

STAFF VOICE^{UN}

Issue 9

www.uneca.org/staff-union

June 2015



Africa's Contribution to United Nations Peacekeeping Missions

Editorial: Peacekeeping where there is no peace to keep

Extracts from the ECA Executive Secretary's Blog: Challenges to multilateralism

A visit to ECA by students and their two professors from King's University College, Canada

The significant impact of women in the peacekeeping environment

Umoja in United Nations Peacekeeping and Headquarters Entities

The current policy for the recruitment of staff for UN Peacekeeping Missions

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Peacekeeping where there is no peace to keep

By Seble Demeke, Editor in Chief

Our world, as we know it, has never been without conflicts. Some have been major (like the First and Second World Wars), others lesser in scale but nevertheless bringing unimaginable sadness and tragedy to those affected. Winston Churchill had to say this about the effects of war on those who launch it.

“Never, never, never believe any war will be smooth and easy or that anyone who embarks on that strange voyage can measure the tides and hurricanes he will encounter. The statesman who yields to war fever must realize that once that signal is given, he is no longer the master of policy but the slave of unforeseeable and uncontrollable events... incompetent or arrogant commanders, untrustworthy allies, hostile neutrals, malignant fortune, ugly surprises, awful miscalculations”.

Not one nation could say, therefore, that conflicts and wars are far away happenings on the other side of the world, and have nothing to do with them unless and until the trouble comes to their own borders. In today's interdependent world connected by modern technology, the possibility of getting involved in a place far away from where we live is very high. The effect will be felt both directly and indirectly. As in when falling and/or increasing oil prices crash the market and we enter into what they call economic depression, when the global market is shaking due to a conflict on the other side of the ocean and most of all when we see on our television screen little children, women, elderly people (people who have nothing to do with the war or conflict and don't even understand why this is happening to them and what is going on) is a tragic scene that cannot be ignored and impossible not to be affected.



The madness of those who initiate war knowing very well it is somehow going to affect innocent people cannot usually be stopped or treated with a therapy called “peace”. Their mind is set, already occupied and full of war and destruction and will not change until they themselves are defeated and destroyed. **That is why, in most cases, United Nations peacekeepers are sent to places where there is no peace to keep – and pay the ultimate price for other people's madness with their own lives.**



Photo from UNHCR - Photo Galleries – 30 October 2013

Makane Faye, President of the ECA Staff Union and Chairperson of the Federation of United Nations Staff Unions and Associations (FUNSA)

The contribution of Africa to United Nations peacekeeping missions is an endeavour which has been taken by the continent as one of its main obligations. The continent's understanding is that, where there is no peace there will be no development.

The fact that Africans are working together and spearheading the peacekeeping needs of their continent and the global community is acknowledged by the United Nations. In addition to contributing a large number of troops to the United Nations, Africa's the involvement and full commitment of its nationals in the civilian division of the United Nations missions, whether as volunteers or as regular staff, is very high and needs to be commended. There is practically no UN peace keeping mission in which African staff members are not involved despite the fact that most of the conflict zones around the world are categorized as hardship zones, which lack everything, from basic facilities such as water and cooking gas to medical support compounded with harsh climate situations, hence putting at continuous risk the life of our staff. Africans participate in almost all peacekeeping operations on the continent and outside.

In most conflicting zones, the parties do not understand the neutrality of the UN, hence there are times when UN peacekeepers are targeted and taken hostages by one or the

other side in the conflict. Moreover, it is known that UN peacekeepers are not armed all the time and are prone to be victims of rebels, the population and even regular armies. However, despite all these uncertainties and risks, African peacekeepers are always available when they are called for, be it as a country or as an individual staff member of the United Nations.

The history of UN peacekeepers, whether military or civilian, African or non-African is loaded with successes, failures and deaths - <http://www.un.org/en/peacekeeping>. At its inception peacekeeping activities dwelt mainly with maintaining peace and security. Today, the role of UN peacekeepers is multidimensional and includes, in addition to protecting civilians and disarming combatants, reforming the security sector, assistance in building sustainable institutions of governance, support to the organization of elections, promotion of human rights and restoring the rule of law, etc.

The first UN peacekeeping operation was put in place in May 1948 by UN Security Council resolution 50 (1948); it was called the United Nations Truce Supervision Organization (UNTSO), established to assist the United Nations Mediator and the Truce Commission in supervising the observance of the



truce in Palestine. Since then, 69 peacekeeping operations have been deployed by the UN, 56 of them since 1988. Africa alone accounts for over 23 peacekeeping missions.

The first mission on the continent was the UN Operation in the Congo (ONUC), launched in 1960. It was the first large-scale mission having up to 20,000 military personnel to prevent the occurrence of civil war and to maintain the territorial integrity and political independence of the Congo. The following African countries contributed military personnel:

- Ethiopia
- Ghana
- Guinea
- Liberia
- Federation of Mali (Mali and Senegal)
- Morocco
- Nigeria
- Sierra Leone
- Sudan
- Tunisia
- United Arab Republic (Egypt)

Two former ECA Executive Secretaries, Mr. Mekki Abbas of Sudan and Mr. Robert K.A. Gardiner of Ghana acted as Representatives of the UN Secretary General in ONUC, respectively from March to May 1961 and February 1962 to May 1963.

Over the years, hundreds of thousands of military personnel, as well as tens of thousands of UN police and other civilians from more than 120 countries have participated in UN peacekeeping operations. As of 31st March 2015, the top 5 African contributing nations providing military experts, troops and police to UN Peacekeeping operations are:

- Ethiopia: 7,862
- Rwanda: 5,709
- Senegal: 3,316
- Ghana: 3,023
- Nigeria: 2,980

Unfortunately, peacekeeping comes with loss of life and over 3,326 UN peacekeepers have died while serving under the UN flag. Africa has its high toll among these fatalities accounting to 1,081 UN peacekeepers who lost their life. Over half of these deaths are citizens of the following 5 African countries:

- Nigeria: 144
- Ghana: 133
- Ethiopia: 99
- Zambia: 75
- Senegal: 66

On behalf of the entire UN staff in Addis Ababa and the five ECA Sub-Regional Offices (Kigali, Lusaka, Niamey, Rabat and Yaoundé), we would like to express our deep condolences and sorrow to the families of the 1,081 African UN peacekeepers who lost their life in different missions. Our thoughts

and prayers are also with those who are injured and still trying to survive with difficulty.

I would also like to take this opportunity to thank our UN peacekeeping staff for their courage and for showing their utmost commitment whenever they are called upon to participate in responding to fulfilling of the UN mandate of keeping international peace and security, building democratic institutions in the world's most dangerous locations. In today's volatile world, whereby incidences take place unexpectedly which cost lives of innocent civilians, the UN personnel are always there to protect the population, risking their own lives.

The entire world has a debt of gratitude to extend to all UN peacekeepers both military and civilians for their commitment, the sacrifices they are making daily and their continued readiness to contribute to the maintenance of International Peace and Security. **To the African peacekeepers, who are always doing a great job, I would like to express our continuing support in discharging your duty and carrying high the UN flag in unsecure and hostile environment. You are the pride of the continent and your contributions are acknowledged not only by Africa but by the entire world.**

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Contribution made by Africa to fulfil the mandate of the United Nations in the area of maintaining international peace and security

Carlos Lopes, United Nations Under-Secretary-General and Executive Secretary of ECA



The resurgence of conflicts in Africa over the past four decades has prompted leaders to develop resolution and prevention mechanisms while initiating peacekeeping and peace-making operations, post-conflict recovery and stabilization efforts. These initiatives have been undertaken both at the continental and the regional levels. Initially created to promote trade, integration and socioeconomic development, most regional organizations such as the African Union and the regional economic communities have come to integrate security and peace consolidation in their respective mandates as a *sine qua non* to attaining their objectives. In fact, the Economic Community of Central African States also initiated the mission for the consolidation of peace in the Central African Republic in 2008. Under the Pact on Security, Stability and Development in the Great Lakes, numerous projects support conflict resolution, the eradication of the proliferation of small arms and light weapons and the fight against transnational crime and terrorism. Meanwhile, in East Africa, the Intergovernmental Authority on Development has operationalized conflict early-warning and response mechanisms in Djibouti, Eritrea and the Sudan,

as well as post-conflict peacebuilding efforts in Somalia.

At the continental level, the African Union Peace and Security Council promotes peace, security and stability in Africa through preventive diplomacy and peacekeeping operations as well as the management of natural disaster and humanitarian responses. Some peacekeeping examples include the African Union Mission in Somalia, the African-led International Support Mission in the Central African Republic, the African-led International Support Mission to Mali and the Regional Cooperation Initiative for the Elimination of the Lord's Resistance Army. Preventive initiatives, on the other hand, range from capacity-building for effective humanitarian assistance response to natural disasters, to combating terrorism and violent extremism. Africa has also contributed substantially to United Nations peacekeeping operations on the continent and around the world. For example, the Peace and Security Council has partnered with its counterpart reveal that 47 per cent of the police, United Nations military experts and troops on mission are from African countries, such as in the United Nations Stabilization Mission in Haiti.

Eugene Owusu,

UN Resident Coordinator, Humanitarian Coordinator and UNDP Resident Representative



I congratulate the Federation of the United Nations Staff Unions and Associations (FUNSA) for their decision to rename the “ECA Staff Voice” as the “UN Staff Voice” magazine; a timely move to our commitment to communicate as one as we mark the 70th anniversary of the founding of the UN.

This rebranding will go a long way to strengthen the sense of ownership and commitment of all agencies and their staff and will help this magazine become a flagship product of the UN in Ethiopia.

Ethiopia, a founding member of the United Nations back in 1945, plays host to one of the largest UN Country Teams in Africa, if not the world. As UN Resident Coordinator I look forward to the highlight of 2015 as we all come together, later in the year, to celebrate this momentous global achievement and commitment to build a better world for all.

2015 marks the end date for achieving the MDGs and the good news is that Ethiopia is on track to meet most of these goals. Still, more work remains to be done to help Ethiopia achieve its ambition of becoming a middle-income country over the next decade. Soon, the MDGs will be replaced by the Sustainable Development Goals, and the expectation on all parts of the UN will be very high that we can help countries meet them.

Here in Ethiopia, 2015 is also the year we are witnessing national elections and the launch of a new five-year national development plan. The UN team is also busy developing the new UN Development Assistance Framework (UNDAF), which articulates how we will support Ethiopia to meet its development objectives of building a climate-resilient carbon-neutral economy and

achieving middle-income country status by 2025. Our intervention will have a strong focus on reducing poverty, building resilience, helping Ethiopia develop a green economy, strengthen its human capital, and empower women and girls.

I call on all my colleagues in the UN to re-commit themselves to use each day in 2015 to work together to deliver the best development results we can. Let us use the example of the re-naming of this magazine to continue to break down silos between agencies, and pool our resources together effectively. Let us use this year to strengthen our commitment to Deliver as One.

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Aeneas Chapinga Chuma, Assistant Director-General and Regional Director for Africa, International Labour Organization (ILO)

When the function of peacekeeping was introduced in the United Nations by the Security Council, Africans rose to the challenge of participating in fulfilling that role.

African countries have always provided troops and supported and consolidated peace in areas where there was conflict, from as early as 1956 and the Korean War. In more recent years, African countries have been very active in conflicts following the collapse of the Soviet Union.

The role of African peacekeeping is decisive and I believe the professionalism of African peacekeepers is well recognized. That is why the Security Council calls on African Governments to make available peacekeepers at all levels for them to function globally wherever there is a United Nations Mission.

We still have conflicts in several places where there remains a need for peacekeeping missions. Often there is no peace to keep, but there is conflict.

However, the presence of people that have consolidated peace promotes and creates conditions for development, which is one of the main roles of the United Nations, through its Funds and Programmes such as UNDP, UNICEF and Specialized Agencies such as ILO.

So, in recognition of these achievements, we need to mark with pride that Africa has responded positively and constructively to its role as a member of the international community through the United Nations,

and provided professional forces, both men and women, to support peacekeeping efforts and consolidate peace and create conditions that are conducive to development.



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Extracts from the ECA Executive Secretary's Blog:

Challenges to multilateralism

“.....Third, the UN's peacekeeping work became the focus of increased attention and significant criticisms in the 1990s following the end of the Cold War and an eruption of a high number of conflicts in Africa, but also in Europe and other continents. However, the situation has changed again and requires a new vision. Compared to the previous decade, we are speaking about the emergence of a new type of conflict. They do not necessarily represent an immediate threat to the national sovereignty of a State. A variety of expressions of political instability and low intensity conflicts characterizes the current landscape: from political violence and coups d'état, to natural resource conflicts, high levels of crime, terrorism, challenges to governance systems by various non-state actors, and separatism.

The majority of conflicts are intrastate, and politicized; often inextricably intertwined with various criminal activities such as drugs trafficking, human trafficking, money-laundering, financial criminal activities, and use of small arms. The actors themselves have changed, and their actions are no longer predictable: they tend to have a global narrative discourse with global ideology attempts.

The concept of peacekeeping has evolved from imposing the ceasefire on the two belligerent states, to cover a broad range of activities from civilian protection, support to government-led reconciliation efforts, to countering organized crime. Furthermore, there is an expectation that UN peace operations should adequately support national capacity development in areas of public administration, rule of law, and security. These developments, together with the evolving international normative framework, offer a window of opportunity for promoting peace, justice and human rights. Conflict prevention must be prioritized as part of the development agenda, and should include deeper structural measures aimed at addressing political, social and economic fault lines.....”

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ES's Blog at:

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A visit to ECA by students and their two professors from King's University College, Western University, Canada

by Seble Demeke

A group of students with their professors, Professor T. Thomas and Dr. Allyson.... visited ECA on Thursday, February 19 2015. While some of the students had already been to some parts of Africa, e.g. Kenya, Tanzania and Egypt, others were visiting the continent for the first time. They participated in discussions on ECA substantive support to African socio-economic development and also exchanged ideas with the ECA Staff Union leadership on the relations between staff and management in the UN in general and at ECA in particular.

Asked what had made them decide to visit ECA, they responded that they found no other place better than ECA to learn about the development of Africa. According to one of their professors, while this was the main reason for their coming to ECA, it also provided the opportunity for the students to learn about Africa and what goes on in the continent with regard to their future career path. Professor Thomas further stressed that the purpose of the visit was, first and foremost, to develop a partnership between the United Nations and Canada.

Regarding the organization of the visit and the programmes arranged for them, they pointed out that they could not be more pleased and overwhelmed with the reception and hospitality extended to them, including the information gathered

and presented. As to whether they felt better informed about the work of the United Nations in general, their response was "Absolutely!". Not only did they now know much more about ECA, it had also been a good opportunity for them to get inside information beyond the fact of being overwhelmed by how everyone was welcoming. Furthermore, they were very happy about the frank and politically unbiased responses to their questions. One of them, a Political Science student, after meeting with the different officials responsible for the various programmes, said that she now had the knowledge of the practical aspect of Political Science and that meeting would help her to be more practical. Another student confirmed that view and expressed her own appreciation of the honesty

and frankness of the discussions which will help them to have an honest approach to their research work.

Another question had to do with what else would they have liked to know about ECA and its work programme apart from those presented to them. Their response was that, next time, they would like to see some young presenters and, if possible, interact with programme interns. They had also received visiting cards from several officials they would be contacting for further research work in the future. In relation to ongoing research work, they found the ECA library very well organized, equipped as it was



Professor Thomas Kwasi Tieku and Professor Allyson Larkin



Keiso Matashame-Marite, ACG/ECA, with the students from King University at the coffee break



Prof. Thomas Kwasi Tieku, Prof. Allyson Larkin, Lilian Tsai, Kendra-Lee Heney Elizabeth, Lauren Whitty, Kayla Le Blanc, Jenna Strathearn, Jessica Bencosme, Melissa Lyons, Tyler Garrett Hammond, Jimmy Ocitti, PIKMD/ECA, Makane Faye, Staff Union, Lamin Fatty, HRSS/ECA, Bilen Tolessa Douahleh, HRSS/ECA, Seble Demeke, Staff Voice.

with all the very helpful information needed on Africa.

Asked whether they had visited other UN agencies, they responded in the negative, having come this time to visit ECA but asked **whether they had visited the African Union, they replied in the affirmative. In that visit to the AU, they had learned of the unique relationship between ECA and AU and of the AU's respect for the work of the United Nations.**

To the question 'what would they tell their university friends in Canada about their visit to ECA', Professor Thomas responded that they will be telling them how welcome they had felt as researchers. By coming to ECA, they had been able to create an extraordinary opportunity for their students. On her part, Dr. Allyson was grateful to Professor Thomas for arranging the visit. As researchers, both had had a long-standing interest in Africa. Even from the NGO point of view, the visit had opened a new perspective for her which she found exciting in her own work. A practi-

cal understanding of what they had learned at school and read in their research was now opening avenues that they had not even foreseen. This visit had changed her perspective about Africa and this part of the world.

Obviously, they would all like to come back to Africa one day and maybe work for the United Nations Economic Commission for Africa just as they would also like to see some students from Africa have counterparts from Canada and some students come from Canada University meet with those from African Universities. **Such collaboration would truly have mutual advantages for the social welfare of African and Canadian communities which had so much to learn from each other. Needless to say, they would personally like to come back as fellows.**

Note: List of participants Feb.14-20, 2015 King's @Western University Trip to Ethiopia.

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Peace has a Face: And that Face is Youth Promoting a Culture of Peace Among African Youth with UNESCO



"African youth and the challenge of promoting a culture of peace" a forum held in Libreville.

Rooted in the history of African and Diaspora thought, the search for a Culture of Peace is endogenous to the African continent. African intellectuals have not adopted a posture of withdrawal or confrontation toward the world, but rather called for a sense of identity and openness to other peoples and cultures. Africa and Africans, as Leopold Sédar Senghor highlights, have forged the concept of the "refounding of universal civilization" as a result of dialogue between cultures and civilizations.

The culture of peace concept in Africa was first defined by UNESCO on a global scale during the International Congress on "Peace in the Minds of Men", held in Yamoussoukro, Côte d'Ivoire, in 1989. According to the definition adopted by the United Nations General Assembly, a Culture of Peace consists

"of values, attitudes and behaviours that reflect and inspire social interaction and sharing based on the principles of freedom, justice and democracy, all human rights, tolerance and solidarity, that reject violence and endeavour to prevent conflicts by tackling their root causes to solve problems through dialogue and negotiation and that guarantee the full exercise of all rights and the means to participate fully in the development process of their society". In Africa, the concept of a culture of peace delineates the integration of values, belief systems and forms of spirituality, local knowledge and technologies, traditions and forms of cultural and artistic expression that contribute to the respect of human rights, cultural diversity, solidarity and the rejection of violence to build democratic societies.

UNESCO's action in favour of a culture of peace in Africa is defined by the "Programme of Action for a Culture of Peace and Non-Violence" as well as by UNESCO's Mid-Term Strategy (2014-2021), which identifies "building peace by creating inclusive, peaceful and resilient societies" as one of two main areas of action for Africa. This program represents a significant contribution to the International Decade for the Rapprochement of

Cultures (2013-2022). These actions also contribute to regional integration, peace, security, and democracy programmes established in the African Union Commission Strategic Plan. They also aim to implement the Charter for African Cultural Renaissance, the "Make Peace Happen" Campaign launched by the African Union in 2010, and



Forest Whitaker, UNESCO Goodwill Ambassador, chatting with African youth

its 2063 Agenda for the Development of Africa.

The overall objective of these actions for Africa is to rely on sources of inspiration and realize the potential of the continent's cultural, natural and human resources, as well as to identify concrete proposals of action for building a sustainable peace, which is the cornerstone of development and Pan-Africanism. The Action Plan for a Culture of Peace in Africa, adopted in Luanda, Angola, in March 2013, provides the framework, objectives, general recommendations and proposals for action.

In this regard, UNESCO's programme for a Culture of Peace underlines that cultural diversity and African unity are a factor of balance, a force for African economic development, conflict resolution, and a way to reduce inequality and injustice in the service of national integration.

Furthermore, UNESCO's programme highlights the important role youth and women play in promoting a Culture of Peace in Africa. "It is often said that youth

is the future – but for me, youth is the present," said the Director-General of UNESCO, Irina Bokova, on 13 December 2014 in Libreville, Gabon, surrounded by 90 young African men and women, coming from forty countries for the Libreville Pan African Forum -- "African youth and the challenge of promoting a culture of peace".

The event was marked by the official launch of the "Youth and Culture of Peace" Network, made up of National Youth Councils and youth organizations from Africa and its Diaspora, engaged in actions aimed at promoting a culture of peace. Gabon will host its secretariat.

The Forum also celebrated the strengthening of the partnership with UNESCO Special Envoy Forest Whitaker's Foundation for Peace and Reconciliation (WPDI), which aims to promote young people's ability to work for peace and development in their communities within fragile states. Forest Whitaker said to the young participants: "your generation is the one that will grow the seeds" of peace and prosperity, "the only limit you will encounter is your imagination".

In her opening remarks, Ms. Bokova stressed that "Peace has a face, and that face is youth." She invited young people to support and spread the culture of peace, conflict prevention and non-violence. She praised the work of young people which began three months earlier on an online platform created by UNESCO with the support of the Foundation and Omar Bongo Ondimba of Gabon National Commission for UNESCO. Soon, the young people took ownership of the tool to discuss joint activities of their network and its organization. This preparatory work has mobilized more than 200 youth organizations from Africa and its Diaspora. The meeting of Libreville allowed online discussions to continue through a series of participatory and prospective work that enabled them to consider their long-term strategies. Through these innovations in the methods of work, young people were able to develop an action plan and a structure of the network that they will finalize in the coming months via the online platform. At the end of the Forum, a bureau of the network was elected with two delegates from each of the six regions of Africa region, including the Diaspora.

Young participants from the Network concluded the event by singing the song that guided their Forum: "War does not pay; peace wants our arms".

Seventy years of trying to maintain peace

Dr. Grace Pomade, UNHCC

An overview of the genesis of peacekeeping missions within the United Nations takes us back to 1948 when a few military observers (most likely of Canadian origin) were sent to Kashmir and within a month apart, another set was sent to the Arab-Israeli borders. The Suez crisis of 1956 cemented the concept of peacekeeping within the Organization. The Canadians through the work of the Prime Nobel prize winner, Lester B. Pearson pride themselves for creating this initiative within the organization¹.

Since the creation of the United Nations in 1945, some 73 peacekeeping missions have been established round the world out of which a total of 55 missions are counted as being completed and 18 of them are ongoing. It is no surprise to anybody that 31 of these missions, accounting for 42.5% of the total are based in Africa. Sixteen percent (12 missions) are found in Asia, while 13.7% or 10 missions each are found in Americas, Europe and the Middle East, respectively².

Given the figures above, one is tempted to ask the question: what and how is Africa contributing towards the maintenance of peace first in the continent and the world at large? As one who has been there, Africa has been at the fore front through many arms: UN Volunteers are mainly from Africa working in different fields of specialization. The Civilian personnel staff also incorporated Africans. Starting my UN career in Timor Leste, the clinic had a personnel total of 15 and 7

(46.7%) of these were from Africa. One could feel the presence of Africans all over the UN compound and other field duty stations as if the country belonged to them.

But maybe the area of great impact can be traced to the uniformed contributing countries since the UN does not have a military of its own. As such, the following data is an example of what most African countries have done to the world's peace between 1948 and 2014 through the UN. Total represents uniformed officers either as police,



military or troops, some of these have been contributed internally to maintain peace within the concerned country.

According to Gowan and Gleason, the UN deployed some 61,000

No.	Country	Total personnel contributed	No.	Country	Total personnel contributed
1.	Algeria	5	22.	Madagascar	19
2.	Benin	1,299	23.	Malawi	894
3.	Burkina Faso	1,994	24.	Mali	94
4.	Burundi	1,258	25.	Mauritania	149
5.	Cameroon	1,384	26.	Morocco	2,310
6.	CAR	6	27.	Namibia	104
7.	Chad	142	28.	Niger	1,850
8.	Congo	995	29.	Nigeria	2,961
9.	Cote D'Ivoire	238	30.	Liberia	47
10.	Djibouti	161	32.	Rwanda	5,660
11.	DRC	972	33.	Senegal	3,079
12.	Egypt	2,673	34.	Sierra Leone	96
13.	Ethiopia	7,858	35.	South Africa	2,153
14.	Gabon	498	36.	Tanzania	2,273
15.	Gambia	388	37.	Togo	1,758
16.	Ghana	3,012	38.	Tunisia	219
17.	Guinea Conakry	208	39.	Uganda	39
18.	Guinea Bissau	1	40.	Zambia	137
19.	Kenya	959	41.	Zimbabwe	81
20.	Lesotho	2			
21.	Liberia	47			

Author's computation from the March 2015 DPKO monthly report

Contributions by ECA Substantive Divisions

military and 9,000 police to peace-keeping missions in the continent and African countries contributed more than 50% of these figures by 2011. This is a sharp contrast to the 33% troop contribution witnessed in 2007.

Regional partners are also coming up strongly to take the situation into their hands and so ECOWAS and SADC are the two forces currently in action in West and East Africa to manage the conflicts in areas since 2010, while the African standby Force is expected to commence sometime in 2015. **Of late the African Union has been seen as a force to reckon with not only in the area of peacekeeping but even in the fight against Ebola. The conflict in the Central African Republic is proof of what**

the continent can do to maintain peace.

While these are positive aspects of the continent's efforts to bring peace, the question still lingers why we are unable to avoid the conflicts in the first. The recent elections in Nigeria should be an eye opener to any lead who thinks his or herself indispensable to think twice and prepare the country for peaceful transition from one governing era to another. Who says we cannot do it ourselves?

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The significant impact of women in the peacekeeping environment

Caroline Ngonze, African Centre for Gender, SDPD, ECA

Every day in 2013, 32,000 people globally had to abandon their homes to seek protection due to conflict¹. In Africa, it is estimated that during the course of 2013, close to one million people were displaced by the renewed fighting in the Democratic Republic of Congo, while intensified fighting in the Central African Republic displaced more than 844,000 people in the month of December alone². This state of affairs is quite alarming **particularly because conflict is known to exacerbate gender inequality while conversely, gender inequality fuels conflict**³. This interplay is illustrated by the fact that during conflict, women take on the double burden of productive and reproductive care-work involving shouldering additional care responsibilities for larger numbers of dependents (including those injured and orphaned). This is further exacerbated by the fact that they are prime-targets of gender-based violence perpetrated by both sides of the conflict. A case in-point is the highly publicized abduction of more than 270 female students in Chibok, Borno State of Nigeria in April 2014 by the Boko Haram militant group. As rallies continue to be held to mark the

first anniversary of this abduction, most of the girls are still in captivity to date, hence the increased call for action 'to bring back our girls'. On the flip-side, patriarchal gender norms which lie at the heart of gender inequality also fuel conflict and violence, particularly in communities that encourage militarized notions of masculinity such as those that practice the bride price system⁴.

The recognition of this interplay in the Beijing Declaration and Platform for Action and other key frameworks spearheaded calls for the landmark adoption of United Nations Security Council Resolution 1325 on Women, Peace and Security (SCR 1325) in the year 2000. This resolution places the onus on Member States and all actors in a conflict to protect women's rights; to take into account their specific needs in conflict and post-conflict situations, as well as taking all measures to ensure their involvement in the entire process of re-establishing peace and stability through their participation in peacemaking, peacekeeping and peacebuilding efforts. This resolution is complemented by UN SCR 1888 which urges Member States to take effective steps to halt the use of sexual violence as a tactic of war.



In marking the seventieth anniversary of our existence, there is urgent need to recognize and make visible the significant impact of women in the peacekeeping environment. This is especially in relation to their dual roles of protecting women's human rights as well as in their support of the active involvement of women in all phases of peacemaking, peacekeeping and peacebuilding including during peace negotiations. Furthermore, female peacekeepers are held as role models for the local women and girls, inspiring them to claim their rights as rights-holders from their duty-bearers, in the male-dominated spaces that often characterize such environments.

Although negligible progress has been made in increasing female representation in peacekeeping operations and special political missions, with women making up only 29 percent of international and 17 per cent of national staff⁵, several

¹ United Nations. 2014. The Millennium Development Goals report 2014. New York, NY: United Nations

² UNHCR. 2013. Global Trends Report-2013. Geneva, Switzerland: UNHCR

³ Wright, H. 2013. Gender peace and security and the post-2015 framework. Mexico city: UN Women & ECLAC.

⁴ Ibid

⁵ <http://www.un.org/en/peacekeeping/issues/women/womeninpk.shtml>

Contributions by ECA Substantive Divisions

measures are in place to shore-up this figures. An example is the current finalization of an implementation plan for the recommendations put forth by the “Bridging the Civilian Gap in Peace Operation” project undertaken by the Departments of Field Support, Peace-keeping Operations and Political Affairs in 2013 aimed at bringing about better understanding of the barriers to attracting, retaining and advancing female staff in the field. This is further reinforced by the UN Secretary-General’s commitment towards gender parity amongst UN staff – a priority that has been taken up through-out the secretariat, agencies, funds and programmes.

At the troop-contributing country-level, some countries are set-

ting the pace in changing the tides. The March 2015 DPKO monthly report indicates that Sierra Leone has surpassed the gender parity threshold, with more females than males represented in their military and police contributions to UN operations. Other African countries with notable female representation in their troop contribution include: Zimbabwe at 75 percent, Namibia at 63 percent and Madagascar at 46 percent.

These efforts at the member State level need to be lauded, as the implementation of the “Silencing the Guns in Africa by 2020” campaign gains momentum following the 50th Anniversary Solemn Declaration adopted by the 21st Ordinary Session of the Assembly of Heads of State and Government

on 26 May 2013. This campaign is anchored on the recognition that sustainable human development can only be attained when peace prevails; since it is inextricably intertwined with development. This recognition is reflected in the Common African Position on the Post-2015 Development Agenda and has informed the formulation of Africa’s long-term development agenda - Agenda 2063.

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The current policy for the recruitment of staff for UN Peace Keeping Missions

Discussion with Lamin Fatty and Hirut Asrat, Human Resources Officers, Human Resources Services Section, DoA, ECA



Recruitment for peacekeeping missions is entirely done by the Missions in consultation with Field Personnel Division (FPD) of Department for Field Services (DFS) based on secretariat-wide policy. Manuals and procedures are the same secretariat-wide and are all administered by PFD/DFS.

DFS/DPKO has Field Central Review Board that reviews recruitment cases and maintains a global roster for candidates that are successful in the standard competitive process. In the past, field missions were separate from central recruitments but now the process is integrated and there is one global roster for all vacancies.

All job openings for field missions are the same and the most important criterion, everything else being equal, is an individual's field mission experience which can be traced on the global roster DFS prepares, covering staff members eligible under certain criteria which qualify them to be selected for field missions. For anyone to be on that roster, s/he has to meet the requirements, including success in written assessment test and/or competency-based interviews.

Back in 2012, DPKO/DFS asked to use ECA staff and other support facilities which were provided for a mission which went on for three weeks. However, ECA was not

asked to sit on any of the recruitment panels. At the end of the exercise, DPKO/DFS was able to improve its roster from this one-time process of ECA involvement.

A roster built up by DFS/DPKO is especially important since it facilitates and reduces time in recruiting staff for field mission, especially during an emergency when such staff need to be deployed urgently. In such circumstances, the roster comes in handy.

This being said, you can have good policies but the issue remains how efficiently they are implemented to give the expected or desired result. Worth noting is the fact that observations and comments have been made time and again regarding the speed of policy implementation owing to lack of capacity, administrative bottlenecks and turnaround time.

ECA feels that these problems could be significantly reduced by using more and different media (journals and internet search engines) to expand the search process and reach as many people as possible since not all posts advertised in INSPIRA obviously reach all candidates. Because of their geographical proximity to most hotspots of tension, the Regional Commissions might be of help in facilitating this problem if they are given the required mandate.

Exceptions to the aforementioned process are Temporary Duty Assignments (TDAs) for which ECA conducts the recruitment process using established guidelines. In such TDA, processes, some Divisions fail to consult the Human Resource Services Section (HRSS) which happens to be an ex-officio member of all Divisional recruitment panels.

It might be useful, therefore, to set up an inter-Divisional committee on TDA recruitment since the mere participation of HRSS in providing guidance on how TDA recruitment is handled will obviously make a difference and track could be kept for monitoring and statistical purposes with the data produced by HRSS in collaboration with the concerned Divisions.



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UN Economic Commission for Africa unveils environmentally friendly 'print on demand' digital press

The Executive Secretary of the Economic Commission for Africa, Carlos Lopes, recently commissioned the use of a digital printing press, which uses technology that is at the forefront of industry initiatives and environmentally friendly standards.

Speaking to the staff of the Publications Section of the Public Information and Knowledge Management Division, Lopes lauded the Unit's continued efforts in spearheading innovative technologies to advance the Commission's efficiency and environmental standards in the area of publishing.

"I am very proud of this Unit for leading in advancing efficiency in terms of how a think tank ought to function," he said.

The digital press – HP Indigo 5600 digital – will allow for printing one or two copies of a book as required, dispensing with the expense of holding unnecessary copies in stocks.

ECA's own books include the annual flagship, Economic Report on Africa, socio-economic policy briefs based on related research. The ECA's list of 'essential readings' tackles additional topical issues. The widely popular Socio-economic impacts of Ebola in Africa; A case for external debt cancellation for Ebola-affected countries; and the Report on Illicit Financial Flows published under the campaign tag, Track it Stop it Get it top the reprint demand. Additional publishing requests come from other UN agencies and partner institutions, such as the African Union.

"We have come a long way. Our old machines would require us to print a minimum of 300-400 copies to make it cost effective. We had to contend with the associated delays and time lags to prepare plates and the machine make-readies," said Charles Ndungu, Chief, Printing and Publishing Unit.



"With print-on demand, we are improving our publishing improvement; utilizing agile methodologies and improving customer service delivery, but keeping a watchful eye on the environment. The Print on Demand press is a step in the right the direction to achieving high quality and quick turnaround times," he added.

The Digital Press is built on a platform that delivers consistent high quality and productivity. According to Ndungu, the Digital Press does not require intermediate Pre-Press processes between the digital document file and the final print. It eliminates the expense of films, plates or chemicals and generates little waste. It also requires far less set up time and will therefore complement the already acquired ISO-14001: 2004 Certification, which is an Environmental Management System we acquired that is structured to address the environmental bottom line. This is in line with the ECA's push towards its progressive environmental conservation policy in the area of printing. The ECA Publishing Unit is also a recipient of the 2014 UN 21 award for in the area of innovation and superior performance.

For more about ECA's publications, its current publications catalogue and other essential readings, go to: <http://www.uneca.org/publications>



Interview with Jaki Azmi Assistant Chief, Security and Safety Services, ECA

By Seble Demeke

SV: How long have you been in the UN Security and Safety Service (SSS)?

JA: I joined the Department of Safety and Security in 2010. So far, I have served in three duty stations: Addis Ababa, Beirut and New York.

SV: How do you find your current job?

JA: My job is both interesting and challenging. Providing a safe working environment for United Nations personnel is a noble cause. At the same time, dealing with clients who hail from diverse backgrounds can be a challenging task. SSS is the single largest section at ECA, and we deal with United Nations personnel and clients on regular basis. Owing to cultural and communication barriers, the section faces challenges every day. We are working hard to achieve optimum client orientation, while making sure that the compound is safe and secured from threats, and that the security risk is contained within acceptable limits.

SV: How many years have you devoted to African peacekeeping missions?

JA: As a military peacekeeper, I served in UNMIL (Liberia) during 2007/08 and visited ONUCI (Côte d'Ivoire). Last year, as a desk officer at the DSS in New York, I visited UNISFA, which is located in Abyei, a mineral-rich territory contested by both North and South Sudan.

SV: Do you have a history of a mission where you encountered special circumstances?

JA: Yes, there are so many interesting experiences that I encountered in the peacekeeping missions. When I was a military peacekeeper in UNMIL (Liberia), one day I was tasked to lead a military force that would escort a humanitarian aid agency team to visit a locality, located deep inside the bushes in Gbarnga county. The convoy consisted of a few vehicles escorted by military force at the front and rear. The village was located far away from the camp. It was the rainy season so the road was muddy and visibility was restricted. As the convoy was approaching the village, all of a sudden, from nowhere, firing started, targeting our convoy. Initially I was shocked, but I quickly took control. As rehearsed earlier, I instructed everyone in the convoy to take cover and ordered the force to return fire and the exchange continued for a few minutes and then silence! The unknown attacker ran away into the bush. One of the soldiers sustained a leg injury and our vehicles were badly damaged, but luckily the rest of the team was safe. We searched the nearby bushes for the miscreants, just to realize that they had fled. The mission was aborted, the soldier was given first aid treatment and the convoy returned to camp.

Also, I recall another story, when my contingent in Liberia imple-



mented a Quick Impact Project funded by UNMIL which changed the livelihood of the local population living around the camp. It was an agriculture-based project where the local community was involved and benefited. They learned how to cultivate cereal crops like rice, maize, vegetables and fruits, by using modern technology. They also learned the technical know-how of irrigation and use of pesticides and fertilizer. Within a few months, unemployed youths became skilled farmers and started leading a promising life.

SV: Any suggestion or recommendation that you would like to share with young Africans who would be interested to join United Nations peacekeeping operations?

JA: Development cannot come without peace and peace cannot be sustained without development. Peacekeeping is a noble job. It is challenging and rewarding. Men and women across the globe have sacrificed their lives to achieve peace in the DPKO missions. Young Africans should be involved in the peacekeeping process. Also, I am a strong advocate of the fact that peacekeepers should receive greater recognition.

Message: I salute the peacekeepers who risk their lives every day – they are my heroes.

My personal experience in the United Nations peacekeeping missions in Africa

By Lieutenant Elfinesh Terefe, Safety and Security Services, ECA



Lieutenant Elfinesh Terefe

I have served as a Security Officer at ECA for over 23 years. Currently there are five female Security Officers at the supervisory level – two lieutenants and three sergeants. I am one of the lieutenants.

During my 23 years of service, I have been assigned to two peacekeeping missions. The first was in Sierra Leone, where I served for 2 years, and the second was in Juba, where I served for 3 months.

I would like to share some of my experiences with my colleagues who aspire to serve in United Nations peacekeeping missions, in the hope that my experiences will give them an insight into the inside management and expected responsibilities during a peacekeeping operation.

I would like to share with you an experience from my time in Sierra Leone, when I was a supervisor for five stations. In one of the stations, it was not allowed for United Nations staff peacekeepers to frequent certain places designated by the Organization as inappropriate to be frequented by peacekeepers. However, the place was a hardship area and there were no opportunities or places for staff to relax after a hard day's work, and so under these circumstances some of our staff understandably started going to the restricted area. At this point it was essential for me to inform those under my guidance that this was against the rules and

that they should not frequent such places. It took me quite some time to convince them but eventually they understood and refrained from going to such places, for which I was grateful.

While the above is one incident at a specific mission, I would also like to share the general challenges that one encounters when serving a United Nations peacekeeping mission.

In general the work in security is a big challenge by itself, especially when you are a woman and a supervisor – the challenges are double and triple. Things don't always go smoothly when you give instructions. It requires a lot of work and thinking on how to overcome such resistances. In my part this is what I did and I can say that it has worked for me. During my supervisory period, I make it a point primarily to bring everyone together and create a relaxed team work environment, be it in a social gathering such as a planned trip for the group or during the carrying out of the normal job. During our off-duty periods, I organized trips out of the city for my staff, so that they could relax and socialize. This approach helped me to manage those under my supervision. However, there were still at times some difficult periods. Not everybody is willing and ready to cooperate and take orders from a woman. This is true in all areas of work, not only in the field of security. Some people don't realize

at that moment about the work that needs to be done but more about the woman who is passing on the instructions. So in my work as a supervisor, I needed to make a double effort to make them understand and have a peaceful team to work with. This approach has worked for me and I can say I have been successful in my supervisory function.

Finally, I would like to extend the following advice to women Security Officers and colleagues who are interested in serve in United Nations peacekeeping missions.

The first thing I would like to bring to their attention is that there will be many challenges, and they have to be ready to find ways and means to overcome these challenges. They have to also make themselves ready for unexpected circumstances, and try to handle it in the most friendly manner possible so that the outcome becomes acceptable by all. Most of all they have to love their job. If that is the case the situation will be more bearable for them and at the end they will be successful. I would like to emphasize that working at peacekeeping missions is a rewarding task and women, whether as Security Officers or as civilian staff, should go for it.

I love my job and I am proud to be a Security Officer. That is why I am devoted and I am successful in the service that I am rendering.

Umoja in United Nations Peacekeeping and Headquarters Entities

By Komelija Juskait Umjoa, Deployment Team Lead, ECA

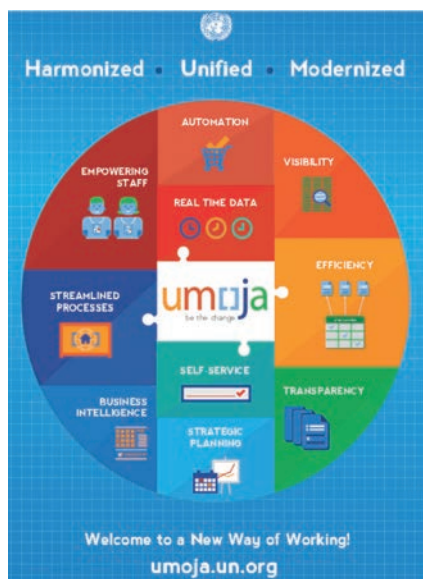
Umoja, which means “unity” in Swahili, is intended to improve business processes, align them with commonly accepted best practices, and to support this on a global information management platform. It will enable everyone to work together more effectively on behalf of our constituents and beneficiaries.

Umoja went live at 14 peacekeeping missions around the world on 1 November 2013, and approximately 2500 United Nations staff members have started using Umoja to manage finance, procurement, logistics and supply chain transactions, utilizing one Enterprise Resource Planning (ERP) solution in place of numerous legacy systems. After Umoja implementation in peacekeeping missions, special political missions followed in 2014. The regional commissions, including ECA, are scheduled to deploy Umoja on 1 November 2015.

In short, ERP is transforming the way we manage our resources, which is critical for effective operations. For example, in field missions, people, money and equipment are needed to deliver mandated outcomes in the host country. Before, it was done in the absence of critical technological support and necessary globally integrated information. The entrenched silos created inefficiencies and duplication of efforts, which increased the time and money required to deploy the right resources to the right place at the right time and within budget. This, combined with the tough physical conditions of field missions,

nized tools are now available to track and manage transportation and movement of goods and resources.

What will Umoja bring to ECA's headquarters and its subregional Offices? Umoja will help by supporting business processes to eliminate unnecessary process steps and multiple manual data entries. Planning will improve, and the increased accuracy and visibility of resources will lead to a reduction in waste as the identification of surplus resources will facilitate tracking and redeployment. With the help of reporting through the Business Intelligence (BI) tools, being able to obtain good information in a timely manner will improve the accuracy and forecasting of budgets. All in all, Umoja will provide a powerful means to manage resources more effectively and responsively in the fast-paced and challenging environment.



further exacerbated the day-to-day challenges.

Today, Umoja provides integrated information for personnel and financial reporting, and as a result, the ability to get people and materials on the ground has improved. Harmo-

The data management tasks in ECA and the subregional office have begun and in the next six months our data will be migrated from IMIS to Umoja, where staff members will transact in a unified environment. Training for all staff members will be conducted before the go-live, and more information will be provided shortly.

Lancement de Umoja

Umoja, « unité » en swahili, a pour objet d'améliorer les processus opérationnels, de les aligner sur les meilleures pratiques communément acceptées et d'accompagner ce processus avec une plate-forme globale de gestion de l'information. Il nous permettra à tous de travailler ensemble plus efficacement pour le compte de nos mandants et bénéficiaires.

Le progiciel de gestion intégré (PGI) Umoja est entré en service le 1er

novembre 2013, dans 14 missions de maintien de la paix dans le monde et environ 2 500 fonctionnaires des Nations Unies ont alors commencé à utiliser la solution Umoja pour la gestion des finances, des marchés, de la logistique et des opérations de la chaîne d'approvisionnement, en appliquant une solution de planification des ressources de l'entreprise (ERP) à la place d'un grand nombre de systèmes patrimoniaux. Après le déploiement d'Umoja dans les

Contributions from Staff

missions de maintien de la paix, cela a été le tour des missions politiques spéciales en 2014. Il est prévu de déployer Umoja dans les commissions économiques régionales, y compris la Commission économique pour l'Afrique (CEA), le 1er novembre 2015.

En bref, le PGI va révolutionner la manière dont nous gérons toutes nos ressources, qui sont cruciales pour des opérations efficaces. Par exemple, lors d'une mission sur le terrain, il faut des personnes, de l'argent et du matériel pour produire les résultats prescrits dans le pays hôte. Auparavant, le processus se déroulait en l'absence du soutien technologique essentiel et sans l'information globalement intégrée nécessaire. Des pratiques ancrées ont créé des inefficacités et le chevauchement des efforts et entraîné une majoration des coûts nécessaires pour déployer les ressources adéquates là où il le faut, au moment où il faut et au meilleur coût. Cet état de fait, s'ajoutant

aux conditions physiques difficiles des missions sur le terrain, n'a fait qu'exacerber les défis quotidiens.

Aujourd'hui, Umoja fournit une information intégrée pour la présentation de l'information sur le personnel et les finances, et par voie de conséquence, la capacité d'acheminer les personnes et les matériaux sur le terrain s'est améliorée. Des outils harmonisés sont maintenant disponibles pour suivre et gérer le transport et le mouvement des biens et des ressources.

Qu'est-ce qu'Umoja va apporter au siège de la CEA et à ses bureaux sous-régionaux? Umoja permettra de soutenir les processus opérationnels afin d'éliminer les étapes du processus non indispensables et les multiples entrées de données manuelles. La planification s'améliorera, et la précision et la visibilité des ressources permettront de réduire le gaspillage dans la mesure où l'identification de ressources excédentaires faci-

litera le suivi et le déploiement. Étant donné que les rapports seront établis avec l'aide des outils de l'informatique décisionnelle et qu'on pourra obtenir la bonne information au moment voulu, l'exactitude et les prévisions budgétaires en seront améliorées. En fin de compte, Umoja sera un puissant moyen de gérer les ressources plus efficacement dans un environnement difficile où tout évolue rapidement.

Les tâches de gestion des données à la CEA et dans les bureaux sous-régionaux ont commencé, et dans les six prochains mois, nos données migreront du Système intégré de gestion (SIG) vers Umoja, où les membres du personnel effectueront des transactions dans un environnement unifié.

Une formation sera dispensée à tous les fonctionnaires avant le lancement du système et des informations supplémentaires seront bientôt communiquées.

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United Nations' contribution to peace and security in Africa

Tamra Tekeste, ILO

It is believed and well-documented that the United Nations has done great contribution to the prevailing peace and security situation of Africa. Allow me to discuss with you a few of them.

Now, it is a given fact that individually we are all concerned about peace of mind, peace in the family or even in the community as a whole and that in modern society, almost everyone claims to be peace loving. Thus, whenever there is some violent activity in a city we are told that there is a threat to peace and security and if there is some upheaval within a country it is said to be a threat to national peace and security. If there is war between nations, it is regarded as a threat to international peace and security. Besides, we all know that international organizations like the United Nations are there to contribute to the maintenance of peace and security.

Many historical and educational documents of the UN have stated that for the last decade Africa as a continent has witnessed the complexity of contemporary conflict and the challenges involved in mounting coherent, effective international responses. Multiple sources of instability interact in countries such as the Central African Republic, the Democratic Republic of the Congo and Mali. Hence, the United Nations was at the forefront of a variety of prevention and mediation endeavours during these years, partly due to the improvements in the UN's

mediation support capacity, new and stronger partnerships with the League of Arab States, the African Union, the European Union, the Organization of American States as well as strong political backing from Member States. The Organization was well-positioned to respond rapidly to rising tensions through its regional offices in West Africa and Central Africa and through its standby team of mediation experts.

Moreover, in recognition of the continuing and regrettable underrepresentation of women in peace processes, the Organization had also stepped up its efforts to build the capacity of women's groups to engage in such processes. Worth bearing in mind is the fact that the United Nations has played a vital role in bringing about major support to the continent's struggle for independence during the year 1963 for countries like Angola, Mozambique, Nigeria, Tanzania, Zambia, Zimbabwe and South Africa.

The Organization also worked closely with the African Union and other partners towards the goal of restoring constitutional order in the Central African Republic, Guinea-Bissau and Mali following the unconstitutional changes of government and consequent instability in those countries. Since September 2012, the United Nations supported the preparation and conduct of elections in 55 Member States, at their request or with a mandate from the Security Council.



To cap it all up, although much can be said about the United Nations' contribution to bringing about peace and security at a continental level in Africa these days, I vehemently feel that much can be and must be done in order to witness a much more developed and brighter Africa!

Psychology of the Department of Peacekeeping Operations (DPKO)

Yimer AL AMIN, Information & Communication Technology Services Section (ICTSS), PIKMD, ECA

I think that many staff member have a strong desire to work for the United Nations missions. I feel that an article related to DPKO mission interests staff members. In this edition of staff magazine, my article revolves around the need for personal and psychological preparation, in addition to professional and technical readiness, to ensure a successful mission.

In the past, United Nations peacekeeping missions were not particularly diverse in terms of staff composition, and their mandates and activities were limited. However, these days, peacekeeping missions are much more diverse, with civilians working in more locations than ever before. They represent staff members from both UN family as well as outside. A decade ago staff members on a certain mission would have had more in common with their colleagues as they would primarily be assigned to a mission from within the UN system.

In the recent time, a UN staff member assigned to a mission is more likely to work with someone newly recruited from outside the system. This might be someone specifically recruited for a mission with no prior UN experience. The working environment is different now.

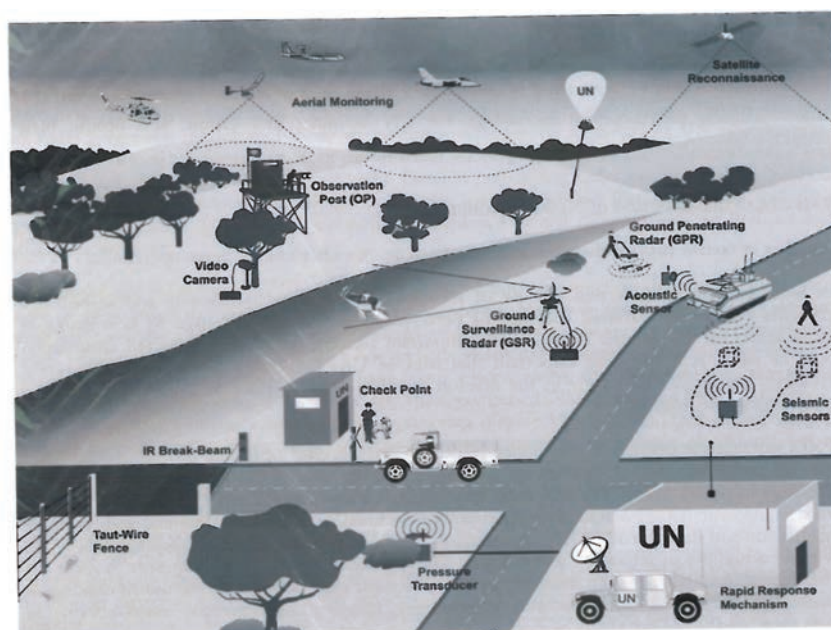
In respect to other exposures, there are situations in which civilians

being exposed more frequently to military and quasi-military situations. Due to this, UN staff are more likely to become, in some instances, political and criminal targets. In the past a staff member was more likely to be a spectator to violence, political instability, lawlessness, torture, hostage taking etc. which is not the case now. For instance, a report indicated that UN staff members had been provided humanitarian relief in the Rwanda Mission.

In a worse situation, in case of evacuation some concerned staff members may be torn between wanting to help others and concern for his/her own life. Such kind of

traumatic events have significant emotional repercussion.

This entails that the multifaceted character of peacekeeping missions require that civilians be completely prepared. Staff members need to be well-prepared psychologically as well as be informed about the historical, cultural and political background of the mission area. The demanding and often dangerous environment of peacekeeping missions commonly exposes staff to levels of stress beyond the scope of their prior experience. Without the benefit of previously learned coping mechanisms or local counselling or training, peacekeeping staff are



Dorn, A. Walter. *Keeping Watch*, UN University Press, 2011

susceptible to a wide range of negative physical and emotional reactions commonly associated with high levels of stress. These include but not limited to sleeplessness, interpersonal conflicts, depression, loss of motivation, a sense of powerlessness, false guilt associated with the inability to control events, and so on. I had witnessed this when I was in Kosovo Mission back in 2001.

The good news is that continuing efforts are being made by United Nations to better prepare civilian for the increased stress they might have experienced in this new era. In addition, to ensure security of staff members UN deployed surveillance and monitoring technology such as satellite imagery, ground surveillance radar, high-zoom digital camera, motion detectors, CCTV/Digital video networks and other devices. With all of these technological tools, UN mission capacity is much enhanced at present than the earlier times. The fully equipped UN mission office looks could be like as demonstrated below.

To wrap it up, staff members need to be aware that personal and psychological preparation is as equally important as professional and technical preparation. Every individual has its own way of dealing with stress, but I found it very useful to be spiritual, to participate in sport activities, to socialize with diverse people, and to set an inspiring goal to easily overcome stress.

Town hall meeting held by the Executive Secretary of ECA on 25 February 2015

By Seble Demeke



Makane Faye, Chairperson of FUNSA, Abdalla Hamdok, DES, Carlos Lopes, ES

The town hall meeting was a follow-up to similar meetings held by the Executive Secretary to inform staff of the Commission's achievements and upcoming major events to be organized or attended by ECA. They included various meetings and summits, such as the First Africa Global Summit; the High Level Policy Forum on Rio+20 and the third International Conference on Financing for Development. Having such global events raised ECA's profile as a think tank that provides well-researched information and statistics to its member States. They also indicated a growing recognition of the role the city of Addis Ababa was playing as Africa's global meeting venue since the creation of ECA in 1958.

The Executive Secretary indicated that the refurbishing and beautification of ECA heritage sites was a

vision for which the secretariat was willing and ready to invest. Signs would be posted throughout the whole complex to facilitate staff and guest movements, while the 9th floor would be redesigned. The \$53 million renovation of Africa Hall will start this year and be completed by end of 2017. More importantly, everything will be restored to its pristine state of 1962, with a visitors' entrance on Menelik Street; reception areas and library lounges for staff and visitors alike will be put in place.

Gender parity remained a paramount concern, in particular the current lack of gender balance in recruitment. ECA was working towards resorbing the gender gap. Other administrative matters discussed thoroughly included the change of parking policy in the compound.



Staff participating at the town hall meeting

The Chairperson of the Federation of United Nations Staff Associations (FUNSA) stated that FUNSA would like to work with the entire UN family to start organizing ceremonies of long service awards for deserving United Nations staff. FUNSA was also planning to celebrate the seventieth anniversary of the United Nations in collaboration with the African Union, the Host Government and the United Nations institutions in Ethiopia. He also indicated that the issue of work-life balance needed to be looked at. Scheduling meetings for 12:30 or 5:p.m. did nothing to relieve staff stress and nor did the expectation of responses to e-mail messages sent out regardless of what time of the day or night it was. Work Life Balance should be taken into account in interactions and relations between Management and staff. In his view, relations between staff members need also to be grounded on the core values of the UN, including respect for diversity. It was also high time for the Headquarters Agreement to be comprehensively reviewed, taking into account staff welfare and signed with the host country.

Responding positively to the queries of the Chairperson of FUNSA, the Executive Secretary stated that organizing joint long service award ceremonies was an excellent proposition. He would need further details of FUNSA's plans for the celebration of UN@70. The issues of work-related stress could be addressed through the reform process which concerned all United Nations organizations and not only ECA. Work-life balance issues were, admittedly, highly pertinent, even within working hours. For that reason, existing e-mail etiquette should be adhered to by management and staff alike.

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Writing tip of the week

By Megan Rees, English editor, English Translation and Editing Unit, Publications Section, PIKMD

The English Translation and Editing Unit started producing weekly writing tips in September 2014. Each tip covers an issue that many people drafting in English find difficult, using examples from ECA documents.

The Unit decided to start sending out tips to familiarize people with the United Nations Editorial Manual and house style, and to raise awareness of the services and resources that are available for drafters. A similar initiative was launched by the Editorial Control Unit in Vienna a number of years ago and it proved extremely popular.

If you would like to join the mailing list, or if you have any editorial queries or a topic that you would like to see covered in a future weekly tip, please don't hesitate to get in touch with Megan Rees (mrees@uneca.org; ext.: 35064).

Tip of the week 1

Addressing

At the United Nations, we love writing about “addressing” challenges and issues, but used in this way “addressing” doesn't actually mean very much: it can cover anything from merely discussing a problem to solving it.

Consider the following paragraph:

*“The subprogramme will **address** systemic sociocultural barriers and their impact in limiting the capacity of member States to put in place legislative changes that promote gender equality”.*

Although there is nothing wrong with “address”, it doesn't tell the reader much. What is the subprogramme actually going to do? Reduce sociocultural barriers? Serve as a platform for exploring and discussing options?

Whenever you find yourself using the verb, try to think about what you really mean. Some alternative verbs you could consider using include:

- **tackling**
- **dealing with**
- **solving**
- **confronting**
- **concentrating on**
- **considering**
- **discussing**
- **examining**
- **exploring**
- **analyzing**

Tip of the week 2

ECA, not UNECA

Now for perhaps the most important tip of all: we actually work for **ECA**, not **UNECA**. Use of **UNECA** has crept in over the years, but according to Headquarters, the only correct name is **ECA**. This makes sense if you consider that we refer to the other regional commissions as **ESCAP**, not **UNESCAP**; **ESCWA**, not **UNESCWA**, etc.

If you want to make it clear that **ECA** is part of the United Nations, you could write: “the Economic Commission for Africa of the United Nations...”

Another important point to note is that **acronyms functioning as nouns are not preceded by “the”**:

Incorrect: “Business visas can be obtained upon arrival for all participants attending meetings **at the UNECA**.”

Correct: “Business visas can be obtained upon arrival for all participants attending meetings **at ECA**.”

This rule is not applied if the acronym functions as an **adjective**, so it is correct to write, for example, the **ECA** strategy, the **ECA** report, the **ECA** compound, etc.

Using **ECA** and not **UNECA** is part of the branding exercise of the Commission and all staff members should adhere to it.

Tip of the week 3

Dangling participles

Consider the following sentence:

*“One of the five regional commissions of the United Nations, **the mandate** of ECA is to promote the economic and social development of its member States.”*

This is incorrect because the mandate isn’t one of the five regional commissions – ECA is. In a sentence such as this one, **whatever comes immediately after the first comma must refer back to the introductory part of the sentence.**

In the example above, the meaning is still pretty clear, but often a sentence becomes unintelligible:

“Notwithstanding their heterogeneity, a cross-cutting concern, especially for low-income countries, is how to accelerate growth that promotes employment.”

Notwithstanding whose heterogeneity? This sentence needs to be completely recast:

*“Notwithstanding their heterogeneity, **low-income countries** share a common concern, namely, how to accelerate growth that promotes employment.”*

Always make sure you follow your train of thought by asking yourself what goes with what!

Tip of the week 4

Country names

Please note the correct spelling of the following African country names, which are frequently misspelled in ECA documents:

- **Cabo Verde** (not Cape Verde)
- **the Central African Republic** (not CAR)
- **the Comoros**
- **the Congo** (not Congo-Brazzaville or any other permutation!)
- **Côte d’Ivoire** (not Ivory Coast)
- **the Democratic Republic of the Congo** (not DRC)
- **the Gambia**
- **Nigeria** (not the Federal Republic of Nigeria)
- **Sao Tome and Principe** (no accents; do not use & symbol)
- **the Sudan** (but South Sudan, without “the”)
- **Seychelles** (not the Seychelles)
- **the United Republic of Tanzania** (not Tanzania)

Country names should never be abbreviated in United Nations documents, so USA and UK, for example, are not acceptable. It should be **the United States of America** (and thereafter simply the United States, if it appears more than once in a document) and **the United Kingdom of Great Britain and Northern Ireland** (thereafter the United Kingdom).

One last point: countries mentioned together in a sentence, or in any sort of list, should appear **in alphabetical order**, unless there is a good reason for presenting them in a different order.

Alphabetical: *“The highest rates of compliance were reported by Cabo Verde, the Gambia, Seychelles and the United Republic of Tanzania.”*

Not alphabetical: *“The highest rates of compliance were reported by Seychelles (86 per cent), Cabo Verde (80 per cent), the United Republic of Tanzania (74 per cent) and the Gambia (70 per cent).”*

In the second sentence, it is clear that the order is based on the rate of compliance.

Tip of the week 5

Biannual, biennial

Biannual means something that occurs twice a year; **biennial** means something that occurs every two years.

However, as these words are so commonly misunderstood, it is much better to use alternatives such as **twice-yearly** instead of biannual, and **two-yearly** instead of biennial.

Another solution is to recast your sentence and say “every two years”, “every six months”, etc.

Tip of the week 6

Due to

Even native speakers of English often use “due to” incorrectly, but once you know the basic rule, it is actually very easy. There is a complicated explanation that involves fixed prepositional phrases(!) but, in essence, **if you can replace “due to” in a sentence with “attributable to” and it sounds natural, then “due to” is correct**; if not, you should use an alternative such as “owing to”, “because of” or “as a result of”.

Incorrect

*“While Asia is on track to meet the Millennium Development Goals, mainly **due to** [attributable to?] sustained growth in countries such as China and India, most African countries will not generate sufficient growth to achieve the Goals by 2015.”*

“This year’s annual report is intended to showcase the work being done to tackle the challenges Africa is facing due to [attributable to?] climate change”.

In both of the above examples, “attributable to” doesn’t sound natural, so “due to” is being used incorrectly and needs to be changed:

Correct

*“While Asia is on track to meet the Millennium Development Goals, mainly **owing to** sustained growth in countries such as China and India, most African countries will not generate sufficient growth to achieve the Goals by 2015.”*

*“This year’s annual report is intended to showcase the work being done to tackle the challenges Africa is facing **as a result of** climate change”.*

If none of the above makes sense, or you are not sure whether “attributable to” sounds right or not, just remember:

- **A sentence can never (ever!) start with “Due to...”**
- **When in doubt, you can usually replace “due to” with “owing to”**

Tip of the week 7

Is it a meeting or a session?

If there’s one thing the United Nations knows how to do, it’s get people together to talk (and talk and talk and talk). And with all the conferences, meetings, forums, panels, sessions, etc., we certainly provide abundant opportunities for people to do so. Unfortunately, we’re not always so clear about how to label these get-togethers. The General Assembly has **sessions**. The Security Council has **meetings**. ECA has conferences, working sessions, expert group meetings, forums and high-level dialogues. There may be sessions of meetings, meetings within conferences, forums within working sessions. You get the idea.

So how to make sense out of all this? Well, you don’t really.

What you can do, however, is **be consistent in how you refer to such events**. For example, you don’t refer to a General Assembly session as a meeting. On the other hand, there are many official meetings within a General Assembly session. At the upcoming Ninth African Development Forum, there are side events, meetings, workshops and plenary sessions. These are not interchangeable terms. **As always in drafting documents and publications, the more precise you are, the more your reader will get your message.**

To give you an example of why this is so important, the website of the African Union refers to its twenty-second ordinary session in at least four different ways, some of which bear very little resemblance to one another:

- twenty-second ordinary session of the Assembly of the African Union
- twenty-second annual ordinary session of the African Union Assembly of Heads of State and Government
- 22nd AU Summit
- 2014 African Union Summit

For readers unfamiliar with the inner workings of the African Union, this is extremely confusing – how are they supposed to connect the “twenty-second ordinary session” and the “2014 African Union Summit” as being the same thing? This is exactly what we want to avoid at ECA!

Tip of the week 8

Excessive capitalization

In general, capitalize **only the first word** of headings and sentences, and any other words that are normally capitalized, such as proper nouns (Addis Ababa, Benin, University of Cape Town). **Avoid using initial capitals**, i.e. Capitalizing Every Single Word – as you can see, it looks pretty silly and it can make our texts seem unprofessional. It is also against United Nations editorial policy, which – as part of the Secretariat of the United Nations – we are all supposed to follow.

While initial capitals are acceptable for the titles of publications, such as the *Sustainable Development Report on Africa*, **initial capitals should not be used for**

headings within a document, themes of conferences, or titles of figures and tables. Recent examples of overly enthusiastic use of capitals from documents we have received for editing include:

Incorrect *Part I: Promoting Inclusive Green Growth in Selected Sectors*

Correct **Part I: Promoting inclusive green growth in selected sectors**

Incorrect *Figure 1. Different Types of e-Commerce in the Subregion*

Correct **Figure 1. Different types of e-commerce in the subregion**

Incorrect 1 p.m. *Lunch Break*
 2 p.m. *Keynote Address*
 4 p.m. *Tea and Coffee Break*

Correct 1 p.m. **Lunch break**
 2 p.m. **Keynote address**
 4 p.m. **Tea and coffee break**

There is absolutely no need to capitalize “Coffee Break”! “Coffee” and “break” are just ordinary nouns.

The Editorial Manual contains a very useful list of words frequently found in United Nations documents, showing the use of capital or lower-case letters (<http://dd.dgacm.org/editorialmanual/ed-guide-lines/style/capitalization.htm>).

Tip of the week 9

Inter alia

There are many little ways to say that we are giving examples rather than presenting a comprehensive list:

among others
 among other things
 for example
 for instance
 including
 inter alia
 such as

But just one at a time. It is redundant to write “such as, for example” or “including, inter alia”, because these words and expressions mean the same thing.

Example 1

The African Platform for Action sets out institutional

arrangements for the implementation of its activities, including, inter alia, the need to strengthen structures for the advancement of women.

Either “including” or “inter alia” would have been fine, but not both at the same time.

Example 2 (from an ECA job announcement)

Duties and responsibilities of the staff assistant:

- *Performs a variety of administrative duties (e.g. meeting organization, reservations, equipment orders, etc.), including processing administrative requests (e.g. travel requests, expense claims, visa applications, etc.).*

If you use an introductory word such as “e.g.”, you have already indicated that the list that follows is not exhaustive, so there is no need to add “etc.” at the end. **Again, either “e.g.” or “etc.” – not both!**

Lastly, a short note on “inter alia”. This is one of those expressions that authors at the United Nations seem to love, but it sounds rather pompous in English. Our advice would be to avoid it, especially as it is often used incorrectly. However, if you are very attached to “inter alia” and reluctant to stop using it, you should be aware that, like most other common Latin words and phrases, it is no longer italicized.

Tip of the week 10

Tautology

Tautology means repeating the same idea in the same context, often in the same sentence, and at the United Nations we seem to be especially prone to this linguistic ill. Some of the following examples are from ECA texts, and the others are taken from *A Guide to Writing for the United Nations*, a charming booklet written by W.H. Hindle almost 50 years ago, and still just as relevant today.

1. ***“In past recent years, Southern Africa has dominated in terms of private equity deals.”***

Just “recent” would be fine; it is obvious that the years must be “past”.

2. ***“These challenges include (but are not limited to) low savings rates, poor tax administration and a limited tax base.”***

This makes it sound like you are trying to hedge your bets against the possibility that you may have left out something important! By saying the challenges “include” the following, you have already let the reader know that the list is not exhaustive.

3. “On several occasions the Executive Secretary has sought **to look ahead towards these future potentialities.**”

Potentialities are for the future. Also, the Executive Secretary could hardly look backward to the future.

4. “What is needed **over and above all else..**”

“Above all” would be enough. “Over and” is verbiage.

5. “There are similar initiatives in 30 countries **world-wide.**”

“Worldwide” is usually redundant. Countries worldwide as opposed to what – galaxy-wide?

Tip of the week 11

Plain English

Our first consideration must be to make our texts readily understandable. To quote The Economist style guide, “clarity of writing usually follows clarity of thought. **So think what you want to say, then say it as simply as possible.**”

A few points to bear in mind:

1. **Never use a long word where a short one will do.**
2. **If it is possible to cut out a word, always cut it out.**
3. **Never use a foreign phrase or a jargon word if you can think of an everyday English equivalent.**

Plain English does not have to mean “the cat sat on the mat” writing. Many ECA texts are highly technical so of course there are long words and complicated ideas to convey, but a text can be complex and at the same time elegant and clear.

Do we really need to write sentences such as this one?

“The aim was to facilitate, through this exercise, the

RCM and its clusters to reflect on the extent to which the cluster, processes, plans and activities have adopted gender mainstreaming approaches as per gender equality commitments at regional and international levels for promoting gender equality and women’s empowerment.”

In addition to bemusing readers, poor writing constitutes **a lasting injury to the prestige of the Organization** – lasting because the records of international institutions are used long after they have ceased to be working tools (A/2403, para. 156).

I know it is difficult to remember how we wrote before we joined the United Nations – before words such as “synergy” and “sensitization” started to creep into our everyday vocabulary – **but if we want our texts to be read widely and to have a real impact, we must use language that is clear, simple and accessible.**

For those of you interested in doing some further reading, Foreign Policy has an excellent article on the subject, entitled “Writing well” (http://www.foreign-policy.com/posts/2013/02/15/on_writing_well).

Tip of the week 12

Plain English continued

Following on from last week’s tip on plain English, here are some suggestions for more idiomatic alternatives to ECA favourites:

allow – instead of “enable”
among other things – instead of “inter alia”
carry out – instead of “implement”
decide – instead of “embark upon a decision-making process” (yes, unfortunately this is a real example!)
farming – instead of “agriculture”
in – instead of “within”
raise awareness – instead of “sensitize”
under – instead of “within the framework of”
use – instead of “utilize” or “implement the use of”
work together – instead of “collaborate”
young people – instead of “youths”

And some words and phrases that can almost always be cut out of your writing without changing the meaning:

a total of
as a matter of fact

basically
currently
existing
in due course
in view of the fact that
it is important to note that
last but not least
obviously
of course
the fact of the matter is
to all intents and purposes

Introductory sentences such as “it is important to recognize that” and “it should be noted that” are considered to be poor style because it should be understood that what follows is worth writing – if it weren’t, it shouldn’t be written at all!

Tip of the week 13

“Organize” versus “hold”

Organize means: **arrange, make preparations for**

*“This month we are in the process of **organizing** the next Conference of Ministers, which will be held in March 2015.”*

It does not mean: **hold (an event)**

*“On 10 November the Economic Commission for Africa **organized** a workshop in Addis Ababa.”*

Writing that ECA **organized** a workshop on 10 November **does not mean that the workshop took place on 10 November**.

Instead, it means that ECA did not start sending out the invitations, contacting the speakers, putting together the agenda, booking a meeting room, ordering sandwiches, etc. until 10 November.

What the author meant was:

*“On 10 November the Economic Commission for Africa **held** a workshop in Addis Ababa.”*

(While it may be true that a lot of the organization was done on the very day of the workshop, I am certain that is not the message the author wanted to convey!)

To give another example, if you write “ECA **organized** an ad hoc expert group meeting from 7 to 11 April 2014”, it means that ECA spent the week of 7-11 April making the necessary arrangements for the meeting. **It does not mean that the meeting took place on those dates!**

Suggestion: “ECA **held** an ad hoc expert group meeting from 7 to 11 April 2014.”

Tip of the week 14

Five things you should know about how to refer to Member States

1. Every State Member of the United Nations has a **short name** (e.g. Ethiopia) and a **formal name** (e.g. the Federal Democratic Republic of Ethiopia). In some cases, the two are the same: the United Republic of Tanzania is always the United Republic of Tanzania, for example.

2. The short name is the one we should use in almost all instances (letters, speeches, policy briefs, information notes, publications, etc.). Only in exceptional situations, such as in the text of a treaty, should we use the formal name.

3. To check the name of a country, go to <http://unterm.un.org> and click on “Start Search”. When the next page appears, click on the down arrow to the right of the “Subjects” field and select “Country names”.

4. The name of a country should never, ever be abbreviated in a United Nations text. Abbreviations such as DRC (instead of the Democratic Republic of the Congo) or CAR (the Central African Republic) are not acceptable.

5. Please note the following country names, as communicated by the respective permanent missions to the United Nations, which are frequently misspelled in ECA texts:

- **Cabo Verde** (not Cape Verde)
- **the Central African Republic** (not CAR)
- **the Comoros**
- **the Congo** (not Congo-Brazzaville)
- **Côte d’Ivoire**
- **the Democratic Republic of the Congo** (not DRC)

- **Ethiopia** (not the Federal Democratic Republic of Ethiopia)
- **the Gambia**
- **Guinea-Bissau** (note hyphen)
- **the Niger**
- **Nigeria** (not the Federal Republic of Nigeria)
- **Sao Tome and Principe** (no accents; do not use & symbol)
- **the Sudan** (but South Sudan, without “the”)
- **Seychelles** (not the Seychelles)
- **the United Republic of Tanzania** (not Tanzania)

Tip of the week 15

Abbreviations

We are currently editing a document that contains well over 200 abbreviations. The list of acronyms and abbreviations takes up six pages, and that is without including all of the abbreviations that are in the body of the text but were left out of the list by the authors.

While I understand the temptation to use abbreviations, it is important to remember that abbreviations that seem obvious to you might be completely new to your readers, and it is very tedious for them to have to keep flicking back to the initial list of abbreviations to find out what things such as RTIMP stand for (what do you mean, you’ve never heard of the Root and Tuber Improvement and Marketing Programme!).

Abbreviations are fine in memos, e-mails and internal reports, but **when writing anything at the United Nations for publication, abbreviations should generally be avoided unless they appear in the United Nations list of “principal officially recognized abbreviations and acronyms”** (<http://dd.dgacm.org/editorialmanual/ed-guidelines/style/abbreviations.htm>).

Before an abbreviation is used, **the full name must be given**, followed by the abbreviated form in parentheses, e.g. United Nations Population Fund (UNFPA).

If you don’t expand an abbreviation the first time it is used, it can create confusion. For instance, “PPP” could stand for:

- purchasing power parity
- public-private partnership
- polluter pays principle

- programme planning and preparation process

The use of abbreviations can be helpful up to a point to make reading quicker and easier. However, their excessive or unexplained use can have precisely the opposite effect, impeding the reader’s comprehension. They should therefore be used in **moderation**, and **always bearing in mind the needs of the reader**.

Tip of the week 16

More on abbreviations

Following on from last week’s tip on abbreviations, here are a few rules to bear in mind:

1. Abbreviations are used without the definite article: **“member States of ECA”**, not **“member States of the ECA”**
2. Abbreviations should not be used in the possessive form: **“the Executive Secretary of ECA”**, not **“ECA’s Executive Secretary”**
3. Abbreviations should not be used in document titles or headings: **“Information and Communications Technology Strategy of the Economic Commission for Africa”**, not **“ECA ICT Strategy”**
4. In general, abbreviations should not be used for names or titles that occur only once or twice in a text. However, when the entity referred to is better known by its abbreviation, it may be preferable to include it even if the name occurs only once: **“United Nations Entity for Gender Equality and the Empowerment of Women (UN-Women)”**
5. Abbreviations should not be used for the following:
 - Titles of senior officials (SG, ES, DES)
 - Principal organs and major offices of the United Nations (GA, ECOSOC, UNOG)
 - Divisions and sections (PKMD)
 - Conventions, treaties and programmes of action (UNFCC, AMV, BPfA)
 - Non-technical concepts in widespread use, such as sustainable development (SD); the common African position (CAP); science, technology and innovation (STI); or high-level panel (HLP)
 - Obscure titles or names mentioned only once

or twice in a document, such as the Kenya Sugar Cane Growers Association (KESGA).

Such abbreviations may be acceptable in e-mails and internal memos, but they should not appear in ECA publications or meeting documents.

The number one thing to remember is that abbreviations should help your reader, not make your life as the author easier.

Tip of the week 17

United Nations writers can write

As this is the last writing tip of the year – and lest it be thought that all United Nations texts are written in the “pompous, polysyllabic and relentlessly abstract style” deplored by Edmund Wilson, and that your English editors are miserable pedants who delight in finding fault with everything! – I thought we should share some examples of the great writing that we have seen in ECA texts this year. One of our favourites was this title:

“Illicit financial flows from Africa: track it, stop it, get it.”

Snappy, clever and memorable – we like it. (But let’s leave out the exclamation marks and excessive capitalization. “Track It! Stop It! Get It!” looks alarming on the page, and by emphasizing every word, some of the impact is lost).

The policy brief of the same name was compelling, well-structured, and managed to convey complex ideas to people who are not experts in the field without ever being patronizing (available from: http://www.uneca.org/sites/default/files/publications/illicit_financial_flows_why_africa_needs_to.pdf).

We hope you have enjoyed reading these tips and found them useful. We would love to hear from you with suggestions on how we could improve, or language issues you would like to see featured next year.

Tip of the week 18

Respect(ful)

Strictly speaking, in English you can only **respect** another person, not a thing. Better alternatives are **observe** (the speed limit), **comply with** (rules) or **uphold** (human rights).

Consider the following example from an ECA text:

During the workshop, participants will have to **re-spect** the following requirements:

- *Respect the coordination rules introduced by the moderator at the beginning of the workshop*
- *Participate actively*
- *Write legibly and use concise sentences*

In the above example, “**respect**” does not sound natural. Instead, a better alternative might have been to write:

*During the workshop, participants will have to **comply with** the following requirements:*

- ***Observe** the coordination rules introduced by the moderator at the beginning of the workshop*

...

In other contexts, useful alternatives to “respect” could be:

- **abide by**
- **adhere to**
- **follow**
- **heed**
- **obey**
- **stick to** (informal)

Tip of the week 19

Use of “concerned”

Be careful of where in the sentence you put the word “concerned”, as putting it before or after the noun you are describing affects the meaning.

Before the noun: “The **concerned** parties” indicates that the parties are **worried** about the issue.

After the noun: “The parties concerned” are simply those parties that are in some way involved in or connected to the matter at hand. It is a **neutral** phrase

that says nothing about the attitude of the parties towards an issue.

Tip of the week 20

Organize, not organise

Organize is quite possibly the most commonly misspelled word at ECA.

The Concise Oxford English Dictionary, twelfth edition, is the current authority for spelling in the United Nations. If more than one spelling is given in the dictionary, we use the form listed first (for more information on United Nations spelling, please see: <http://dd.dgacm.org/editorialmanual/ed-guidelines/style/spelling.htm>).

This means that we should write **organize, organization** and **organizer**, not *organise, organisation* and *organiser*.

The same goes for other *-ize/-ise* words, so we write **emphasize, globalize, liberalize, privatize** and **recognize**.

Two important exceptions to note are **analyse** and **catalyse**.

This may not seem very important – after all, “emphasize” and “emphasise” are clearly still the same word – but ECA documents and publications are often written by a whole team of people and it looks sloppy if the spelling of certain words is inconsistent. Relatively minor editorial issues – such as erratic capitalization, inconsistent spelling and different styles of headings – can all add up to give readers a poor impression, thereby detracting from your argument or message.

Tip of the week 21

More on United Nations spelling

Following on from last week’s tip on the spelling of “organize”, here are four more general spelling rules to bear in mind when writing for the United Nations:

1. **-our**, not **-or**

behaviour, colour, neighbour (not *behavior, color, neighbor*)

2. **-re**, not **-er**

centre, metre, kilometre (not *center, meter, kilometer*)

3. **-ll**, not **-l**

channelled, modelling, panellist (not *channeled, modeling, panelist*)

4. **-ed**, not **-t**

learned, spelled (not *learnt, spellt*)

I would recommend setting your default proofing language in Microsoft Word to “English (U.K.)” rather than “English (U.S.)”, as this is closer to United Nations spelling.

Please find attached a short spelling list. It is designed to serve as a quick reference for common words and compounds for which there may be more than one possible spelling. For the full United Nations spelling list, please see: <http://dd.dgacm.org/editorialmanual/ed-guidelines/style/spelling.htm#p>.

Tip of the week 22

Slashes

Strictly speaking, a slash (/) is a unit of mathematical notation, **not a punctuation mark**, and its use should be resisted in United Nations documents and publications.

Consider the following sentence, which appeared in the draft issues paper for this year’s Conference of Ministers:

“Agenda 2063 is a useful/relevant departure from previous frameworks.”

Well, which is it? Is it a useful departure, a relevant departure or a useful **and** relevant one?

The reader is left with the impression that the authors could not make up their minds about which adjective was better, so they left both in, separated by a slash, to be on the safe side.

The use of “and/or” is also discouraged, as it often leads to confusion or ambiguity.

It can usually be replaced by “or” and sometimes by “and”.

Where both possibilities have to be retained, use “x or y or both”.

Tip of the week 23

Conference of Ministers

Please note that the title of the Conference of Ministers has changed.

The full title of the upcoming Conference of Ministers (25–31 March 2015) is:

eighth Joint Annual Meetings of the African Union Specialized Technical Committee on Finance, Monetary Affairs, Economic Planning and Integration and the Economic Commission for Africa Conference of African Ministers of Finance, Planning and Economic Development

It should be “**eighth**”, not “**8th**”, because at the United Nations ordinal numbers from first to ninety-ninth are expressed in words.

Nor should “**eighth**” be capitalized in running text, because “eighth” is not part of the actual title of the Conference (similarly, we should write “the **third** International Conference on Financing for Development”, not “the **Third** International Conference on...”).

The title of the Conference should be written out in full the first time it occurs in a formal document; thereafter, it can be referred to as “the Conference of Ministers”.

The theme of this year’s Conference is: “**Implementing Agenda 2063: planning, mobilizing and financing for development**”.

Tip of the week 24

Alphabet soup

Despite previous pleas about the excessive use of abbreviations and acronyms in ECA texts, we are still seeing sentences like:

“Eskom provides an EEDSM project plan in its Multi-Year Price Determination (MYPD) application to NERSA to obtain funding to purchase energy savings and recover the reasonable costs. NERSA makes

a final determination of the EEDSM costs that Eskom provides for the MYPD application.”

If you are familiar with these abbreviations and acronyms, then perhaps this sentence does not seem that bad, but put yourself in the shoes of the readers!

While well-known abbreviations and acronyms can be useful (such as UNICEF and GDP), less well-known ones are **a barrier to communication**.

Consider this sentence, which contains so many abbreviations that it is virtually incomprehensible:

“NGC is mandated to oversee DRR while the CCA is under the MICOA.”

It is often preferable to use a short form instead, so that your text is not littered with abbreviations and acronyms. For instance, if “CAADP” occurs only two or three times in a document you are working on, it could be written out in full the first time it occurs (“the Comprehensive Africa Agriculture Development Programme”) and thereafter referred to as “the Programme”.

Remember, at the United Nations, abbreviations should not be used for the following:

- Country names (USA)
- Titles of senior officials (ES)
- Principal organs and major offices of the United Nations (ECOSOC)
- Divisions and sections (PKMD)
- Conventions, treaties and programmes of action (UNFCCC)
- Non-technical concepts in widespread use, such as sustainable development (SD); the common African position (CAP); science, technology and innovation (STI); high-level panel (HLP); and regional economic community (REC)
- Obscure titles or names mentioned only once or twice in a document, such as the Kenya Sugar Cane Growers Association (KESGA)

Tip of the week 25

Dates

1. The day is always followed by the month and year: **Friday, 6 March 2015** (not *6th March 2015* or *March 6, 2015*).
2. For ranges of dates, we should write “**from 1 to 31 March 2015**” but “**on 5 and 6 March 2015**”.
3. Decades are always expressed as follows: **the 1990s** (not *the nineties*, *the 90s* or *the 1990’s*).
4. A single period covering two or more full years is written as follows: **2010–2015** (or **from 2010 to 2015**); **the biennium 2014–2015**. A period of less than 24 months that overlaps two years is written as follows: **2013/14**. This form is used for peacekeeping budget periods and other 12-month financial or statistical periods.
5. Non-specific references to “*this year*”, “*next year*” or “*last year*” should be avoided. Authors should supply the specific year, thus: “In **2015**, the Executive Secretary...”; “Beginning in **2014**...”.

Tip of the week 26

Oxford comma

The final comma before the word “and” at the end of a list (the so-called Oxford comma) is *not* normally used in United Nations documents.

For example, the practice is to write “**organs, organizations and bodies**”, not “**organs, organizations, and bodies**”.

However, the final comma may sometimes have to be included for the sake of clarity, for instance in an enumeration comprising lengthy or complex elements.

Examples:

... *the Ministries of Foreign Affairs, Finance, and Health and Social Affairs*
... *the provision of nutritional programmes, education and literacy programmes, and health and social support programmes*

Tip of the week 27

Punctuation of figures

In running text, whole numbers of more than three digits are punctuated as follows:

1,000 (not *1000*, *1 000* or *1.000*)

35,000

2,632,597

In tables, a **space** replaces the punctuation marks in whole numbers of more than three digits:

1 000

35 0000

2 632 597

Decimals are punctuated as follows in both running text and tables:

3.4 (not *3,4*)

\$10.65

€178.47

For more information, see the United Nations Editorial Manual (<http://dd.dgacm.org/editorialmanual/ed-guidelines/style/numbers-dates-time.htm#Punc>).

Tip of the week 28

Resolutions

Some possible ways of referring to resolutions:

(a) **In its** resolution 63/226, the General Assembly urged all Member States...;

(b) **Pursuant to** General Assembly resolution 63/226, the Secretary-General submitted to the Assembly...;

(c) **In** General Assembly resolution 63/226, all Member States were urged to....

Note: the R in “resolution” is lower case. We don’t write “A/RES/63/226”.

General Assembly resolutions: <http://www.un.org/documents/resga.htm>

Economic and Social Council resolutions: <http://www.un.org/ecosoc/docs/res2008.asp>

Security Council resolutions: <http://www.un.org/en/sc/documents/resolutions/>

New arrival of Senior Management in ECA

Ms. Giovane Biha, Deputy Executive Secretary of ECA for Knowledge Delivery



Ms. Giovane Biha is a national of Burundi. Prior to joining ECA on 30 March 2015 as Deputy Executive Secretary for Knowledge Delivery, Ms Biha was serving as Director of Management and Administration Division at UN Women. She has more than 25 years of extensive experience

that combines policy formulation, programmatic and operations management in the UN system and the private sector. She has also served as Chief of Budget Strategy and Corporate Performance Management in UNDP's Office of Planning and Budgeting. Ms. Biha has worked as Deputy Resident Representative for both Programme and Operations in UNDP-Mauritania, as Senior Programme Manager and Deputy Resident Representative a.i. in UNDP-Ethiopia and as Assistant Resident Representative in Guinea-Bissau and Guinea-Conakry. Ms. Biha has worked for the Central Bank of Burundi. She holds an M.A. degree in Economics.

In her current position as Deputy Executive Secretary of ECA for knowledge Delivery, Ms. Biha will oversee the work of ECA's Capacity Development Division (CDD), Public Information and Knowledge Management Division (PIKMD), Division of Administration (DoA), ECA's five Sub-regional Offices (SROs) and the African Institute for Economic Development and Planning (IDEP).

Carlos Haddad, Director, Division of Administration
UN Economic Commission for Africa



Carlos Haddad, the current Director of Administration of the United Nations Economic Commission for Africa, arrived at ECA on 6 April 2015. He started his career with the UN system in 1987 as an UNV Emergency Assistant with the United Nations Volunteer Programme in Mauritania. He had since been in different junior and senior positions with the UN Funds and Programmes. Right before joining the UN ECA, he was the Deputy Director for Management and Administration and the Chief of Operations of UN-Women, New York, USA. Before that, he served as Senior Deputy Country Director for Operations, UNDP Indonesia; Senior Deputy Resident Representative for Operations, UNDP Afghanistan; Chief of Operations of the UNDP Regional Center in Bangkok, Deputy Resident Representative for Operation, UNDP Thailand; Finance and Procurement Specialist, UNOPS Saudi Arabia; and Emergency Officer for the World Food Programme in Rwanda, Democratic Republic of Congo, Burundi, Iraq, and Sudan. In addition to his United Nations experience, Mr. Haddad also worked as a Field Coordinator with the International NGO Catholic Relief Services in Rwanda. He worked for the non-for profit sector in New York, and in the private sector in Saudi Arabia and in Lebanon.

Carlos Haddad holds a Bachelor's Degree, Gestion des Entreprises, Université Saint-Joseph de Beyrouth and a Master's Degree, in Public Administration from Baruch College, the City University of New York. He speaks Arabic, English, and French.

Jit Gurung, Chief, Human Resources Service Section



Jit Gurung comes from Nepal. He has over 26 years of experience in the Human Resources and Administrative fields, 8 of which is in the United Nations. Jit was an Intern with Department of Economic and Social Affairs (DESA) in New York before joining the United Nations

system as a staff. Jit joined United Nations Integrated Mission in Timor Leste in July 2007 as an Associate Human Resources Officer. He then moved to the African Union - United Nations Mission in Darfur (Hybrid Mission), Sudan in April 2010. Prior to assuming the current position, Jit Gurung has held key appointments such as: Special Projects Officer, Head of Recruitment Unit, Head of Quality Assurance Unit, Head of International Staffing Unit and Deputy Chief Human Resources Officer. He brings with him good experience in the field of human resources management and Client Orientation, Leadership, Inter-personal skills and professionalism that would be of assets to ECA.

Jit Gurung holds Masters Degree in Development Studies from University of Coventry, UK. He has just completed a 10-month long course - SMART (Senior Manager Administration and Resource Training Programme) and has attended Management Development Programme. Additionally, Jit has attended various training/courses, e.g. Train the Trainer for Performance Management Development, Inspira Recruitment.

Addis Ababa, Ethiopia, Sunday, 8 March 2015

International Women's Day

Theme: "MAKE IT HAPPEN"



Major General Kristin, from Norway was appointed last year as the first-ever female peacekeeping commander

Let us all celebrate this significant day by recognizing what we have achieved so far for the progress of women and be determined to make happen the stated policy of the United Nations for gender balance 50/50 in all fields of endeavour. The Staff Union.

On Friday, 13 March 2015, ECA hosted the Lycee dictations Exam for this year.

The ES honoured this group by his presence and opened the exam. Unfortunately, however, the UN Staff Voice magazine was not informed. If contacted on time, coverage of the event would have been prepared.

This is therefore to kindly remind staff that when they organize a similar event, they should kindly inform, one day in advance, Ms. Seble Demeke, Editor-in-chief, UN Staff Voice (SDemeke@uneca.org, ext.: 34326), so that the event can feature in the magazine.

Thank you for your cooperation
ECA Staff Union

Opening of staff management consultations in Bonn on 15 April 2015

The Staff Management Committee (SMC) opened its annual consultations in Bonn on 15 April to discuss major issues affecting the operations of the United Nations. The management was represented by the Under-Secretary-General for Management, Mr. Yukio Takasu, supported by Assistant-Secretary-General, Ms. Carole Wainaina, while the staff side was coordinated by Mr. Ian Richards, Vice-President of SMC and President of the UNOG Staff Council. ECA was represented by Jit Gurung, Chief of the Human Resources Services Section, Makane Faye, President of the ECA Staff Union and Chairperson of the Federation of United Nations Staff Unions and Associations (FUNSA), and Abraham Tameru, Vice-President of the ECA Staff Union.

The agenda included the following issues:

1. General Assembly resolutions
2. Budget 2016–2017
3. Shared services
4. Travel policy
5. Performance management
6. Flexible workplaces
7. Mobility
8. Workforce reshaping/downsizing
9. Central Review Bodies
10. Recognition of long-serving staff
11. Disciplinary measures and investigations
12. Harassment procedures for General Assembly-appointed personnel
13. Whistle-blower protection policy
14. Compensation review
15. Medical death investigations

16. Medical insurance
17. Fake degrees
18. Defining staff/management consultations

The SMC consultations were preceded and followed by separate meetings within management in one hand and among Staff Union representatives in the other.

Some of the following decisions were adopted by SMC:

Flexible Workplace

The SMC agreed that:

- (a) the matter of flexible workspace will be consulted on at the relevant departmental or duty station level, as appropriate; and
- (b) that Management would provide a progress update on implementation in future SMC annual sessions

Long serving staff recognition

The SMC agreed that management will undertake harmonization of approaches in different offices, i.e., to provide standard recognition for long-serving staff, to be universally implemented in all duty stations, initiated by the administration.

Staff-management consultations

The SMC agreed that:

- (a) consultations at the global, departmental and individual level shall be undertaken in good faith and mutual trust;
- (b) that townhall meetings, email broadcasts and other forms of

- one way communications do not constitute consultations;
- (c) to explore possibilities for a training at the next SMC on best practices and experience sharing on consultations
- (d) that management will provide guidance and training to managers on consultation requirements;
- (e) that management, when made aware of restructuring/reorganization exercises, verify with departments that consultations have been undertaken with staff representatives under the applicable legal instruments.

Protection against retalliation

The SMC agreed that staff would prepare a note in response to the presentation with specific concerns and proposals. The SMC agreed that an ad hoc working group will be created, comprising experts from staff and management. That working group will attempt to present recommendations for the SMC's considerations. The matter will be placed on the agenda for the next SMC meeting.

Meeting of the Federation of United Nations Staff Associations (FUNSA) with the United Nations Resident Coordinator, Mr. Eugene Owusu



Makane Faye, Chairperson of FUNSA, Eugene Owusu, UN Resident Coordinator, Aida Awel, Vice-Chairperson of FUNSA

The purpose of the meeting was to introduce FUNSA members to the Resident Coordinator. The Chairperson of FUNSA thanked the Coordinator for all the support rendered to staff on different challenging issues, including the most important and vital to the staff, the United Nations Clinic in Addis Ababa. He also expressed his gratitude to the Coordinator for agreeing to be part of the preparations for the celebration of UN@70. He further informed him that the name of the Staff Voice has now been changed to the UN Staff Voice.

The Resident Coordinator confirmed that it was absolutely essential to introduce the leadership of FUNSA, the first of its kind as an umbrella staff association. He

thanked the meeting for the courtesy call to come to the UN Country Team. He further congratulated the leadership and stressed that staff associations are important for the senior leadership of the organizations as well as for the well fare of the staff. He stressed that where the staff association is positive and constructive it benefits everyone since “we are just one organization and we are indeed one family operating together as one family”. It entails us collective benefits.

Regarding the celebration of UN@70, he said that FUNSA could count on the full support of the Resident Coordinator and the Country Team, Regarding the UN Staff Voice, he said the Coordinator’s office would mobilize contributions to the magazine at all levels.



Leadership of FUNSA with the UN Resident Coordinator

Global military chiefs participate in historic conference on UN Peacekeeping

DPKO/DFS, April 2015, iSeek, New York.

On 2 March, the Secretary-General opened the first Chiefs of Defence Conference ever hosted by the United Nations. The event saw more than 460 chiefs of defence and military officials from 105 Member States and the EU Military Committee engage on issues of central importance to UN Peacekeeping: the role of peacekeeping in the evolution of conflict, the needs facing peacekeeping missions today and the mutual benefit and convergence of interest in ensuring a strong UN Peacekeeping force..

This conference is part of a wider process of cooperation and engagement with Member States to improve the performance and effectiveness of United Nations Peacekeeping Operations.

“United Nations Peacekeeping remains uniquely placed to combine

political, security and early peace-building functions under a single strategy,” the Secretary-General noted at the event, urging Member States to work together to strengthen and deepen the peacekeeping partnership’s overall approach to meeting today’s challenges.

“UN peacekeeping brings the legitimacy of the international community to conflicts. The moral value of peacekeeping is itself a sufficient justification for the deployment of missions, but I believe as well that these activities have had important, strategic impacts on international peace and security,” said Hervé Ladsous, Under-Secretary-General for Peacekeeping Operations.

However, to remain ‘fit for purpose’ and to perform effectively in today’s environments, Mr. Ladsous stressed that peacekeeping requires a broad

array of skills and well-trained troops able to be deployed rapidly and effectively.

Atul Khare, Under-Secretary-General for Field Support, noted efforts to make the global partnership work more effectively, including the importance of the Global Field Support Strategy in expediting service delivery in the field, strengthening efficiency, achieving economies of scale, ensuring accountability and improving security.

“We want to make the best use of your unique qualities and strengths to collaborate with existing troop and police contributors, and expand our base to enhance participation of new contributing countries,” he told conference participants.

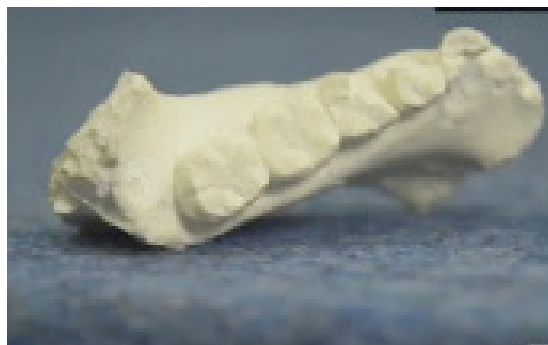
For UN peacekeeping to continue responding effectively and robustly to contemporary challenges it needs strengthened international partnerships and the willingness to share, both, the burdens and the risks in the field.

In September 2015, on the 70th Anniversary of the founding of the UN, US President Barack Obama is expected to bring together world leaders to push them to increase their contributions and support for UN peacekeeping.



Africa's wonders never end: Oldest known jawbone from human genus found in Ethiopia

By Laura Smith-Spark, CNN



Story highlights

- The jawbone was found in Ethiopia's Afar region, not far from where "Lucy" was discovered
- It has been dated to 2.8 million years ago, which means it helps fill in a crucial gap in our knowledge

(CNN) With the discovery of a grey, fossilized jawbone in a remote corner of Ethiopia, a student at Arizona State University may have changed our understanding of our earliest ancestors.

The partial lower jaw is the oldest known fossil evidence of the genus *Homo*, to which modern day humans belong, according to a study published Wednesday in the journal *Science*.

The jawbone has been dated to 2.8 million years ago -- which predates the previously known fossils of the *Homo* lineage by approximately 400,000 years, according to Arizona State University.

Chalachew Seyoum, a graduate student from Ethiopia, came across the fossil -- the left side of a lower jaw with five teeth -- while on a field expedition in the Afar region of eastern Ethiopia in 2013.

"Honestly, it was an exciting moment," Seyoum said, according to a news release from the university.

"I had good experience in field surveying and knew where potential sediments are. I climbed up a little

plateau and found this specimen right on the edge of the hill."

The age of the fossil means it could help fill in an important gap in our knowledge.

Fossil found by fisherman may reveal new type of ancient human
It also means the *Homo* genus could have evolved nearly half a million years earlier than previously thought.

Researchers have previously found fossil remains dating back 3 million years or more, such as the skeleton of "Lucy," the famous 3.2 million-year-old remains of the species *Australopithecus afarensis*. Those remains were found in 1974 not far from the site of the latest discovery.

Scientists have also found fossils that are 2.3 million years old and younger, which are in the genus *Homo* and are closer to modern day humans.

But until now there has been little fossil evidence from the 700,000 years in between -- a crucial period in the evolution from hominids like Lucy to the *Homo* genus.

"The importance of the specimen is that it adds a data point to a period of time in our ancestry in which we have very little information," said William H. Kimbel, director of ASU's Institute of Human Origins, in the university's news release.

"This is a little piece of the puzzle that opens the door to new types of ques-

tions and field investigations that we can go after to try to find additional evidence to fill in this poorly known time period."

The jawbone, found in the Ledi-Geraru area of the Afar region, combines features seen in *Australopithecus afarensis* with those seen in later specimens of the *Homo* genus, according to the study.

Professor Kaye Reed, of Arizona State University, said the discovery was the result of years of searching in the area.

Surveying began in 2002, she said, but researchers only began to pick up fossils in the area where the jawbone was found in 2012, having realized the sediments there were old enough to yield *Australopithecus afarensis* specimens.

"Instead, we were rewarded with a much more exciting discovery," she said.

Already the team has been able to establish that this early human ancestor walked on two legs and lived in a dry, arid climate, Reed said. Researchers are still working to determine what it ate and whether it used stone tools.

"It's an excellent case of a transitional fossil in a critical time period in human evolution," said Kimbel. Paleolithic skull may shed light on humans' path from Africa

Source: CNN

Rocket attack on U.N. base kills 3 in northern Mali

By Katarina Hoije for CNN

Updated 1149 GMT (1949 HKT)
March 8, 2015

Abuja, Nigeria (CNN) An attack on a United Nations base, using dozens of rockets, killed at least three people in northern Mali on Sunday, a U.N. spokesman said. One of the dead was a U.N. peacekeeper and two more were civilians. At least 12 more people were wounded.

About 30 rockets and shells hit the outpost at dawn. U.N. troops returned fire, spokesman Olivier Salgado said.

Security had been beefed up at the base of the United Nations Multidimensional Integrated Stabilization Mission in Mali, known as MINUS-MA, and air patrols are in place, the mission said in a statement. The U.N. called for progress on peace talks in the nation, which has seen an insurgency by separatists in the north.

Four UNICEF staff killed in the attack in Garowe, Somalia on 20 April

The United Nations flag at Headquarters and other duty stations were lowered to half mast on Thursday, 23 April 2015, on the occasion of the global memorial service in honour of the four UNICEF staff who were killed in the attack in Garowe, Somalia on 20 April.



UN Flag at Half Mast - Mark Garten

Comments

Nothing can bring back our

Permalink Submitted by Ian Richards on Thu, 04/23/2015 - 11:10

Nothing can bring back our fallen colleagues at UNICEF. However, this is a fitting tribute by the organization to their hard work and ultimate sacrifice.

It's very sad and outrageous

Permalink Submitted by Brouk Getaneh on Thu, 04/23/2015 - 11:59

It's very sad and outrageous news about our colleagues who were serving the world. May they rest in peace.

It is regrettable that, yet

Permalink Submitted by Stephen Kisambira on Thu, 04/23/2015 - 17:01

It is regrettable that, yet again, we lost colleagues because of the cowardly acts in Somalia. The deaths of our colleagues in Somalia are as touching as the death of several hundreds of people in a boat that overturned off Libya's coast this past week. It is fitting that the United Nations honour their deaths if not by half-mast flags then by a mention on i-Seek to bring attention to the plight of migrant men, women and children.

Source : Thursday, 23 April 2015, Global | iSeek

If you are not yet a member, please join the ECA Staff Union, by completing the form below.



Date: _____

TO: Chief, Finance Section of ECA

FROM: _____

Staff, Name, Surname, Level and Division / SRO/Index No

SUBJECT: Membership to the Staff Union and monthly payroll deduction membership fees in favor of the Staff Union

I wish to inform you that I am a member of the Staff Union from today and would like the Finance Section / Office to deduct a monthly contribution* from my salary commencing at the end of the current month in favor of the Staff Union.

This authorization should remain valid until I revoke it in writing.

*Note to Members: Monthly rates are below.

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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	



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