically the other divisions. Our job is to make sure that the other units have the maximum visibility and maximum impact. We organized a training session for the entire staff of the PIKM Division, where we trained everybody to behave as a strategic service staff. The training basically focused on two statements: "How can we help you?" and "No problem". Everybody in the Division got to practise those two statements. I hope that we hear from the divisions. It is a pretty simple strategy, when it has to do with IT, Communications and Publications, Knowledge and Library Services, and our people just have to say "how can we help you?" and when you tell us how to help you, we say "No problem".. It is about attitude, it is about being helpful and positive and making sure that everybody is on the same wavelength toward promoting the goals of the Organization. It usually works and this is my experience in other similar positions. Based on the feedback we are getting, so far so good!

SV: Challenges that you expect in carrying out your programme?

SG: There is always the bureaucracy, the rules and procedures which don't necessarily make it easy to operate. They are in place and there is a reason for them to be in place. Sometimes they make it harder to

work. There is always a tradeoff between getting things done and following the rules. Being in the business for 37 years that is the cost of doing the business. If you want to work for the UN and be effective, you have to accept that the bureaucracy is there and you have to deal with it, work with it, so that you could say "no problem" when somebody asks you. But right now, I am not facing too much of a challenge but I do expect it to come.

SV: By challenges I also meant to say for example, how to reach out to ECA clients such as governments, other international institutions, embassies, the private sector, civil society entities and non-governmental organizations?

SG: I have tackled that challenge throughout my career. We are going to do the same here. The Knowledge and Library Services Section is key in dealing with stakeholders. One of the things I set up in UNDP, 12 years ago was "Knowledge Networks". They are not about hierarchies but rather professions. You want to be talking to people in the same profession. They are more like professional associations and we set them up in UNDP in communities of practice in poverty, environment and governance activities. They discovered that they had the same job descriptions and had a lot of experiences to share. So there was no hierarchy and we cut the bureaucracy.

It did not make any difference what box you were in. You were just an e-mail address like everybody else. And everybody liked to share. So my last job in the UN Country Team in India was to set that up for the UN agencies, and we put professional communities in place. We put 11 in place working with 70

different UN Agencies. For instance, we put one for gender and development and it was operating with UN-Women and UNICEF and gender professionals, whether they work for government, the UN, research institutes, NGOs or the private sector, they want to talk to each other. We signed them up in a group and introduced something called a research services center so they help each other out. There were questions about the experience - How did you do something? Where can I learn more about this? In ECA, this is part of the portfolio of the Knowledge and Library Services Section to introduce this service called "Solution Exchange". It is a very practical example of how people could share professional knowledge and experience. And everybody can learn faster and be more effective in achieving their goals.

For ECA, what is interesting is that the Commission anchors these communities in substantive divisions to be led by full time professional staff while the technical support is provided by the Knowledge and Library Services Section. Hence we will be increasing the ownership of these communities by professionals available in ECA, thus extending its influence and getting more engaged in what these professionals practice. This also increases the feeling that ECA is working for them. It is their organization and they are there to help them do their work effectively. So if we talk about making ECA a think-tank, the goal is not just to hire the best experts so that they become the think-tank but it is to engage the professionals, the expertise already in these countries and get them to participate more actively and to help influence the activities and policies that ECA promotes. So this is our plan, and I hope it works.

We have had good success in this with all these different clients in Asia. It is not only outreaching but bringing them in, making them feel that ECA is theirs.

SV: Does your responsibility include improving internal communications among the different ECA programmes?

SG: Yes I think it does. This was flagged to me by the Executive Secretary, that there is a need to improve internal communication. I have been reading the Staff Voice and there is a lot of information in there that is good for internal communication. It really gives information, which is great. Maybe more is needed. ECA may think of a more formalized one or a more corporate type of communication. We will think about that. Perhaps it is a good idea coming from a corporate voice. I know that the “Staff Voice” is doing great but having a corporate voice can clear lots of misunderstandings.

SV: Now the ES has a blog and maybe that column in the Staff Voice could bring the corporate voice or have a special column also for the Communication Division.

SG: Yes that is a good idea. We can put a column there.

SV: How do you see staff management relations in this organization?

SG: I am very new here. But I have spent a lot of time with Makane Faye, who is the head of the Staff Union and who is actually one of my section heads. So far I have been really impressed by how positive everything is and you hear no grumbling which you hear in other organizations. Here is the

staff management relations are very good. I think Makane himself has done a great job because he is very conscientious, he is always helpful and he is a good leader. Carlos is also a good leader, he inspires people, and he gives a sense of purpose which makes a difference. He is consistent on that.

SV: Do you have a special programme on how to make communication with the SROs more effective?

SG: We are in the process of profiling. We will have country profiles and a data centre. I also met the communications staff here in Addis while they were on training, and the relation with the SROs is a very close one. They are all part of our communication cluster as well. We have spent time with them and I think they appreciated it. It should not be hard to reflect the interests of SROs because they are full part of ECA and it is good to remind people that ECA is not only in Addis.

SV: Do you have communication specialists for the different programmes you are planning? If not, are you planning to build such a team?

SG: We have our communications team; it is the External Communications and Media Relations Section. We have one person who manages the websites. We still need to recruit people. We don't have a Section Chief yet while it is a big area. There are lot of activities; every week there is a conference going on and so far the Communications team is a very thin one. I think we really need to beef it up, at least for the staff that are required. The Task Force also indicated that for any programme, we need to stress com-

munication much more than what we do now.

SV: How are you going to fit your strategy of communication with those of the Executive Secretary, who is in the process of restructuring the entire organization?

SG: That is my job. The Executive Secretary is the brain, he is the leader so our job is how do you get the rest of the organization lined up behind his vision and how do you use communication for this purpose.

SV: Any plan for a programme of activities?

SG: This is what we have been focusing on. In my first few weeks, I have been working on some initiatives and they basically follow the recommendations of the task forces. One communications strategy is branding the organization. The brand is what ECA stands for - Africa's transformation - for instance. We need to re-brand that. the Executive Secretary has spent time on the logo. Logo is the big brand. There are messages in a logo, the way it looks, the colors, the fonts represent different things. And it has to be consistent. That will be part of communications and it helps to sharpen the identity of the organization, around a particular vision. The other one is a knowledge management strategy; which is what the organization uses to increase its effectiveness and how it could learn from the activities it carries out and how to use knowledge. How does it feed into the rules and procedures of the organization and get smarter as it goes along? How does the organization get smarter based on the people that it has? Those are the things that we will be working on. Communications strategy, branding, knowledge management, promoting

the cultural side of ECA, Africa Hall is a kind of institution, making the library more of a learning centre.

SV: There seems to be a huge gap between the output of the organization and its proper dissemination to the people of Africa, who are the owners of the programmes. How are you planning to improve this situation?

SG: Engage them, bring them in. More people talking about ECA

and believing that ECA is working for them. The Executive Secretary advocates that Africa should tell Africa's story. That is a big part of making people proud. What is happening? It is a very important message. The idea is not only communication but also the message that the Executive Secretary puts out. It resonates with the media, especially the African media. They want to hear good news; there is good news now from ECA.

SV: Any message

SG: I am really impressed with the caliber of people here and the motivation. The rest we will take care of ; and I am really thankful to the Executive Secretary for bringing me here to be part of the African moment.

Thank you for your time Mr. Director and good luck in your new responsibility.

Interview by Seble Demeke

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Ambassador Crispin Grey-Johnson,

former ECA staff, former Gambian Ambassador and Minister and Senior Consultant Capacity Development Division, UNECA

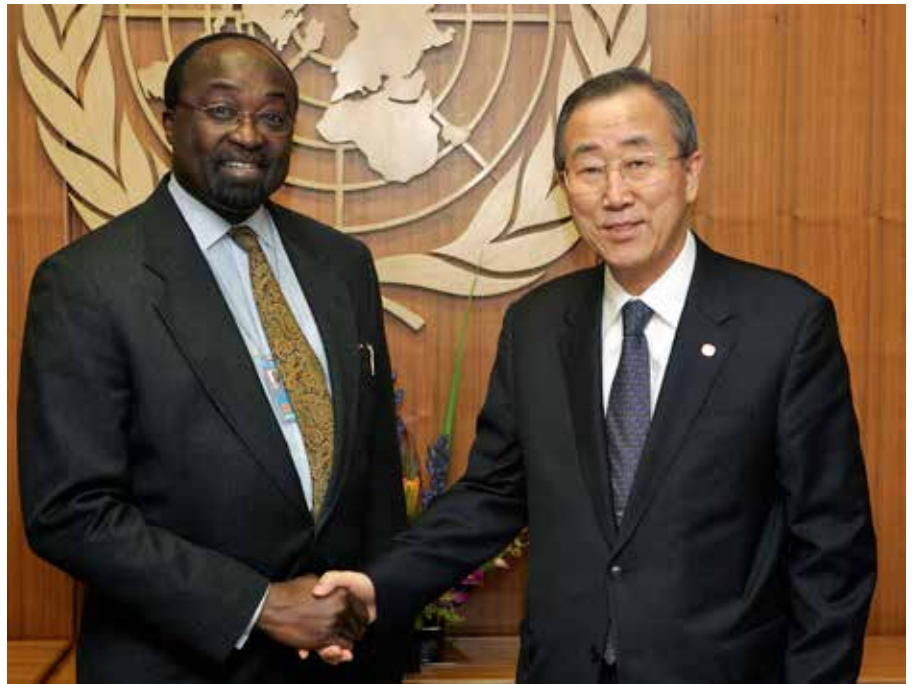
SV: Ambassador Grey-Johnson, welcome to UNECA Staff Voice Magazine.

CGJ: Thank you. I am glad to be here.

SV: We understand that you were the first President of the Staff Union. Can you explain how that happened, how long you stayed and why you left?

CGJ: Well first a brief historical background is that before the Staff Union we had a Staff Association which appeared then (the late '80s), to have outlived its usefulness. It was time for a change. It appeared that the interest of one group was veering the association away from its objectives and threatening to split up the staff body. There was therefore a need to restructure. Not only was that done, but the Association's name was changed to what we have today. The present structure was put in place in 1989 - 1990. At the first election, I was chosen as the first president and that is how I came to Staff Union work. I stayed only about a year and resigned because of disagreements within the leadership, and to devote more time to my substantive functions.

SV: What did you do during your presidency of the UNECA Staff Union? What were your achievements and setbacks?



CGJ: That was the first time that the Staff Union drafted a manifesto which documented what my group would do for staff if elected. In addition to the usual responsibilities that any Union should have towards its members – promoting the welfare, rights and privileges of staff - we also promised to do the following:

- 1) Set up a Commissary for the staff. You will recall that this was during the difficult days of regulation, control and widespread shortages of commodities –food, clothing, fuel, etc. Victory supermarket was there for foreigners to shop in, but it was of limited range and variety. So we thought it would be of benefit to all if we could have our own Commissary into which we could bring a wide range of foodstuff and other commodities to satisfy the varied needs of staff.
- 2) We proposed to build a Staff Country Club away from Addis. I personally went to Debre Zeit and negotiated with the Government Authorities and they offered us land on one of the lakes. The next thing to do was to mobilize the resources and build a proper well-resourced country club – a place where staff and their families could go to relax away from the stress and altitude of Addis. The club would contain sports and other recreational facilities such as tennis, squash, badminton water sports, indoor games, lodging and restaurant facilities, etc.
- 3) We proposed to set up a well-equipped Gymnasium, to allow staff members who are mostly sedentary workers, to engage in healthy exercise activities. This is good for staff and also good for the organization. I understand one is now in place.
- 4) We also wanted an indoor sports room so that staff could play table tennis, draughts, cards, etc. etc. Remember that this was a time when there was not much by way of recreational activities in Addis Ababa, and many staff members suffered from boredom.
- 5) We promised to have a petrol station installed in the compound.

Fuel was rationed at that time and shortages were not uncommon.

SV: Which one of the proposal did you achieve?

CGJ: Unfortunately I left before our negotiations with management were concluded. Then there was no follow-up.

SV: How do you compare your time of staff activity to the current one in terms of getting things done for the benefit of the staff?

CGJ: I am not competent to pronounce on this. I am not too familiar with the situation now. I do understand though, that you have a dynamic President and others among the Union leadership who have the institutional memory, and that the current group is competent and are doing a lot for the staff.

SV: When did you move from being a militant Staff Union member to a position of an Ambassador?

CGJ: It was in 1996. I left the UN and went home to the Gambia and went over to working as an Ambassador in Washington, D.C., and served in that position till 1999 when I was re-assigned to Liberia, Cote d'Ivoire and Sierra Leone, countries that were in the thick of civil strife at the time. When the war came under control in 2001, I was transferred back to the US this time to the United Nations in New York as Ambassador and Permanent Representative to the UN. I was there until 2007, when I went into cabinet back home as Minister of Higher Education, Research, Science and Technology and later on as a Minister of Foreign Affairs. In 2009, left the government and started my own company. I do consultancy

work for the UN from time to time. I have been doing consultancy work with ECA since 2010 and have been coming to Addis every year.

SV: Are there any commonalities between Staff Union work and the work of an Ambassador?

CGJ: The experiences are similar. In both positions you are representing interests. As Staff representative one's job is to protect and advance the interest of the staff. As an Ambassador you are to advance the interest of your country/government and in both positions one is required to strengthen relations while protecting one's interests - maintain good relations with other countries for the ambassador and good relations with management for the staff rep.

The methods are different. As a Staff Representative you are more of a militant but as a diplomat, militancy is the last thing you want to apply. But the objectives are the same.

SV: You are now again a UN international civil servant? What are your responsibilities in your current position?

CGJ: I am a consultant right now. When I came in 2010, I was asked to review a UN programme that was put together for the AU. I contributed to putting together this programme as an Ambassador. So when the Executive Secretary of ECA invited me to come and do a review of it, I was very happy to come. So this time around I have been called to do a second review of the same programme. It is a programme of Capacity Building. It is the entire UN system, all the agencies, funds and programmes, the Commission, all of them

working for Africa together and supporting the programme as one within the context of the Regional Coordination Mechanism (RCM). RCM is supposed to deliver joint programmes in support of AU's objectives and priorities. But in a manner that also builds capacity of the Organisation. This has been going on since 2006. The first review was in 2010 and I am here now for the second review.

SV: What is your view about RCM?

CGJ: In life, very few things are perfect but anybody who is involved in the RCM will tell you it is an excellent concept. It may not be perfect now in the way its operations are ordered, but in life, very few things are perfect. It has great potential for increased cost-effectiveness and greater impact. So everybody who is involved in it has a stake in doing what they can to improve on its operations.

SV: What advice would you give to the staff based on your experiences throughout your career?

CGJ: As someone who has been in ECA for about 20 years, and served in other places, what I can say is that ECA is the best school on African development anywhere in the world. The greatest concentration of expertise on African development is to be found here - and that is the staff. If ECA did not exist I think it would have had to be created. So all I can say to the staff is, continue to work diligently in the interest of Africa's development and keep the flag flying.

Thank you Your Excellency

Interview by Seble Demeke,

Megan Rees, English Editor, UNECA /PDS

SV: On behalf of the UNECA Staff Voice Group, welcome to Africa and to ECA. We are glad to have you here because we need one more English editor for our magazine!

Please tell me a little bit about your background. I know this is your first professional job and I would like to know how you got here. How did you join the United Nations?

MR: I grew up in Brussels, Belgium, and attended an international school. I then did a Masters in Translation and Professional Language Skills at the University of Bath. While I was there, the United Nations Language Competitive Examination (LCE) was announced so I applied and sat all the tests. I found out in January 2013 that I had passed and then in May, I was contacted by the Publications and Conference Management Section here at UNECA and asked if I would like to join the team as an English editor.

SV: Is this your first visit to Africa?

MR: Yes!

SV: This organization is very big, in terms of the number of nationalities, programmes, etc. Do you feel overwhelmed by its size? How are you adjusting?

MR: I've only been here one week but so far I am really enjoying it. Brussels has a large expat community and I went to school with people of all nationalities so for me it feels quite normal to be in a multicultural environment. In my opinion, that is one of the best things about working for the United Nations.

SV: What do you expect from this organization? For example, a year from now what is your dream (in addition to your editing job)?

MR: I would really like to learn some Amharic as I am here for two years. I am also looking forward to exploring more of Ethiopia and Africa.

SV: Did you know anyone in Addis before you arrived?

MR: No, I didn't know anyone at all. Since I've been here, however, I have met a lot of people. I feel like it is quite a small community – even after just one week I keep bumping into people I know around town.

SV: Did you know that the British Council is here and that they can provide you with all the information you need?

MR: Yes, I've already been, although it took me quite a while to get there as the British Council is across a very busy road and I am not used to the traffic yet. Cars just don't stop at pedestrian crossings here so I need to get used to that!

SV: What would you like to tell us about ECA and your experience after one week?

MR: I have received such a nice welcome here at ECA. It seems like a friendly place to work and it has definitely given me a very good impression of Africa. Everyone has been very kind and interested in who I am and what I am doing here.

SV: Have you found a place to stay yet?



MR: Yes, I've found something temporary. So far, that is the only problem I've encountered – it seems to be quite hard to find somewhere to live.

SV: Have you been shopping yet, in somewhere like Piazza or Merkato?

MR: No not yet, I have only been to a supermarket so far. That was quite fun as it was my first time in an African supermarket and there were lots of products I didn't recognize. I couldn't find the milk anywhere so in the end I had to ask an assistant, who looked at me like I was very stupid. It turned out I was standing right next to the milk but I hadn't realized because here they sell milk in little plastic bags. I had been wandering around the whole shop looking for bottles or cartons!

It is definitely quite a shock coming here if you have never been to Africa before. Even just walking down the street is a bit of a culture shock because of all the minibuses and cars beeping their horns constantly and swerving to avoid donkeys, chickens, goats, etc.!

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IPSAS International Public Sector Accounting Standard at ECA

Rokas Butanavicius, Division of Administration (DOA)

You might have pondered what is IPSAS and why must ECA adopt IPSAS? IPSAS are a set of high quality, independently developed international accounting standards that require accounting on a 'full accrual', which is considered the best accounting practice for international organizations like the UN. The General Assembly endorsed the adoption of IPSAS UN system wide in July 2006 as one of the reform tool for a stronger UN. When the current accounting standards (UNSAS – United Nations System Accounting Standards – largely based on International Accounting Standards (IAS)) were developed, international accounting standard for non-for profit did not exist, because of this gap the UN Board of Auditors recommended the UN to develop its own accounting standard.

UNECA is adopting IPSAS and will go IPSAS live on 1 January 2014. IPSAS will change the way we do business and one of its major impact will be in the way we recognize Revenue and Expenditure. Expenditure will be recognised when goods and services are delivered and not when an order is placed. Revenue will be recognised as soon as contribution is confirmed and not when cash is received.

IPSAS has its pros and cons. The major benefits include but not limited to:

- Comparability with other international organizations and na-

tional governments level similar to advanced industry and public sector benchmarks.

- Better Financial management – IPSAS require a complete account of assets, liabilities, revenues and expenses. This will result better inventory management, better management of PP&E, awareness of intangible assets and better knowledge of what the organization owes by recognizing future staff liabilities.
- Transparency to stake holders – under accrual accounting, there is greater accuracy in recording assets and liability. Also, the global citizens who are the main contributor of the UN funds will be able to comprehend how the assets entrusted to the UN are managed and what it is used for.
- Improved financial records that will lead better internal control system
- Harmonization of financial reporting in the UN system
- Comprehensive reporting of assets and liabilities of the organizations.

The main challenges of IPSAS are:

- Resources - UNECA wide and multi team participation in the IPSAS implementation activities' in addition to the routine tasks and output. IPSAS require the production of the Financial Statement annually rather than the former biennial reporting.

This will undoubtedly require additional tasks to be completed on annual basis, thereby constraint on existing resources.

- Training - ECA has provided IPSAS training to its employees through mandatory computer based training and Instructor Led Training. However, changes derived from IPSAS implementation require that ongoing and focused training/ workshop is provided to key staff members.
- IT system -The current IMIS system used does not support many of IPSAS's requirements such as incorporation of data relating to PP&E, inventories and intangibles assets in the accounting records, detailed accounting and reporting of employee benefits liabilities, accounting for leases....etc. The new ERP (umoja) which would have supported most of IPSAS requirements will be fully operation according to our plan by 1 July 2014. Capturing the additional data needed for the production of IPSAS complaint Financial statement will, therefore, present a challenge for the period between 1 January 2014 to 1 July 2014

UNECA's IPSAS implementation team, which is headed by the DoA, Ms. Hazel Scot, is committed, in spite of the challenges, to the IPSAS successful and timely implementation. We are currently working on key perquisite implementation activities such as data cleansing exercise, training the appropriate team, meeting IPSAS internal as well as external targets and deadlines. I believe, given the high level commitment, the implementation teams' dedication, that ECA will be fully IPSAS compliant by 1 January 2014.

ECA Print Shop gets ISO-14001-2004 Certification

By Charles M. Ndungu,
Chief, Publishing & Distribution Unit
(PDU/PDS)

All direct and indirect elements of the print shop's activities, have an impact on the environment; for example, document processing, storage, transfer, utilities, emissions to air, water, hazardous waste, raw material, energy use, waste recycling, noise, dust and visual pollution. For that reason, the ECA print shop has demonstrated management's commitment to the environment and raised the importance and level of environmental awareness to support an environmentally- responsible culture and values. The print shop has been audited by SGS, a world leading inspection, verification, testing and Certification Company. The print shop is now ISO 14001:2004 certified and become the first of the Regional Commissions and forth in the UN Secretariat, (after UNON, UNOG and UNOV) to acquire this certification

We are ISO 14001:2004 Certified! Bravo!!!!!!
ECA Publishing & Distribution Unit



ISO 14001:2004 certified



What is
ISO-14001-
2004?

The Environmental Management System ISO 14001:2004 is a structured approach to addressing the environmental bottom line which means that our certification to ISO 14001:2004 reflects an improved degree of environmental management which enables equal access to going "green" as per the UN policy of greening the UN. ISO 14001:2004 certification brings not only environmental benefit but also real economic benefits to the print shop. Our Environmental Policy includes thinking of minimization of pollution, waste, reducing consumption, sharing of environmental experience with others, and commitment to recovery and recycling. We recognize this will be a continuous process of improve-

ment rather than a steady state and we shall seek to improve our performances and of our suppliers, overtime.

Benefits

1. EMS reduces hazardous and non-hazardous waste to a minimum and provides con-

servation of resources, such as electricity, gas, space, and water.

2. Cost savings can often be realized and achieved by focusing on potential savings, such as the reduction of resource consumption and waste outputs.
3. Further, reductions of costs are associated with emissions, discharges, waste handling, transport and disposal.
4. Demonstrate management's commitment to the environment and raise the importance and level of environmental awareness to support an environmentally- responsible culture and values within the print shop
5. By focusing work to objectives and targets and establishing monitoring and control, the print shop will reduce costs of production operation, emphasizes continual improvement that will lead the Print shop to discover new ideas and ways of cost savings.
6. Provides evidence of regulatory compliance and provides evidence of management commitment to meet set environmental objectives and target and support the UN policy on "Going Green"

“You are Africa’s Future”

“Do not be afraid to question and be innovative”

“Always Reinforce the Purpose of Your Life”

Message from ECA’s Executive Secretary to the Trainees delivered through Ms
Inderpal Dhiman

Empowering the Future Leaders of Africa Life skill Education for UN Adolescents

By UN Cares Ethiopia August 26-30, 2013

The UN system designed a UN Cares Programme, which was launched by the Secretary General in 2008, to reduce the impact of HIV on the UN workplace by supporting “universal access” to a comprehensive range of benefits for all UN personnel and their families

Since its establishment in 2008 by the UNCT in Ethiopia, the UN Cares programme has been providing variety of services to UN Staff concerning HIV-related information, testing, condom provision

etc... in line with the standards set by the UN System. The programme has received high level recognition from The UN secretary General having won the 2012 Award for having promoted HIV testing and counseling according to the highest standards of quality, confidentiality and respect

Family members of UN staff play a vital role in preventing the spread of the HIV virus and providing care and support. Hence it is very important to extend the program to our dependents and



equip our adolescents with the necessary information and skills they need as they navigate their path in today’s world.

The UN Cares programme with the support of UNECA, The UN Resident Coordinators Office and Members of the UN Country Team organized life skills training for 152 adolescent children aged 10-19, of UN staff in Ethiopia from 26 to 30 August, 2013



Life skills training is a comprehensive behavior change approach that concentrates on the development of the skills needed for life such as communication, decision making, thinking, managing emotions, assertiveness, self-esteem building, resisting peer pressure, and relationship skills.

This kind of training is beyond providing information. It addresses the development of the whole individual-so that a young person will have the skills to make use of all types

of information related to HIV/AIDS, STIs, reproductive health, safe motherhood, and other communication and decision-making situations. It also helps to empower girls and guide boys towards new values.

Self awareness, body language, communication (with peers, parents), reproductive health, saying “no”, how to keep oneself and others safe from HIV, etc. were some of the topics covered during the five-day training. Specific subjects such as knowing and

understanding our body parts (for the younger audience); making the right choices; healthy relationships with the opposite sex for the middle group; love versus attraction; and reproductive health – abstinence, condom use, protecting oneself from HIV in the older age group were openly discussed using illustrations and teaching aids by the four highly skilled trainers from UNECSO, UNICEF and the two consultants:

The Attendees also received very empowering messages and words

of Wisdom from the UN Resident Coordinator, Director of the International Labor Organization, The WHO Representative and Representative from The ECA Executive Secretary’s Team

UN Cares team would like to acknowledge the Support given by The UNRC Office, ECA, ILO, WFP, UNICEF, UNESCO and WHO to make this training a reality. A special thanks to the UN Conference Center for Providing Conference Rooms Free of Charge through UNHCC



How to stay warm in cold weather!

Tamra Tekeste, Meeting services assistant,
DoA/ UNCC/ CCU

Greetings! As the saying goes, an apple a day keeps the doctor away, I strongly feel that we all must discuss about ways to survive in cold weather.

According to encyclopedic references, weather is defined as the state of the atmosphere to the degree that is hot or cold, wet or dry, calm or stormy, clear or cloudy. Now, to some of us cold weather can be great, however it can strike at any time of the year and turn a pleasant warm period into a shock. So, allow me to cite some of the illnesses caused by cold weather: pneumonia, flu, bronchitis, soar throats, and the common cold which are all caused by viruses.

Thus, we could most definitely make use of the following tips to stay warm:

We could first check the weather beforehand. If it is going to be cold, I would say that we need to find out how cold is it going to be and also about the condition of the wind.-All of these details can help us figure out how to dress and what kind of activities to plan. We can also check the weather on the Internet or on the television for useful information. The weather forecast is usually for the whole week, so we can be prepared for the cold days in advance.

We should of course dress appropriately. Thus, once after we have

checked the weather, it should be easy to dress well. If we are going to be out in the extreme cold, wear as much warm clothing as possible. If it is mid cold, try to dress in layers so that we can add or remove clothes throughout the day.

We should pack warm food and drink as it will warm us inside and keep our strengths up. We must make sure that we eat a healthy, balanced diet. We must include protein to protect and build our lean muscle mass and plenty of healthy carbohydrates from fresh fruits and vegetables. We must always keep in mind that a healthy body starts on the inside with proper nutrition.

Drinking water every day is also important in order to stay hydrated and to enable our body to assimilate nutrients and convert food into energy. Water also helps flush out impurities of your body.

It is crucial that we wash our hands frequently. Many people get colds, flues, and viruses by not washing their hands. We should note that every time we cough, sneeze we should wash our hands because thousands of germs are on our hands.

It is good to exercise regularly. Many researches have revealed that 30 minutes of moderate exercise, such as walking, helps boost our metabolism and our body's ability to fight disease.



Surprisingly it is also advisable to avoid white refined sugar and food high in sugar content as sugar makes our immune system sluggish or inactive.

Be prepared for all conditions. For instance, if we are walking back home from work or school and it suddenly starts bucketing down rain, then we are going to be in a tight spot. So, we should try to be prepared for all cold rain conditions. We should always keep an umbrella and thick coat with us.

In general terms, let us all fight the cold weather by keeping ourselves warm!

UN Family Day - Celebrating as One - 68 years of the UN

By Edda Zekarias, UNDP

UN staff came together for a day of fun and games at the beautiful ILRI compound on Saturday 26th October as part of the UN Celebrations marking the commemoration of the UN's 68th anniversary.

With 25 agencies based in the country, the UN Country Team in Ethiopia is of the largest in the world and events such as these that bring together staff from various agencies to create an opportunity to engage and share with each other outside of the usual office business.

This year's annual competition saw seven agency teams take part in a series of qualifier football matches that were played throughout the morning with ILRI beating ECA 2-1 to qualify for the finals. The other qualifier after

penalty shoot out was the team from UNICEF that beat the UNDP team which comprised members from UNESCO.

Other teams that took part this year included UNFPA, WFP and UNHCR.

A women's volleyball team from UNFPA walked away with the trophy after securing a 2-1 win over an inter-agency team. The kids' competition was the other highlight of the day. The extremely competitive swimming event cheered by enthusiastic parents included over 20 competitors taking part in a range of swimming styles such as free-style, crawl and breast stroke. The overall winners were Jacob Ssamba and Fatoumata Diop, both children of parents working for WFP. The youngest competitors aged 6 –



twins Malaika Sile and Amani Sile impressed spectators.

The talent competition proved the most entertaining and engaging with participants' ages as low as four. The final prize went to eight year old Bitania Terefe (parent from ILRI) for her recital of a wonderful poem in Amharic that told a beautiful story about determination and strength to not give up hope. The poem depicts a little girl speaking to a football, as the two embark on a journey to bring an international trophy that the whole world is eyeing to her home country, Ethiopia.

The hit summer song Gagnam Style got children on their feet non-stop and was also a very popular dance theme for children who showed their talents in the dance category.

The UN Celebrations is organized by the UN Communication Group. For more on the UN in Ethiopia visit www.et.one.un.org



Children of UN Civil Servants Enjoying the Day Together

PAN-AFRICAN MOVEMENT FOR A CULTURE OF PEACE

By Petra Vytecka
Sedinova,
Communications and
Information Department
UNESCO/ Addis Ababa

UNESCO and the Félix Houphouët-Boigny Foundation for Peace Research created an initiative which united representatives of 26 foundations and peace research institutes who met on September 20th at the African Union Headquarters in Addis Ababa and established a Network of Foundations and Research Institutions for the Promotion of a Culture of Peace in Africa.

The general objective of the meeting was to get together and federate foundations and research institutions for the promotion of a



Culture of Peace in Africa, in order to define a similar vision and a converging approach on how to build a Culture of Peace at national and international level.

“One day before the International Day of Peace which is celebrated on 21st September, we united here to establish the Network for the promotion of Culture of Peace. We at UNESCO believe that education is the foundation of any lasting peace and it is the driving force behind freedom and toler-

ance,” said Mr. Firmin E. Matoko, Director of UNESCO Addis Ababa quoting a part of the message by the UNESCO Director-General Ms. Irina Bokova, published on the occasion of the International Day of Peace.

Over 40 experts from more than 20 African countries and Italy gathered to create the Network which would further the objectives of a Culture of Peace meeting set in Luanda,

Angola in March 2013. One of the key conclusions of the Luanda Forum was the launch of a multi-stakeholders’ partnership for the implementation of this Action Plan through a series of coordinated actions at national, sub-regional and regional level.

The main aim of the recently created Network is to coordinate the work of foundations and research institutions for the promotion of a Culture of Peace in Africa, enhance greater visibility among national and international institutions and to implement the Culture of Peace in Africa Programme, as defined by UNESCO and the African Union.



Mr. Firmin Edouard Matoko, Director of UNESCO in Addis Ababa, with participants to the Conference on Pan-African Movement for a Culture of Peace

Poem: Tomorrow, Truth, Refuge:

By Wossen Mulatu
Communication Officer,
Media and External
Relations Section

Tomorrow

Will you still love me tomorrow?
When so old and shabby I grow
When pace of my heartbeat turns
so slow
When feeble bones my body show
When my reasoning turns so nar-
row
When I so filled with sorrow
When my income turns so low
Will you still?
Just don't know

Truth

His word
Stab me like a sword
Hit me like a thunder
As I listen in despair
My God, my caretaker
Since the day I was born
Disappointed
For my brain has frozen to think
For my eyes don't even blink
He asked me curiously
If I had hidden the treasure
If I had sold the gold
He asked me out loud
What is your share to the world?
Why are you here my dear child?
I jumped
I cried
I looked everywhere
And found the treasure
Hidden in my mind
Ready to explode
A truth
A talent
A script
Marked with special ink

My refuge...

My good refuge
Is your womb
My good nurse
Are your hands
My good cure
Is your medication
My good might
Is your heart

Your lovable voice
Is music to my ears
Your sweet word
Is my command
You show me love
You make me laugh
You make me dance
You make me sit on your laps
Brought me up with such comfort
At the nucleus of your breasts
Draining off milk from your nipples
And resting on them as I please
Never tire to pray daily
For my welfare, for my safety
You, at all times worry
About who I marry
When I go out and party
When I'm down or angry
You worry still
When I'm in school
When I'm at work
In the dim of the dark
Or in the clear day of light
So kind you are
Giving all care
A true tutor
Shaping manner
Passing on tradition
Passing on culture
Don't want to lose you
As long as I live
Cause without you
I don't know how to survive
I love you Mum
With all my heart
You worth more than gold for me
You worth more than diamond

A Farewell Message

By Aster Kebede, UNICEF

Dear Colleagues,

I never thought that the time would come, 31 May 2013, for me to separate from UNICEF. But, there is always an end for everything in life and today is the last day to say good bye to UNICEF which was my Home, my School, my Office and again my Home..

Let me take this opportunity to express my thanks to **UNICEF Representatives, Mr. Fombra, Dr. Ahmed, Dr. Padmini, Mr. Monasta, Mr. Tuluhungua, Mr. Paul Ignative**, (I remember that at the transition period from Derg to the New Government, the office did a lot for the staff Health and food security, in distributing First Aid kit, Plastic Water Tanker 400 Lt., buying and distributing wheat powder, 10/20 Lt's of Oil, Sugar, Gas, etc. what not). **Mr. Per Ingbak, Mr. Ibrahim Jabir, Mr. David** (for short term), **Mr. Bjorn Ljungqvist**, (there was budget and staff increase every time, but, at the time of Mr. Bjorn Ljungqvist, more budget increased and a lot of staff got an opportunity to be part of a UNICEF team), **Mr. Ted Chaiban** and **Mr. Peter Salama** (all in all 12 Representatives). Many thanks for their unlimited contributions to my country children & women directly and indirectly to all beneficiaries.

Many thanks to Senior Programme Officers (Deputy Representatives) **Mr. Tete, Dr. Padmini**, (Very supportive and Prog. Assistants Post was introduced at her time when she was a Rep.). **Mr. Alan Court, Mr.**



Carl Tinsman, Mr. Bashizi, Mr. Van Manen, Mr. Rodni Philip, Mr. Abdul Mejide Tibuti, Mr. Bruno Maes, Dr. Viviane Van Steirteghem (very strong, hard working and result oriented) and **Ms. Patrizia Di Giovanni** for their support and dedicated contributions to my country.

Many thanks to my Supervisors, **Mr. Merchandani, Mr. Kalidas Ray, Mr. Rupert Talbot, Mr. Colin Davis, Mr. Ken Gray, Mr. Hans Sprut, and Mr. Marc Rubine** for their dedicated contributions to the country, for their guidance and motivation, strength, support, love of the organization, hard work and involvement in the country programmes, RIBS, especially in the WIBS programme (which was my baby). And lastly to **Mr. Shadrack Omol**.

I also want to thank the WASH Team who were my Eyes in my stay in the Section for 23 years and helped me to look and see from all angles

My life started by joining Relief and Rehabilitation Commission, in the Commissioner's Office in 1974 as a volunteer and to be an Administrative Assistant with the International Snr. Secretary (funded by UNICEF) to the Commissioner's Office. I

started in this position after completing High School plus two years of Commercial School. Later, after three months working in the Commission, I got a retroactive lump sum salary payment from UNICEF (Br. 600 which was a very big salary at that time) requested by the Commissioner through the Chief of Logistic Section (Mr. Allen Johns, he was also funded by UNICEF and later came back to Ethiopia as a WFP Representative) and became a UNICEF Employee as a project staff working for RRC and then moved to UNICEF in 1977. At that time, the whole UNICEF Staff were 20 in numbers and the **Office was at the Service Quarter of old Ministry of Health Bureau**.

Thanks to **Ato SHEMELES ADUGA**, the Commissioner who opened my eyes and gave the opportunity to work as a Volunteer.

Even though I was working in RRC, because I was a UNICEF employee, I got a chance to transfer to UNICEF in 1977 as a secretary in WASH at the time of **Mr. Yovanovich**.. Very much Thanks also to **Brgadair Nambair**, Head of Nutrition, who was a link between UNICEF and RRC, who helped me very much to apply and get transferred to UNICEF as a project staff.

I officially joined UNICEF in April 1982 as a Snr. Secretary in the WASH Section. Then I became a Programme Assistant in the same Section in 1990 until February 2005.

When I look back, the motivation I had (not only me, but, all the PAs) to work hard with no time or space limitation, working very late in the week days, Saturdays/Sundays, with no overtime and was limitless. We worked whether the POs were around or not, with no supervisors

instructions, we were taking responsibilities (except technical matters or issues) we were all finance staff, auditors, checking all documents coming from the Regional IP Bureaus (full of cartons) and put "Paid by UNICEF" stamps in our names to make sure that the invoices will not be repeated and submitted again.

The idea of decentralization started in the WIBS (Woreda Integrated Basic Services) at the time of Mr. Tuluhungua in 1994 in four Regions, Tigray, Amhara, SNNPR and Somali.

The field offices closed in 1997 which my Section was a Team leader for SNNPR (for 11 Woredas). Because, there were not many POs in the Sections who could take over the whole responsibility of the WIBS programmes, it was automatic that the PAs in each section would take over the responsibility from entering activities, raising PGMs/CRQs/ PRs for our Regional responsibilities in addition to the regular Programmes in 11 Regions. My responsibility in the WIBS Programme was for 11 Woredas in SNNPR for all programmes and monitoring of the Implementation of the project activities together with BoFED Coordinator and the Finance staff, assigned from BoFED, who were auditing and checking the CAG liquidations. This responsibility gave me more opportunity to travel frequently to the Region/Zones/Woredas in addition to other Regions for WASH/Guinea Worm Programmes. Due to my involvement in the WIBS Programme, I learned a lot, knew people, learned more from the counterparts/ community, improved my knowledge, developed confidence, and made me feel happy when I think back to my little contributions to the UNICEF mandate, for Women and Children.

When WIBS was phased out in 2000, I remember that, there were problems in three Woredas, Amaro, Meinit, and Telo Cheta, that they could not use the fund allocations and they were supposed to refund back the total amount transferred to UNICEF. It was a big challenge for me, but, I took full responsibility, even at my level as PA, advised the Woreda Administrators not to refund the fund, instead, to sit together with the concerned IPs to write a note for the record which indicates that they will use the money immediately and to transfer the fund to their Regional Bureaus, WASH

/ Education, who were doing the work and to submit the liquidation documents, which they did. Immediately, after I returned back to the Office, I reported to the Section Chief and the Representative that I took the decision not to refund the cash advanced. Surprisingly, the **Representative Mr. Ibrahim Jabir**, appreciated the decision taken and reported it to the CAG Committee Meeting. More surprisingly, and what made me happy was the Woreda reported in the News Paper in December 2002 saying that they have used the fund donated from UNICEF for the purpose and sent



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a copy to my Section which I kept it until now. **This shows, how, we UNICEF Staff from top to lower level were together for one aim.**

Further to this, on a more personal note, this reminds me of the early days when we, as staff, used to get together and share Genfo, both national and international staff, to celebrate the arrival of a new child or Legsiwolede. It was also those memories that demonstrated the oneness of the team, and even more special, a united team working together to improve the lives of children, mothers and families in my country.

In 2005, UNICEF established Field Coordination Support Unit (FCSU) to bring back not directly the WIBS programme, but, to open an office in all the regions starting with SNNPR, Gambella/Benshangul, Somali, Oromia (Tigray, Amhara, Afar joined later) and to decentralize the work to the Field Offices. The idea of establishing FCSU was to liaise and coordinate with sections and act on behalf of the regional offices by handling all transactions be it, CRQs/PGMs/ Cash Transfers, SSAs , etc. and be fully responsible the liquidation of CAGs.

Based on the establishment of FCSU , the Office wanted someone to take responsibility and the Deputy Representative called me and said that you are recommended to be responsible for the Unit and asked me if I am willing to join the Unit . I said why not? It is a change and accepted the recommendation and moved from WASH to FCSU in March 2005 with official letter request with the level as PA until officially applied and given the Snr. Prog. Assistant Post in November 2005.

Thanks to Ms. Joan Lassale, Operations Officer, with whom I was working closely on field work issues

and Caring For US (CFU) who was one of the staff recommended me to the position. I remember that one management staff said, you are lucky, all applicants are external. There is no internal applicants to compete with, if you do well you will have a chance to get the post. because, priority was to be given to the internal candidates. **Why I am mentioning this,** it is to show that until recently, six / seven years back how the UNICEF Ethiopia staff were supporting each other. Because, I was already in the Unit, the staff thought that competing with me means, in case, who knew, if I didn't make it, they felt that pushing me out from my post. I did also the same once when my Supervisor (Mr. Colin Davis) asked and pushed me to apply in one post in the Office whether I get it or not. **I really appreciate that feeling the support with each other, the concern and the oneness that the staff had.**

When the FCSU was established in 2005 under the Field Coordination and Emergency, it was made up of the Snr. PA , 4 PAs and one consultant for few months to provide support in training PROMS to the newly recruited PAs. Frehiwot Mered for SNNPR, Ayelech Ketema for Oromia/Amhara, Yohannes Chanyalew for Somali/DD/Harari and Sadiya Said for Gambella/Benshangul and latter when Frehiwot resigned, Tsion Abate took over SNNPR.

The FCSU was meant to support the Area Based Teams and UNICEF management, in order to enhance the capacity of the BoFEDs and Woredas by working closely with the APSOs BoFEDs, UNV Woreda support Teams and be a link between the Area Based Teams, Programme Sections and Operations Section.

Many thanks to the FCSU Team that worked very hard as expected,

as planned and made the Unit as a Unit, with the support of all Programme and Operations Staff, especially the 23 CAG Consultants (hired by the Unit and deployed to the Regions to provide support by going to remote areas, to provide support to BoFEDs, IPs in Zones, Woredas and collect liquidation documents) who did contribute a lot to the field offices until officially decentralized in 2012. Of course, there were challenges as there is no reward with out challenges.

Thanks to all my Supervisors, to some colleagues who were calling me **Ato Aster,** (though I do not know why they are still calling me that) and to all staff who were really my legs to walk the long road for the last 36 years with confidence and happiness. I also want to remember those dear colleagues who are no longer with us, but, remain in our hearts.

Very much Thanks to **Dr. Kayode Oyegebite,** who was a Health and Nutrition Chief, now a retiree, who was not my supervisor, but did a big favor for me which even my close family could not do. And again this shows, how much we were supporting each other as UNICEF family.

Thanks to UNICEF for investing in me. For giving me an opportunity to go for experience sharing, attending so many training's to improve my knowledge and contribute to the advancement and well being of my country.

As I move to the new life, I know, I go with old very good, and new memories of UNICEF and I hope, with God's will, I will have an opportunity to think and discover what I want to do in my own time.

Thanks and I miss you all
Aster

The Ethiopian Government Launches Africa UNiTE Campaign to End Violence Against Women and Girls

Kristin Ivarsson,
Communications Officer, UN Women Ethiopia

Addis Ababa, 25 November, 2013.

On the 25th of November, the International Day for the Elimination of Violence Against Women, the Deputy Prime Minister of Ethiopia launched the Africa UNiTE Campaign to End Violence Against Women and Girls. Thereby, the Government of Ethiopia recommitted its determination to strengthen its efforts to make sure that women and girls in the country live a life free of violence.

“Ending violence against women and girls remains one of the most serious and ongoing challenges for governments and civil society all over the world,” said H.E. Mr. Demeke Mekonnen, Deputy Prime Minister of Ethiopia as he launched the Campaign. The Government of Ethiopia’s commitment to gender equality and to combat violence against women is translated in various policies and strategies such as the National Policy on Women (1993), Ethiopian Women’s Development and Change Package (2006) and the Strategic Plan for an Integrated and Multi-sectoral Response to Violence against Women, Children and Child Justice in Ethiopia. The full implementation of these policies and strategies remain however a challenge and violence against women and girls is prevalent in all parts of the country. “Educating women and enhancing their

overall participation are part of Ethiopia’s strategic measures taken to protect women from violence,” said H.E. Ms. Zenebu Tadesse, Minister of Women, Children and Youth Affairs at the launch.

The Africa UNiTE Campaign is the regional component of the United Nations Secretary General’s global UNiTE Campaign to End Violence Against Women and Girls that started in 2008. The overall purpose of the campaign is to address all forms of violence against women and girls in Africa by preventing violence against women and girls, promoting justice to address impunity and provide services to survivors of gender-based violence.

The Government of Ethiopia in partnership with the UN Country Team, launched the Africa UNiTE Campaign as part of the 16 days of activism against gender violence, an international campaign that runs every year from the 25th of November to the 10th of December. “I hope the UNiTE campaign can lead to women and girls leading safer and more productive lives, and that it leads to men treating their wives, sisters, mothers, and daughters with the respect and dignity they deserve,” said Mr. Eugene Owusu, UN Resident Coordinator in Ethiopia at the launch.

The campaign was launched in Addis Ababa at a half-day high-level event. In addition to the Deputy Prime Minister, the Minister of Women, Children and Youth Affairs and the UN Resident Coordinator, the event was attended by Ms. Jennet Kem, Campaign Manager for the Africa UNiTE Campaign and Ms. Letty Chiwara, UN Women Representative to Ethiopia, AU and UNECA, amongst other dignitaries. Events will also take place in Dire Dawa, Gambella and Lalibela during the 16 days of activism.

Ethiopia became the 21st country in Africa to launch the Africa UNiTE Campaign.

The Press Release is issued by The Ministry of Women, Children and Youth Affairs, UN – Delivering as One, the Africa UNiTE Campaign and Plan.

WHY DO WE NEED TO SET UP A SMOKE FREE ENVIROMENT?

Wassihun Melaku, NPO Health Promotion, Disease Prevention and Control Cluster

Kidest Desalegn, Intern, Disease Prevention and Control Cluster



Wassihun Melaku



Kidest Desalegn

Tobacco use is the leading cause of preventable death, estimated to kill more than 6 million people each year worldwide. Most of these deaths occur in low- and middle-income countries. Smoking causes as high as 90 percent of all lung cancer deaths in men and 80 percent of all lung cancer deaths in women. An estimated 90 percent of all deaths from chronic obstructive lung disease are caused by smoking.

In Ethiopia, although data on different aspects of tobacco use, consequences and socioeconomic burdens are hardly available from a national scale level study, it is important to consider chat chewing and alcohol consumption where smoking at times is being used in association. The absolute number of smokers and secondhand smoke exposure in the country may be significant, even with the prevalence estimate of some limited studies as low as 4%.

SECOND HAND SMOKE

While tobacco users are affected by health, social and economic consequences, those who do not smoke can be affected equally from secondhand tobacco smoke. According to WHO's definition, second-hand tobacco smoke is

“the smoke emitted from the burning end of a cigarette or from other tobacco products usually in combination with the smoke exhaled by the smoker.” Second-hand smoke thus, includes both the smoke given off directly by a burning tobacco product as well as the smoke exhaled by a smoker.

HOW ARE PEOPLE EXPOSED TO SECOND HAND SMOKE?

Exposure to secondhand smoke can take place in homes, work places, public transport and cars, public places, such as bars, restaurants, and recreational settings. Thus a smoker affects his family, work mates, friends, and the public.

In Ethiopia, the most common source of secondhand smoke is from cigarettes and traditional smoke products.

DOES EXPOSURE TO SECOND HAND SMOKE HARM HEALTH?

The answer is YES. According to WHO, “every year, second-hand smoke causes 600 000 premature deaths worldwide. Tobacco smoke contains more than 4000 chemicals, of which at least 250

are known to be harmful and more than 50 are known to cause cancer. About 40% of all children are regularly exposed to second-hand smoke at home. Thirty-one percent of the deaths attributable to second-hand smoke occur in children. Youths exposed to second-hand smoke at home are one-and-a-half to two times more likely to start smoking than those not exposed.”

In adults, second-hand smoke causes serious cardiovascular and respiratory diseases, including coronary heart disease and lung cancer. In infants, it causes sudden death. In pregnant women, it causes low birth weight.

Second-hand smoke can spread from a smoking area to a non-smoking area, even if the doors between the two areas are closed and even if ventilation is provided. Separate or ventilated smoking areas do not protect non-smokers from second-hand smoke. Only 100% smoke-free environments provide effective protection.

WHO'S TOOL FOR PREVENTION OF DEATHS RELATED TO TOBACCO

In order to reduce morbidity and mortality from increasing NCDs burdens, due attention should be given for prevention of risk factors and promotion of healthy life styles. On 27 February 2005, the World Health Assembly adopted and enforced The WHO Framework Convention on Tobacco Control (WHO FCTC). The treaty was adopted by 176 Parties including Ethiopia who constitute 88% of the world's population.

Taking in to account the increasing burdens of deaths due to tobacco use, in particular the less response seen in voluntary behavior change to protect nonsmokers from exposure from second hand smoke, it would be necessary adopt the WHO Framework Convention which is an evidence-based treaty that reaffirms the right of people to the highest standard of health, provides legal dimensions for international health cooperation and sets high standards for compliance.

WHAT SHOULD BE DONE TO REDUCE NONSMOKERS' EXPOSURE TO SECONDHAND SMOKE?

According to WHO Guidelines to Article 8 of the WHO Framework Convention on Tobacco Control, "there is no safe level of exposure to tobacco smoke". The only way to protect people from the harmful effects of second-hand tobacco smoke is through creation of 100% smoke-free environments. Ccomplete elimination of smoking from in indoor spaces and premises including sell-

ing of tobacco products provides the most effective way to ensure nonsmokers are protected from secondhand smoke.

Considering the health risks of tobacco use and second hand

smoke, it is time for organizations to consider the health impact of tobacco use and make decisions to create a smoke free environment within their premises and encourage their management at all levels for its proper implementation.

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The International Civil Service Commission (ICSC) recommends Mandatory Age of Separation (MAS) to 65 years, without prejudice to acquired pension rights for current staff



On 12 April 2013, the UN General Assembly (UNGA) adopted resolution 67/257 on the United Nations common system: report of the International Civil Service Commission, which, inter alia:

“(...) Endorsed the Commission’s decision to support the recommendation of the United Nations Joint Staff Pension Board to raise the mandatory age of separation to age 65 for new staff of member organizations of the Pension Fund, effective no later than 1 January 2014, and welcomed the strategic review being undertaken by ICSC in consultation with organizations and staff representatives of the implications of applying the increased mandatory age of 65 to current staff members and looked forward to considering the outcome of the review at its sixty- eighth session (...)”.

Secretary-General Ban Ki-moon meets with Staff Union Representa-

tives from around the world.

Therefore, the recommendation will be considered at the current session of the UNGA in the fall this year. The United Nations Staff Unions and Associations strenuously supported and welcome this recommendation. It brings the UN into line with global longev-

ity trends. It will eventually bring equity of treatment to staff and help the sustainability of the Pension Fund. Finally, it will be beneficial to the organization, as it would result in improved retention of institutional knowledge and experience, allowing sufficient time to manage succession planning and handover to younger generations of staff.

Extracts from important statements at GA delivered on 29 and 30 October 2013

Below are excerpts from some of the statements delivered on 29 and 30 October 2013 at the UN General Assembly regarding the proposed budget.

G-77 Statement:

“ 12. This reality proves wrong the deceptive argument of “doing

more with less”. In reality, what we have today is LESS transparency in the work of the Organization and LESS oversight and control by Member States.”

“21. As the Group whose Member States constitute a qualified majority in the General Assembly, we will not allow the United Nations budget to be held hostage to

the political whims of a few. The size of the financial contribution provided by a Member State in no way gauges its level of commitment to the Organization, nor the sacrifices made at home to contribute to the common good. Neither does it confer special prerogatives or a “veto power” in the General Assembly.”

Chairman of the ACABQ:

“...The Committee notes that the proposed reductions fall disproportionately at the lower grade levels or where posts are vacant or soon-to-be vacant. In addition, the Committee makes the observations that the Secretary-General’s proposals lead to an upward shift in the overall grade structure of the Secretariat’s staffing table.”

Japan:

“...We commend the Secretary-General’s efforts to propose in the programme budget for 2014-2015 the abolishment of 396 posts that would result in a net reduction of 261 posts. This is only the first step....For example, according to the current proposal, the number of posts at the P3 level and above will increase, while those at the level of P2 as well as at GS will decrease. Such a proposal is neither healthy nor sustainable from the long-term perspective. My delegation underscores here again the necessity to tackle the staffing structure in order to realize a healthy and sustainable Organization.”

Brazil:

“...We are seriously concerned that innovative interpretations of

long-standing General Assembly resolutions regulating the budget process may be disrupting the common ground on which our deliberations are based. We caution against unduly politicizing budget negotiations on account of extreme positions by a small group of countries. Often, these positions seek no broader objective than to cut costs for the political appeasement of constituencies unsupportive of the United Nations and its goals. We, on the other hand, are among those who believe the UN has a central role to play and that resources should be deployed accordingly, especially with a view to strengthening the development pillar of the Organization.”

Pakistan:

“13. We concur with the Advisory Committee’s observation that in the absence of a reliable impact assessment, the proposed resource reductions in 73 areas of activities will have negative implications on the Organization’s ability to deliver its substantive mandates. As well as the proposed abolishment of 261 posts which fall disproportionately at the lowest grade level and coincide with an increase in higher level posts, would limit the ability of the United Nations to attract and develop young talent and to rejuvenate and revitalize the Organization. We also note that while the posts have been proposed for abolishment, the continuing need for the related function has not been reviewed. This leads to an impression of cost-shifting of the posts from regular budget to the extra-budgetary resources. We look forward

to discussing this issue in light of the relevant provisions of the General Assembly resolutions.”

“... the approval procedures, reporting requirements, and accountability mechanisms for the extra-budgetary resources often lack transparency. The voluntary contributions should be subject to same level of intergovernmental scrutiny and oversight in order to enable the General Assembly to monitor and evaluate the outputs, impact and improvement in programme delivery. We would like to emphasize the need for addressing in a systematic manner the anomalies and discrepancies in the use of extra-budgetary resources.”

Cote d’Ivoire, on behalf of the African Group

“The African Group is deeply concerned on the across-the-board resource reduction which may jeopardize mandate delivery.”

“The African group would like to recall that the United Nations should pay a particular attention to our continent, as the development of Africa has been rightly acknowledged as one of the eight priorities of the United Nations. Therefore, Mr. Chairman, The Group would pay special attention to the Economic and Social Affairs, Development in Africa, in particular strengthening the United Nations system support for NEPAD, as well as the Economic Commission for Africa”

The full statements are available at:<http://www.un.org/en/ga/fifth/68/statements68.0m.shtml>

UNITED NATIONS STAFF UNIONS 2013 SUMMIT

By Makane Faye

The UN Staff Unions Leadership Summit was held in New York from 30 September to 4 October 2013 with the participation of the Presidents and Chairpersons of the UN Staff Unions from the secretariat and agencies.

The main objective of the summit was to discuss with UN General As-

sembly delegates, important issues which affect the operations of the UN in member States with impact on staff welfare. In this context meetings were held with the President of the General Assembly, the G77, the 5th Committee, the EU delegates, the US representation to the UN, representatives of US Employees Unions, etc.

Discussions were also held with the Secretary General, the Chief of Staff, the Under Secretary General for Management, the Assistant Secretary General for OHRM and other key staff members of the secretariat as

well as with the International Civil Service Commission (ICSC).

The main outcome of the meetings was the creation of a joint staff management working group at the global level to discuss ways and means in resuming the stalled Staff Management Coordination Committee (SMC).

ECA was represented in the Summit by Makane Faye President of the Staff Union Executive Committee and Alemayehu Haile, Chairperson of the Staff Council



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The Clinic at a Cross Road

By Henok Legesse,
UNECA Staff Council

The clinic is facing a challenge: its current annual budget is not yet approved; and there was a significant deficit in its 2012 budget.

Many issues are on the table. Unless they are settled in good time, the fate of the clinic will be a reduction in its staff, and a shrunken clinic with minimum services.

The clinic is structured as a common service to staff members and families of ECA and other UN agencies. As a result, decisions at different levels are made through bodies incorporating members from the respective institutions.

The way forward might be bumpy and blurred, but still, decision options at this crucial moment should not include the reduction of the services.

In times like this, we shouldn't lose sight of the significant roles the clinic is playing. And it is a fact that the benefits of the clinic are mutual to both staff members and the organizations.

The clinic is located within walking distance for the majority of staff members participating in this common service. Going for a doctor's appointment usually lasts a standard tea break - no day offs or sick leaves required. Its apportionment scheduling is the best in town - the maximum we might



wait for consultation sessions is within 20 minutes range.

The staff: they are the best in all measures; they are colleagues and friends; and of course best pals of our children.

Its environment is clean and orderly with pleasant atmosphere. This is a place where we also hangout and network, and make acquaintance with colleagues within the UN system.

Much more can be said of its unquantifiable values. And they should be considered foremost at this moment, with some of the obvious required adjustments.

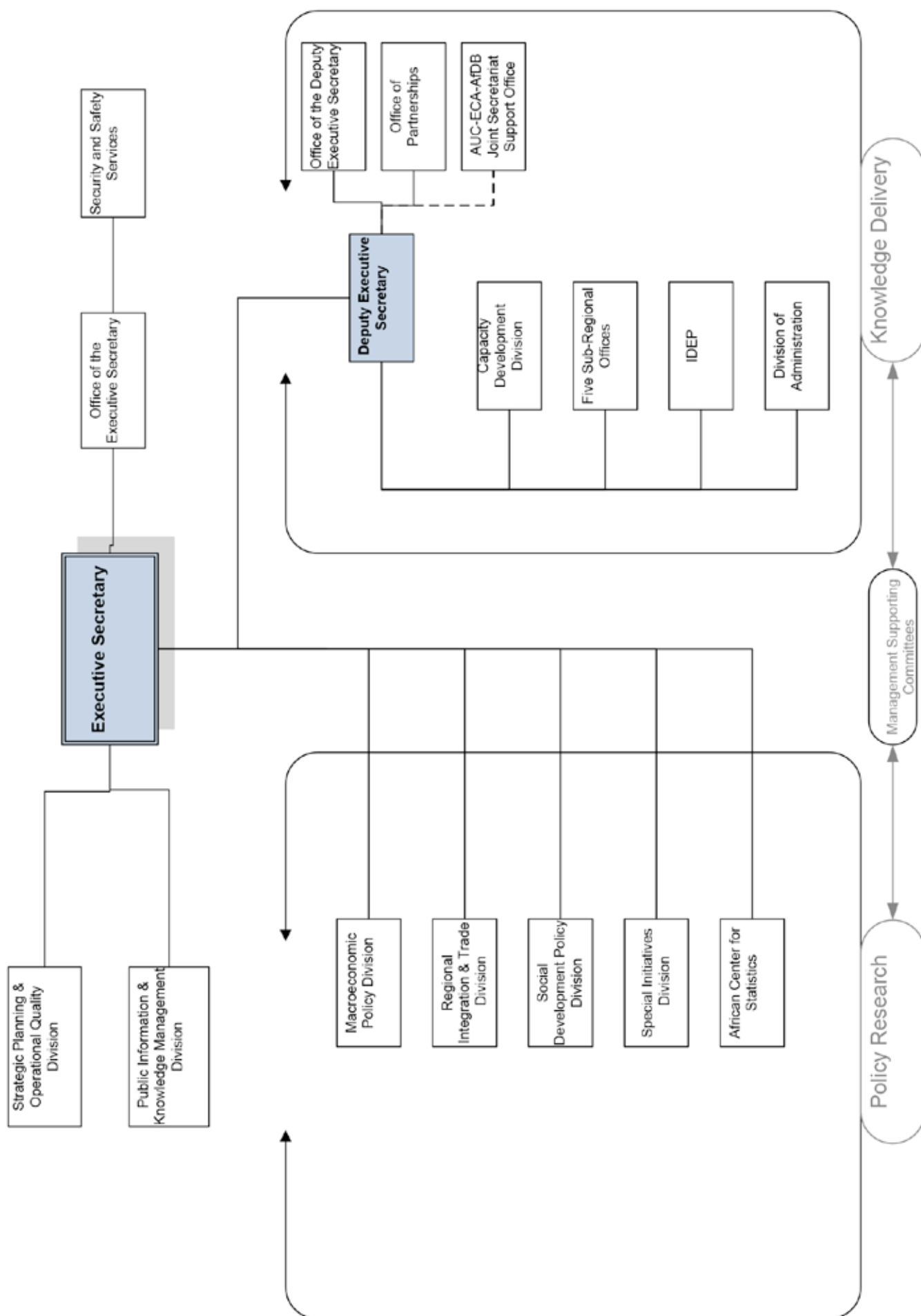
One solution to generate more money might be the resumption of the service that it used to provide to distant relatives of staff members through direct billing - I remember bringing my dad, paying dearly, but cherishing the moment.

I believe, there are options in-between cost revision, and the closure of services that need to be looked at carefully. Otherwise, the worst case scenario will be something that we all regret eventually.

**Your
Comments
about
Staff Voice
are most
welcome**

SUMagazine@uneca.org

ECA Organizational Chart



The List of Official Holidays for 2014

- | | |
|--------------------------|---|
| 1. Wednesday 01 | January International New years Day Holiday |
| 2. Tuesday 07 January | Ethiopian Christmas |
| 3. Monday 20 January | Epiphany |
| 4. Thursday 23 January | Birthday of Prophet Mohammed (Mawlid) |
| 5. Friday 18 April | Ethiopian Good Friday |
| 6. Tuesday 29 July | Eid-al-Fitr (End of Ramadan)* |
| 7. Thursday 11 September | Ethiopian New Year |
| 8. Friday 26 September | Finding of the True Cross (Meskel) |
| 9. Monday 06 October | Eid Al-Adha (Arafat)* |
| 10. Thursday 25 December | International Christmas Day Holiday |



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End of Year Activities by the Staff Union

The UNECA Staff Union in cooperation with UNDP organized T-shirt sales for children and adults in the occasion of the Great Ethiopian Run for 2013

Staff Union: Children Races 2013 / La course des enfants 2013
Posted: Monday, November 04, 2013 To Addis Ababa Announcement

Date: 04 November 2013

UNECA Staff Union is pleased to inform you that T-shirts for Children Race 2013 will be selling in ECA compound; at Rotunda on 6th, 7th and 8th of November 2013.

Please note that the price of the T-shirt is ETB 50.00 and staff members can buy as many T-shirts as they want.

ECA Staff Union

Le Syndicat du personnel de la CEA a le plaisir de vous informer que les T-shirts pour la course des enfants édition 2013 seront disponibles à la rotonde (siège de la CEA) les 6, 7 et 8 novembre 2013 au prix de 50 birr l'unité.

Veuillez noter que les membres du personnel peuvent acheter autant de T-shirts qu'ils désirent.

Le Syndicat du Personel

Lunch event organized, on Saturday, 7 December, 2013, in appreciation of those who have made extra contributions to the work of the Union.

The Lunch took place at Debre Zeit, Asham Africa Resort. Several Staff members were

present including our com

parators for the cost of living survey.

The UNECA Staff Union would like to take this opportunity to thank those staff members of the different committees and organizations, who went above and beyond what was expected of them, to help the Union achieve its objectives.

Together we have achieved a lot and will continue to do so. THANK YOU AND HAPPY HOLIDAYS!!

Christmas comes but once a year, let's celebrate with some holiday cheers!

A Christmas party for staff and their families is organized by UNECA Staff Union, to be held on 21 December 2013, at the International Livestock Research Institute (ILRI). Activities will include: Circus Show, Clowns, Face Painting, DJ (Kids Music), 3 in 1 sports arena – slide combo size 4M X 8.5 M, One lanc backyard side 9 size 7.6 M X 4 M X 6.1 M, Professional Trampoline, One Conventional Tent 6x3 with Fuse Ball Game & Air Hacky Game, Santa Clouse Character, Camel Ridding, Horse Ridding, Basketball Swimming, Football Playing, Running track and Ground Tennis.

Quotable Quots

"A Decalogue of canons for observation in practical life

1. Never put off till tomorrow what you can do today
2. Never trouble another for what you can do yourself
3. Never spend your money before you have it
4. Never buy what you do not want, because it is cheap it will be dear to you
5. Pride costs us more than hunger, thirst and cold
6. We never repent of having eaten too little
7. Nothing is troublesome that we do willingly
8. How much pain have cost us the evils which have never happened
9. Take things always by the smooth handle
10. When angry, count ten before you speak, if very angry a hundred".

Advice by Thomas Jefferson at the request of a young namesake.

Thomas Jefferson, *The Art of Power* by Jon Meacham, 2012, P. 487

Did you know?

that "Coffee is the world's most shared connection with Ethiopia, with more than 1.2 billion cups of coffee consumed daily"? Source: SE-LAMTA, November/December 2013.



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