

UNECA Staff Voice

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United Nations
Economic Commission for Africa

UNECA



OAU/AU Golden Jubilee Celebration Pan-Africanism and African Renaissance



50 years of Partnership with the United Nations

The UNECA Staff Voice in Collaboration with its partners wishes the OAU/AU Happy 50th Anniversary

Gift inside centrefold: Historic picture of HIM Haile Selassie I, Emperor of Ethiopia, receiving Osagyefo Dr. Kwame Nkrumah, President of the Republic of Ghana at the Jubilee Palace (Addis 1963). Yours to frame for posterity, courtesy of the SVM Editorial Committee.

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Documenting the past Looking at the present Forecasting the future

Seble Demeke, Editor-in-chief

The month of May 2013 was (as will be the rest of the year) eventful with activities related to the Golden Jubilee celebration of OAU/AU. Five decades have passed since the light of freedom, prosperity and hope for a new future shone on the African continent. This is the time for documenting the achievements, recording the unfinished goals and planning the future of the continent, now inhabited by about one billion Africans, the world's second largest continent after Asia.

OAU/AU was established in 1963 by 33 member States. According to its Charter, the objective was to:

- "a) Promote the unity and solidarity of the African States;
- b) Coordinate and intensify their cooperation and efforts to achieve a better life for the peoples of Africa;
- c) Defend their sovereignty, territorial integrity and independence;
- d) Eradicate all forms of colonialism from Africa; and
- e) Promote international cooperation, having due regard to the Charter of the United Nations and the Universal Declaration of Human Rights."

Currently, OAU/AU has 54 member States and celebrated its Golden Jubilee on 25 May 2013. The city of Addis Ababa, where the Summit celebration took place, was lively and colourfully decorated with flags of all Member States. The air of Africanism, of unity and togetherness was felt not only in Addis but in the entire continent. The Ethiopian

Television networks (ETV 1&3) broadcasted the entire event from Friday 24 to Monday 27 May, for the first time using sub-titles in Amharic for the Ethiopian public to understand what was going on and what the commotion was all about. Cultural programmes of art, music, African dances, unprecedented in the history of the continent, were continuously broadcast on several African TV and Radio networks. Merchants from big to small, hotels and market places in Ethiopia were busy taking care of their guests by catering African style products, national music, cloths, decorations and artifacts. Traffic, already dense before the event, became denser still due to road and railroad construction works going on in the city. The Bole International Airport in Addis Ababa was operating day and night. The entire inhabitants of the city of Addis Ababa felt as if they had lots of relatives and friends coming from far away places and went out of their way to extend the legendary Ethiopian hospitality, just as had been done back in 1963. For many of those who came for the anniversary, it was like a homecoming and a family get together. Africa before and after its renaissance was narrated by current Heads of State and Government in the Golden Jubilee publication. All 54 Member countries are organizing year long celebratory festivities including theatre performances, special music, poems, etc. In Addis Ababa, a total of 84 representatives of UN Member



States were present. One cannot help but feel proud to be an African these days. It most certainly feels like "WE HAVE MADE IT" already.

During the 1940s and 50s Africa and Africans were under a dark period of colonialism (just like the slavery of earlier centuries) where the entire continent was submerged under a thick fog which seemed never to dissipate. It was an epoch when the black nations of Africa were considered sub-human and treated as such. There were no voices that were speaking on their behalf. It took Ethiopia and later Liberia, together with Diaspora Africans, to carry the burden of the struggle to liberate the entire continent. It was a period when the people of Africa were considered as nothing more than a commodity to be bound together for gain and sold to parts of the world that they had never heard or dreamt of. A world where they knew no one had no neighbors, friends, or community to fall back on. Words and phrases such as democracy, human rights, protests, justice, equality, freedom were never heard and were unknown to Africans in those dark days.

The road to independence was harsh and bloody. Nevertheless, by the late

1950s, the inevitable air of freedom had started blowing from the West of the continent, (Ghana being the first African country south of the Sahara to become independent), to the East, the Centre, North and South and by the early 1960s it covered the entire continent. Leaders including Emperor Haile Selassie I of Ethiopia, Kwame Nkrumah of Ghana, Gamal Abdel Nasser of Egypt, Jomo Kenyatta of Kenya and Julius Nyerere of Tanzania were iconic of that struggle and revolt. Once the value

of freedom, peoples' rights and the existence of justice became evident, no power could stop the movement of freedom from spreading like wild-fire from one house to the other, too fast to be put off by the fire fighters of colonial empire. At this juncture of history, the role played by the United Nations (UN) in the struggle for the independence of the African continent needs to be acknowledged. Without the support of the UN, the struggle would have been far longer and bitter.

By around 2000, the task of the OAU which was mainly to liberate all countries from colonial rule had been successfully completed. With the political agenda of the Organization completed, it was time to start the second agenda which was to make the continent socially and economically independent. This necessitated changing the purpose of the Organization and creating a new one which would focus on the socio-economic development of the continent. By the year 2002, the

African Union was established with the task of promoting the socio-economic development of Africa.

In the month of May, we celebrated the 50th Anniversary of the OAU, cognizant of its achievements and success. But African minds now need to come together and think on how to take advantage of the current favorable winds of economic change now blowing on the entire continent. Opportunities do not come again and again; hence let us make sure that the positive economic and social outcomes which are the result of many sacrifices, struggles, revolts and bloody fights reach all Africans at all levels and, most of all, change the image of the continent permanently "A free and economically vibrant Africa". If the Asians have done it we can do it too: "Yes, we can!"



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“PAN-AFRICANISM AND AFRICAN RENAISSANCE”

Makane Faye, President, UNECA Staff Union

Dear Colleagues,

2013 is marked as a historical year of “Pan-Africanism and African Renaissance”. It is a time to pay tribute to the Founders of the Organization of African Unity/African Union. It is also a time for taking stock of the contribution made by the United Nations Economic Commission for Africa (UNECA) and its staff to Africa.

The UNECA is a pioneer institution, established in 1958, which preceded the OAU and was a full partner during the last 50 years, in meeting the challenges of the continent be it the political struggle for independence and/or the long and difficult march towards the economic and social development of Africa. Behind the landmark achievements and contributions made by UNECA in the struggle to liberate Africa, are dedicated International Civil Servants, always ready like an army to promote peace and security, respect and adher-



The late Sweden's Dag Hammarskjöld, second Secretary-General of the United Nations

ence to the rule of law. UN staff members gave hope during the first years of independence and continue to do so today in the fight against poverty while at the same time providing safety to millions caught in the vicious circles of violence and brutality due to internal and external conflicts in some regions and countries of Africa. UN staff members were fully engaged in hardship areas, conflict zones and always paving the road for humanitarian actions in those difficult days for the African continent.

It is time to pay tribute to the Founding Fathers and congratulate our Leaders who replaced them in a democratic way.

History remembers those peace keepers and civilians who were deployed by the United Nations during the United Nations Operations in the Congo (UNOC). At this point in time, tribute needs to be paid to Dag Hammarskjöld, the 2nd Secretary-General of the United Nations, who sacrificed his life along with fifteen staff members in a plane crash, when he was trying to bring peace to the conflict in the Congo. So high were the commitment and price paid by UN Staff members as partners in bringing freedom to the African continent.

The above points document briefly the past contributions and involvement of the Organization and staff alike. It is now time for us to renew our commitment and become part and parcel of the efforts being made by all concerned to enhance the positive image being reflected world-



wide. The renaissance of Africa is the responsibility of everyone involved in this noble cause of the work of the United Nations. To change Africa's future, we must change our outlook about the continent and work together with devotion.

« PANAFRICANISME ET RENAISSANCE AFRICAINE »

Par Makane Faye,
Président du Syndicat
du personnel de la CEA

Chers collègues,

L'année 2013 est une année historique pour le panafricanisme et la renaissance africaine. Elle est l'occasion de rendre hommage aux fondateurs de l'Organisation de l'Unité africaine / Union africaine, mais aussi de faire le point sur la contribution que la Commission économique pour l'Afrique (CEA) et son personnel ont apportée à l'Afrique d'aujourd'hui.

La CEA est une institution pionnière. Créée en 1958, avant l'OUA, elle a été au cours des 50 dernières années un partenaire à part entière dans les ef-

forts pour aider le continent à relever les défis auxquels il est confronté, qu'il s'agisse de la lutte politique pour l'indépendance ou de la longue et difficile marche vers le développement économique et social de l'Afrique. Derrière les réalisations marquantes et les contributions de la CEA à la lutte pour libérer l'Afrique, on trouve des fonctionnaires internationaux dévoués qui, comme une armée, étaient toujours prêts à se mobiliser pour la paix, la sécurité et le respect de la primauté du droit. Les membres du personnel de l'ONU avaient apporté de l'espoir et continuent de le faire aujourd'hui en participant à la lutte contre la pauvreté et en redonnant en même temps la sécurité à des millions de personnes enfermées dans le cercle vicieux de la violence et de la brutalité dues à des conflits internes et externes, dont certains pays et régions d'Afrique sont encore le théâtre. Des membres du personnel de l'ONU étaient pleinement engagés dans des zones difficiles et

des zones de conflits, toujours en train de préparer la voie aux interventions humanitaires pendant ces périodes difficiles du continent africain.

Le moment est venu de rendre hommage aux pères fondateurs et de féliciter nos dirigeants qui les ont remplacés de manière démocratique

Le Suédois Dag Hammarskjöld, deuxième Secrétaire général des Nations Unies

L'histoire se souvient de ces soldats du maintien de la paix et de ces civils qui ont été déployés dans le cadre de l'Opération des Nations Unies au Congo (ONUC). **Il convient à ce stade de saluer la mémoire de Dag Hammarskjöld, le 2^e Secrétaire général des Nations Unies, qui, en même temps qu'une quinzaine d'autres membres du personnel, a perdu la vie dans un accident d'avion alors qu'il tentait**

de ramener la paix dans le conflit au Congo. Forts étaient ainsi l'engagement des membres du personnel de l'ONU et le prix payé par ceux-ci en tant que partenaires dans les efforts pour apporter la liberté au continent africain.

Les points qui précèdent donnent un bref aperçu des contributions et de la participation passées tant de l'Organisation que du personnel. Le moment est à présent venu pour nous de renouveler notre engagement et de nous associer pleinement aux efforts déployés par toutes les parties concernées pour mettre en relief l'image positive des Nations Unies dans le monde entier. La renaissance de l'Afrique est l'affaire de tous ceux qui sont engagés dans cette noble cause qui fonde l'action des Nations Unies. Pour changer l'avenir de l'Afrique, nous nous devons de changer notre regard sur le continent et de travailler la main dans la main et avec dévouement.

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Pictures and Quotes from the Founding Fathers



"As we renew our vow that all Africa shall be free, let us also resolve that old wounds shall be healed and past scars forgotten. It was thus that Ethiopia treated the invader nearly twenty-five years ago, and Ethiopians found peace with honour in this course. Memories of past injustice should not divert us from the more pressing business at hand. We must live in peace with our former colonizers, shunning recrimination and bitterness and forswearing the luxury of vengeance and retaliation, lest the acid of hatred erode our souls and poison our hearts. Let us act as befits the dignity which we claim for ourselves as Africans, proud of our own special qualities, distinctions and abilities. Our efforts as free men must be to establish new relationships, devoid of any resentment and hostility, restored to our belief and faith in ourselves as individuals, dealing on a basis of equality with other equally free people".

His Imperial Majesty Haile Selassie I, Emperor of Ethiopia.



"Today, we are discussing Africa's economic problems. I very much fear that everything we are proposing to do in this domain may be reduced to straightforward agreements enabling us to feed our peoples better. We have no right to think of filling our bellies when our brothers are still dying in Angola, Mozambique and South Africa".

His Excellency Ahmed Ben Bella, Prime Minister of Algeria.



"On this occasion, we have all become aware of the need for Africa unity, and are resoled to study the means of attaining it, in the political as much as in the economic field. The institutions necessary for this unity will not be long in emerging. Africa will be transformed by it, to make unprecedented progress".

His Majesty Mwaqmi Nwambutsa IV, King of Burundi.



"Our continent can claim that it has made a major contribution to the prosperity of the world, not only with its raw materials but with the sweat and blood of its sons, enriching other parts of the world where colossal fortunes and gigantic agricultural and industrial powers have since been built up".

His Excellency Ahmadou Ahidjo, President of the Federal Republic of Cameroon.



“Yes, your Imperial Majesty, you have taught us to be and to remain masters of our own continent, and to throw back from African soil all foreign powers. But also, your cries could not then be heard or your example followed because at that time radio and press were lacking. The colonial administration, naturally enough was careful not to give publicity to your courages struggle for the liberation of Ethiopia. Today, without hesitation and without flinching, we should make a positive response to your appeal, and we are here to lay the foundations of our beloved unity”.

His Excellency David Dacko, President of the Central African Republic.



“The importance of this conference escapes no one and it is an event of primary importance in the history of Africa because: African Unity means all the forces of the continent united for the total liberation of the continent; African Unity means the pooling of all our economic resources for our material well-being; African Unity is also the restitution of all moral and cultural values”.

His Excellency Francois Tombalbaye, President of the Republic of Chad.



“The dependent territories do not demand a brutal rejection of the European contribution and the European element. Their only desire – a most determined one – is that the relations of colonizer to colonized cease, and that in their place relations of co-operation and solidarity be substituted”.

His Excellency Fulbert Youlou, President of Congo (Brazzaville)



“The reinforcement of the United Nations Organization is another effective way of permitting us to attain this objective. I believe the Congo is well placed to speak of this Organization, which has conducted an unprecedented experiment in our country. The experience has been difficult, but its success has proved the effectiveness of the UNO, despite all the obstacles which it may have encountered”.

His Excellency Joseph Kasa-Vubu, President of the Republic of Congo (Leopoldville).



"I would accord first place in the discussions to the task of decolonization which seems to me, at the present time, to be one of the most important concerns of the foreign policy of every African State. A large number of our brothers grouped in more than 20 territories, are, despite their cries, their efforts and their fight for freedom – still under the yoke of imperialism".

His Excellency Hubert, Maga, President of the Republic of Dahomey.



"We in Africa are all agreed that the present situation, particularly with respect to the liberation of our oppressed brethren in Angola, Mozambique, Sao Tome and Principe, in Rio Muni, known as Spanish Guinea, and those most shamefully enslaved in South Africa, calls for a revolutionary attitude".

His Excellency Leon Mba, President of the Republic of Gabon.



"Unite we must. Without necessarily sacrificing our sovereignties, big or small, we can here and now forge a political union based on Defense, Foreign Affairs and Diplomacy, and a Common Citizenship, an African Currency, an African Monetary Zone and an African Central Bank. We must unite in order to achieve the full liberation of our continent. We need a Common Defense System with an African High Command to ensure the stability and security of Africa".

His Excellency Osagyefo Dr. Kwame Nkrumah, President of the Republic of Ghana.



"By taking from us freedom and dignity, colonization deprived us of the potential flowering of our personality, of the development of our civilization and our culture. Each of our peoples resisted colonial penetration and latter colonial exploitation and oppression. Each of our peoples fought and accepted all the essential sacrifices for regaining its freedom".....The identity of the conditions of life that marked the past and which mark the present and will mark the future of the African peoples demands that the African states should co-ordinate their activities for the achievement of goals freely chosen by them in accordance with their joint desire for democratic progress and social justice".

His Excellency Ahmed Sekou Toure, President of the Republic of Guinea.



"We have come to Addis Ababa to seek the answer together. To begin with, two preoccupations, two grave preoccupations, hold our attention: First, to achieve unity, the primary and essential condition for our survival as a free and independent continent; Secondly, to liberate all Africa from the colonial yoke. This latter preoccupation is truly the major anxiety of all responsible Africans, as we are unanimous in recognizing that there will be neither effective neutrality, nor peace, nor unity, nor happiness in Africa as long as others among our brethren continue to groan in the chains of slavery".

His Excellency Felix Houphouet – Boigny, President of the Republic of Cote d'Ivoire.



"Never before has unity of action been more desirable and urgent; never before have independent nations faced such a challenging and splendid opportunity for concerted action; never before have our problems been graver and our needs more crucial.....In the great task to which we have set ourselves at this crucial moment in our continent's history, let us think like men of action and act like men of thought".

His Excellency William V.S. Tubman, President of the Republic of Liberia.



"Mutual understanding and closer cooperation among African states is a necessity. We must avoid, at all costs, the formation of African groupings which tear and split the unity of Africa and create a real danger to our security and existence. Such disunity would only aid the imperialists – to sow the seeds of discord and dissension among the African nations, to the benefit of their selfish interests and colonial objectives".

His Royal Highness Hasan Rida, Crown Prince, representing His Majesty King Idris I and Head of the Libyan Delegation.



"Madagascar would envisage it as follows: A Conference of Heads of State and Government, a Council of Ministers – a general Secretariat, an African and Malagasy Organization for Economic Cooperation. This list is not, of course, exhaustive".

His Excellency Philibert Tsiranana, President of the Malagasy Republic.



“Assembled around one table, the great African continent – divided by several centuries of colonization – can claim a major victory over the diversity of peoples, languages and religions that characterizes our continent”.

His Excellency Modibo Keita, President of Mali.



“The Mauritanian people are convinced that its independence will not be complete until the day when all the peoples of the continent are free and united. It regards itself as an integral part of the great African homeland which we must build at all costs if we do not wish to perish as victims of isolation and senseless disputes”.

His Excellency Moktar Ould Daddah, President of the Islamic Republic of Mauritania.



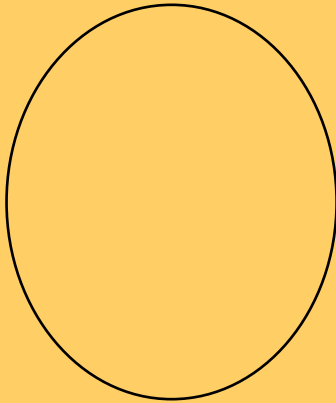
“African Unity is essentially this awareness of our solidarity which must in the first place demand us to take common and energetic action in favour of our brothers still under the foreign yoke. I affirm that none of our nations can pride itself on having attained real independence before the whole of our continent is free. It is for this reason that I suggest, that we take here the firm resolution to make joint use of all means to facilitate the accession to independence of the African peoples still living under colonial regimes. And one of the immediate measures we must take is the establishment of an inter-African solidarity fund to assist liberation movements”.

His Excellency Hamani Diori, President of the Republic of the Niger.



“It has always been our view in Nigeria that personal contacts and the exchange of ideas are the basis of mutual understanding. I am pleased to say that, from now on, there will be no question of the so-called Monrovia and Casablanca Blocs. We all belong to Africa”.....Let us not forget that we in Africa are part of the world. We have our international obligations as well. Whatever we do, we cannot isolate ourselves from the rest of the world. Therefore, in all that we do, and in all that we say, we should be careful because we belong to one human society”.

His Excellency Alhaji Abubakar Tafawa, Balewa, Prime Minister of the Federation of Nigeria.



".....I cannot pass over in silence the problem of our African brothers who are still stagnating in the darkness of colonialism. On this point, I am precise and clear: Africa for the Africans! Anyone who has read the history of my country knows how revolutionary Rwanda is, how much it condemns the domination and exploitation of one man by another. Thus, Rwanda is agreed that we should condemn once and for all these impenitent and incorrigible colonialists and grant facilities to our brethren who are fighting for the independence".

**His Excellency Habemeushi, Minister for Foreign Affairs of Rwanda
representing His Excellency Gregoire Kayibanda, President of Rwanda.**



"The consciousness of our community of culture, our Africanness, is a necessary preliminary to any progress along the road to unity. Without it, there can be no will, let alone an effective effort to reach unity.....Above all, we shall do so by accepting, each one of us, some sacrifices. By accepting and applying in practice the general principles which are the strength of all international institutions: the equality of Member States, non-interference in the internal affairs of others, no resorting to violence to settle differences, and effective solidarity between all the African States".

His Excellency Leopold Sedar Senghor, President of the Republic of Senegal.



"We in Sierra Leone have never believed that Africa could not be united. We have always held the hope that the difference of approach which seemed to have the appearance of creating different groups or blocs on our continent were only temporary differences. Now we are happy that we did not hold this hope in vain. We are happy that, by the simple fact that we are meeting here from over thirty independent states, we have been able to prove to ourselves and to show to those outside Africa who, for their own reasons, would like to see us divided, that there is only ONE Africa, and that in this one Africa, we are all brothers".

His Excellency Milton Margai, Prime Minister of Sierra Leone



"It seems to us that at this stage of development, our common desire for greater unity among African States would best be expressed by the formation of a new Pan-African Organization. The Organization would have its own juridical personality, and would be parallel to the regional agencies already existing in other continents, in full accord with Chapter VIII of the United Nations Charter".

His Excellency Aden Abdulla Osman, President of the Somali Republic.



"This first Meeting among the Heads of Independent African States should spell a new page in our inter-African relations. We should delve into the past only to cement our newfound unity and open up new vistas for genuine future co-operation. The keynote for this cooperation lies within us; it stems from our faith in ourselves and trust in our neighbours and brothers".

His Excellency El-Fariki Ibrahim Abboud, President of the Supreme Council and Prime Minister of the Republic of the Sudan.



"The enemies of Africa are now praying. They are praying for the failure of this conference. The people of Africa are also praying. They are praying for the triumph of PAN-AFRICANISM OVER NARROW NATIONALISM AND REGIONALISM. They are specially praying for the triumph of an all-embracing African Charter over a Monrovia or Casablanca option".

His Excellency Julius Nyerere, President of the Republic of Tanganyika.



"We must strengthen by every possible means action taken under the aegis and auspices of the United Nations, provide sufficient continuous aid to the peoples who are fighting for freedom, and make untenable the position of the last colonial enclaves in Africa until liberation is achieved".

His Excellency Habib Bourguiba, President of the Republic of Tunisia.



"I am one of those who believe that this Conference would be a failure if we are to return to our capitals having only stated principles and having only disclosed, however eloquently, our intentions in respect to the need of African unity. The time for high sounding words, slogans and clichés, and good intentions, has come to an end; this is the time for concrete proposals and for action".

His Excellency Milton Obote, Prime Minister of Uganda.



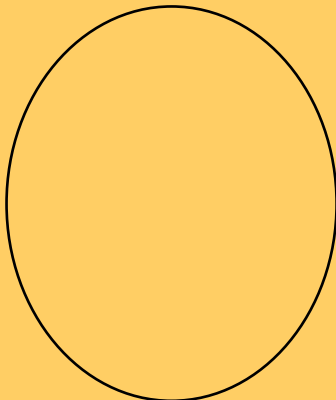
"There is no doubt that this conference is in itself proof of the existence of a free and one African will. Thus, the mere convening of this conference is not less important than any resolutions issued therefrom. This scene around us in this beautiful capital of Addis Ababa is historic and to be remembered: the continent will look back on this conference for many generations to come as a decisive turning point in the progress of African endeavour".

His Excellency Gamal Abdel Nasser, President of the United Arab Republic.



"The time has now come to confront, to weigh, to discuss, to understand each other and to hold hands; the time has come to find out not who was right and who was wrong, but to seek out that which must unite us and to abolish that which might divide us; the time has come for us to achieve complete fulfillment".

His Excellency Maurice Yameogo, President of the Republic of Upper Volta.



"All Africa must be liberated now! Empty words and pious resolutions will not suffice. This Summit Conference of African independent States should issue an ultimatum to all colonial and racist powers in Africa to start immediately the transference of power to the African peoples in the respective non-independent territories or else face the consequences. It should be made absolutely clear that where the ultimatum is not heeded the African Independent States shall intervene directly".

Mr. Ajuma Oginga-Odinga, Representing the African National Liberation Movements in Non-Independent Territories.



Closing Remarks by His Imperial Majesty Haile Selassie I .

"When all of you decided to meet here, you came with the determination to succeed. And succeed we did. For, together, we have cleared the ground for concerted action on all our common problems. For our part, experience has taught us that no matter how much one would sustain hardship and struggle by oneself, one would not survive or solve one's problem alone. Only in the determination of our purpose and our will to solve it together can we discover strength and wisdom to guide us beyond the horizon wherein lies a better life for our people. We are indeed proud and happy to be host of so many far-sighted leaders of Africa; a credit to your people; a pride to us and to those who needed your sacrifice to attain their God-given liberty".

Statement by H. E. Dr. Nkosazana Dlamini Zuma, Chairperson of the African Union Commission

On the Occasion of the
Celebration of the 50th
Anniversary of the Establishment
of the Organization of African
Unity, Millennium Hall, 25 May
2013



Your Excellency, the Prime Minister
of the Federal Democratic Republic
of Ethiopia and Chairperson of the
African Union;
Your Excellencies, Heads of State
and Government;
Heads of Delegation;
The Secretary General of the United
Nations;
Your Excellencies Former Presidents;
Honorable Ministers;
The Executive Secretary of the ECA;
Heads of AU and UN Organs;
Members of the Permanent Repre-
sentatives Committee;
Distinguished Guests;
Fellow Citizens from the Motherland
and in the Diaspora
Ladies and Gentlemen

It is a great honor to welcome Your
Excellencies, fellow Africans, the Af-
rican Diaspora and all present in the
city of Addis Ababa to the celebra-
tion of the 50th Anniversary of the
Organization of the African Unity
(OAU) and now the African Union.

We pay tribute to the pioneers of
Pan-Africanism, on the continent
and in the Diaspora, and to the
Founders of the OAU for their wis-
dom and foresight to lay the foun-
dations for the unity and solidarity
of Africa.

We congratulate all African and
Diaspora women, youth, workers,
business, professionals, farmers,
artists, intellectuals and civil society,
for their commitment to the Afri-
can cause.

We salute the heroines who fought
in the struggles against slavery, colo-
nialism and apartheid, who founded
the Pan African Women's Organisa-
tion in 1962 and who demonstrated
in words and action that human
rights are indivisible and that the
liberation of women is not an act of
charity.

We lower our banners as we remem-
ber those who made the supreme
sacrifice in the struggle for the lib-
eration of Africa, and who restored
our dignity.

These early generations embodied
the Pan African values of selfless-
ness, solidarity and service to the
people, as in the part of the Oath
taken by Amilcar Cabral in 1969
when he said:- "I swear that I will
give my life, all my energy and all
my courage, all the capacity that I
have... until the day that I die, to the
service of my people, of Guinea and
Cape Verde... and to the service of
the cause of humanity... This is what
my work is."

Esteemed Guests and Fellow Afri-
cans, Africa's struggle against colo-
nialism, oppression and apartheid
experienced solidarity and inter-
national support from all freedom-
loving people of the world.

The OAU exhibited the spirit of
internationalism as it championed
the African cause and supported
the struggles of oppressed people in
other parts of the world.

We are therefore pleased to celebrate
with all our friends from across the
globe, and continue to reinforce our
solidarity and cooperation.

Today, across the length and breadth
of Africa and in capitals of the world,
Africa Day is being celebrated. Our
50th anniversary is a beacon of the
spirit of internationalism, solidarity
and cooperation.

Fellow Africans, Today we re-dedi-
cate ourselves to the total restoration
of our dignity and independence.

We pledge to restore the dignity of
the African child, man and woman.
We pledge to free ourselves from
malnutrition and hunger, war and
conflict, ignorance and disease, un-
employment and poverty.

We pledge to take our destiny in our own hands, because “power resides in hard work, scientific investigations, in intellectual curiosity, in creative greatness and freedom, in the fullest exploration of our human powers, and in the truest independence.”

We pledge to foster stronger bonds – educational, cultural, political and economic – with the Diaspora.

As we start the journey of the next fifty years, we are clear about the task before us: to educate our populace, and ensure healthy bodies and minds; to modernize and expand Africa’s infrastructure and



UN Secretary-General Ban Ki Moon at the 50th Anniversary of the Establishment of the Organization of African Unity, 25 May 2013

connect our peoples and countries; to grow our agriculture and

agro-businesses so that we can feed ourselves and the world; to use our natural resources to industrialise and grow our shared prosperity; to invest in science, technology, research and innovation as enablers of rapid progress; and finally to empower women and youth as the drivers of Africa’s renaissance.

As we therefore develop Agenda 2063, we call on all Africans and the Diaspora to contribute to this journey, so that Africa takes its destiny into its own hands, so that we become masters of our own fate.

We are proud to be African. In this great task, let us think like men and women of action. And act like men and women of thought.

My Brothers and sisters, this is your time.

This is Africa’s time. Let us seize the moment.

Shukran
Asantesana
Merci beaucoup
Obrigada
I thank you



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INTERGENERATIONAL YOUTH FORUM

Address by Carlos Lopes UN Under-Secretary-General and Executive Secretary of ECA, 24 May 2013, at the Africa Hall, Addis Ababa,

Your Excellencies,
Distinguished ladies and gentlemen
Young men and women of Africa

I feel particularly honoured to have this opportunity to address this meeting.

The spirit of Pan Africanism is a spirit of inclusiveness, togetherness, and unity. As we celebrate 50 years of Pan Africanist history, there is every reason why we should include the young people of the continent. I am indeed happy to realize that some of the youth with us today will be there in fifty years time to tell the story of May 2013.

Your Excellencies,

Kwame Nkrumah at the age of 37 was deeply involved in the planning and organization of the 1945 Pan African Congress in Manchester. Abdel Gamel Nasser, was a colonel in the Egyptian army at the age of 35 and became President at the age of 38. Modibo Keita at the age of 28, founded the *L'œil de Kénédougou*, a magazine critical of colonial rule that led to his imprisonment for three weeks in 1946 at the Prison de la Santé in Paris. Frantz Fanon at age 27, wrote his first book, "Black Skin, White Masks", an analysis of the negative psychological ef-



I think we should first and then.....

fects of colonial subjugation upon Black people. Nelson Mandela was founding member of the Africa National Congress Youth League at age 26 and was elected National President of the league five years later. At age 26, Amílcar Cabral had founded several student movements dedicated to opposing the rule of Portugal and promoting the liberation of Portuguese colonies in Africa. When he died at the age of 46, he had achieved more than many people do in three lifetimes. Indeed, when Patrice Lumumba was assassinated at the age of only 37, he was already Prime Minister of the Congo having previously led a long struggle to liberate his beloved nation.

At their time, these actors were a source of inspiration, not only for Africans. Their ideas and contributions continue to be a source of inspiration for us today. They were great mobilizers, builders, purveyors and believers in the ideals of pan-Africanism. By comparison, our youth of today are still struggling to make their mark and to have their voices heard in all spheres of governance and influence. Indeed

the current median age of African leaders is 3 times the median age of the African population.

We can nevertheless also safely assert that Africa's youth have made an impact on the democratic evolution of the continent. I am not talking only about their role in the so-called Arab Spring, which by the way is a misnomer. Spring is not applicable to Africa and it was not only in North Africa that the youth played a role in stopping undemocratic

practices at national level. Youth were also central to resisting a sit-tight President in Niger and to the general mobilization that resulted in the changes in Senegal. Despite these seemingly great achievements, it is sad to note that even though young Africans are more literate than their parents, they are more unemployed with current education levels lagging behind that of China and India.

The key message however is that the energy of Africa's youth, and their frustration with current conditions, has to be channeled through right policies. This goes without saying-



The ES and the DES, UNECA – what needs to be done next is....

Africa's youth are its future and the most important contributors to its structural transformation. Going forward, Africa, already the youngest continent, will also have the largest labour force in the world. Indeed, by 2050, over a quarter of the world's labour force will be African.

Let me further stress this point. 2012 marked the tercentenary anniversary of the birth of Jean-Jacques Rousseau, considered one of the most original philosophers of the Enlightenment. His seminal work on the Social Contract gives us a starting place as he considered the possibility of balancing the relationship between man and nature. Rousseau also looked at creating a society based on the principles of equality, freedom and participatory governance. Indeed, the idea of a social contract, which he originally postulated from the theory of family solidarity and togetherness, is thought of by some as the core constituents of sustainable development. This concept of sustainable development has now become the last incarnation of the continuous struggle to balance the relationship between humans and nature. The world has reached a point where we need an intergenerational

social contract that not only seeks to continue the sustainable development agenda but also looks at it in the new dimension of a demographic imbalance; a young Africa versus an aging world. This is why a debate on the youth in Africa is so relevant. This issue is not only critical to Africa but to the world's continuous development as a whole.

Given this background, our collective challenge is how to use Africa's youth potential to build a prosperous and peaceful continent. It would require that we create mechanisms

to give more space to our youth. Needless to say, of course, that the older generation did not wait for space to be created for them but rather took it.

Don't tell them there are no jobs. The example of Asia's growth tells us otherwise.

Don't tell them they cannot do science. India's growth shows that a developing country can train its youth to build a strong science and engineering base.

Don't tell them not to dream. The growth of IT innovations in Africa shows our capabilities in the face of hardship.

Don't tell them not to grow. The business acumen of young entrepreneurs like Ashish Thakkar, Africa's youngest billionaire, shows that it is possible.

Don't tell them not to ask questions. Indeed that is the only way they can provide the answers we need for the next fifty years.

We want youth that are ambitious, innovative and courageous, righting wrongs and speaking truth to



African Youth fully engaged in the discussion about the present and future of the continent



The future of Africa "don't tell them not to grow"



The gathering at the Africa Hall

power. We want youth that continue the struggle for the total liberation of Africa started by our forefathers by fighting for equality, freedom and justice.

Ladies and gentlemen, in the past Africa's 52 million Facebook users, most of whom are youth, show clearly that they are up to date and well equipped to function effectively as part of the information and communications revolution. I have also very recently developed a social media presence and am getting used to the lingo such as 'posting', 'liking' and 'friending' on my Facebook page. I especially like the word 'LOL' which means 'laugh out loud'. Indeed, while I listen to and enjoy the work of Angelique Kidjo, Salif Keita and Hugh Masekela, I do appreciate that P-Square and Sauti Sol have more resonance with our youth. I assure you, however, that those of us of the older generation can also gyrate to the music generated by young Africans. After all, we all have rhythm!!

I thank you for your attention.

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On the Sidelines of the AU Summit UNDP Administrator Discusses Africa's Renaissance and the Rise of the South



On the left Olusegun Obasanjo, former President of Nigeria, 1999-2007, on the right, John Agyekum Kufuor, former President of Ghana, 2001-2007, in the centre is Ms. Helen Clark, former Prime Minister of New Zealand, and the first woman Administrator of UNDP.

“Africa’s renaissance is a reality, and the world is recognizing that,” UN Development Programme (UNDP) Administrator and Chair of the UN Development Group, Helen Clark told participants at a high level panel discussion on “African Renaissance in the Context of ‘the Rise of the South’.”

UNDP Administrator also underlined that the challenge facing Africa was how “to leverage from the talent of the continent’s people and the abundance of its natural resources to drive transformational change.”

Other panelists at the event included former Presidents Olusegun Obasanjo (Nigeria) and John Agyekum Kufuor (Ghana); Mr. Paulo Cordeiro de Andrade Pinto, UN Under-Secretary-General for Political Affairs (Brazil); Mr. Anthony Mothae Maruping, Commissioner for Economic Affairs (African Union) and Mr. Maxwell M. Mkwezalamba, former Commissioner for Economic Affairs (African Union).

The event drew on the theme of the AU Heads of State Summit ‘Pan-Africanism and African Renaissance’ and the 2013 Human Development

Report theme ‘The Rise of the South: Human Progress in a Diverse World’ to inspire deeper reflection by the high-level panelists and almost two hundred participants from across Africa, to discuss Africa’s contemporary development challenges and prospects within the context of the emerging global economic order.

“Managing demographic change must also be a key policy priority,” Ms. Clark told participants, adding that, “For Africa, the opportunity exists now to reap a huge demographic dividend from the youthful and vibrant population entering the workforce. But, to maximize that, significant investments are needed in youth potential – in health, education, and in skills, including in entrepreneurship. In time, provision will also need to be made for ageing populations.”

This prompted the panelists to further discuss the importance of structuring development. Former Nigerian President Obasanjo cautioned that Africa needs to be vigilant when celebrating the rise of the South since there is still plenty of poverty, democratic deficiencies, and conflicts and instability in Africa.

He also pointed out that the global financial situation is impacting the continent and its economies. Mr. Maruping echoed these words by noting that, “Inclusiveness is critical. Only with inclusive business can we ensure that people also at the base end of the pyramid benefit from the growth of the economy.” The importance of giving voice to all citizens and the opportunity to participate in decision-making was also underlined during the discussions.

Former Ghanaian President Kufuor called for strong, shared leadership to drive the development of Africa and said, “If we do not work on good leadership, we will not achieve good governance, we will not be able to cope with the fast population growth and the large number of youths looking for jobs. We need to keep on educating people not only in classrooms but on all arenas. And who should do this? It is the leadership and I believe it should be shared.”

The panelists agreed that it was vital to ensure that Africa looks into innovative ways of mobilising resources and obtaining financing to ensure inclusive and sustainable growth and development. They also considered

the role of the BRICS bank and its part in further promoting South-South cooperation.

“We want to work with Africa,” said Mr. Paulo Cordeiro de Andrade Pinto, UN Under-Secretary-General for Political Affairs, adding that, “Working with a healthy and thriving mother, will make her children proud – and we are a child of Africa.” He continued to explain how former president Luiz Inácio Lula da Silva of Brazil, ran a political platform to give all Brazilians three meals a day and said that such commitment had helped secure improvements in areas such as social security and health

care. “We want to share our experiences and not give aid. We want to cooperate,” he concluded.

In addition to strengthening South-South cooperation, Africa could also benefit more from regional integration. “Promoting regional integration and trade can enhance the progress of individual countries on the continent,” emphasized Mr Maxwell M. Mkwezalamba, AUC’s former Commissioner for Economic Affairs.

Mr. Tegegnetwork Gettu, Director of UNDP’s Regional Bureau for Africa, said that being cautious and yet optimistic about the rise of the South,

learning from the BRICS, looking into ways of building democratic governments, and innovatively structuring and financing development could help to ensure a pathway for sustainable and inclusive development for the coming years.

The Administrator was in Addis Ababa, Ethiopia from 25 to 28 May 2013 to attend the 50th anniversary celebrations of the foundation of the Organization of African Unity/African Union (AU), and inaugurated the UNDP Regional Service Centre for Africa, which had moved to Addis from its former offices in Johannesburg and Dakar.

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Partnership with the African Union

Akila Aggoune,
UNICEF Representative to
the AU and UNECA

UNICEF and the African Union have joined their collective effort to ensure child rights, gender equality and equity issues are addressed in African policies and strategic plans of action for an Africa Fit For Children and a prosperous and peaceful continent.

In order to enhance its partnership with the AU and to ensure sustained results for children in Africa, UNICEF engages in:
1) **Networking, upstream policy advocacy and awareness raising,**
2) **Capacity enhancement and technical assistance in selected priority areas, and 3) Knowledge management, monitoring and reporting on the situation of children in Africa.**

UNICEF and the AU strive to ensure that every child counts and are registered at birth; that all children enjoy their right to education, safe water and sanitation, and have adequate health and nutrition, and that all children are protected from abuse, violence and exploitation in peace time and during humanitarian situations. These children should also be given an opportunity to express their opinions in policy making deliberations and statutory meetings.

As lead agency on child rights and welfare, UNICEF stimulated the establishment of a Civil



Ms. Akila Aggoune with Dr. Nkosazana Dlamini-Zuma, Chairperson of the African Union

Society Forum (CSO) Forum to advance the implementation of the African Charter on the Rights and Welfare of the Child (ACRWC). Further, UNICEF also works in close collaboration with the Inter-Agency Core Group on Civil Registration and Vital Statistics (CRVS) to strengthen CRVS systems in Africa. The core group comprises the AUC, UNECA, AfDB, UNICEF, UNHCR, UNFPA and WHO.

Also, an Inter-Agency Core Group comprising the AUC, UNECA, ACERWC and the Inter-African Committee on Traditional Practices (IAC), was formed to collaborate on programmes to eliminate harmful traditional practices in Africa.

UNICEF and the AUC engaged joint planning and expanded partnership to cover all areas of the life of a child with the aim of transforming commitments into action on the ground while promoting further interaction at the commu-

nity, country, regional, continental and global levels. UNICEF is now working very closely with the AUC, UNECA and other partners to position children in the Africa Common Position on the Post-2015 Development Agenda.

Partnership with the African Union

Abdoulaye Diop
Director of World Food Programme (WFP) Addis Ababa Liaison Office and Representative to the AU & UNECA

Over the last two to three decades, a number of African countries have seen economic growth and significant reductions in under nourishment and extreme poverty. Yet undernutrition limits this opportunity for several countries around the continent.

As you all know, undernutrition is one of the greatest human inequities and social injustices of our time, a silent emergency afflicting the world's poorest and youngest. It affects almost 239 million people in Africa.

Nutrition security should be an essential element of every national development plan – as critical as clean water, as indispensable as education.

The African Union has played a key role in prioritizing nutrition in the continent and in taking up the challenge of addressing the continent's nutrition problems. This year, as we celebrated the African Union's 50th anniversary, Heads of State participated in a lively discussion about the successes of our continent, as well as identifying the persistent challenges to economic development.



The leadership of the African Union has resolved to move towards implementing the already numerous recommendations ranging from those of Abuja Summit 2006, the Kampala Side Event on Food and Nutrition Security and recent global fora that outlined a set of actions and interventions for mitigating chronic and transitory food insecurity crises.

Among many remarkable achievements made in Africa in the past 50 years, as the Director and Representative of the WFP Liaison office to the African Union and UNECA, I am particularly proud of the accomplishments and partnerships that allow Africa to better address its own challenges and opportunities.

Specifically, I am pleased with the partnership we developed with AUC and the UNECA in launching the Cost of Hunger in Africa (COHA).

The in-depth study is led by AUC and the NEPAD Planning and Coordinating Agency and sup-

ported by UNECA and WFP. In March 2012, African Ministers of Finance, Planning and Economic Development, who met in Addis Ababa, Ethiopia adopted Resolution 898 underscoring the importance of the study and recommending it to continue beyond the initial stage. The multi-country study aims to quantify the social and economic impacts of child undernutrition in African countries and is the result of global, continental and national partners, working together to re-position nutrition in the centre of the continent's development agenda.

The study calls for urgent moves from governments in Africa. It encourages countries to set aggressive targets on the continent for the reduction of stunting. To have a decisive impact, a comprehensive multi-sectoral policy must be put in place, with strong political commitment and allocation of adequate resources. And finally, as post MDG nears, priorities and targets should be set that will serve as a guide for development policies in years to come.

As we reflect on this year's celebration of the past, present and future African achievements, due to collaborative projects such as COHA, African Governments are better positioned to address challenges and invest in human capital.

The African Union Commission has proposed to member states a new flagship initiative entitled Africa's Renewed Initiative for Stunting Elimination (ARISE 2025), which directly proposes the scenarios presented in each country report, as the goal for the reduction in stunting by the year 2025.

As we look forward to the next 50 years of continental collaboration, it is imperative that we make a collective effort in ensuring that child nutrition is adequately addressed and action is taken to avert future losses in human capital.

Action is being taken but it is just the beginning. Now, we must build on this momentum. Africa is now a source of new hope for the whole world. I pay tribute to the efforts of the forerunners in Africa for the work they have done to bring us where we are today.

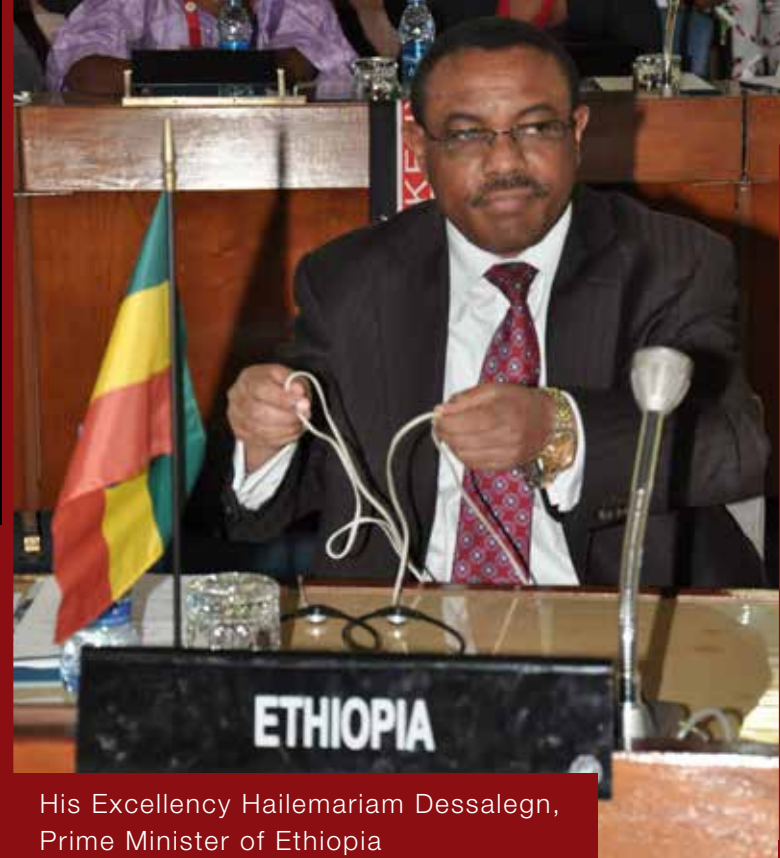
Pictures of some Heads of State who attended the Africa Hall gathering on 24 May 2013



Kenneth Kaunda, former President of Zambia and one of the founding fathers of OAU



His Excellency Dr. Ponatshego Kedikilwe, Vice-President of Botswana



His Excellency Hailemariam Dessalegn,
Prime Minister of Ethiopia



His Excellency Macky Sall, President of Senegal
arriving at Africa Hall



Ellen Johnson Sirleaf, President
of Liberia arriving at Africa Hall



His Excellency Uhuru Kenyatta, President of Kenya



Zeinab Badawi, BBC, moderated the Golden
Jubilee discussions at Africa Hall.

ECA's North Africa Office Celebrates its 50th Anniversary A Long Journey of Achievement and Progress

By SRO-NA Office



Karima Bounemra Ben Soltane, Director, UNECA Sub-Regional Office for North Africa (SRO-NA) addressing the celebration

Happy Birthday, North Africa Office, Keep fit and young!

Karima Bounemra Ben Soltane, Director, UNECA Sub-Regional Office for North Africa (SRO-NA) addressing the celebration

UNECA's Sub regional Office for North Africa has just turned 50! In order to celebrate this happy event, the Office organized towards the end of May a convivial dinner-debate that was enhanced by the eminent presence of UNECA's Executive Secretary, Dr. Carlos Lopes. This celebration, which coincided also with the commemoration in Addis Ababa of the African Union's 50th anniversary, gathered senior government officials from Morocco and other North African countries, Heads of sister UN agencies, renowned regional and sub regional personalities from the academia and the private sector; as well as representatives of youth and the national and regional media. It focused on an important theme "Agenda 2063: What will North Africa look like in half a century from now?"

This celebration gave participants the opportunity to look back in pride to progress achieved in the region in all spheres, and underline the impact that UNECA, through its North Af-

rica Office, has managed to imprint on the development process as a whole, and on regional integration in particular.

Eminent panelists from the sub region were invited to share views on a number of topics that were selected given their importance in shaping up the new North Africa region by 2063, namely:

- North Africa's vision for 2063
- North Africa's demographic challenges in 50 years
- North Africa's geostrategic in 2063
- Long term energy challenges for North Africa
- Of Societies and Cities in 2063

Conducted with mastery by Dr. Carlos Lopes, the get-together provided UNECA with an opportunity to share its views on such issues and initiate a debate in the sub region on the prospects for long-term development in Africa as a whole, and North Africa in particular. It was also an opportunity for UNECA's Executive Secretary to introduce the major findings of UNECA's Economic Report on Africa 2013 and to emphasize the need for Africa to own

the rationale of development and spearhead the change that is taking place across the Continent.

Underlying that North Africa is part of this change, Ms. Karima Bounemra, Director of UNECA's North Africa Office said: "change is patent in the way the sub region perceives its place and in the way it now perceives the role and the power of its citizens and its youth in particular. Our role is to accompany our countries in this transformational process towards more growth, more social justice and more inclusion. This will require efficient development policies and planning frameworks, which must be informed by reliable data and prospective analyses."

To ensure the efficiency of this transformational process, Dr. Mahmoud Ould Mouhammadou, Director at the Geneva-based Political Security Centre, underlined that North Africa needs to address three major challenges: state building around societal projects based on consensus; progressing with political transitions towards mature institutions; and ensuring a greater involvement in international relations.



Carlos Lopes, Executive Secretary, putting his signature on the guest book during the celebration of the 50th Anniversary of SRO/NA.



Staff from the office for West Africa of the Economic Commission for Africa (ECA/SRO-WA) located in Niamey, Niger, attending the celebration

Talking about the energy sector as an engine of change in the region, Mrs. Amina Benkhadra, General Director,

Morocco General Office of Hydrocarbons and Mining and formerly Energy Minister, recalled that North

Africa has set ambitious objectives to enhance its large potential of renewable energy, but strengthening regional integration is paramount to support this momentum,

Change is also patent in the demographic transition that North Africa region has been experiencing thanks to progress achieved in access to education and health services mainly. But while these trends will facilitate demographic control for better development planning, they will however lead to profound changes in social relations within the family, and hence in the community, in the country and in the whole sub-region, as stressed by Dr. Youssef Courbage, Research Director at the Paris- based National Institute for Demographic Studies, “

Such changes will also affect urbanization, according to Mr. Halim Faidi, a renowned Algerian Architect and Town Planner, who thinks that North Africa “must rethink the city so as to enhance its physical, socioeconomic and intellectual value. In the future, the sub region will be seriously challenged by its cities; and our societies must address this situation through innovation and adequate governance”.

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Cours de français à la CEA: Un nouveau chapitre

Par Azeb Teklu

Le jeudi 27 juin 2013, des diplômes du DELF (Diplôme d'Études en Langue Française) ont été discernés à 12 lauréats, fonctionnaires de la CEA ; la première expérience du genre pour la Commission. Lors de la cérémonie de remise des diplômes, M. Getaneh Anteneh, Coordonnateur du Centre de Formation Linguistique et du Développement de la Carrière (CFLDC), a félicité les lauréats qui, grâce à ces diplômes, ont désormais rejoint les 220 millions de locuteurs francophones dans le monde.

Ces certificats sont internationalement reconnus et fréquemment utilisés par les ministères étrangers en charge de l'éducation. Ils sont décernés dans plus de 1 000 centres d'examen répartis dans 164 pays.

Le DELF et sa version avancée le DALF (Diplôme Approfondi de la Langue Française) sont deux examens qui servent de preuve d'une aptitude adéquate en langue française.

Le niveau C1 du DALF correspond

à l'examen d'Aptitudes Linguistiques (EAL) des Nations-Unies. Ces diplômes officiels du Ministère Français de l'Éducation Nationale sont délivrés par le CIEP (Centre International d'Études pédagogiques).

L'Unité de Formation du Personnel et du Développement Organisationnel (UFPDO) de la Section des Ressources Humaines saisit l'occasion pour renouveler son engagement à la formation des fonctionnaires des Nations-Unies.

Pour davantage de renseignements au sujet du DELF et du DALF, vous êtes priés de contacter M. Getaneh Anteneh Section des Services des



Ressources Humaines (HRSS)
Unité de Formation du Personnel et
du Développement Organisationnel
(UFPDO)

Poste téléphonique : 33649
Courriel : ganteneh@uneca.org

French Language courses at the UN ECA: A new chapter

By Azeb Teklu, French Language Teacher

On Thursday, June 27, 2013, certificates were awarded to 12 CEA

staff members, winners of DELF
(Diplôme d'Études en Langue



Française), a first experience for the Commission. During the award ceremony, Mr. Getaneh Anteneh, Coordinator of the Language Training and Career Development Centre, congratulated the winners for joining the 220 million French speakers of the world as a result of these certificates.

The certificates are internationally recognized and frequently used by foreign ministries in charge of education. The tests are given in more than 1,000 test sites in 164 countries.

The DELF and its advanced version DALF (Advanced Diploma of French Language) are two diplomas that serve as evidence of proficiency in French.

The C1 level of DALF is equivalent to the UNLPE (United Nations Language Proficiency Examination). These official diplomas of the French Ministry of National Education are issued by the CIEP (Centre International d'Etudes Pédagogiques).

The Staff Learning and Organizational Development Unit (SLODU) of HRSS wishes to take this opportunity to renew its commitment to facilitate learning and development to staff.

For more information on DELF and DALF, please contact:

Mr. Getaneh Anteneh of Human Resources Services Section (HRSS)
Staff Learning and Organizational Development Unit (SLODU)
Extension: 33649
Email: ganteneh@uneca.org

Spanish at the UNECA Language Training Center

Bienvenidos to the Spanish class

By Rafael Rodrigues, Spanish Language teacher

Escribir un artículo sobre mi experiencia como profesor de español significa volver la vista atrás, volver a enero de 2010 cuando me uní al equipo docente del Centro de Idiomas y Formación de la Comisión Económica de Naciones Unidas para África (CEA).

Hacia pocos meses que había llegado a Addis Abeba, siendo esta la primera vez que venía a África. Un continente completamente desconocido para mí y del que solo había escuchado, a través de los medios de comunicación, noticias sobre hambrunas, guerras, tráfico de personas, etc. Desconocido y sin embargo por el que siempre tuve un gran interés debido a mis orígenes afro-americanos.

Desde entonces, la primera pregunta que se me hace cuando digo que trabajo como profesor de español en la CEA es: ¿y para qué se enseña español allí? ¿Quién toma esas clases de español?

Y a todos mis interlocutores siempre les he respondido que la importancia que tiene aprender español radica en que es uno de los idiomas oficiales de las Naciones Unidas junto al inglés, al francés, al árabe, al ruso y al chino.

Pero responder solo eso sería obviar otras razones por las que



es importante su aprendizaje. Por ejemplo, que después del chino, el español es la segunda lengua mayor hablada en el mundo, con más de 500 millones de hispanohablantes; que es el idioma oficial en 22 países incluyendo casi todos los países de América Latina, con la excepción de Brasil y algunas islas del Caribe. Es la lengua materna de casi 40 millones de residentes en Estados Unidos. También en África es el idioma oficial en Guinea Ecuatorial y la República Árabe Saharaui Democrática.

Pero otro elemento que considero aun de mayor relevancia que todos los anteriores es el elemento cultural: aprender español conlleva el aprendizaje de la rica cultura española y latinoamericana. El conocer países muy diversos unidos por un mismo idioma.

Ahora bien, con respecto a la segunda pregunta, mi respuesta es mucho más sencilla, aprende espa-

ñol todo el que este motivado en abrirse a un nuevo mundo: música, literatura, cine, gastronomía, pintura, ciencia, deporte y más se producen hoy en día bajo el influjo del español.

Y aquí en la CEA, he encontrado una variedad muy amplia de personas de todo el mundo que se sienten atraídas por el español: etíopes, coreanos, japoneses, franceses, cameruneses, argelinos daneses, benineses, rumanos, italianos, egipcios, estadounidenses, etc... conforman el arco iris de de culturas presentes en nuestras clases. No hay que olvidar también que en Addis Abeba hay seis embajadas de países hispanohablantes (España, Cuba, México, Venezuela, Guinea Ecuatorial y recientemente Argentina) lo cual ofrece interesantes oportunidades de empleo.

Hoy en día mis estudiantes, tras varios cursos, son capaces de sostener una conversación de manera fluida en español, de leer y escribir un texto en español, de escuchar y comprender un audio en español, sin mayor problema.

Y junto a lo anterior, mis estudiantes también son capaces de apreciar un texto de Gabriel García Márquez, de Isabel Allende o Laura Restrepo, de escuchar y comprender la letra de Lagrimas Negras, interpretada por Bebo Valdés y Diego 'El Cigala', de disfrutar de una salsa o un tango, de ver una película de Almodóvar o Amenábar. A distinguir entre el acento español, el chileno o el cubano.

Y por supuesto, y lo que me llena de mucha alegría y emoción a ubicar en el mapa donde están España y Colombia, donde están por ejemplo Barcelona y Cartagena de Indias. Finalmente, quiero aprovechar esta

oportunidad para agradecer a todo el personal de Recursos Humanos, muy especialmente a los señores Lamin Fatty, Getaneh Anteneh, y a mis colegas profesores por su continuo apoyo durante mi estancia en el Centro de Lenguas de la CEA. Y por supuesto, gracias a mis estudiantes, sin ellos esto que estoy

viviendo y sintiendo en estos momentos no hubiese sido posible.

Gracias, merci, thank you, obrigado, grazie, amaseganalo!!!

Rafael RODRIGUEZ GUERRA
Profesor de Español – Centro de Idiomas y Formación de la CEA
2 de julio de 2013.

Spanish at the UNECA Language Training Center

Bienvenidos to the Spanish class

By Rafael Rodrigues, Spanish Language teacher

Inevitably, when writing an article about my experience as a Spanish teacher at UNECA, I have to look back to January 2010 when I joined the Language Training Centre. It was only a few months after my arrival in Addis Ababa for family reasons. It was the very first time I had set foot in Africa, a continent unknown to me. I had only heard about famines, wars, human trafficking etc but never about the charm of its people, its beautiful landscapes and the impressive efforts in reducing poverty. My interest in 'discovering' this continent was not unrelated to my African-American background.

Since then, the first questions I am asked when I mention my current job as Spanish teacher -in fact I am a lawyer by training- are: Why do people learn Spanish in Addis Ababa? Followed by: Who learns Spanish?

To the first question, I could reply that the importance of learning Spanish lies in being one of the

UN official languages, together with English, French, Arabic, Russian and Chinese. However, that would mean ignoring other good reasons to learn it. For instance, after Chinese, Spanish is the widest spoken language in the world, with more than 500 million native speakers. It is the official language in 22 countries, including in most of Latin America. It is the native language of more than 40 million residents in the USA alone. Also in Africa, it is the official language of Equatorial Guinea and widely spoken in Western Sahara. Another reason which adds to its appeal is its cultural dimension. Speaking Spanish opens the door to the rich Spanish and Latin-American culture and the possibility to discover all those countries united by a common language.

To the second question, my answer is straightforward: a typical student is someone eager to learn more about our music, literature, cinema, cuisine, arts, science and certainly sports. Here at the

UNECA language centre I have a whole rainbow of nationalities in my classroom: Ethiopians, Koreans, Japanese, French, Cameroonians, Algerians, Danes, Beninois, Romanians, Italians, Egyptians, Americans, etc.

I should add that Addis Ababa hosts six Embassies of Spanish-speaking countries: Spain, Mexico, Venezuela, Cuba, Equatorial Guinea and, most recently, Argentina. This will no doubt offer good job opportunities.

It is with unhidden pride that I see the progress of my students and it gives me great satisfaction to see their progress in just a few months. They quickly manage to

communicate, read, write, listen and understand complex messages, I find this really extraordinary. My students can then enjoy reading novels by Gabriel Garcia Marquez, Isabel Allende or Laura Restrepo; they can understand the lyrics of Lagrimas Negras by Bebo Valdes and Diego El Cigala; enjoy Salsa or Tango from a different perspective; to capture the nuances of an Almodovar's or Amenabar's movie or to distinguish among the Castilian, Chilean or Cuban accents. They can now situate Colombia or Spain in the world map and also such historical cities as Cartagena de Indias or Barcelona (the only European city named after an African family, remember Carthage's General Hannibal Barca).

Finally, I want to seize this opportunity to deeply thank all staff at Human Resources, in particular Messrs. Lamin Fatty and Getaneh Anteneh, and my fellow teachers for the continuous support I have received during this three and half years at the UNECA Language Centre. A big thank you goes as well to my students that gave me the genuine satisfaction I just mentioned.

Gracias, merci, thank you, obrigado, grazie, amaseganalo!!!

Rafael RODRIGUEZ GUERRA
Spanish teacher - UNECA Language and Training Centre
2nd July 2013.

Shop Earn Enjoy

A smiling woman with dark hair, wearing a yellow blazer and a black skirt, is pushing a green shopping cart. The cart is filled with various groceries, including a large bag of rice, a watermelon, and other items. The background is a bright, stylized green and yellow wave pattern.

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General Assembly meeting of the Staff Union

by Seble Demeke

The General Assembly called by the current staff representatives, following their election in December 2012, took place on 9 May 2013 at the ECA Conference Room 1 of the United Nations Conference Centre. The meeting was chaired by Mr. Alemayehu Haile, Chairperson of the Council. It was attended by 205 union members from ECA with SROs participating via video conference. The meeting was successful as it gathered far beyond the 80 paid-up members required by the Staff Union Statutes.

The discussion was transparent and different points of views were expressed openly and discussions held on each agenda item. While issues concerning how to expand the membership of the Staff Union, regular negotiation with management and participation in the various staff/management committees were listed and discussed, one key area of discussion related to the on-going restructuring of the organization. Questions loaded with concern and anxiety about job security were debated in detail. Staff representatives were quizzed on fixed-term contracts, programmes which have been abolished, status of staff redeployment, etc. By repeatedly assuring the Staff, in order to explain matters and minimize their anxiety over their job situations, the representatives maintained that, in principle, no staff member would lose their job due to the restructuring process. The Director of Administration and the Chief of Human Resources, who also attended the meeting, provided answers to staff concerns and confirmed the views expressed by staff representatives. They further explained the steps taken so

far and the plan for the future including a time frame for implementing relocation of staff and offices.

The report of the Staff Union for 2012 was also presented to the meeting by Ms. Mulutsega Legesse, the outgoing Vice-President of the Staff Union. The work of the outgoing Executive Committee was praised by both current staff union officials and the participants.

Following heated debate on the increase of the staff union membership fees and the currencies of payment, the following resolution was adopted unanimously by participants.

Resolution

The Staff Union of the United Nations Economic Commission for Africa (ECA), at its General meeting of 8 May 2013:

Recalling the meeting of the Staff Council held on 7 May 2013, which decided to review and adjust the amount of the monthly contribution of staff members to the Staff Union;

Considering the necessity to provide adequate financial support to the activities of the Staff Union to better carry out its mandate;

Further considering that the membership fees have not been adjusted since the creation of the Staff Union

despite increase in cost of living and evaluation of the salary scale of staff members;

Noting the comparison of contributions of ECA staff members to the various UN staff unions, especially the New York Staff Union;

Endorses the new fee structure, which is reflected in the table below:

Decides that payment of General Service Staff and National Officers will be made in the local currency of the various duty stations, based on the value of the US dollar on 8 May 2013 as in the above table. The exchange rate will be adjusted every six months taking into account the rate of the US dollar against the respective local currencies.

Requests the ECA Chief of Finance to implement the new rates above by deducting the required monthly amount from all staff Union members' salary starting from the end of June 2013;

Requests the President of the Staff Union Executive Committee to monitor implementation of the resolution; and

Further requests the President of the Staff Union to convey this resolution to the Chief of Finance, to other relevant officials of the Economic Commission for Africa and to all staff members.

Addis Ababa, 8 May 2013, the General Meeting.

General Services and National Officers		Professional	
G2 USD	3.00 – ETB 55.00	FS	USD 10.00
G3 USD	4.00 – ETB 70.00	P1 & 2	USD 10.00
G4 USD	5.00 – ETB 90.00	P3	USD 12.00
G5 USD	6.00 – ETB 115.00	P4	USD 14.00
G6 USD	7.50 – ETB 140.00	P5	USD 16.00
G7 USD	9.00 – ETB 165.00	D1 P6 & above	USD 17.00
NO USD	9.00 – ETB 165.00		

Pictures from the General Assembly meeting



Handing over of reports by former Vice-President to the newly-elected President



Staff issues are also our primary concern!



Let me see what has been said before.....



HRSS is doing its best to carry out its responsibilities in accordance with staff rules and regulations.



We are trying to understand.....

Staff Members and Knowledge Management

Henock Legesse,
Secretary, Executive
Committee of UNECA Staff
Union



In recent years, organizational knowledge management has gained prominence in many institutions across the world. Likewise, ECA has incorporated knowledge management as a strategy and practice, since few years back. Specially, in the recent restructuring of the commission, knowledge management has been recognized at division level. The commission has also positioned itself as knowledge based institution.

In this article, I will try to reflect my conception of organizational knowledge management vis-à-vis employees.

Some people consider knowledge management as a buzzword or a fad, which is intentionally coined by management consultants for business purposes.

On the other hand, many scholars agree that knowledge has now become the only resource that can guaranty the survival of any organization. This recognition has given the impetus for organizations to indulge in the activities of harnessing organizational knowledge.

Knowledge is believed to reside in the routines, systems, practices, and documents of organizations. But many agree that the main repositories of organizational knowledge are the employees. In this

regard, the main activity of knowledge management has become the facilitation of knowledge sharing within the employees of an organization. This is believed to enhance the creation of more knowledge, and ensure the competitiveness of the organization.

Furthermore, many scholars have identified; recognitions, rewards, and flexible working conditions of employees, as among the main ingredients in knowledge management. These are believed to simulate knowledge sharing and creation in the employees of an organization.

At ECA, the above mentioned ingredients can be said to have less impact or influence. There are staff complaints on the lack of credits, or wrong crediting for jobs well done. There is also no practical mechanism of rewarding individuals for exceptional accomplishments. The existing performance evaluation has little impact on the advancement of staff careers.

In conclusion, I believe that the indicated concerns can be easily addressed. In addition to supporting knowledge sharing and creation within the commission, it can help boost job satisfaction of staff members.

**Staff Voice
Magazine
available
online at**

**[www.uneca.org/
staff-union](http://www.uneca.org/staff-union)**

Appreciation, Acknowledgement and Recognition

Tsega Amensissa,
Treasurer, UNECA Staff Union

When we were small children, all of us remember the feeling we had when we were praised and admired for the little things we did. This holds true for grown-ups too as the effect of positive reinforcement is powerful. It could be expressed almost anywhere in a social context; at home, in the neighborhood, on the road, at the workplace, etc.

In the workplace setting, the outcome of receiving such feedback is that it boosts morale, builds confidence in oneself, enhances the feeling of belongingness and encourages better performance all of which are beneficial to both the staff member and the organization.

Usually, appreciation or recognition is expressed in a number of ways and means. It can be orally or written, formally or informally, at the level of the supervisor or the Section/Division/Organization, etc. This depends on the situation and what was done to merit the praise.

Credit is due when, among other things, a difficult project or task is successfully completed, a job is well done, initiative is taken to find solutions to problems, and creative ways are found to doing business.

At ECA, this could be further enhanced by identifying staff members who demonstrate this quality and recognizing their contribution. Failure to do so will have a huge impact on individuals' behavior because at times staff members feel that they are taken for granted and unappreciated.

In conclusion, when people feel that they are recognized and appreciated, they will perform exceptionally well and so supervisors and managers must always keep this in mind. Let us hope that following the restructuring process and the recommendations of the various task forces, this issue is captured somewhere and



our Commission moves forward equipped with contended workforce.



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Editorial Committee and Focal Persons of Staff Voice Met with the Executive Secretary of UNECA on 8 April, 2013

Seble Demeke, Editor-in-chief

On behalf of the Staff Union, the Editorial Committee and all focal persons present.

Mr. Makane Faye, President of the Staff Union opened the meeting by expressing his appreciation to the Executive Secretary and to participants for being present.

A power point presentation was

conducted on the background of the UNECA Staff Voice magazine. The primary purpose of the staff voice was to be a channel of communication among staff members of the UN system organizations located in Addis Ababa, while its secondary purpose was to serve as a tool of communication between staff and management. The maga-

zine was also intended to contribute, modestly, to the efforts being made by the UN system organizations for the development of Africa. Ranging from development activities to peacekeeping operations, it was important that the noble actions of the United Nations were well known by the people who were its stakeholders. UNECA Staff Voice was, therefore, only trying to fill the perceived gap by disseminating the magazine world-wide.

Currently, the structure of the magazine includes interviews, contributions by the staff, the Staff Union corner, Division of Administration and other columns covering special and current events that had taken place during the preparation of the relevant issue. Recipients of the magazine include: the ECA Sub-regional Offices; United Nations libraries in New York, Geneva, Vienna and Nairobi; all 89 Embassies in Ethiopia and the other UN Regional Commissions, namely: the Economic Commission for Latin America and the Caribbean (ECLAC), the Economic and Social Commission for Asia and the Pacific (ESCAP), the Economic and Social Commission for Western Asia (ESCWA) and the Economic Commission for Europe (ECE).

The focus of each edition of the magazine was detailed as follows:

- (a) Issue One had been about the strength of unity when staff and management, each with their own responsibilities, stood together to focus primarily on the ultimate goal of the Organization;
- (b) Issue Two had been about ONE UN and whether that concept was understood by all those who had a stake in delivering as one;



Presentation of the programme by Makane Faye



The ES with the Chairperson of the Staff Union



UNECA Staff Representatives



Aida Awel, Focal Person, ILO



Lula Tewfik and Martha Mogus, UNDP



Charles Ndungu, Chief, ECA Printing Shop, explaining the process of printing

- (c) Issue Three had been about how the UN helped its Member States to maintain their development momentum even when strong and outstanding leaders were passing away; and
- (d) Issue Four, currently

being distributed, was about how ECA management and staff, together with partners within and outside the system, would be working together to transform Africa through Industrialization.

Following the presentation, the Executive Secretary gave the following views on the substance of the presentation.

Any platform for communication between staff and management was welcome as was any vehicle that enhanced collaboration and interaction. It was very important for UNECA and indeed all the agencies and partners to try to emulate what other UN system institutions in other locations had put in place that was of great benefit to all. Obvi-

Staff Representatives Corner

ously here in Addis, the system was in its infancy but could do more. Personally, he had invested a lot in modifying the ECA Website in order to have made it lighter in hopes of pursuing a more attractive outreach to its constituencies in a format that would be easier, simpler and more user-friendly.

One of the things he had come across since coming to ECA was the sheer number of acronyms. The use of too many abbreviations and acronyms will make our external viewers and readers intimidated by our jargon. Obviously, that demonstrated

that we were not communicating in a simple way to become inclusive in the message we need to send about One UN. One UN was about simplifying our message and the way we communicate it. Everyone wanted to put their little acronym and flag and at the end the message gets lost and produces less gain than it should... Through such communications tools as the staff voice magazine he hoped that the staff would become much more unified and use that leverage for greater impact.

He had noticed that, unlike the practice in the United Nations

Office in Geneva (UNOG) where all UN agencies staff and management published one UN Special, the Staff Voice is for UNECA only and should perhaps be called United Nations staff voice in Addis or Ethiopia or something like that. While it was perfectly normal, given the reason, the size and importance and ownership of the idea of the initiative that ECA occupied a lot of space within the publication, it did not necessarily mean that it had to be all UNECA. It could also be sharing such ownership with others and become inclusive even though UNECA features prominently.



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UPDATE ON STAFF MANAGEMENT ISSUES BY THE PRESIDENT OF THE STAFF UNION

Dear Colleagues,

As you know the UN system in general is going through structural changes with the arrival of new systems and methods to streamline our activities. Many UN offices have been forced to separate staff members due to the General Assembly resolutions requesting the Secretary General to carry out cuts on the current budget and reduce the next biennium budget.

During several meetings held with the ECA management, the Executive Secretary has reiterated his desire to keep staff members on board and has decided to use vacant and retired posts to comply with the GA resolutions and place staff on project funded posts. We believe that this process will in the long run keep existing staff on board and bring new recruits as expected and needed.

In this connection you have received several circulars from the Division of Administration on the restructuring exercise and also you have participated in a dialogue with the Director of Administration during the Staff Union General Assembly on 9 May 2013. All the issues which were raised by staff were addressed by the Director.

Moreover, I wish to inform you that, the Staff Union has held several meetings with the Executive Secretary to discuss issues relating to abolition and reclassification of posts as well as redeployment

of staff (from the General Service level to Directorship). The redeployment of staff has left several staff members disappointed with low morale. This issue, of great concern to the Union, was raised with the Executive Secretary at a meeting held in June 2013. We will continue interacting with management to find the best way forward on this particular subject. On the regional advisory services, as announced by the Executive Secretary at the December town hall meeting, there is a new focus leading to the termination of earlier regional advisory activities. Since then, there have been discussions between the union and management on the regularization / absorption of the former regional advisors and former L category staff by enabling them to apply to vacant posts in order to go through the central review process and be able to qualify for lateral movement within the Commission. As you may have noticed in the circular from the Human Resources Section of 25 June 2013, most regional advisors and former L staff have been laterally moved into the ECA new structure. The Executive Secretary has also promised, upon request from the Staff Union, to facilitate absorption, through lateral up-graded posts.

On the global level, your Union is part of the Staff Management Committee (SMC) discussions and you have been receiving regular updates. The unfortunate disruption of SMC 2 is due to the

fact that some people want to put emphasis on the “advisory” role of the unions and not on “negotiation” as entrusted by ST/SGB/2011/6. The premature ending of SMC 2 has left key agenda items untouched leading to difficulty in implementing some key decisions which would have been beneficial to the Organization. However you may have noticed that before the convening of SMC 2, a circular was issued by the Human Resources Services Section posted on 11 February 2013, as a result of negotiation between staff and management, bringing on board former non-selected candidates who were on the expired roster as of 1 July 2009 and putting in place an indefinite roster even for successful applicants, hence enabling Human Resources departments to concentrate on other substantive activities while staff would spend less time preparing for interviews for posts at the same level. I wish also to inform you that from January 2014 all new UN recruits will retire at the age of 65, while current staff members will continue to retire at 60 or 62 depending on their date of recruitment.

On the UN Health Care Centre (UNHCC), a review was undertaken by a team of international medical doctors in May 2013. The report was submitted to management and is available for consultation by interested parties. We believe that following the recommendations of the consultants, most of the services offered by UNHCC will be retained. Currently a Task Force on UNHCC, coordinated by the Director of Administration is working to determine the various services and modalities of operations of the Clinic in the coming years.

On the Local Salary Survey (LSS), I am pleased to inform you that your LSS members, with the full participation of the staff union and management, have been doing a great job despite the new survey methodology. This methodology has left almost all the duty stations with frozen salaries of upper level GS and significant decrease for lower levels. However, in our duty station, while the survey results are being finalized, the preliminary indications are that there will be an increase in both the GS and NO scales due to the good work undertaken by the LSS Committee. The results are expected to be out soon. The CCISUA President has officially written to the ICSC Chairperson in May 2013, requesting a change of the methodology.

Dear Colleagues,

Commitment towards the welfare of staff. We have been discussing with management since the arrival of the new Executive Secretary but you would agree with me that we cannot divulge information prematurely to staff; some negotiations have to be kept between the Union leadership and senior management until finalised. Our motto is the welfare of staff; and this can only be achieved through the use of the channels which were put in place by Staff Regulation 8.1, which allows consultations with management.

We will continue to provide you with regular updates on staff/management issues at the global level as well as within the Commission.

Thank you for your support and understanding.

Makane Faye

President, Staff Union, Addis Ababa, 10 July 2013

MISE A JOUR CONCERNANT LES RELATIONS ENTRE LE PERSONNEL ET LE MANAGEMENT, PAR LE PRESIDENT DU SYNDICAT

Chers collègues,

Comme vous le savez, le système des Nations Unies en général traverse des changements structurels avec l'arrivée de nouveaux systèmes et méthodes pour rationaliser nos activités. De nombreux bureaux de l'ONU ont été contraints de réduire leur personnel pour répondre aux résolutions de l'Assemblée générale demandant au Secrétaire général de procéder à des coupes sur le budget actuel et de réduire le prochain budget biennal.

Au cours de plusieurs réunions tenues avec le management de la CEA, le Secrétaire exécutif a réitéré son désir de garder les membres du personnel à bord et a décidé d'utiliser les postes vacants et ceux des retraités pour se conformer aux résolutions de l'Assemblée générale. Il a en même temps utilisé les fonds de projet pour créer des postes. Nous croyons que ce processus permettra de retenir à bord à long terme le personnel existant et de recruter de nouvelles personnes.

A cet égard, vous avez reçu plusieurs circulaires de la Division de l'Administration sur l'exercice de restructuration et aussi avez participé à un dialogue avec la Directrice de l'administration au cours de l'Assemblée générale du Syndicat tenue le 9 mai 2013. La Directrice a répondu à toutes les questions qui ont été soulevées par les participants.

Par ailleurs, je tiens à vous informer que, le Syndicat a tenu plusieurs réunions avec le Secrétaire exécutif pour discuter des questions ayant trait à l'abolition et la reclassification des postes ainsi qu'au redéploiement du personnel (de la catégorie des services généraux à celle de directeurs). Le redéploiement du personnel a laissé un goût amer et un moral bas à plusieurs membres du personnel. Ceci une grande préoccupation pour le Syndicat, qui en a discuté avec le Secrétaire exécutif lors d'une réunion tenue en juin 2013. Nous allons continuer à discuter avec le management pour trouver la meilleure façon d'avancer sur ce sujet particulier.

En ce qui concerne les services de conseillers régionaux, comme annoncé par le Secrétaire exécutif au town hall de décembre, il y a une nouvelle orientation conduisant à la cessation de ces activités comme précédemment définies. Depuis lors, il y a eu des discussions entre le syndicat et le management sur la régularisation / absorption des anciens conseillers régionaux et anciens membres du personnel de la catégorie L en leur permettant de soumettre leur candidature aux postes vacants afin de passer par le processus d'examen central et être en mesure de se qualifier pour les mouvements latéraux au sein de la Commission. Comme vous avez pu le remarquer dans la circulaire de la Section des ressources humaines

du 25 juin 2013, la plupart des conseillers régionaux et d'anciens employés de la catégorie L ont été déplacés latéralement dans la nouvelle structure de la CEA. Le Secrétaire exécutif a également promis, à la demande du Syndicat de faciliter l'absorption, par mouvement latéral des membres du personnel dont les postes ont été reclassés et qui ne réussiraient pas à être promus.

Au niveau mondial, le syndicat prend part aux discussions du Comité Personnel Management (SMC) et vous avez reçu des mises à jour régulières. L'interruption regrettable du SMC 2 est due au fait que certaines personnes voudraient mettre l'accent sur le rôle «consultatif» des syndicats et non sur la «négociation» tel que stipulé dans le ST/SGB/2011/6. La fin prématurée du SMC 2 a laissé les principaux points à l'ordre du jour intacts conduisant ainsi à la difficulté de mettre en oeuvre certaines décisions clés qui auraient été bénéfiques pour l'organisation. Cependant, vous avez sans doute remarqué qu'avant la tenue du SMC 2, une circulaire a été publiée par la Section des services des ressources humaines postée le 11 Février 2013, à la suite d'une négociation entre le personnel et le management. Il a été décidé de faire figurer sur la liste du roster permanent les anciens candidats non sélectionnés qui étaient sur le roster expiré à la date du 1er Juillet 2009 ; et d'inclure dans le même roster les candidats sélectionnés. Ceci permettra aux services des ressources humaines de se concentrer sur d'autres activités substantielles et au membre du personnel de passer moins de temps à la préparation d'interviews pour des postes de même niveau. Je tiens également à vous informer qu'à partir de janvier 2014 toutes les

nouvelles recrues de l'ONU iront à la retraite à l'âge de 65 ans, tandis que les membres du personnel actuels continueront à prendre leur retraite à 60 ou 62 ans en fonction de leur date de recrutement.

Concernant le Centre de soins de santé des Nations Unies (UN-HCC), une étude a été menée par une équipe internationale de médecins en mai 2013. Le rapport a été déposé et est disponible pour consultation par les parties intéressées. Nous croyons qu'à la suite des recommandations des consultants, la plupart des services offerts par UNHCC devront continuer. Actuellement, un groupe de travail sur UNHCC, coordonné par la Directrice de l'administration s'emploie à déterminer les différents services et les modalités de fonctionnement de la clinique pour les années à venir. En ce qui concerne l'Enquête sur les salaires locaux (LSS), je suis heureux de vous informer que vos membres du LSS, avec la pleine participation du Syndicat et de l'Administration, ont fait un excellent travail malgré la nouvelle méthodologie d'enquête. Cette méthodologie a entraîné un gel des salaires des GS de niveau supérieur et une diminution significative des GS de niveau inférieur dans presque toutes les villes dans lesquelles elle a été appliquée. Cependant, à Addis Abeba, tandis que les résultats de l'enquête sont en cours de finalisation, les indications préliminaires sont qu'il y aura une augmentation à la fois pour les GS et les NO grâce à l'excellent travail entrepris par le Comité LSS. Les résultats devraient être bientôt disponibles. Le président de CCIISUA a écrit au président du ICSC au mois de mai 2013 pour demander le changement de la méthodologie.

Chers collègues,

Au nom de tous les membres du bureau du Syndicat, je tiens à vous rassurer de notre engagement continu pour le bien-être du personnel. Nous discutons avec le management depuis l'arrivée du nouveau Secrétaire exécutif, mais vous conviendrez avec moi que nous ne pouvons pas divulguer des informations prématurément au personnel ; certaines négociations doivent être gardées secrètes entre le management et le syndicat jusqu'à ce qu'elles soient finalisées.

Notre devise est le bien-être du personnel, et cela ne peut être atteint qu'à travers l'utilisation des canaux qui ont été mis en place par le règlement du personnel, article 8.1, qui permet des consultations avec le management.

Nous allons continuer à vous fournir des mises à jour régulières sur les questions relatives au personnel à l'échelle mondiale et aussi au niveau de la Commission.

Nous vous remercions de votre soutien et de votre compréhension.

Makane Faye

Président du Syndicat

Addis Abeba, le 10 juillet 2013

UNECA Staff Voice – Partnership with the Private Sector

By Seble Demeke

By involving the private sector which supports its activities by publicizing in the magazine, UNECA Staff Voice is making a modest contribution to the efforts being made by the management of UN system organizations located in Addis Ababa. A meeting was organized on between the private sector and the staff union to discuss cooperation for the benefit of both parties.

“Partnerships are at the centre of effective humanitarian response. Public Private Partnerships (PPPs) are collaborative agreements between State-run or public entities, such as the United Nations, and private sector* organizations. By working with private entities, the humanitarian community can benefit in many ways, such as making better use of technological innovation and expertise.” (United Nations Central Emergency Response Fund (UNCERF)

Furthermore, in Resolution A/RES/56/76, of 24 January 2002 the United Nations General Assembly stresses that efforts to meet the chal-

lenges of globalization could benefit from enhanced cooperation between the United Nations and all relevant partners, in particular the private sector, in order to ensure that globalization becomes a positive force for all.

Also, the Staff Voice magazine, on behalf of the UN System Organization's staff located in Addis Ababa, is working towards leaving its mark as a contributor to the efforts to meeting the MDG challenges by the African continent by 2015.

Opening the meeting Mr. Abdalla Hamdok, Deputy Executive Secretary of UNECA, welcomed the participants and stated that he would like to see the relationship with the private sector moving to further heights. He looked forward to working together in the interest of the African people and continent. ECA appreciated the role the private sector was playing in partnering with the Commission to address some of the development challenges and issues of the continent. Most highly appreciated was private sector contribution to development, particularly the banking and services sectors. Through the years,

Addis Ababa had graduated from being, not merely the capital of Africa, but also a hub that attracts continental and global meetings. ECA would like to join hands with the private sector to see what could be achieved together. The Staff Voice Magazine was bringing a wealth of knowledge and experience to bear, by interacting and exchanging ideas as often as practicable on how the private sector saw ECA's role and how to move the relationship forward.

Mr. Abraham Tameru, the Vice-President of the Staff Union thanked the Deputy Executive Secretary for accepting to chair the meeting despite his heavy schedule. He also welcomed participants and thanked them for coming to discuss the UN partnership opportunity with the private sector. He also made a presentation on the Staff Voice Magazine.

Participants thanked UNECA for inviting them and wondered among other things whether the magazine would be on-line. They were informed that the Staff Voice magazine was available on-line at: <http://www.uneca.org/Staff-Union>.

Being the first of its kind, the meeting was cordial and the discussions open and fruitful. Ideas were exchanged on how to make this partnership more effective. The private sector participants requested for space to publicize the services that their organization could provide to the UN family of organizations. Some of them offered to provide their services with a minimum cost to UN staff. The meeting was an eye opener for a better relationship with the private sector.

Present at the meeting were representatives from Airlines, Banks and Hotels currently working with the UN system organizations in Addis Ababa.



50TH ANNIVERSARY SOLEMN DECLARATION

We, Heads of State and Government of the African Union assembled to celebrate the Golden Jubilee of the OAU/AU established in the city of Addis Ababa, Ethiopia on 25 May 1963,

Evoking the uniqueness of the history of Africa as the cradle of humanity and a centre of civilization, and dehumanized by slavery, deportation, dispossession, apartheid and colonialism as well as our struggles against these evils, which shaped our common destiny and enhanced our solidarity with peoples of African descent;

Recalling with pride, the historical role and efforts of the Founders of the Pan-African Movement and the nationalist movements, whose visions, wisdom, solidarity and commitment continue to inspire us;

Reaffirming our commitment to the ideals of Pan-Africanism and Africa's aspiration for greater unity, and paying tribute to the Founders of the Organization of African Unity (OAU) as well as the African peoples on the continent and in the Diaspora for their glorious and successful struggles against all forms of oppression, colonialism and apartheid;

Mindful that the OAU/AU have been relentlessly championing for the complete decolonization of the African continent and that one of the fundamental objectives is unconditional respect for the sovereignty and territorial integrity of each of its Member States;

Stressing our commitment to build a united and integrated Africa;

Guided by the vision of our Union and affirming our determination to "build an integrated, prosperous and peaceful Africa, driven and managed by its own citizens and representing a dynamic force in the international arena";

Determined to take full responsibility for the realisation of this vision;

Guided by the principles enshrined in the Constitutive Act of our Union and our Shared Values, in particular our commitment to ensure gender equality and a people centred approach in all our endeavours as well as respect for sovereignty and territorial integrity of our countries.

ACKNOWLEDGE THAT:

- I. **The Organisation of African Unity (OAU)** overcame internal and external challenges, persevered in the quest for continental unity and solidarity; contributed actively to the liberation of Africa from colonialism and apartheid; provided a political and diplomatic platform to generations of leaders on continental and international matters; and elaborated frameworks for Africa's

development and integration agenda through programmes such as NEPAD and APRM.

- II. ***The African Union (AU)*** carried forward our struggle for self-determination and drive for development and integration; formulated a clear vision for our Union; agreed that the ultimate goal of the Union is the construction of a united and integrated Africa; instituted the principle of non-indifference by authorizing the right of the Union to intervene in Member States in conformity with the Constitutive Act; and laid the groundwork for the entrenchment of the rule of law, democracy, respect for human rights, solidarity, promotion of gender equality and the empowerment of Women and Youth in Africa.
- III. The implementation of the integration agenda; the involvement of people, including our Diaspora in the affairs of the Union; the quest for peace and security and preventing wars and genocide such as the 1994 Rwandan genocide; the alignment between our institutional framework and the vision of the Union; the fight against poverty; inequality and underdevelopment; and, assuring Africa's rightful place in the world, remain challenges.

WE HEREBY DECLARE:

A. On the African Identity and Renaissance

- i) Our strong commitment to accelerate the African Renaissance by ensuring the integration of the principles of Pan Africanism in all our policies and initiatives;
- ii) Our unflinching belief in our common destiny, our Shared Values and the affirmation of the African identity; the celebration of unity in diversity and the institution of the African citizenship;
- iii) Our commitment to strengthen AU programmes and Member States institutions aimed at reviving our cultural identity, heritage, history and Shared values, as well as undertake, henceforth, to fly the AU flag and sing the AU anthem along with our national flags and anthems;
- iv) Promote and harmonize the teaching of African history, values and Pan Africanism in all our schools and educational institutions as part of advancing our African identity and Renaissance;
- v) Promote people to people engagements including Youth and civil society exchanges in order to strengthen Pan Africanism.

Happy 50th AU Anniversary to all African Nations and Nationalities



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