

# UNECA StaffVoice

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Issue 7, May 2014



United Nations  
Economic Commission for Africa

UNECA



## *The Celebration of International Women's Day March 8, 2014*

Presented by UNECA African Center for Gender (ACG)  
in Collaboration with the Staff Union



*Equality for Women is Progress for All*

**"All the UN Community in Ethiopia is dedicated towards the development of this country".**

*Roman Tesfaye, First Lady of Ethiopia ( Interview on page 18)*

**"How important it is for us to recognize and celebrate our heroes and she-roes!"**

*Maya Angelou, African American Poet.*

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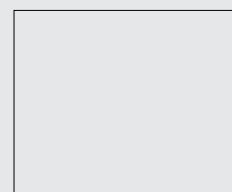
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## International Women's Day, March 8

### Where we were, Where we are and Where we are going to be

By Seble Demeke

As early as the 1970s, awareness about the celebration of March 8 as International Women's Day, was limited to a few countries, groups and nations of the world. In Africa, and perhaps in other developing regions, it was not known by the majority that a specific day had been dedicated for the appreciation of women's contribution towards the betterment of life. Only after 1975, when the United Nations declared that March 8 was to be officially celebrated each year as International Women's Day (IWD) was such awareness created. Since then, IWD has been on the agenda of many UN Member States and has been celebrated by all citizens – one day, one objective – in recognition of the contribution of women to the betterment of society.

Where we were: Do we remember where we were 40 years ago? Do we understand what it is all about? We do need to understand the message which is passed every year since 1975 on March 8 through a form of celebration, acknowledgement or recognition. This day is a wake up call to all those who care. Although we agree that we have come a long way in empowering women, there is still a lot remaining to be done in terms of sensitization, creating awareness about the rights, privileges and obligations of women to make our world a better place for all. Hence, we have a responsibility to inspire the young generation, both men and women that the struggle should be a continuous process, maybe in different formats, to reduce

the extreme inequality that has been there for centuries and which is not likely to go away soon on its own. The question is, how do we break in on this closed privileged group empowered with culture, power, money and status? This is a million-dollar question that needs to be answered by everyone involved in the work of improving the status of women. I would say that we should keep on trying several ways of doing this, as there is no one way of accomplishing this mammoth task. One possible way is, as stated by Roseanne Barr and many other scholars, to learn the hard way that nobody is going to give us power, just because we ask for it, even if convinced that we deserve it. No one gets power just like that, whether a man or a woman and we should not expect that it would be different for women. We need to prepare the ground to take power and just take it. Another way of achieving our goals for gaining our equality as citizens of a nation is through the democratic process of elections to occupy higher decision-making positions, starting at the community, national and international levels. In the 21st century, peoples' thinking has evolved and society has changed its perspective about who they can trust to do the job of leading, regardless of their gender. A valid justification for this statement is that, today, there are 19 female world leaders of which nine are Presidents and the remaining 10 Prime Ministers. Out of the total, 15 female leaders have been elected in democratic elections, including both direct and through parliamentary



elections. We should therefore, get organized and use this golden opportunity to bring in a true transformation of the status quo.

Where we are today: Are we achieving our objectives? In 1975, the UN General Assembly proclaimed March 8 as the UN Day for Women's Rights and World Peace. Since, women have gained concrete results in different areas of life; it has become too obvious not to recognize it. By 1995, during the Beijing Conference on Women, the concept changed from women issues to gender equality and looked at the relationships between men and women and how best to put them on equal footing. By the year 2000, gender issues were integrated into the United Nations Millennium Development Goal, focusing on gender equality, empowerment of women and reducing maternal mortality.

The United Nations continued its relentless efforts to change the status of women and bring about gender equality. By 2010, ten years after the MDGs, it created a new entity which focuses on gender equality and the empowerment of women, known as UN Women, by merging four of its existing institutions dealing with women's affairs. The new entity became



## United Nations Secretary-General, Mr. Ban Ki-moon

This International Women's Day, we are highlighting the importance of achieving equality for women and girls not simply because it is a matter of fairness and fundamental human rights, but because progress in so many other areas depends on it.

Countries with more gender equality have better economic growth. Companies with more women leaders perform better. Peace agreements that include women are more durable. Parliaments with more women enact more legislation on key social issues such as health, education, anti-discrimination and child support.

The evidence is clear: equality for women means progress for all.

This simple truth must be central as we work to accelerate progress towards the Millennium Development Goals by next year's deadline and craft an agenda for the years beyond 2015.

Important gains have been made in access to primary education for girls and political representation by women. But progress remains far too slow and uneven.

A baby girl born today will still face inequality and discrimination, no matter where her mother lives. We have a common obligation to ensure her right to live free from the violence that affects one in three women globally; to earn equal pay for equal work; to be free of the discrimination that prevents her from participating in the economy; to have an equal say in the decisions that affect her life; and to decide if and when she will have children, and how many she will have.

**I have a message for every girl born today, and to every woman and girl on the planet: Realizing human rights and equality is not a dream, it is a duty of governments, the United Nations and every hu-**



**man being. I also have a message for my fellow men and boys: play your part. All of us benefit when women and girls – your mothers, sisters, friends and colleagues -- can reach their full potential.**

Together, let us work for women's rights, empowerment and gender equality as we strive to eliminate poverty and promote sustainable development. Equality for women is progress for all!



operational in 2011. So we can answer the question stated in the first paragraph, that although the situation of women and their rights as citizens of a country can no more be put aside, it is also a fact that the political will to translate the agreed policies, decisions and recommendations into concrete actions leaves a lot to be desired.

Where we are going to be: "Like they say, Yesterday is history, Tomorrow is a mystery but today is a gift, that's why it's called the present. Life presents us with a lifetime of opportunities but the

opportunity of a lifetime is got when right choices are followed". The future holds a lot of hope for women that is if we act today and make the right choices. The need to change the status of women and raise their voices, is where it is today, because of the continuous efforts, negotiations, and at times confrontations made so far by individuals and institutions devoted to the causes of women. Thanks to these dedicated and committed groups of actors, policies for the improvement of the status of women have been issued, offices for women's affairs have been set

up, and awareness raising actions, including March 8, have been put in place. Although much remains to be done for women at the grass roots level, especially the achievements are also recognizable. Basic foundations are put in place and the next step is, women themselves need to take action and not continue to wait for things to be done for them. Women have to change the old approaches and develop new strategies of raising consciousness in order to go forward.

**HAPPY INTERNATIONAL WOMEN'S DAY!!**

## Makane Faye

President of the Federation of United Nations Staff Associations (FUNSA/ UNECA), Addis Ababa, Ethiopia

Dear Colleagues,  
I would like to congratulate you and express every good wish on the celebration of the International Women's Day, March 8. This year's motto is "Equality for Women is Progress for all". We can only agree with this motto 100%. As the quote from Charles Malik says, "The fastest way to change society is to mobilize the women of the world".

Today as in previous years, we are here to celebrate your achievements, courage, endurance and most of all, your patience, strength and the love and care that flows from you to fill the world and keep it together.

**THANK YOU FOR BEING THERE FOR US AND HAPPY INTERNATIONAL WOMEN'S DAY.**



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## Messages on the celebration of IWD

Executive Secretary of ECA, Carlos Lopes

United Nations in Ethiopia and the Economic Commission for Africa, in particular, are very much interested in helping the continent in its transformation drive. Transformation is the rule of the day. We are in the process of transformation, we want the continent to shine and we are looking to opportunities to do so. We cannot do transformation without women, it is just not possible. For a long time we have looked into aspects of women's contribution to development always to miss the point that it is not about any specific area but about women becoming part of the whole... If we look at the economic aspect, we see that most of women's contribution to economic transformation is not taken into account. It does not mean that it is not there but, it is not accounted for as part of the statistics of national accounts (SNA). If we look into the social sciences, all the caring that women provide fails to be taken into account. Again, when we talk about demographic dividend, about nutrition, about different aspects, we forget that none of these are possible without women's presence as active participants and leaders. Then again, we have such political aspects as the representation of women in decision making but stop short of the one thing that would make transformation possible, namely making women fully part of the decision-making pro-



cess. We have seen leadership in some African countries where this is happening and the difference it makes. Therefore, as we celebrate this particular day, not only a day of solidarity but also a day of action, the energy has to be put into really changing the situation. Not just the situation of women, but also our social fabric. Because women take part not only as actors but also as leaders and that is what we are looking for. My own personal hope is that this will make our agenda for the transformation of the continent much more vibrant, much more capable of touching the lives of everybody. So we don't only talk about growth, we don't talk just about economic progress. We talk about real changes that people can touch, that are social: more jobs, making sure that our informal sectors are transformed into formal activities, we push for industrialization; or our services become comparable to other parts of the world. All these aspects will not be possible to construct without the active participation of women. Hence, as staff of the UN, it is really the moment when we look back but we also look forward, and we feel that either we

have done something or we have to do something. Even if we have done something meaningful, we have to admit that we are far from the targets that we set for ourselves, we need more dynamism and more energy to be brought to bear on women's contribution. So my message is that we are embarking on this major transformation and we cannot do it without women.  
HAPPY WOMEN'S DAY



*Prof. Patricia MacFadden, left, Letty Chiwara, UN Women Representative to Ethiopia, the Chairperson of the Seminar and H.E. Ambassador Mohendr Dosieah, Republic of Mauritius*

Professor Patricia MacFadden, acclaimed feminist, sociologist, writer, educator and activist was the guest speaker during the celebration of International Women's Day, on March 8, 2014, at a seminar organized by the African Center for Gender (ACG) in collaboration with the UNECA Staff Union. Prof. MacFadden is not only a scholar on issues related to women, but she is also a person with a vision on how to go forward on any social issue by taking into account what has been achieved so far and lessons learned from the past. She is an activist who participated in the Africa's struggle for freedom. Her determination and commitment to achieve the same freedom this time beyond the continent of Africa to over 50% of the world's population is unshaken. Her presentation was enlightening

and thought provoking. She pointed out that, for women to go forward there is a need to concentrate among others, on the following points:

- A need to focus and strengthen the relationship with the States and policy makers, in order to ensure that women's need are reflected;
- There is a need to distribute power and resources. Every woman should have access to resources.
- The UN Theme for 2014, "Equality for Women is Progress for All" should be complemented by saying that, "Social justice for all is progress for women".
- A just and equitable world is progress for life and society.



*Ms. Awa Ndiaye Diouf, BCPR Regional Practice Coordinator, UNDP*



*Participants at the seminar*

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## International Labour Organization (ILO)

### Brief message for IWD

Ethiopian women constitute half of the nation's human resources that need to be harnessed to bring about equitable growth and sustained development to reduce poverty and gender based inequalities. Gender disparities remain particularly vivid in Ethiopia, despite marked progress in recent years (particularly in access to primary education). Ethiopia's ranking in the 2012 Global Gender Gap Report (118th out of 135 countries), though an improvement from the previous position, reflects the prevalence of resilient gender roles and stereotypes.

The position and empowerment of women and girls in society are hindered by negative attitudes perpetuating inequality affecting all aspects of their lives. Although women's political representation has improved over the years, negative social perceptions about the leadership ability of women, their low socio-economic status, low educational and skills levels and lack of strong role models all contribute to women

still being largely underrepresented in decision-making positions. The burden of household chores and inequitable access to higher education also limit women's ability to enjoy the opportunities and benefits of citizenship as men on an equal footing in the economic sphere.

Women's access with regard to employment, financial services, land and productive assets also remains to be limited. Thirty eight percent of women were employed (worked in the seven days prior to the survey) in 2011 against 80% of men, and 14 % of those who are employed work for someone outside their family. 19% of women are landowners, despite their significant role in agriculture. On the other hand, women represent the majority of workers in the informal sector, where access to legal protection, financial and business development services are even further limited.

To redress this situation and bring about a conducive environment

that affords equal opportunities to women and men, young girls and boys, a number of policy and regulatory measures have been made at Federal and Regional levels. Crucial programmes that have far reaching consequences in terms of improving the situation and status of women in the community and at national level have been designed and implemented by the government in partnership with development partners. One among these programmes is the UN flagship joint programme on Gender Equality and Women's Empowerment. The programme is being implemented by the Federal Ministry of Women, Children and Youth Affairs and its respective Regional Bureaus with the financial and technical support of six UN Agencies including the ILO.

The ILO has been leading one of the components of the programme, namely Outcome 1 that is focussing on enhancing women's access to financial and non-financial services to enable them start and run income generating micro and small scale enterprises.

From the implementation of Phase I of the JP, progress was made in



Women's panel discussion organized by UNCG and the Addis Ababa University for March 8



strengthening the delivery of financial services to the target women beneficiaries, by the supporting the key institutions providing credit and business development services to women such as MFIs, FeMSEDA and Cooperatives Agency. Partnerships were initiated with line ministries and the Ethiopian Environmental Protection

Authority to introduce women-friendly, green and labour-saving technologies in three sectors (mining, textile and agro-industry) through a competitive process including feasibility study, construction and testing of prototypes.

The Programme also initiated a partnership with the Women Entrepreneurs' Association to improve

women's participation in specific value chains, linked with the agro-pastoral and energy sectors. The renovation of display centres both at Federal and Regional level helped to provide enhanced market entry for women's products from all regions. As a result more than 10,000 existing and aspiring women entrepreneurs have been supported by the programme in terms of accessing credits for start-up and expansion of businesses and acquire business development services to enable them better manage and run the businesses.

Currently, phase II of the programme is being implemented in all regions and administrative councils of the Country targeting disadvantaged women, by providing them access to key inputs such as financial

support, skills, market access and forging networks to promote the economic empowerment of women.

**The ILO firmly believes that empowering women economically is crucial to transforming the socio-economic landscape of the country leading to the reduction of poverty and gender inequalities. Hence, the ILO would like to take this opportunity to renew its commitments, in collaboration with the other five UN Agencies, to enhance its support to the Federal Ministry of Women, youth and Children Affairs and the regional bureaus by availing the required technical and financial support for the target beneficiary women.**

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# Voices from various segments of society on the celebration of IWD

The following question was posed to all the speakers below through a Video recording programme prepared for the celebration of International Women's Day (IWD), 8 March, 2014

What does the IWD, March 8 mean to you?



**Aida Awel, Vice-President, FUNSA, ILO**

IWD inspires us to celebrate achievements in women, equality and freedom worldwide. It's a special day when we all (men and women) come out and remember what the whole struggle is all about and how we can make it better, not only for the benefit of women but, for the nation, continent and the globe at large. IWD is a day to remember how far we have come as a woman from the day when we were not even allowed to vote to the day where we have become a leader of a nation. This being said, we still need to remind ourselves on how much further we still need to go, we have to think of our sisters in some rural parts of African countries where women are still viewed or treated like an asset rather than a human being with needs, voice and strength to do all that a man can do. IWD also brings attention to areas of continued inequality, where acts of bravery and determination are

still required in order to make the world more just. To mark International Women's Day 2014, the ILO reflects on the progress that has been made and what still needs to be done to achieve gender equality in the work place. It is noted that the rights of girls and women are often subordinated; their economic and social contribution often undervalued and their perceived inequality compared to men sometimes regarded as immutable. As the ILO DG clearly said it, "It is time to do better."

International Women's Day is a day for women all over the world, when we gather together and remember our fight. It's a day when we rightfully claim our rights. It's a day to respect and remember those women who have fought the fight so that, we could benefit from their struggle today! Equality for Women is progress for all so, let's all join hands and work together to make this world a better place for both Men and Women!!!! Happy International Women's day to all!!!!"



**Dr. Fikir Melese, Medical Doctor, WHO, Secretary of FUNSA**

The International Women's Day is celebrated every year throughout the world and it has implications particularly for women who are vulnerable and need protection. This day means a lot for women but it is not celebrated only by women but also by our counterparts. Unless we indulge and put our efforts on women as a family, women as mothers, sisters and partners, development might not reach its goal.

**Nagi Hamid, Tunisia Embassy, Addis Ababa, Ethiopia**

International Women's Day is a good occasion to remind the world about the emancipation of women. At the level of the African continent, there are still many problems due to lack of women's emancipation, hence lack of integration in the society.



**Juliana S. Fallh, Charge d'Affaires, Sierra Leone Embassy, Addis Ababa, Ethiopia.**

International Women's Day means to me a day of liberation, a day of celebration, a day of reflection. A day of celebration means a day when women come together to stand up and fight for their rights to protect themselves from the traditional views which impinge on women's rights. A day also to celebrate women's achievements so far in fighting women's causes and to celebrate those who have fought to make this day a reality, and to reflect on those areas that still remain uncovered and strategize on the way forward.



**Dr. N. Warren, UNAIDS, Country Director for Ethiopia**

The International Women's Day means a lot to me as somebody who has worked for a long time. It means a lot to me as somebody who works with HIV/AIDS prevention. It makes a lot of sense for me, from a physician's point view of women's reproductive health. This is a grand convergence of a woman at the center of development programme. Put the woman at the center and then plan around the woman, because there are a number of advantages planning around a woman, because that is the center of a family, a center of the community, a center of culture, especially in the African sense. So put that lady at the center of planning, at the center of development. That is what they should convey, that is what my understanding is and that is what people should be talking about.



**Eskdar Nega, Chief, Evaluation Section, Strategic Planning and Operational Quality Division (UNECA, SPOKD).**

I have actually struggled a lot with this question, always wondered if we needed an international day to celebrate women. My belief is that women should be celebrated everyday. But, at the same time, I think I have come across a certain compromise in that celebrating women on a particular day helps us to realize how far we have come, what we have achieved for women across the world and also to remember what needs to be done for women to play their social, economic and political roles as full citizens. So I think it creates a momentum but a celebration of women, I do maintain, should be every day and not only on the 8th of March.



**Rubel Sasha, Programme Manager and Liaison Officer, UNESCO**

It is a day that represents the opportunity to have a platform to celebrate at the international and local level the way in which women's contribution and women's achievement have made an impact in the world as it concerns development, progress, as it concerns all the domains where the UN works.





### **Zelalem Hailu, Investigating Officer, UNECA/Security and Safety Section**

To me IWD is a movement that emerged historically for reasons for which our foremothers have sacrificed. I believe that the movement started to break the dominance of men over women in different societies and cultures. Due to cultural and other barriers, women were deprived of access to opportunities that would have exposed them to showcase their talents and their worth to society. I think that is why those foremothers started to cry and raised their voices internationally to give birth to the recognition of women's day to the world. That is why, we have presently different legal instruments at the international and national levels to enforce the rights of women. To this end, the role of male advocates should be taken into account as well.



### **Hiermela Hagos, Sr. Sales Manager, Radisson Blu Hotel, Addis Ababa, Ethiopia**

I believe it is an opportunity to celebrate the contribution of women throughout history, their struggles and the platforms they raised to have our voices heard. March 8 is a day to revive people's consciousness as important and pivotal for any society.



### **Rosemary Museminali, UNAIDS Representative to AU and UNECA**

International Women's Day personally means a lot to me as a person and when I say me, I look at myself as a mother, sister, wife and worker. So I feel that it is a day that the world, or at least a substantial part of the world, takes time to think about issues that affect women. Issues that affect women are issues that affect the families, the communities, issues that affect countries. So it is very important, because if you look at what has been happening, governments take time to evaluate what they have been doing for women and what they have not been doing for women and setting higher targets and/or more ambitious targets to achieve for women. It is all about women's health, economic well being, human rights, and all the issues that affect a woman.

Therefore, it is a very important day because on that day, they sit down in meetings, community celebrations, if only just for remembering that it is Women's Day. I believe it is an important time for everyone in their personal capacity and a professional responsibility.



### **Daniel Tadesse, IT Specialist, UNECA**

International Women's Day is celebrated in several countries. This holiday emerged as a political celebration to symbolize the fight by all women around the world for equality with men and for democracy and peace.



### **Tadesse Besherga, UNECA, SSS**

International Women's Day plays a significant role in the entire world. Women were undermined by the entire world. However, since the beginning of the 20th century and to the present day, the celebration of Women's day has made recognizable changes in terms of political, social and economic status. Especially in the case of my country Ethiopia, nowadays females have equivalent participation in many angles not only in the cities but also in the countryside. They organize themselves, from Federal to Zone and to Woreda level in order to assert their rights and secure benefits. If I had more time I could speak for hours on this issue but for now I stop here.



### **Patriciah Thoronjo, Admin/Finance officer, OCHA**

Women's day is first and foremost a day to celebrate a woman, her beauty, her strength, her resilience. It is also a day to recognize and celebrate accomplishments of women. If we look at it historically from a time when women did not have access to education or formal employment, to leadership or the right to vote (which is a gross violation of human rights) we can appreciate the fact that today, a big percentage of women are educated, hold jobs and leadership positions, just like their male counterparts. These are big accomplishments that we should celebrate on this day. It is also a day to acknowledge efforts by society as a whole for promoting equality for women and I feel that on this day the world is listening and therefore, we should take advantage of this opportunity to highlight those challenges that adversely affect women with the objective of getting society, government and organizations to

commit to promoting or developing policies that further the cause of equality for women. I feel this is also a day we should advocate against harmful traditional practices; it is the girl child, FGM, early marriage and any form of violence against women. More importantly, women's day like all other days that we commemorate or celebrate, should not be a one-day affair. Yes, there should be a day that we celebrate our accomplishments but we should also use it as platform to advocate and initiate action directed to achieving equality where it is absent, and it should be a day when different groups, organizations come together to highlight and evaluate their achievements.



### **Maedot Assefa, Sales and Marketing Manager, Jupiter International Hotel, Addis Ababa, Ethiopia**

To me, personally, it means a lot because I come from a family where my mother is highly enthusiastic about gender equality, and she has been working for different projects on gender equality. So I have basically lots of information on how women in Ethiopia are treated and mostly we have rights but when we ask for it, it is considered as a privilege. There are many sad stories as I grew up I understand it is very hard to be a women in Ethiopia and specially to have a career and to do what you want. So to have a day like this means a lot to me and also to a lot of women in Ethiopia, that we have our rights to exercise our rights.



**Belaynesh Fantay  
Gardener , UNECA**

I don't know much about International Women's Day.  
It has to do with women and I am glad it's being celebrated.



**Selamawit Seyume, Manager of the car wash services and  
the petrol station in ECA**

I don't know about the International Women's Day, but I have a good job here in ECA. It is hard work but I am privileged to have this opportunity.



**Mulu owns a small-scale enterprise -**

Next to every successful woman there is a good man! Mulu and her husband don't know why we are celebrating the 8th of March, International Women's Day. But after the explanation of its significance, they agreed that it should be celebrated every year as a reminder of the contribution of women in all domains of life to society.





## Mandela is the new African

Carlos Lopes - 10 December 2013

In every century there are a few names and events that mark history. When I attended the first public speech by Nelson Mandela after he was released from prison I could not have imagined that this man was going to be the absolute rallying personality of the century. The reason why, in that square in front of Cape Town City Council, I could not have thought so, was not because I doubted one inch how special and unique Mandela was, rather, it was because I doubted an African could be recognized the world over. After all, he had spent 27 years in prison and did not create during that period, the commotion that followed. While in prison, mainstream media should have crowned him 'Personality of the Year' many times over, but that never happened. While the Mandela that was liberated remained the same man at his core, he had surprises to reveal that nobody could have imagined.

Mandela had time to prepare for what he believed was inevitable: the end of the most outrageous institution of the century; and the official coexistence of a regime proclaiming racial separation with an international community that had approved a Universal Declaration of Human Rights. This paradox was only one of many that created a platform for Nelson Mandela to demonstrate that he was different. He espoused complexity. He was no common hero. He emerged as the epitome of human dignity.

Mandela was one of the last African leaders who dedicated their lives



to the fight for the liberation of the continent from the shackles of colonialism. He is counted among the men and women who lived, fought and died for the principle that Africa could manage its own affairs. Kwame Nkrumah, Julius Nyerere, Amilcar Cabral, Patrice Lumumba, Oliver Tambo, Nelson Mandela and many others fought the intellectual, political, social, cultural, and, sometimes, the military battles that now enable Africans to live a life they can claim to better control. The various stages of the life of this great man offer us many lessons and points of reflection. As Africa turns the century, and as we look into developing a new vision for the continent by 2063, we must take inspiration from his "long walk to freedom".

As a leader, Mandela was father to all, and led his people through a period of truth and reconciliation. He personified passion, inspired

us with his actions, and taught by example. He had a strong sense of character and stood by his convictions even when it was dangerous to do so.

Mandela has been a great inspiration to me and my generation. He embodied the unification and integration of the continent. The struggle for the total liberation Africa did not end when Mandela was released from prison as he said in that speech in Cape Town. I would like to add humbly that it cannot end with his death either, especially now as we develop the narrative for an African renaissance. Mandela's legacy, values and truths will act as a strong foundation for a united and prosperous Africa.



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## H.E. Roman Tesfaye First Lady of Ethiopia, former UNDP Staff Member

By Seble Demeke

“All the UN Community in Ethiopia is dedicated towards the development of this country”.

Ms. Roman, thank you for being here with us. We are honored you accepted to be interviewed by the UNECA Staff Voice Magazine.



**SV: How are you doing?**

I am fine. Thank you.

**SV: How does it feel to switch all of a sudden from being a UN employee to First Lady of a country with a population of over 90 million people?**

FL: It feels somehow strange. It is a completely different environment with high level protocol issues; life is completely in separation from the outside world but I have to serve the State House functions and so on. It took me months but now I can say I am fine and used to it.

**SV: How are you adjusting to palace life?**

FL: What is special is that I have to take care of my husband in different ways than in our previous lifestyle, because he has less contact with the outside environment, other than conducting official business. He has lesser chances to meet and be with other people. So I have to be there for him always and support him in ways which require much better knowledge and wis-

dom. Also, I have to look after our children in different ways and they have learned to take care of things in different ways. We had to figure out what we have to do inside and how we should act outside. So that was different. Personally, I now strive to meet the expectation of the population and be a good mother. All these things are now balanced and have taken time to adjust to but I have learned a lot and I think I am OK now.

**SV: What is your priority as a First Lady?**

FL: In a developing country like ours, there are so many things that require the attention and interest of the First Lady, as mother of the nation, so I have had to prioritize it my way by empowering women economically not only because it is my passion but also because of my ambition to work in this area. I undertook the work in this important and vital area because if women are not empowered economically, they will have less opportunity and be less likely to actively participate in such

other areas as political or social life. They have to stand their own ground and finance themselves while they live our reality so that is one area that I am devoting my time. There are also health and other factors which are preventing women from becoming economically active. Chief among them are the issues of cervical and breast cancer which directly impact the lives of women in this country. Therefore, I am advocating for better health services to be delivered to women in this country and also to men who have prostate cancer. There are also three other areas where I am involved actively and these are nutrition of the population, the quality of primary education and HIV/AIDS, in the specific area of the Programme on mother to child transmission (PMTCT) for which I conduct advocacy as well.

**SV: International Women's Day (IWD), is going to be celebrated on the 8th of March. The Theme for this year is "Equality for Women is Progress for all" for 2014. Do you have a special programme for this day?**



FL: While I don't have any programme for this day because of so many prior commitments, I know that I am contributing towards the equality of women in this country and I believe in the theme that "Equality for women is progress for all". As I mentioned earlier, the economic empowerment of women is what I am focusing on. Scientific research has found that whatever income women make, more than 90% of what they earn goes to their own family and community, as compared to their male counterparts who devote about 30% to 40% of their income to their own family. In any Ethiopian community, women invest whatever they earn on their home and also in the community around them. Therefore, everything that women do benefits the whole society.

**SV: What is your vision for the majority of Ethiopian Women?**

FL: My vision is to see Ethiopian women's potential unleashed. I believe that Ethiopian Women have ample knowledge and experience and we need, most of all, to place resources at their disposal. Since they have come through so many hardships and difficulties, I believe they have the capacity to handle any organization at the national, international or global level. Therefore, my wishes and dreams are that Ethiopian women should be given the opportunity to perform at their proven level.

**SV: Do you sometimes remind your husband not to forget the issues of women?**

FL: This is a lovely question. I like this question. I do this not on purpose but because I am that purpose. It is in my mind and heart to see Ethiopian women progress. I do it naturally.

**SV: Thank you for doing this for us. Would you like to pass any message to your former colleagues in the UN and other readers of this magazine?**

FL: All the UN Community in Ethiopia is dedicated towards the development of this country. I know that they try very hard, mainstreaming gender issues in their programmes. So I would advise them to continue working on women issues and to help lift Ethiopian women out of poverty. They should support the government. In all areas where I am engaged, I can count on their support. If we all work in our own areas fully, that will support my programmes as well.

**SV: Anything else you would like to add?**

Thank you for giving me this chance to pass my message to my former colleagues and I wish you the best in your endeavors.

Thank you again First Lady for your precious time.

*Born in Wolaita, Southern Ethiopia, Ms. Roman holds two master's degrees in Economics and Leadership. Currently she works fulltime in the office of first lady in the prime minister office. Before assuming the responsibility of a First Lady, she worked at the country office of the United Nations Development Programme (UNDP) in Addis Ababa, Ethiopia.*

# Happy International Women's Day

## International Women's Day 2014, Theme: Equality for Women is Progress for All

**Thokozile Ruzvidzo, Coordinator,  
African Center for Gender (ACG)**

by Seble Demeke

**SV: What is UNECA doing for the celebration of International Women's Day (IWD) this year, which has not been done during the previous years of celebration to inspire women?**

TR: Good morning Seble. As you know, the Theme for this year is "Equality for Women is progress for all". We have celebrated the IWD for the last 4 or 5 years. We had round tables and then in 2012, where the big celebration took place, you remember we invited the whole of UNECA. Previously, we used to have round tables with activists, with intellectuals, different groupings, the embassies who represent member States in Addis. What we are doing differently this year is that the IWD is being organized by UNECA with other agencies and is being organized jointly with the Staff Union. I think that is different and we also requested the Staff Union to have a special issue of its magazine on the IWD, which is also different from what we have done before. So you can see that we are doing this jointly with the Staff Union. And for me, this shows the recognition that the Staff Union also gives to the importance of women in the UN and not just in the UN but also out there. As you know, the Staff Union is organizing to have a small VIDEO tour to go speak to different women, women in the embassies, women in the

communities and some men around the theme Equality for Women is progress for all. So you can see that is different. We are also planning for the Executive Secretary to give not only a general message as he did last year but special messages for women in the UN especially here in Addis Ababa and in the sub-regional offices.

This definitely is going to be different from what we did in previous years, in particular because the programme is being conducted jointly with the Staff Union, which means both the men and women Staff of the Organization. To have equality for women, we need to engage the men.

**SV: Have we been able to maintain the achievements so far gained for the status of women? Has this been verified by the UN and do statistics available show that?**

TR: You know, Seble, what is so interesting is almost every Member State is engaging in addressing women's equality as well as addressing gender inequality. We just had our Committee on Women in Development (CWD) which is the statutory organ of sub-programme 6 in UNECA Gender women in Development is the programme



that addresses the work of UNECA on gender equality and women's empowerment. In the composition and presentation that were made by member States, you can see all of them, in one way or the other, addressing women across sectors. In the CWD, we were looking at the post-2015 Agenda, to ensure that it does address, much more than the MDGs did, the issues of gender equality and women's empowerment. If you remember, in the MDGs, Goal 3 has not specifically addressed gender. And now the consensus coming from member States is that they want to see the Post-2015 agenda address gender much more than the MDGs did. Yes, the figures are there because ECA's Centre for Statistics has been working on a Gender in Statistics programme which aims at building the capacity of Statistical Offices to collect gender-specific and not just statistics and gender-disaggregated data. Further to that, Beijing + 20 is coming up soon. On the African continent, we are having a conference in November to review the regional report which all member States are working on to describe progress on how they have imple-

mented the 12 critical areas of the Beijing Platform for Action. Add to that the second priority areas that member States of Africa identified at the Beijing + 15 reviews in Banjul. So what I want to say is there is progress. There is progress in women decision-making for the first time; I think we are the only continent that has two Presidents that are women. There is an increase in women decision-making, we are doing well in education, not so much in higher education and these are the issues that we would like to be addressed in the post-2015 agenda. As you know, there is still conflict on the continent and the most affected are women and girls and a lot of effort is being put in by the UN and the African Union to address this situation. So definitely, the Statistics are not necessarily old but we are working towards strengthening the collection, the analysis and the dissemination of gender statistics.

**SV: Do you believe that women have gained true equality? E.g. that there are equal numbers of women in politics, business, senior positions, including the UN system organizations, equal pay for equal work, in education, girls going to school in equal numbers as boys, what about health, and violence against them? Is it worse or better? Do they really have choices in what they want to do in life, etc?**

TR: Let me talk now about UNECA and I would give you those figures. We know very well that there are women in decision making and senior positions in ECA. However, the Executive Secretary, Dr. Carlos has just issued a circular on how gender parity should be addressed in ECA. And he is really working towards achieving a 50/50 parity of

women at different levels, be it D1, D2, be it P5 at all the levels, including the general services. I will show by figures what the situation is in ECA and what Dr. Carlos wants to see in the coming year or two. We still have a long way to go. Despite all the policies that exist, there is still a need for more financial resources to be injected into addressing gender equality and women's empowerment. Women's empowerment moves beyond gender equality to empowering women or supporting them to be able to grow in business, to grow in the agricultural sector where the majority are subsistence farmers. The idea is to grow in all the different sectors. As you know, we now have an Executive Director of UN Women coming from Africa, who has also come out very clearly to make her first priority Africa. Of course, she is addressing all the issues of global gender equality and women issues but she does recognize the particular challenges that Africa faces.

**SV: What are the areas that we are celebrating this year as an achievement?**

TR: Women in decision-making. I am looking at progress rather than "we made it" so you can see the improvements we made in "women in decision-making". Even women in business. Though the majority are small enterprises in the formal sector, women are now able to provide livelihoods for their families and that is important. We still need to do more work around getting specific figures for women in the informal sector. I think they have done pretty well in the formal sector, decision-making and we also have done well in getting buy-in from our Heads of State on gender equality and the empowerment of women. This I could say in con-

fidence because of an assessment we conducted last year in which about 25 countries responding to our questionnaire indicated that they have a policy to address gender equality or women's empowerment. Countries like South Africa actually have it in their constitution. So we have done well in ensuring that the frameworks exist. And of course we have the continental framework outlined by AUC. SADC too, for example, has very good frameworks for its member States to address gender equality and women's empowerment. Interestingly, SADC also conducts annual reviews and we hope that the other Regional Economic Communities (RECS) will follow suit.

**SV: Do you think that we might need to change our approaches in order to move forward faster?**

TR: You know, over the years, you can actually see that, continuously, the programme that addresses women's empowerment has changed in response either to the environment, in response to the regional and/or the global. So there is continuous response to what is happening. You know we don't do activism for the sake of activism. When we started, and I was growing up, I was part of major activism at the time on the continent. Now it is about advocacy. That is what everybody, including the civil society, is doing. Nobody will believe you if you go out and you just do activism on the street with placards. Now it is about showing evidence to improve the status of women ----which policy makers and senior officers can look at and be convinced of the need for change. And the strategy has been to work more with governments. Look at gender budgeting, ministries of finance where decisions are made support-



ing them with capacity development, understanding evidence that they can use, so that they can provide resources, not just resources for women but to address the gender inequalities that exist. So definitely for years strategies have been changing and will continue to do so in response to the situation and reality on the ground.

**SV: We will be finishing our road map of development next year in 2015? What next, another road map or what?**

TR: You know the real road map had been the Beijing Platform of Action. Of course, there are other road maps; the MDG is a road map which is coming to an end next year and the Beijing Platform of Action will have been around for 20 years. We still have challenges; we still need to show that much remains to be done for women. Definitely, there will be room to either reinforce those areas where we have not achieved much and emerging issues. Already, you can see the evolution since Beijing. New issues emerged, HIV/AIDS, now being phased out, and then came climate

change. So we now emphasize areas where we have not achieved the targets that we set and also look at emerging issues. Conflicts, which affect women and children, continue to be on the agenda. We look at what better strategies we should we engage with and develop. Should we strengthen our early-warning systems to anticipate conflict in our member countries and thus make sure that women and children do not bear the brunt of conflict?

**SV: You being an expert on women issues for so long, I would like to get a message from you not only to ECA Staff but to all women who are in a position to make a difference?**

TR: You know Seble; there are a large number of women out there that are working on these issues. They are resources to us; here in UNECA we tap on their knowledge. I would like to encourage them to continue the wonderful job that they are doing out there.

**Thank you, Madam Ruzvidzo, for your time.**

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## Ambassador Abiodun BASHUA

Director/Head of Office  
JSCM African Union-  
United Nations Hybrid  
Operation in Darfur  
(UNAMID)

**SV: Thank you Mr. Ambassador for accepting to be interviewed by the UNECA Staff Voice Magazine. Please tell us briefly about your background?**

AB: My name is Abiodun Bashua. By training and profession, I am a Foreign Service officer who served in the Nigerian Foreign Service for 35 years and rose to the rank of Ambassador. During my career, I served in Abidjan, Vienna and Tehran. My last posting was to Vienna, Austria, as deputy Ambassador for Nigeria and permanent representative to the UN Office in Vienna (UNOV), UNIDO and the IAEA. Before I left Vienna, I was selected in October 1992 to serve as the Deputy Secretary of the Policy-Making Organs (PMO) of the IAEA. I also served simultaneously as Secretary of the Committee of the Whole of the General Conference of the IAEA from 1992 to 2000 when I left and returned to the Foreign Service. Less than a year after that, I started working for global peace-keeping operations. From 2000 up to now, I have served on peace-keeping missions to Sierra Leone, Liberia, Cote d'Ivoire and Sudan (UNAMSIL/UNMIL/ONUCI and UNMIS). After that, I took a break in October 2007 and went to Germany to serve with UN Climate Change Secretariat (UNFCCC) for 18 months during which I serviced the Global Climate Change Conferences in Bali, Indonesia (2007) and



Poznan, Poland (2008). I left the Climate Change Secretariat in 2009 and was subsequently appointed as Director of Political Affairs in the African Union - UN Mission in Darfur (UNAMID) where I served for about 18 months before I was reassigned to this office, as Director of JSCM of UNAMID in Addis Ababa. This office is essentially the link between UNAMID operations at UN Headquarters in New York, the African Union - Mission in Darfur and the African Union Commission, servicing the three principals.

**SV: What is the mission of UNAMID?**

AB: The African Union/United Nations Mission in Darfur (UNAMID), is one of a kind and the only hybrid of AU/ UN operation in the world. In 2006 and 2007 when the AU and UN began to work together on the Darfur situation, it had been originally intended, that the UN Mission in Sudan (UNMIS) then based in Khartoum, would also oversee UN engagements in Darfur. Unfortunately, the government of Sudan was opposed to that because of its perception that the African

Union Mission in Sudan (AMIS), which was operating in Darfur at that time, was doing a good job and the only thing needed was logistics support. The African Union leadership at the time preferred a transition and wanted the UN to take over the mission so that it becomes a regular UN peacekeeping mission but the government of Sudan refused. So in order not to abandon the mission and the people of Darfur by extension, some agreement was reached by the AU, and the UN, with the concurrence of the Government of Sudan. That is why it is called Hybrid which means in reality that: (1) the leadership must be African so unlike a typical UN Mission, where the Head of the Mission is called the Special Representative of the Secretary-General (SRSG) in UNAMID the head is called the Joint Special Representative of the Secretary General and the AU Chairperson (JSR instead of SRSG). (2) the leadership which must be African, appointed by the AUC and UN Secretary-General, and (3) the First Commander of the mission is appointed by the Chairperson of the AU in consultation with the Secretary-General of the UN. So these are the three ma-

major features of the Hybrid operation. In terms of personnel, the staff also has to be predominantly African (which means most of the troops would be African). Obviously, not all the troops in UNAMID are from Africa. Contingents come from all over the world (Pakistan, Bangladesh, Nepal, Philippines, and Thailand, among others). So these essential features of the Hybrid operation called UNAMID cannot be found in other peace keeping missions and that is what makes UNAMID a unique organization.

**SV: Being appointed jointly by the AUC in consultation with the UNSG, the JSR reports to both organizations. How is coordination effected in this situation?**

AB: Naturally, Coordination has been a challenge I should say, naturally. The two organizations have different styles of management, different rules and regulations and different culture in terms of how they are run. However, to the credit of both organizations in

the five years of UNAMID existence in Darfur, they have been able to overcome most of the initial challenges in the Hybrid operation. There are a number of mechanisms to facilitate the coordination. The first major mechanism that was created to facilitate coordination is what is called the Tripartite mechanism. The Tripartite mechanism is a forum ---where senior officials of UN Department of Peace Keeping Operations (UNDPKO) and United Nations Department of Field Services (UNDFS) and senior Government of Sudan officials and the AU's Commissioner for Peace and Security and the UNAMID leadership meets three times a year, to discuss the operations and the challenges of UNAMID. They use the forum to discuss and resolve all problems relating to UNAMID. The meeting of the Tripartite mechanism is rotated between Addis Ababa, Khartoum and New York, every year. When they are held in Addis Ababa, it is in the margin of the AU summit in January. And the other meeting is held in June and

or July in Khartoum and the third meeting is held in September in the margins of the General Assembly in New York. So this is one major mechanism they use for coordination.

The second major mechanism they use is this office, the Joint Support and Coordination Mechanism (JSCM) here in Addis Ababa, which I had the privilege of managing. We help in facilitating information sharing and coordination between

the three parties. I will give an example, to prepare a vacancy for senior level appointment, e.g. the Force Commander. After informal consultation between the UN and the AU headquarters, names are proposed after such consultations and interviews scheduled. Those interviews are held for the candidates by both the AU and the UN leadership. We facilitate the administration for all these interviews. After the interviews are held, and decisions made, we also communicate and transmit to all the responsible parties the decisions made and get the endorsements. So New York sends to us that "Mr. Y" has been selected as a Force Commander and we get the AU to confirm that they agree. Of course that is part of the interview process and even if they knew in advance who is going to be selected, we still have to go through the normal process of consulting and getting the AU to agree.

The third major mechanism for coordination between the UN and the AU is what is called a Joint Task Force (JTF). A joint task force was established about five years ago between the African Union Commission and the United Nations. The joint task force meets only twice a year in the margins of the AU Summit in January and the margins of the General Assembly in New York in September. The joint task force of the AU and the UN does not discuss only UNAMID. They discuss all UN peace keeping operations in Africa. It is not only about UNAMID but it is another mechanism that is used to facilitate collaboration and coordination between the two organizations. As to where we are today and since I joined UNAMID in 2009, 90% of the challenges are overcome in terms of coordination and collaboration. Both organisations are dealing effectively



*Abiodun Bashua with the President of South Sudan, Salva Kiir Mayardit*



with the remaining challenges for security and protection of civilians in Darfur.

**SV: We hear on the news the current violent situation in Darfur? What is going-on and who is fighting who and why? Is it possible for you to explain this to the people?**

AB: The general unpredictable security situation in Darfur is due to many factors. One is of course the continuing conflicts and clashes between the armed rebel movements and the Government of Sudan that have been going on since 2003. The other, which is much more worrying as a security challenge in the last one year has been inter-tribal clashes. Inter and again unfortunately intra-tribal clashes essentially over resources because of the dire economic situation in the Sudan and other countries in the region. There is an acute shortage of employment opportunities. Unfortunately, that is compounded by the large amount of weapons available in Sudan and Darfur. In the aftermath of the crisis and events in Libya, a large flow of arms came into Darfur and so there are people carrying weapons which they use mostly for criminal activities. They are also available to be hired by the highest bidder in one group or one tribe to fight another tribe over resources. For example in one area there was a large discovery of gold and in the artisan gold mines different tribes were fighting over control of the mines and mining operations in Sudan and so they use people from their tribe or ethnic group to fight other tribes to gain such control. And then of course on top of that are those who are not fighting either for the rebels, or fighting with one tribe or the other over resources, but use the weapons they have to

commit criminal offenses. What has been unfortunate in all of these is that because of the pervasive insecurity UNAMID peacekeepers who are sent to help protect the civilian populations have also been targets of fatal attacks. We've lost in the last six years of UNAMID's operation in Darfur over 70 peacekeepers. In 2013 alone we lost 17 peacekeepers. What is particularly condemnable is the fact that in the six years of operations in Darfur with this high number of fatalities of peacekeepers, nobody has been arrested, prosecuted or punished for these heinous crimes against humanity. So the seeming lack of impunity encourages more attacks on peacekeepers and more fatalities for the mission. Clashes between the Government and the armed movements still occur, but they are sporadic and intermittent. So today, we've unfortunate situation where 5 or 6 times more people are killed because of inter-tribal clashes over resources and criminality than due to clashes between the government and the rebels. This is also responsible for the increasing new displacements of the civilian populations within Darfur. In 2013, in addition to the registered 1.2 million IDPs in the region, you have another 300,000 to 400,000 newly displaced people largely because of inter-tribal clashes and criminality.

**SV: When are we going to see a lasting peace for South-Sudan?**

AB: A very good question. Lasting peace in Darfur will occur to my mind when three things happen. One, when the Government of Sudan is able to exercise sufficient control over his militia and over the different leaders of tribes who are continuing to fight each other over resources. That is number one pre-condition for likely

sustainable peace. The second pre-condition for peace in Darfur is for the international community to do much more than it is currently doing. to put pressure, by every possible means, on the armed movements to stop fighting. Unless the Government of Sudan and the armed movements are brought together to negotiate peace and find a political solution, there will never be sustainable peace in Darfur. The third element for sustainable peace and security, is a much more effective UNAMID operation. One must agree that some of our contingents don't have the appropriate and adequate equipment they need to do their work. Such handicapped and ill-equipped contingents need support both from the UN and the major countries who can support them with equipment and facilities to perform their tasks more efficiently and effectively. If these three conditions are met, particularly the first two, which is the government being able to control security in its own territory and the international community being able to lean particularly on the armed movements, to give peace a chance, then will we be able to see the light at the end of the tunnel.

Let me note that the AU fielded its mission, African Union Mission in Sudan (AMIS) in Darfur in 2004 from which UNAMID took over in January 2008. Yet, not much has changed significantly in the lives of the people. Despite the complexity of the Darfur conflict, I am convinced that it is not intractable, particularly if all relevant national, regional and international stakeholders currently engaged in the peace efforts are sincerely and genuinely committed to finding a solution, not today or tomorrow, but actually, yesterday. The conflict has gone on for far too long that

any additional day of fighting and continued stay of civilian populations in IDP camps is a major challenge to all of us. Darfur is the only conflict in Africa where 21 or so of the major countries in the world have a Special Envoy deployed to monitor and contribute to finding a peaceful solution. UNAMID also have a budget averaging USD 1.5 billion a year since its inception. While there have been some improvements in certain areas of the region, the pervasive insecurity and the large number of IDPs persists. It is a major challenge that the international community, and in particular the major powers both in the region and globally, must make a determination to resolve in the shortest possible time. If the political will is shared by these major actors, sustainable peace is feasible in Darfur.

**SV: Are you staying in this organization? How long have you been here? Will you be moving? What is the future for you and for UNAMID?**

AB: Let me start with UNAMID. UNAMID will be here for some time to come. That is not my personal wish but it is the reality of the Darfur situation as we know it today. I don't think the Darfur conflict will be resolved anytime soon. The mission is likely to stay and as long as the mission stays, the JSCM will also remain here.

Regarding my personal plans for the future, I will be leaving the UN and UNAMID at the end of this month after what has been, with gratitude to God, a very meritorious and fulfilling UN career. What is for the future, I don't know but I trust in God that there would be several other opportunities to serve the AU and/or the UN. I

might meet you again in the very near future, definitely in a different capacity. What is certain for now is that I will almost likely live in Addis Ababa or in the sub-region.

**SV: What would be your advice to your successor?**

AB: I hope I get to meet the person who would replace me, whether it is a he or she, mostly likely a she hopefully because we need more women in the system. My first advice will be to enhance and strengthen the initiatives and relationships that I have been able to establish with the African Union. The AU is committed to peace in Darfur. However, the AU is engaged in too many crises and conflicts throughout the continent. So to keep the engagement of the AU alive on Darfur, you need to have very good working relations with senior officials at the AU and continuously remind them that while the situation in Bangui, for example, is currently very bad, they should not forget Darfur. So what needs to be done by whoever replaces me is to continuously engage the relevant senior officials and staff of the AU dealing on Darfur issues. My second advice would be to encourage s/he to go out there and engage frequently with members of the AU Peace and Security Council. The United Nations Security Council, whether we want to admit it or not, is fully engaged on all the crises on the continent of Africa and the rest of the world, though most of its focus is on African crises. For conflicts on the African continent, the AU Peace and Security Council also needs to be much more fully engaged. And full engagement means dealing with all of these crises simultaneously. The tendency now seems to be to focus and devote attention to emerging

and urgent crises. While there is no doubt some merit in that approach, it should not be at the expense of conflicts of longer duration that are yet to be resolved fully. My third and final advice for the new person is to work very hard, diligently and sincerely, in winning the confidence of our principals in Addis Ababa, El Fasher and New York. People need to believe in you that you can deliver. This requires making a very serious and focused effort from Day One to make a difference. If the three points I made are taken seriously by my successor, I've no doubt that s/he will, with all modesty, be as successful as I have been.

**SV: Anything else to add to this interview?**

AB: I have something to add and that is first of all to thank you very sincerely, for the initiative to conduct this interview. It is not only UNAMID. Generally in Africa we don't sell ourselves sufficiently and thus allow other people to tell our stories whichever way they choose. That must change. People don't know what we do. Even when we are doing good work nobody knows. People only know about our problems, our crises and the violence on our continent. People need to know what we do, people need to know the challenges we face in order to better appreciate our efforts. So, I really want to thank you for that. I also want to thank the ECA management for the production of this fantastic piece of journalism exhibited in your quarterly journals. Keep up the good quality work and the professionalism that goes into producing it.

**Thank you for your time Mr. Ambassador.**

## Discussion with Nicole Washienko,

Legal Officer, Office of Staff Legal Assistance (OSLA)  
UN Economic Commission for Africa (UNECA)

**SV: Welcome to Ethiopia. Where were you before taking your current position with OSLA at the UNECA?**

NW: Thank you – I am very glad to be with OSLA in Addis Ababa. Prior to taking this position, I was a lawyer in New York City practicing litigation in a private sector law firm. I represented clients in federal and state courts in New York State. I also worked on a number of cases that proceeded to arbitration, in which I represented my clients before arbitration panels that were primarily located in London, UK.

**SV: What is OSLA?**

NW: OSLA is an independent office and is part of the UN Office of Administration of Justice: it does not report to your managers or the UN Administration. OSLA's funds and posts are authorized by the General Assembly as part of the UN internal justice system. We have a website at: [www.un.org/en/oaj/legalassist/](http://www.un.org/en/oaj/legalassist/)

OSLA is an office of lawyers within the United Nations. We provide legal assistance, which includes advice and as required representation, on employment-related concerns to current and former staff members (including of the ECA). OSLA assists staff members in processing claims through the formal system of justice, including representation before the Tribunals. The Office may engage with the UN Administration and the Ombudsmen and Mediation Services of the Secretariat and funds and programmes to resolve cases informally. Over half of OSLA's cases involve providing "summary

advice"—informing staff members of their legal rights and obligations, without assisting them through a formal dispute resolution process. Finally, we provide legal assistance for staff members in disciplinary matters.

**SV: It was publicized on I-Seek that the GA at its 68th session decided that OSLA's funding should be supplemented by a voluntary monthly payment deduction, not exceeding 0.05% of a staff member's net payment salary as an experimental test for the next two-year period commencing January 2014. (a) When was staff consulted before this General Assembly decision was taken? (b) What happens if OSLA fail to win their case?**

NW: The General Assembly instituted the voluntary payroll deduction through resolution (A/Res/68/254). It is important to note that in the resolution, the GA specifically recognized the positive contribution of OSLA to the UN's system of administrative justice and stressed the need to raise awareness among staff of the importance of financial contributions to OSLA.

Our Office serves approximately 75,000 staff worldwide, and many more former staff, with only eight Legal Officers. To date we have assisted some 3,660 staff member worldwide. OSLA's involvement greatly improves staff members' chances of a successful resolution. Additional resources will permit us to improve the service we provide to UN staff and would be used to engage additional legal officers and administrative support staff for our



field offices in Addis Ababa, Nairobi, Beirut and Geneva.

Since the supplemental funding mechanism is voluntary, staff members may opt out of the mechanism, and may also opt back in. Staff members who opt-out will continue to have access to OSLA's services. We count upon staff members' support to improve our services – for you and your colleagues!

OSLA has a very good track record of helping staff members to resolve their disputes with the Administration informally. Of course, as with all legal disputes, OSLA cannot guarantee success in any case.

**SV: Which are the organizations that OSLA is serving?**

NW: A full list of UN entities which fall under the jurisdiction of the internal justice system is available on the OAJ website ([www.un.org/en/oaj/legalassist/](http://www.un.org/en/oaj/legalassist/)) and includes the UN Secretariat and its Offices away from Headquarters (UNOG, UNON, UNOV), UN staff in Peacekeeping Missions and Special Political Missions, the Regional Commissions, specific Tribunals (ICJ, ICTR, ICTY, ITLOS, UNAKRT). OSLA also serves the following Agencies/Funds/Programmes:



ICAO, IMO, ISA, ITC, UNCCD, UNCDF, UNCTAD, UNDP, UNEP, UNFCCC, UNFPA, UN-Habitat, UNHCR, UNICEF, UNICRI, UNITAR, UNJSPE, UNODC, UNOPS, UNU, UNV, UN-Women and WFP's local staff.

**SV: How do you look at your job other than being a Legal Officer?**

NW: The job of Legal Officer for UN staff members is multi-faceted. I perform the roles of advisor and counselor. I listen carefully to the concerns and problems communicated by my clients and seek to meet their desires while providing practical legal advice to best accomplish these goals. I also serve as an advocate for my clients before the Tribunals and as a negotiator when attempting to resolve disputes informally.

In addition to providing legal advice, as appropriate I seek to identify resources that I can direct my clients to in order to ensure that their problems are dealt with in a holistic manner.

**SV: In your past experience, how do you rate your achievements in succeeding in cases on behalf of your staff member client?**

NW: There are many measures of success, but what is most important is a fair and equitable outcome for the staff member. In this context it is extremely important for staff to have sound legal advice and, as required, representation.

If OSLA wins a case before either of the Tribunals, we consider that a success. In 2012, OSLA's success rate before the Dispute Tribunal was approx. 60%, compared with a 20% success rate of self-represented staff members. However, staff may choose to represent themselves which is

their right. OSLA has also been successful in settling many matters outside of the formal legal process.

**SV: Don't you think that it is useful for the staff to know that they don't have to go to the legal stage and that problems could be solved through mediation?**

NW: Definitely. Formal action should be a measure of last resort and other informal options should be explored first. Both OSLA and the Office of the Ombudsman and Mediation Services, either independently or at times working together, can assist staff members who wish to informally resolve disputes with the Administration. One of the primary benefits of informal processes is that resolution is generally achieved much faster. Problems can often be resolved in weeks or months; whereas, a case proceeding before the Dispute Tribunal will most often take significantly longer.

OSLA has been settling more and more cases informally. In 2013, we negotiated settlements in 63 separate cases.

**SV: What factors do you consider before taking a case?**

NW: OSLA will determine whether a case has a "reasonable chance of success" in the formal legal system. If it does, we will represent you. If it does not, we will attempt to explain why and suggest, if possible, other means of resolving your concerns.

Part of our obligation is to correctly inform staff members if they do not have a case (e.g. there is insufficient evidence, or they have misunderstood their rights, or they are time-barred). In those kinds of cases, we aim to be correct in our assessment

and to successfully dissuade staff members from bringing cases they cannot win.

A challenge for staff and OSLA alike is the number of rigid deadlines. In many circumstances, if you approach OSLA for assistance too late, you will be unable to bring a legal case. It is therefore important to contact us promptly.

The most common deadline is 60 days to challenge an administrative decision. But deadlines can be as short as 14 days (for performance rebuttal). This is why it is important to come to OSLA without delay when an employment-related issue arises.

**SV: Where is your office in ECA? How do staff get in touch with you?**

NW: The OSLA office in Addis Ababa is located on the ground floor, beneath the walkway that runs between the New Building and the Library and Cafeteria. Feel free to stop by!

I can also be reached by telephone at +251 (0)115 443197, or x 33197, and by email at [washienko@un.org](mailto:washienko@un.org).

SV: English and/or French are not the mother tongue for the majority of the support staff in ECA and other UN system organizations located in Addis Ababa and other field offices in Ethiopia. How are you planning to overcome this major obstacle of communication between OSLA and the support staff?

NW: In certain cases, I have relied on members of the Staff Union to translate between English and Amharic when my clients and I are communicating. I am also exploring the possibility of bringing on a

*Continued on page 55*

## AUC Chairperson's E-mail from the Future

Chairperson of the African Union Commission  
Nkosazana Dlamini-Zuma

**Addis Ababa, 26 January 2014:** the Chairperson of the AU Commission, Dr Nkosazana Dlamini Zuma outlined her vision of Africa in 50 years' time, through "an email from the future".

Written to a hypothetical Kwame in the year 2063, the full email is attached below:

Date: 24 January 2063  
To: Kwame@iamafrican.com  
From: Nkosazana@cas.gov  
Subject: African Unity

My dear friend Kwame,

Greetings to the family and friends, and good health and best wishes for 2063.

I write to you from the beautiful Ethiopian city of Bahir Dar, located on Lake Tana, as we finalize preparations for the Centenary celebrations of the Organization of African Unity, which became the African Union in 2002 and laid the foundations for what is now our Confederation of African States (CAS).

Yes, who would have thought that the dream of Kwame Nkrumah and his generation, when they called in 1963 on Africans to unite or perish, would one day become a reality. And what a grand reality.

At the beginning of the twenty first century, we used to get irritated with foreigners when they treated Africa as one country: as if we were not a continent of over a billion peo-

ple and 55 sovereign states! But, the advancing global trend towards regional blocs, reminded us that integration and unity is the only way for Africa to leverage its competitive advantage.

In fact, if Africa was one country in 2006, we would have been the 10th largest economy in the world! However, instead of acting as one, with virtually every resource in the world (land, oceans, minerals, energy) and over a billion people, we acted as fifty-five small and fragmented individual countries. The bigger countries that should have been the locomotives of African integration, failed to play their role at that time, and that is part of the reasons it took us so long. We did not realize our power, but instead relied on donors, that we euphemistically called partners. That was the case in 2013, but reality finally dawned and we had long debates about the form that our unity should take: confederation, a united states, a federation or a union.

As you can see, my friend, those debates are over and the Confederation of African States is now twelve years old, launched in 2051. What was interesting was the role played by successive generations of African youth. Already in 2013 during the Golden Jubilee celebrations, it was the youth that loudly questioned the slow progress towards integration. They formed African Union Clubs in schools and universities across



the continent, and linked with each other on social media. We thus saw the grand push for integration, for the free movement of people, for harmonization of education and professional qualifications, with the Pan African University and indeed the university sector and intelligent-sia playing an instrumental role.

We were a youthful continent at the start of the 21st century, but as our youth bulge grew, young men and women became even more active, creative, impatient and assertive, often telling us oldies that they are the future, and that they (together with women) form the largest part of the electorates in all our countries!

Of course this was but one of the drivers towards unity. The accelerated implementation of the Abuja Treaty and the creation of the African Economic Community by 2034 saw economic integration moved to unexpected levels.

Economic integration, coupled with infrastructure development, saw intra-Africa trade mushrooming, from less than 12% in 2013 to approaching 50% by 2045. This integration was further consolidated with the

growth of commodity exchanges and continental commercial giants. Starting with the African pharmaceutical company, Pan African companies now not only dominate our domestic market of over two billion people, but they have overtaken multi-nationals from the rest of the world in their own markets.

Even more significant than this, was the growth of regional manufacturing hubs, around the beneficiation of our minerals and natural resources, such as in the Eastern Congo, north-eastern Angola and Zambia's copper belt and at major Silicon valleys in Kigali, Alexandria, Brazzaville, Maseru, Lagos and Mombasa, to mention but a few such hubs.

My friend, Africa has indeed transformed herself from an exporter of raw materials with a declining manufacturing sector in 2013, to become a major food exporter, a global manufacturing hub, a knowledge centre, benefiting our natural resources and agricultural products as drivers to industrialization.

Pan African companies, from mining to finance, food and beverages, hospitality and tourism, pharmaceuticals, fashion, fisheries and ICT are driving integration, and are amongst the global leaders in their sectors.

We are now the third largest economy in the world. As the Foreign Minister's retreat in Bahir Dar in January 2014 emphasised, we did this by finding the balance between market forces and strong and accountable developmental states and RECS to drive infrastructure, the provision of social services, industrialization and economic integration.

Let me recall what our mutual friend recently wrote:

“The (African) agrarian revolution had small beginnings. Successful business persons (and local governments) with roots in the rural areas started massive irrigation schemes to harness the waters of the continent's huge river systems. The pan-African river projects - on the Congo, the Nile, Niger, Gambia, Zambezi, Kunene, Limpopo and many others – financed by PPPs that involved African and BRIC investors, as well as the African Diaspora, released the continent's untapped agricultural potential.

By the intelligent application of centuries-old indigenous knowledge, acquired and conserved by African women who have tended crops in all seasons, within the first few years bumper harvests were being reported. Agronomists consulted women about the qualities of various grains – which ones survived low rainfalls and which thrived in wet weather; what pests threatened crops and how could they be combated without undermining delicate ecological systems.

The social impact of the agrarian revolution was perhaps the most enduring change it brought about. The status of women, the tillers of the soil by tradition, rose exponentially. The girl child, condemned to a future in the kitchen or the fields in our not too distant past, now has an equal chance of acquiring a modern education (and owning a farm or an agribusiness). African mothers today have access to tractors and irrigation systems that can be easily assembled.

The producers' cooperatives, (agribusinesses) and marketing boards these women established help move their produce and became the giant food companies we see today.

We refused to bear the brunt of cli-

mate change and aggressively moved to promote the Green economy and to claim the Blue economy as ours. We lit up Africa, the formerly dark continent, using hydro, solar, wind, geo-thermal energy, in addition to fossil fuels.

And, whilst I'm on the Blue economy, the decision to form Africa-wide shipping companies, and encourage mining houses to ship their goods in vessels flying under African flags, meant a major growth spurt. Of course the decision taken in Dakar to form an African Naval Command to provide for the collective security of our long coastlines, certainly also helped.

Let me quote from our mutual friend again:

'Africa's river system, lakes and coast lines abound with tons of fish. With funding from the different states and the Diaspora, young entrepreneurs discovered... that the mouths of virtually all the rivers along the east coast are rich in a species of eel considered a delicacy across the continent and the world.

Clever marketing also created a growing market for Nile perch, a species whose uncontrolled proliferation had at one time threatened the survival of others in Lake Victoria and the Nile.

Today Namibia and Angola exploit the Benguela current, teaming with marine life, through the joint ventures funded by sovereign funds and the African Development Bank.”

On the east coast, former island states of Seychelles, Comoros, Madagascar and Mauritius are leading lights of the Blue economy and their universities and research institutes attract marine scientists and students from all over the world.



Dear friend, you reminded me in your last e-mail how some magazine once called us ‘The hopeless continent’, citing conflicts, hunger and malnutrition, disease and poverty as if it was a permanent African condition. Few believed that our pledge in the 50th Anniversary Declaration to silence the guns by 2020 was possible. Because of our firsthand experience of the devastation of conflicts, we tackled the root causes, including diversity, inclusion and the management of our resources.

If I have to single out one issue that made peace happened, it was our commitment to invest in our people, especially the empowerment of young people and women. By 2013 we said Africa needed a skills revolution and that we must change our education systems to produce young people that are innovative and entrepreneurial and with strong Pan African values.

From early childhood education, to primary, secondary, technical, vocational and higher education – we experienced a true renaissance, through the investments we made, as governments and the private sector in education and in technology, science, research and innovation.

Coupled with our concerted campaigns to eradicate the major diseases, to provide access to health services, good nutrition, energy and shelter, our people indeed became and are our most important resource. Can you believe it my friend, even the dreaded malaria is a thing of the past.

Of course this shift could not happen without Africa taking charge of its transformation, including the financing of our development. As one esteemed Foreign minister said in 2014: Africa is rich, but Africans are poor.

With concerted political determination and solidarity, and sometimes one step back and two steps forward, we made financing our development and taking charge of our resources a priority, starting with financing the African Union, our democratic elections and our peacekeeping missions.

The Golden Jubilee celebrations were the start of a major paradigm shift, about taking charge of our narrative.

Agenda 2063, its implementation and the milestones it set, was part of what brought about this shift. We developed Agenda 2063 to galvanize and unite in action all Africans and the Diaspora around the common vision of a peaceful, integrated and prosperous Africa. As an overarching framework, Agenda 2063 provided internal coherence to our various sectoral frameworks and plans adopted under the OAU and AU. It linked and coordinated our many national and regional frameworks into a common continental transformation drive.

Planning fifty years ahead, allowed us to dream, think creatively, and sometimes crazy as one of the Ministers who hosted the 2014 Ministerial retreat said, to see us leapfrog beyond the immediate challenges.

Anchored in Pan Africanism and the African renaissance, Agenda 2063 promoted the values of solidarity, self-belief, non-sexism, self-reliance and celebration of our diversity.

As our societies developed, as our working and middle classes grew, as women took their rightful place in our societies, our recreational, heritage and leisure industries grew: arts and culture, literature, media, languages, music and film. WEB du Bois grand project of Encyclopedia

Africana finally saw the light and Kinshasha is now the fashion capital of the world.

From the onset, the Diaspora in the traditions of Pan Africanism, played its part, through investments, returning to the continent with their skills and contributing not only to their place of origin, but where the opportunities and needs were found.

Let me conclude this e-mail, with some family news. The twins, after completing their space studies at Bahir Dar university, decided to take the month before they start work at the African Space Agency to travel the continent. My old friend, in our days, trying to do that in one month would have been impossible!

But, the African Express Rail now connects all the capitals of our former states, and indeed they will be able to crisscross and see the beauty, culture and diversity of this cradle of humankind. The marvel of the African Express Rail is that it is not only a high speed-train, with adjacent highways, but also contains pipelines for gas, oil and water, as well as ICT broadband cables: African ownership, integrated planning and execution at its best!

The continental rail and road network that now crisscross Africa, along with our vibrant airlines, our spectacular landscapes and seductive sunsets, the cultural vibes of our cities, make tourism one of our largest economic sectors.

Our eldest daughter, the linguist, still lectures in KiSwahili in Cabo Verde, at the headquarters of the Pan African Virtual University. KiSwahili is now a major African working language, and a global language taught at most faculties across the world. Our grand children still

find it very funny how we used to struggle at AU meetings with English, French and Portuguese interpretation, how we used to fight the English version not in line with the French or Arabic. Now we have a lingua franca, and multi-lingualism is the order of the day.

Remember how we used to complain about our voice not being heard in trade negotiations and the Security Council, how disorganized, sometimes divided and nationalistic we used to be in those forums, how we used to be summoned by various countries to their capitals to discuss their policies on Africa?

How things have changed. The Confederation last year celebrated twenty years since we took our seat as a permanent member of the UN Security Council, and we are a major force for global stability, peace, human rights, progress, tolerance and justice.

My dear friend, I hope to see you next month in Haiti, for the second round of unity talks between the Confederation of African States and the Caribbean states. This is a logical step, since Pan Africanism had its roots amongst those early generations, as a movement of Africans from the mother continent and the Diaspora for liberation, self-determination and our common progress.

I end this e-mail, and look forward to seeing you in February. I will bring along some of the chocolates from Accra that you so love, which our children can now afford. Till we meet again, Nkosazana.

*Source: AU, Directorate of Information and Communication  
PRESS RELEASE NO.11/ 22nd AU SUMMIT*

## The ECA Knowledge Management (KM) Strategy was approved

by the Senior Management Team (SMT) in March 2014.

The 2012-2013 reprofiling exercise, introduced for ECA to effectively support Africa's transformative agenda, created a Division for Public Information and Knowledge Management, bringing together four Sections with strategic responsibilities for improving ECA's visibility and impact – communications, publication, ICT, and knowledge and library services. One of the Division's challenges, to be addressed by its Knowledge and Library Services Section, is to ensure that knowledge flows are consistently incorporated into the business of the organization, so that ECA can successfully achieve its aspirations. Supporting this intention, the Knowledge Networking Strategy Task Force, one of the ten charged with proposing new ways of doing business, recommended a Knowledge Management Strategy, to rationalize how ECA acquires, shares and applies knowledge.

With this new, promising alignment, the vision proposed for knowledge management in ECA is to ensure that it becomes and remains Africa's premier think tank, consistently generating top quality, thoroughly researched products reflecting the latest thinking on issues relating to Africa's transformative agenda. For this to occur, all of ECA's operations, research, products and advice should systematically incorporate the most reliable, relevant, up-to-date

and comprehensive knowledge available from the continent and beyond.

Based on the above vision and mission, the following principles are intended to guide resource, staffing and work planning decisions for ECA's knowledge management efforts. Implications of these principles on actions to be carried out by the responsible units are also summarized.

1. ECA's knowledge management strategy should not be about the software platform.
2. ECA's knowledge sharing activities, in the context of the KM strategy, should be purpose-driven.
3. ECA should feature knowledge facilitation as a service to its professional Communities.
4. ECA's internal processes should incorporate its knowledge into its business processes.
5. How well ECA staff both share and apply knowledge should benefit their careers.

## Umoja, it's happening!

### Background

Umoja means “unity” in Swahili. It is an Enterprise Resource Planning (ERP) solution, designed to facilitate and streamline business functions within the United Nations Secretariat. Umoja will be the United Nations’ new administrative system, replacing multiple and fragmented legacy systems such as IMIS, Mercury and Sun, that are currently in use for the various administrative processes of the organisation. As an administrative reform initiative, Umoja is designed to help the United Nations operate more effectively by integrating and streamlining business processes that manage financial, human and physical resources within a single global solution for the entire Secretariat.

The UN Secretary General, Mr. Ban Ki-moon in his January 2014 Town Hall meeting with all UN staff stated that “Umoja is the number one priority for the Organization in this biennium.” He also reiterated that “Umoja is designed to help harmonize the way the UN works, providing a single data repository with reliable, real-time information. It is far more than an Information Technology project; it is an organizational transformation that will enable high-quality and cost-effective service delivery around the world.”

### Key principles underlying Umoja

The Umoja solution seeks to improve business processes in the Secretariat through the use of advanced technology. Here are the top 10 improvements:

- Real-time data
- Transparency
- Master Data
- One-time entry

- Financial control
- Automation
- Visibility
- Shared catalogue
- Forecasting
- Shared database

### ECA's preparations for Umoja

ECA will deploy its first module of Umoja – Real Estate – in July 2014.

In October/November 2013, the Division of Administration conducted a staff sensitization programme to:

- address the implications of Umoja deployment on the Staff at large, Programme Managers and other stakeholders,
- provide an overview of near future changes in the processing of official travel, payroll, insurance, other entitlements as well as the structure and operations of new business partner models,
- highlight communication tools and indicate areas requiring staff members’ action to prepare for deployment.

In compliance with Umoja governance structure, the ECA has established its own local Deployment Team, which is overseen by a Deployment Coordination Committee, chaired by the Director, Division of Administration. The Committee meets on a weekly basis to steer the project forward and monitor progress in close collaboration with the Umoja Team at UN Headquarters.

The Deployment Team, consisting of Local Process Experts from HRSS, FMS, SCMS, Finance, Budget Unit and Office of Partnerships, participated in “DEEP DIVE” realization workshops at UNON in Nairobi and at UNHQ in February 2014, to gain a fuller understanding of the



tasks necessary to prepare for Umoja implementation.

A communication strategy has been developed to reach out and inform staff on developments as they unfold. In addition, a training program is being finalized to equip staff with the appropriate knowledge and practical skills to facilitate transition to the new way of working.

### New deployment timeline

Following the Secretary-General Memorandum of 12 February 2014, entitled “Preparation for Umoja Deployment in 2014 and 2015”, the Umoja Steering Committee reached a decision on 27 March 2014 to adjust the timeline for deployment in order to ensure a successful adoption of the new solution. Following the deployment of Umoja Foundation at Peacekeeping and Special Political Missions, the Steering Committee has taken stock of the lessons learned in implementing the solution and supporting operations, including the new business imperatives that have been identified since the original Umoja plan was developed.

Based on these considerations, the Umoja Steering Committee decided to review future deployment mile-

*Continued on page 44*



## Echo de la Semaine de la francophonie au centre de formation linguistique de la CEA

Beletou Kebede , Azeb Teklu et Eden Desta professeurs de français et organisatrices de l'évènement

**«La francophonie, c'est cet humanisme intégral qui se tisse autour de la Terre. »**

*Léopold Sédar Senghor.*

Chaque année, la journée du 20 mars est devenue un rendez-vous incontournable pour tous les francophones. Depuis 1998, cette journée est consacrée à la célébration de la langue française et de la francophonie à travers la planète. Pendant plusieurs jours, de nombreuses manifestations culturelles sont organisées un peu partout dans le monde afin de fêter les valeurs de solidarité, de partage, de dialogue des cultures véhiculées par la francophonie.

C'est pour manifester son appartenance à cette grande famille francophone et son adhésion à ses

valeurs que le Centre de formation linguistique de la CEA a tenu à se joindre à cette célébration de la langue française et de la francophonie.

A cet effet, l'unité de français a organisé une semaine de la langue française et de la francophonie marquée par des activités autour de la langue :

- Concours de dictée organisé en trois niveaux : A1, A2 et B1 , selon le Cadre européen commun de référence (CECR)
- Atelier d'écriture : témoignages et poèmes
- Exposition photos sur la vie et l'œuvre de Léopold Sédar Senghor

La dictée a eu lieu le mardi 1er avril. Elle a été animée par M. Getaneh le coordinateur du Centre ainsi que les professeurs de français. Plus de 50 candidats de plusieurs nationalités y ont pris part.

La cérémonie de clôture de la semaine s'est déroulée le jeudi 3 avril.

Tout d'abord, M. Bewketu Bogale, Responsable adjoint au développement du personnel, a remis les prix aux lauréats de la dictée et une attestation de participation à chaque participant.

Ensuite, un poème composé par une apprenante a été lu et «chanté » par l'ensemble des participants.

Une ambiance de fraternité, de joie simple et spontanée s'est installée et a illuminé cette journée de rencontre.

Nous nous sommes dit alors que nous recommencerons l'année prochaine et que nous tâcherons de faire mieux.



Concours de dictée organisé en trois niveaux : A1, A2 et B1



*The proud winners of the competition*

## Echo of the Francophone Week in the Language Training Centre at ECA

Beletou Kebede, Azeb Teklu, Eden Desta, the other French Language Teachers as well as organizers of the event

**“Francophonie is this integral humanism that is woven around the Earth.”**

*Leopold Sedar Senghor.*

March 20 has become, for the entire francophone society, a day of appointment not to be missed. Since 1998, this day is dedicated to the celebration of the French language and of francophonie across the planet. For several days, numerous cultural events are held around the world to celebrate the values of solidarity, sharing and dialogue conveyed by the francophone cultures.

The Language Training Centre at ECA wanted to join in this celebration in order to demonstrate membership in the great French family as

well as adherence to its values.

To this end, the French Language Training Unit organized a Week of French language and francophonie marked by activities around the language, namely:

- A competition in dictation organized at three levels : A1 , A2 and B1 according to the Common European Framework of Reference (CEFR) ;
- A writing workshop: stories and poems, and
- A photo exhibition around the life and works of Leopold Sedar Senghor

The dictations took place on Tuesday April 1, 2014. The event was

moderated by Mr. Getaneh Anteneh, Language Coordinator, and by the French teachers. More than 50 candidates of different nationalities took part in the competition.

During the closing ceremony on Thursday 3 April 2014, Mr. Bewketu Bogale, Staff Development Assistant, presented the awards to the winners of the competition and a certificate to each participant. A poem written by a student was read and then “sung” by all participants.

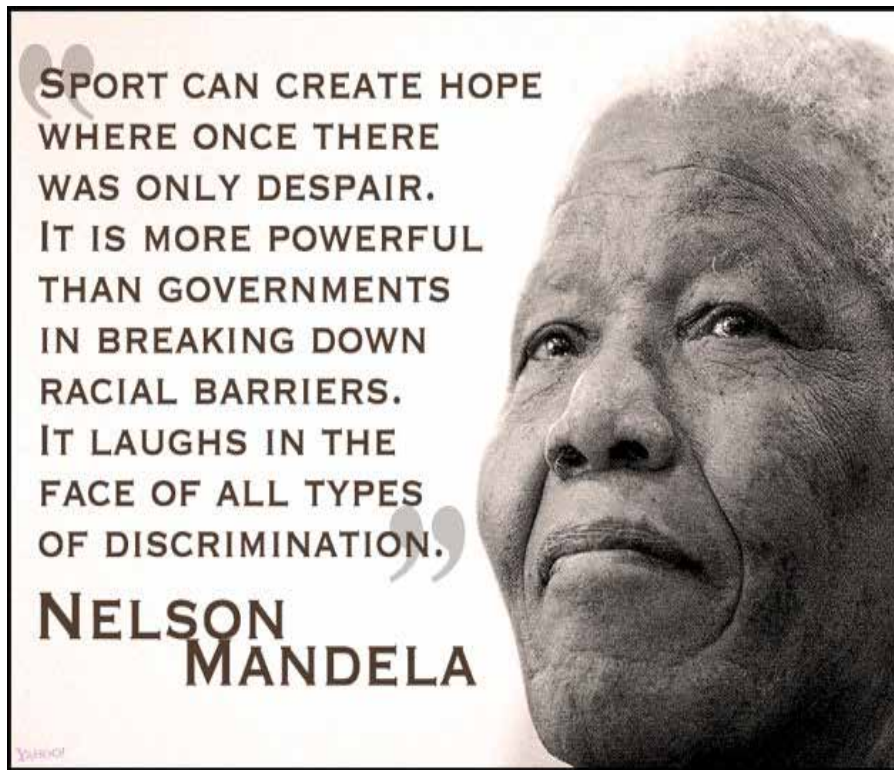
An atmosphere of fraternity and of simple and spontaneous joy settled in that day brightening the get together.

We decided then and there that we would come back next year and try to do even better.



## Mandela and Sport !

Yimer Almin, ITSS, UNECA



Functionalist theory of sports assumed that social order depends on maintaining solidarity through established social institutions like sport.

They further stated that Sport can be used to socialize people so that they learn and accept important cultural values, promote social connections between people so that they can cooperate with one another and motivate people to achieve common goals through socially accepted means.

A lot have been said and written about Madiba, the legendary freedom icon. Certainly, we are all inspired by the legacy of this extraordinary Man

I have a strong belief that Mandela's political greatness pre-supposes a spiritual orientation toward the meaning of life, not in terms of formal religious belief, but by having unconditional dedication to values and faith.

Unlike Mandela, most people are other people. Their thoughts are someone else's opinions, their lives a mimicry, their passions a quotation. That is why he excelled as he is a man of his own.

Madiba must have been inspired by many things and used a com-

bination of methods to dismantle South Africa's system of Institutionalized racism. I trust that, without any shadow of doubt sport ranked high on the list.

My article on this magazine revolves around Mandib's sport strategy for political struggle as I have a deep-rooted passion for sport since my childhood till present time. Presently Fan of Arsenal football Club.

Mandela was a driven athlete, an amateur boxer who ran two hours every morning as a young man. He kept himself in excellent shape during his 27 years in prison. But it was a sport to which he had little attachment which would change his life and cement his legacy.

Similarly, Mandela embraced the power of sport as he knew that it had the power to help end apartheid, can be an agent of social change, to shape societies and world for good.

Among the top personalities who spoke about the power of sport, Mr. Kofi Annan, Former UN Secretary General, was one of them. He said during the speech delivered in April 2010 in Dubai, UAE, that we must use the power of sport as an agent of social change. He further said both the IOC and FIFA have, for example, more members than the UN. At the last count, the UN has 192 members compared to 208 who belong to FIFA.

For Mandela , the unifying force



of sport was critical for his vision of the new South Africa as a place where people, cultures and ideas meet and flourish.

The key moment in Mandela's sporting life, was the 1995 Rugby World Cup in Johannesburg. The Rugby sport was white dominated game and nobody expected Mandela to attend this event because Mandela had been sworn in as president of South Africa only the year before.

On this event, the possibility of rioting was very high. As Mandela would say later, it was the most nervous he'd ever been in his life. However, Mandela used this occasion to heal differences, to put aside past hatred and ultimately conquer the hearts and minds of many white South Africans.

"Sport has the power to change the world," Mandela said after the game. "It has the power to inspire. It has the power to unite people in

a way that little else does. It speaks to youth in a language they understand. Sport can create hope where once there was only despair. It is more powerful than government in breaking down racial barriers."

Long Live for Sport



## Life in UNHCC

By Zadkan Ghirmay Kahsay  
Occupational Safety and Health  
Nurse, UNHCC

**2013** - What a year!!!!

A year unlike any other  
In the history of UNHCC.  
A year full of conflicting features  
Both good and bad,  
Features of discouragement,  
Sometimes so disheartening,  
Other times so painful,  
Full of pestering, sometimes faint  
Other times more vivid.  
A year more elusive,  
Unpredictable, uneasy  
Compared to all others before it.

A year of odd voices  
Voices of potential lay offs,  
Loss of livelihood.  
Words like outsourcing,  
Under sizing , minimizing.  
A little short to off shoring.  
A year of shorter annual leaves  
Even, call backs from sick leave.  
A year of too many  
Uncompensated work days.  
A year full of struggle to stay afloat

A year of echoes and flying rumors.  
No budget, no money !!!!  
No budget, no jobs, no jobs.  
May be only for very few, very few,  
Few of us fine, most of you who knows !!!!  
Strange words, unheard of before.  
A year laden with worries  
Collective stress and anxiety.  
A deep sense of job insecurity  
Void of peace and stability.

A year of unending worry  
Of what the future holds  
Day in day out, all year round  
All was worry, worry.  
An unhealthy state of mind.  
Where, the core business is meant to be  
Staff safety, health and wellbeing.



A year of unrealistic comparison and contrast.  
Comparison with the incomparable,  
Inconsistent and too different.  
Unfair attempts for justification.  
A year of unjustified blame,  
And blame throwing to those,  
Who have no control  
Over the facts on the ground.

A year of alleged failure,  
Possible loss of continuity  
Despite all the hard work  
A year in direct contradiction  
With the ideals of the mother organization.  
Our common organization, our own UN.  
Our UN, mother of all conventions.  
Codes of Practices, Recommendations  
Advocate of human rights, dignity and safety.  
Mother of best practices and standards.  
Staff safety and security, its top priority  
Quotable, acceptable as well as applicable.  
Our UN, the pride of all our hearts.  
Capable of providing and caring  
For its extended family  
Under any circumstances

### **On the other hand,**

A year of support and fellowship  
From places least expected  
A year of unity, solidarity and back up  
A year of 24/7 prayer and intercession.  
A year of collective determination.  
A year of a complete presence and attendance.  
A year of hard works and rewards nevertheless.  
A year of good things when least expected

A year of many blessings and solid benefits  
As never seen before  
Filled with hope and wholeness  
Defying all the stressors and disappointments.

A year of solid recognition and appreciation.  
Appreciations from rank and file.  
A year of shining for doing more with less  
Much, much less, with so much than ever.  
A year of awards and rewards  
For jobs well done by so many  
A year of assertiveness and boldness  
A year of noteworthy and team spirit  
Unity and togetherness  
A year which somehow earned itself  
A graceful exit  
Hopefully, making room  
For a better new one.

## **Nevertheless**

A year unlike any others before  
Which will linger in our minds  
Even after it is gone,  
Long, long gone.  
A year marked with unanswered questions.  
Questions, like, where is all these coming from?  
And who is to be accountable for it all?

A year which felt very, very long,  
Unusually protracted and unbefitting  
A year of many challenges and seeming conflicts  
Despite being crowned with big achievements.

## **Yet:**

A year which ushered in congratulatory messages  
Messages from key personalities  
Personalities, whose words are reliable and quotable,  
A year of success and endurance  
Cuddled with hard work from within.

## **However:**

A year filled with a puzzle, uncertainty.  
Negating all the hard work and excellent spirit.  
A year of paradox, some times very intractable  
A year which will never be missed at all  
To say the least, truly the least.  
A year so much intent to undermine  
All the good work around.  
A year full of so many questions and concerns.  
Full of undue pressure on the working minds.  
Where many could not help but ask

Why all the absurdity and uncertainty  
Being in the midst of plenty?  
And why 2013 in particular?  
When life goes on as usual in other parts?  
And why so much marked in UNHCC?  
A unit which is at service 24/7/365 days  
Serving all the staff and dependents  
Not forgetting the frequent conference attendants  
Whose health service needs are mostly urgent.  
A unit serving with its heart and minds  
A unit deserving solid support  
Be it financial or other means  
To achieve its goals and keep it going.  
Goals very important for life and living  
Goals of saving lives,  
Improving wellness and better health  
Easing pain and suffering  
Inevitable often times  
During the life cycle of any employee  
Of any organization  
Including our esteemed UN.



## L'égalité entre les langues de travail de l'ONU : l'évolution récente en matière de recrutement à la Commission Economique des Nations Unies pour l'Afrique (CEA)

Nassim Oulmane, Économiste principal au Bureau Afrique du Nord de la Commission Economique des Nations Unies pour l'Afrique (CEA). Représentant AFFOI au Maroc

L'égalité entre les langues de travail des Nations Unies est une question récurrente pour laquelle le personnel de la CEA s'est mobilisé depuis longtemps. L'une des principales questions abordée est relative au recrutement et en particulier aux entretiens qui se déroulaient généralement en anglais.

Le syndicat du personnel de la CEA a sensibilisé la Direction sur cette question depuis de nombreuses années car ce problème impliquait de facto une discrimination à l'égard des francophones, qu'ils soient déjà en poste, ou qu'ils soient externes. Alors que dans leur très grande majorité ces francophones étaient capables de travailler dans les deux langues, ils étaient handicapés lors des entretiens, car obligés de les faire dans la langue dans laquelle ils étaient le moins à l'aise. Ceci créait un biais et donnait dès lors un avantage significatif aux candidats anglophones qui « passaient mieux » lors des entretiens oraux. Or la capacité à défendre clairement une idée et à souligner les différentes dimensions d'un problème complexe est déterminante dans l'appréciation finale d'un entretien.

En 2010, le syndicat a saisi l'occasion de la création du Mécanisme de Négociation Conjoint initié par le Secrétaire Général de l'ONU dans chaque département/Commis-

sion du Secrétariat pour ramener cette question à l'attention de la Direction de la CEA. Cette question a été discutée de nombreuses fois au sein de ce mécanisme. Ces discussions ont amélioré significativement le pourcentage de postes traitant de manière égalitaire les deux langues de travail de l'ONU. Une attention particulière a été apportée à la composition des panels de recrutement afin d'y inclure des francophones. Cependant, ceci n'était pas fait de manière systématique, et a nécessité une vigilance continue du syndicat. En définitive, l'amélioration de la situation au cours du temps restait tributaire de la vigilance et de l'énergie d'un certain nombre de personnes qui composent le syndicat.

En septembre 2012, l'arrivée à la tête de l'institution d'une nouvelle Direction très sensible à ces questions est venue confirmer cette tendance et asseoir définitivement cette évolution positive en rendant systématique l'égalité entre les langues de travail des Nations Unies dans les processus de recrutement. Aujourd'hui, près de 100% des annonces de postes internationaux (à l'exception des postes linguistiques) considèrent de manière égalitaire l'anglais et le français. Les candidats ont la possibilité de s'exprimer au choix dans l'une des 2 langues de travail des Nations Unies au cours

des entretiens et d'effectuer les tests écrits en anglais ou en français. La formulation utilisée pour l'annonce de postes est la suivante : La maîtrise d'une des langues de travail du Secrétariat de l'ONU, l'anglais ou le français (oral et écrit) est nécessaire, la connaissance de l'autre langue est souhaitable. La connaissance d'une autre langue officielle de l'ONU est un avantage.

A la CEA, nous avons tout à fait conscience que cette évolution très positive est liée à la conjonction de nombreux facteurs. Il n'est pas évident de reproduire dans les mêmes délais des résultats similaires. Néanmoins, l'expérience de la CEA a ceci d'intéressant qu'elle a montré que l'ONU possédait des mécanismes de dialogue permettant de faire avancer des questions comme celle de l'égalité entre les langues de travail, laquelle sous-tend l'une des valeurs fondamentales du système des Nations Unies à savoir la promotion de la diversité.

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## Equality among working languages of the United Nations: recent trends in recruitment at the United Nations Economic Commission for Africa (ECA)

Nassim Oulmane

Senior Economic Affairs Officer at the ECA Sub Regional Office for North Africa

Member of the ECA Staff Union Council

Equality among working languages of the United Nations is a recurring issue on which the ECA Staff Union has been engaged for a long time. One of the main issues addressed relates to recruitment, more particularly competency-based interviews which are usually conducted in English.

The ECA Staff Union has repeatedly brought this issue to the attention of management for many years because the problem involved, de facto, linguistic discrimination against Francophones, whether serving

staff or external candidates. While the overwhelming majority of these Francophone candidates are able to work in both languages, they are disadvantaged during interviews because they are forced to undergo them in the language in which they are less comfortable. This creates a bias and therefore gives a significant advantage to Anglophone candidates to better succeed in oral interviews. Obviously, the ability to defend an idea clearly and highlight different dimensions of a complex problem becomes a determining factor in the final assessment of an interview.

In 2010, the Staff Union took the opportunity of the creation of the Joint Negotiation Committee(JNC) initiated by the Secretary-General of the UN in each Department / Commission of the Secretariat to bring this matter to the attention of the Management of ECA. This issue has been discussed many times within the JNC. These discussions have significantly improved the percentage of positions dealing equally with the two working languages of the UN. Particular attention was paid to the composition of recruitment panels to include Francophones. However, this was not done systematically, and required continued vigilance of the Staff Union. Ultimately, the improvement of the situation over time remained dependent on the vigilance and energy of a number of people in the Staff Union.

*Continued on next page*



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In September 2012, the arrival at the top of the institution of a new management, highly sensitive to these issues, has confirmed this trend and definitely set this positive development by making systematic equality between working languages of the United Nations in the process of recruitment. Nowadays, nearly 100% of announcements of international positions (with the exception of linguistic posts) consider equally English and French. The candidates have the opportunity to express themselves choosing one of the two working languages of the United Nations during the interviews and do the written test in English or French. The formulation used for the announcement of vacancy announcements is as follows: Proficiency in one of the working languages of the UN Secretariat, English or French (oral and written) is required, knowledge of the other language is desirable. Knowledge of another official UN language is an advantage.

At ECA, we are fully aware that this very positive trend is due to a combination of many factors. It is not easy to get similar results within the same period in the rest of the Secretariat of the United Nations. Nevertheless, the experience of ECA is interesting in that it showed that the UN had dialogue mechanisms for advancing issues such as equality among working languages, which underlies one of the fundamental values of the United Nations, namely, the promotion of diversity.

Published on 3 February, 2014 by AFFOI

## My First Encounter with a Book

By Zadkan Ghirmay Kahsay, UNHCC

I think I was five or six years old, when I saw a book for the very first time in my life.

On one particular morning, my father was reading a big book loudly as is customary from where I come from just outside our country side home.

According to my understanding then, he was rather talking to the book or the book talking to my father.

It never occurred to me then, that a book is composed of joining alphabets, words phrases and sentences in a certain way, and that one needed to know those things before, in order to be able to read.

Observing my father intently looking into the book and having some sort of conversation with it, I too bent down and looked into the book as my father did.

After waiting for some time to be spoken to but realizing that the book did not want to talk to me and feeling sort of being ignored, I had to voice my first why question asking my father why the book did not want to talk to me as it did with him.

I must have surprised my father with my naïve question because he stopped reading and began looking at me intently instead. After few moments of reflection I guess, my father told me then, that it will too speak to me without explaining however, when or how soon as I remember.

After some years to that incident,

the first book I remember reading uninterrupted until I got sore eyes and a wry neck was Robinson Crusoe, as translated into my mother's language, which did introduce me to the book world when I was in grade four.

Even though the prophetic words of my father were not many nor clear enough then, I now know after having read many books over the last fifty years, that I have now been able to understand the feeling that a book does certainly talk to the serious reader.

However, reading a book written by Frantz Fanon, *Black Skin, White Masks*, who was a psychiatrist by profession, but who became later a freedom fighter in Algeria in the late fifties, was an exceptional example. I felt the book was talking to me personally as I read it over and over again to understand the content and the actual message despite having read numerous books over the course of fifty years of my life and after my coincidental first encounter with a book in my father's hands, which I thought then, was talking to my father and my innocent attempt to do the same.



## Leading Ethiopian Women Dialogue with University Students for Women's Day

Discussion organized and lead by the United Nations Communication Group (UNCG)

'Passion, vision, transforming mindsets, assertiveness' are only few among several powerful words that over 300 young students walked away with from a panel discussion held to mark this year's International Women's Day (IWD) commemoration. The theme of the panel combined this year's International Women's Day message 'Equality for Women is Progress for All' with the need to acknowledge the role of

women and men from various faculties of Addis Ababa University to have a chance to interact and dialogue with some of the leading women figures in the country. In addition, the event helped to build youth consciousness towards women's role in development, social welfare and overall human progress, taking the Ethiopian context into perspective. Panelists shared their experiences and personal stories of struggles and

Moderating the discussion, **Ms NahuSenay Girma, Founder and Executive Director of the Association of Women in Business (AWIB) Ethiopia**, urged the female youth who attended the discussion to 'actively participate by asking questions and in general, to always grab opportunities to network' such as the panel discussion.

**Ms. Birtukan Gebregzi, Deputy President of Enat Bank** outlined gaps existing in access to finance for women in Ethiopia, often disadvantaged by factors such as lack of ownership of property and land. She stated that being the first bank to be set up by women in Ethiopia, there has been an encouraging growth in numbers of women clients, standing at '65%' however, compared to their male counterparts, 'women often take lower loans and hence the increment in female clients is more of numerical than financial gain nature'.

Advising the young students to 'follow their passion and have strong self-belief', **Ms Desta Hagos, one of Ethiopia's first female artists**, who is planning her 50th exhibition this month, also urged the students to 'not be afraid to pursue dreams but in a focused manner'. The regional and continental perspectives of women empowerment was shared by **Ms Aster Zaoude, former regional director of UNIFEM for West Africa, and founder of the Tsehaye Zaoude**



*The Panelists at the AAU discussion*

women in the country thus adding the words 'Celebrating Ethiopian Women's Achievements' to the day's banner.

triumphs to break through barriers to achieve the leadership roles in their area of expertise.

The IWD event at the Faculty of Business and Economics Campus was organized by the UN Communication Group in collaboration with the Addis Ababa University (AAU) Gender Office and attracted high level female panelists from the arts, business, legal, international organizations and civic engagement actors. The panel discussion helped young



*Participants at the AAU Panel discussion*

**Foundation** supporting visually-impaired female students at AAU. She urged the students to 'work together and build solidarity' to address issues faced by girls and women.

**Ms Zenaye Tadesse, Managing Director of the Ethiopian Women Lawyers Association** encouraged the students to learn about rights while **Ms Chachi Tadesse, performer and activists for street children** cautioned the participants against a 'poverty mentality' that lets thoughts of scarcity translate to physical barriers. **Ms Engedaye Eshete, Chair of Ethiopian Women Entrepreneurs Association** spoke of the opportunities opening up for women entrepreneurs and the linkages across the country that her association was establishing including for the disabled. **Selamawit Adugna, a youth activist and a gender and child protection officer for CHADET**, urged the university students not to focus on negative issues and barriers but instead find to their passion and look for opportunities. 'There were days when I was doing a job that wasn't that exciting and if I hadn't had passion and vision I would not have gotten out of bed.'

The half day discussion reflected on various issues including the laws and policies enacted in the Ethio-

pian Constitution to create favorable conditions for women and the challenge remaining when it came to execution; deep rooted traditions and stereotypes that continue to impede progress.

The excited dialogue between the panelists and the auditorium full of students highlighted building awareness in communities; engaging influential people to spearhead change to address attitude-based setbacks; recognizing that men are important partners in empowering women; and investing in building leadership capacities of women.

Also as part of UN activities marking IWD 2014, Ms Letty Chiwara, UNWOMEN Representative joined athlete Haile Gebreselassie and other prominent Ethiopian female athletes in officially starting this year's Women First 5 kilometre run organized by the Great Ethiopian Run. Ms Letty awarded winners of the 'Ambassadors' competition at the end of the run.

With the route having changed this year, the Women First Run took place in Megenagna on Sunday, 09 March, 2014; over 7,000 women and girls participated in the run which every year, voices a special message on issues affecting women and girls.

*Continued from page 33*

stones to ensure the successful adoption of the new solution of Umoja Foundation and Extension 1 on schedule by 2015. The revised timeline will enable an earlier deployment of Umoja to UNON, UNEP and HABITAT in Nairobi and OCHA in NY and Geneva concurrently, as well as an earlier roll-out of the Real Estate module throughout the Secretariat by the end of 2014, including at the Facilities Management Section in ECA, in a manner which supports full compliance of IPSAS.

The new deployment timeline:

- a. In July 2014, the Pilot deployment of Umoja Extension 1 (integrating Human Resources, Travel and Entitlements) at MINUSTAH (Haiti),
- b. In November 2014, a joint deployment of Umoja Foundation and Extension 1 in UNON, UNEP and UN-HABITAT (Nairobi), and OCHA (New York and Geneva); these organizations represent the new Cluster 3,
- c. Also in July 2014, the Real Estate functionality will be deployed across all entities in the UN Secretariat, including ECA,
- d. In June 2015, a final deployment of Umoja Foundation and Umoja Extension 1 to all Cluster 4 entities, including UNHQ, ECA and other regional commissions and Offices Away from Headquarters,

A revised timeline does not imply a relaxation of the pace at which we must all work to achieve a successful transition to Umoja. Rather, it does provide us at the ECA with an opportunity to better prepare ourselves for the new way of working.



UN staff at Women First 5 kilometre run organized by the Great Ethiopian Run

## UNESCO: Global learning crisis is costing \$129 billion a year

Crisis will affect generations of children without action to boost teaching, report warns.

The 11th Education for All Global Monitoring Report reveals that a global learning crisis is costing governments \$129 billion a year. Ten per cent of global spending on primary education is being lost on poor quality education that is failing to ensure that children learn. This situation leaves one in four young people in poor countries unable to read a single sentence. The Report concludes that good teachers are the key to improvement and calls on governments to provide the best in the profession to those who need them most.

This year's Report, *Teaching and learning: Achieving quality for all*, warns that without attracting and adequately training enough teachers the learning crisis will last for several generations and hit the disadvantaged hardest. In many sub-Saharan African countries, for example, the Report reveals that only one in five of the poorest children reach the end of primary school having learnt the basics in reading and mathematics.

Poor quality education is leaving a legacy of illiteracy more widespread than previously believed. Around 175 million young people in poor countries – equivalent to around one quarter of the youth population – cannot read all or part of a sentence, affecting one third of young women in South and West Asia. On current trends, the Report projects that it will take until 2072 for all the poorest young women in

developing countries to be literate; and possibly until the next century for all girls from the poorest families in sub-Saharan Africa to finish lower secondary school.

In a third of countries analysed by the Report, less than three-quarters of existing primary school teachers are trained to national standards. In West Africa, where few children are learning the basics, teachers on temporary contracts with low pay and little formal training make up more than half of the teaching force.

"Teachers have the future of this generation in their hands," said UNESCO Director-General Irina Bokova. "We need 5.2 million teachers to be recruited by 2015, and we need to work harder to support them in providing children with their right to a universal, free and quality education. We must also make sure that there is an explicit commitment to equity in new global education goals set after 2015, with indicators tracking the progress of the marginalized so that no one is left behind."

The Report calculates that the cost of 250 million children around the world not learning the basics translates into a loss of an estimated \$129 billion. In total, 37 countries are losing at least half the amount they spend on primary education because children are not learning. By contrast, the Report shows that ensuring an equal, qual-

ity education for all can generate huge economic rewards, increasing a country's gross domestic product per capita by 23 per cent over 40 years.

Even in high-income countries, education systems are failing significant minorities. In New Zealand, while almost all students from rich households achieved minimum standards in grades 4 and 8, only two-thirds of poor students did. Immigrants in rich countries are also left behind: in France, for example, fewer than 60 per cent of immigrants have reached the minimum benchmark in reading.

The Report shows that to achieve good quality education for all, governments must provide enough trained teachers, and focus their teacher policies on meeting the needs of the disadvantaged. This means attracting the best candidates into teaching; giving them relevant training; deploying them within countries to areas where they are needed most; and offering them incentives to make a long-term commitment to teaching. The Report also highlights the need to address gender-based violence in schools, a major barrier to quality and equality in education. It underscores the importance of curriculum and assessment strategies to promote inclusion and improve learning.

Pauline Rose, the director of the EFA Global Monitoring Report, said: *"What's the point in an education if children emerge after years*





*in school without the skills they need? The huge numbers of illiterate children and young people mean it is crucial that equality in access and learning be placed at the heart of future education goals. New goals after 2015 must make sure every child is not only in school, but learning what they need to learn.”*

*The Report makes the following recommendations:*

1. New education goals after 2015 must include an explicit commitment to equity so that every child has an equal chance of an education. New goals need clear, measurable targets with indicators that will track the progress of the most disadvantaged.
2. New goals after 2015 must ensure that every child is in school and learning the basics. Children do not only have the right to be in school, but also to learn while there, and to emerge with the skills they need to find secure, well-paid work.
3. Ensure the best teachers reach the learners who need them most. National education plans must include an explicit commitment to reaching the marginalized. Teachers should be recruited locally, or have similar backgrounds to disadvantaged learners. Every teacher needs pre- and in-service training on ways to target support to disadvantaged children. Incentives must be provided to ensure the best teachers work in remote, under-served areas. Governments must work to retain their best teach-

ers, providing pay that meets at least their basic needs, good working conditions and a career path.

The global GMR launch in Addis Ababa is held in cooperation with

the Government of Ethiopia and the African Union Commission.

Source: UNESCO  
Press Release





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## From 'Gramble' to 'Galatoma'

Compilation by: Awoke Moges

Bucharaya Primary School is established in 1973, around 37 years now in 2010. It is found in Adaba woreda of West Arsi zone of Oromia region. The staggering age of the school was also faced with damages from winds in recent years, and inflicted from local conflicts in four different occasions during the last two decades. Every single morning when school class are in session in Bucharaya school, 15 year old Leila, and her classmates wrestle to avoid sitting in one of the seats in the classroom.

Today, however, Leila found herself in that very seat as she could not manage the small fight at the classroom. This is a regular part of Leila and her colleagues' school lives during the academic year because the roof damaged by recurrent wind hazards provides access to the sun to descend directly onto the heads of students, particularly at the centre of the class room. Six classrooms in Leila's school have this same problem.

The same seasonal rains that help Leila's parents to till the land grow wheat and barley to feed the family are not in good are not friendly with Leila. This is because, the precipitations are a doom, forcing all the students to move to the corner of the classroom in search of safe temporary shelter. In sunny

The year 2010 has been one of the most important periods for Bucharaya school where UNICEF Emergency and Education Sections conducted an assessment of learning and identified the problem of children in attending school. Based on the assessment findings, UNICEF provided financial and technical support through the government lines to Bucharaya primary schoolchildren. With the support, six new class rooms were constructed in place of six class



weather conditions, Leila has to use one of her hands to provide shade, while struggling on her other hand to take notes in a class where the few available desks are already taken by physically strong students. She did not wish that she could have a third hand to lean on her exercise books, because that is not typical of nature!

rooms damaged by wind hazards. In the school 1457 students claim holders (750 boys and 707 girls) are benefiting from the support. On top of these direct beneficiary school children, 15, 712 of the population are benefiting indirectly. It has been learnt that the teaching-learning process of the school has significantly improved and the surrounding communities' teachers and school expressed their vivid satisfaction during the monitoring visits to the school. Now Leila said 'Galatoma', to UNICEF meaning 'thank you', for the support provided to her and her colleagues.

## For your information!

This is to inform you, my little kid,  
As you were not around,  
When mom conceived,  
And gave birth thereafter,  
Following a sweating labor,  
It was SHE who gave the offer,  
In providing you with a shelter,  
For nine months and more,  
Feeding you from HER own share.

SHE also had to keep on changing,  
The patterns of HER dressing and feeding,  
To make you feel at home,  
Throughout your stay in HER womb.

During all of these period,  
My contributions were so placid,  
Thus , when you call me dad,  
Name HER “MOM and BEYOND”!

## The Boarder of the ‘New’

I went to bed, the previous night,  
In the year we all called ‘last’,  
When I wake up in the next morning as usual,  
They told me it is already a new year’s festival,

I took a stroll around,  
To see my little world,  
Found out...that the sun rays similar color,  
The vegetations still have the same cover,  
My house has not moved an inch,  
There was not a single change on the beach,

I was not able to see the ‘time line curfew’,  
That demarcates the ‘last’ from the ‘new’,  
Neither could I watch the edge that divides yester,  
From today’s boarder,

*And wandered... if truth be told ...*

What if they erect us a ribbon,  
Like the finish line... in an Olympics Marathon,  
When a year comes to an end,

To start the new in a different mood,  
Is it because of this invisible outline,  
That most of us tend to decline,  
From our old promises,  
We always put up in new years?

## Vegetarian

My college mate,  
Who did her distinction doctorate,  
On livestock and, market,  
Including a course on what is decent,  
On issues of animal right,

But for a living,  
She is engaged at killing and selling,  
The every animal,  
She has been studying for decades.

And her customers around the fountain,  
Call this devoted agrarian,  
Madam vegetarian,  
As she normally feeds on,  
Crops and plants that is only green,  
While innumerable animals are butchered in her garden.

It sometimes is a paradox,  
To jealously target all the sheep and ox  
And kill those who feed ob vegetation  
And be named as vegetarian

## Survival of the Fastest?!

Dear Charles Darwin,  
Your single idea gave birth to a twin,  
After we saw you off the coffin,  
And history seemed ...bygone.

You told us yesterday,  
That only those who fit, would survive today,  
Tomorrow just took over,  
As the fastest booked the front chair,  
When the humble inclined to linger,  
Despite their natural flavor.

Should you have thus first examined the overlap?  
If ‘fast’ and ‘fit’ could pair up,



## My Village

My Village,  
Where I was born and raised unto this age,  
Is the owner of a set of contradicts,  
And keep me always astonished, every day and nights,

Scores of grinding mills scream like leopards,  
Where the village is destitute of and grains and seeds,  
On the weekly blank markets,  
That only trade in cost-free sun lights,  
To the desperate empty-handed buyers,  
Who frequently pay a visit to the bare-handed vendors,  
From whose revenues,  
The civil servant anticipates monthly pays,

And still,

The candidate who promised to stand in for all of us,  
Was vowing to erect a dozen of suspension bridges,  
While my village had not witnessed,  
A drop of rain for the last decade,  
In a bid to control,  
The cart before the animal,

And yet,

The health posts that were meant for prevention and control,  
From pathogenic bacteria and that of viral,  
Are filled with 'empty' and provide echoes,  
As if the patients were prescribed for sounds,  
Sounds of equity,  
For fair distribution of poverty,  
That only chant vanity!

## Inauguration

In multi-colored ceremony,  
Where the high-ranking and the select few were in company,  
Attended the live media event,  
To launch a single water point,  
That is going to be rewarded to a district.  
The occasion engaged immense second cost,

To fix up the entire feast,  
That could have possibly out budgeted,  
The price tag of the primary structure intended,  
So that it suits to the profile of the invited.

...from the look of common sense,  
...would it be sensual to assess,  
...the query below,  
...in case I do not know...

How could they inaugurate a basic need?  
That is meant to be entitled,  
For every single human being,  
From the very beginning!

'Queen'

It looks like we humans are all in a chess world,  
In our day-to-day effort, in all walks of livelihood,  
We need to refuge the Queen,  
In case we lose the King in between,  
Save the Queen-my Lord-if we are not blessed with a King,  
As a substitute for the role of the leading...unlike the chess boarding...where the game ends with the king

## By Awoke Moges (UNICEF)

One man

One man who made history  
One man for all nations glory  
Let everyone tell your story  
You are "the exemplary"  
All admire you, Mandella  
The champ of the era  
The authentic pride of Africa...  
All truly honor your name  
As you have rescued your nation from shame

**By: Wossen Mulatu, Communication Officer, Media and External Relations Section, UNICEF**

# The time has come for the long waited establishment of the Federation of the United Nations Staff Association (FUNSA) – Where there is Unity there is Strength

By Seble Demeke

Everything seems to be bright these days for the United Nations organizations located here in Addis Ababa. Positive things are happening, the air and sky of Africa are filled with hope and inspiration. ECA is working hard and fast to complete its transformation agenda for the continent, by making its motto “Africa First”. The Country Office of the United Nations Development Programme (UNDP) is working relentlessly to make the motto of the Secretary General of the United Nations, “Delivering as One” real. You see it everywhere, even in the banner of the “Great Ethiopian Run”. All the other organizations and agencies are in the mood of delivering as one and making a difference for the continent. **These positive engagement of delivering as one does not come only from policy makers, heads of agencies, but most importantly it is coming from the staff of the organizations as well who also have decided to come together on March 4, 2014 and make known their determination to be part of the movement and momentum to transform Africa, by establishing the Federation of the United Nations Staff Association, which is the first of its kind in the history of the UN family in Africa.**

FUNSA is a federation of a group of 7 staff associations/unions be-

longing to the United Nations system organizations. These include: UNECA, ILO, WHO, UNICEF,

IOM, UNDP and UNHCR. Its headquarters is in UNECA compound, in Addis Ababa. Its aims and objectives are as follows:

- “(a) To safeguard and promote the legitimate interest of the staff of the United Nations in Ethiopia;
- “(b) To represent its members in all interagency negotiations and consultations at the local level;
- “(c) To coordinate the activities of its members and take any joint action that is in the general interest of its members;
- “(d) To ensure mutual assistance among its members;
- “(e) To promote the social, cultural and economic interest of the staff as a whole through cooperative undertakings;
- “(f) To ensure coordination with the Federations i.e., FICSA, CCISUA, UNISERV and staff

association, union or Federation with similar objectives, and

“(g) To undertake such activities as are necessary for, or incidental to, the attainment of the aims and objectives listed above”.

The Federation has two organs: the Council, which is the highest organ composed of all representatives and an Executive Committee, which is the executive arm of the Federation, managed by elected members. On March 4, its first

1.	Makane Faye	UNECA	Chairperson
2.	Aida Awel	ILO	Vice Chairperson
3.	Fikir Melese	WHO	Secretary
4.	Yohannes Chanalew	UNICEF	Assistant Secretary
5.	Tsega Amencissa	UNECA	Treasurer
6.	Debora Mekonnen	UNDP	Vice Treasurer
7.	Open	Open	Communication Officer

meeting was held and elected the Executive Committee as follows:

The committee decided that the open seat for Communication Officer will be filled by one of the FUNSA members who were not present during the meeting.

## The Executive Committee of FUNSA met with Mr. Eugene Owusu, Resident Coordinator, UN Humanitarian Coordinator and UNDP Resident Representative

By Seble Demeke

A meeting was held between the Executive Committee of FUNSA and the Resident Coordinator of the United Nations system, on Tuesday 25 March 2014. The purpose of the meeting was to introduce FUNSA members and also to discuss some management issues which had been a concern to both staff and management. This was the first meeting of FUNSA with a senior official of the system.

The President of the Association explained the benefit of Staff Associations coming together in order to contribute to the UN system-wide agenda as well as to solve management-related problems which affect all UN system organizations operating in Ethiopia. Concerns of a managerial nature were raised and proposals for solution worked out with FUNSA representatives.

On his part, the Resident Coordinator congratulated FUNSA members on their election and for setting up an umbrella organization which would look into the well-being of all UN staff in Ethiopia. To him, as he had opined in his first interview with UNECA Staff Voice Magazine, FUNSA's establishment marked a historical achievement by all the Staff Associations and would go into the annals of UN history. However, the actual transaction of

FUNSA business should take into account the independence of each staff association and respect their specific areas of responsibility. In a response to an interview question posed to the Resident coordinator in the 2nd Issue of the UNECA Staff Voice Magazine, regarding the possibility of creating a Federation of UN Staff Association (FUNSA), his response was, "of course, the idea of further collaboration within the UN structure is one we welcome but naturally, the decision must be well researched to ensure that it is in the best interest of staff."

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

**SUMagazine@uneca.org**



### Celebrating the pegging of GS salaries to the US Dollar

Seble Demeke

The President of the UNECA Staff Union invited the Local Salary Survey Committee, Focal Persons of the UNECA Staff Voice magazine and others who have supported and worked for the Staff Union, some on voluntary basis, for an out-of-town lunch to Debre Zeit, at Asham Africa Resort. **He thanked all for their dedication and commitment to the cause of staff and most of all towards achieving the Commission's goals and objectives.** The staff had a wonderful time, lunch was good, the place and environment was exceptional. Most of all, the music by DJ Mitchell Olaniyi of Afro 105.3 FM, who entertained us with a variety of songs from all over Africa by famous singers, was extraordinary. The event came to an end by around 4 p.m. This was an unprecedented activity attended by several staff members from different UN organizations.



*Lake Bishoftu, where Asham Africa is situated. A dream come true holiday place*



*The lunch was excellent and the surrounding was exceptionally beautiful*



*Halima Abukar in center, Chairperson of the Local Salary Survey Committee (LSSC) with a smile for an accomplished task - pegging of GS salaries to the USD!*



*Staff enjoying themselves*



## Historical Agreement for Car Loan signed between the President of the Federation of the United Nations Associations (FUNSA) & The President of the United Nations Staff Savings and Credit Association (UNSSCA)

By Seble Demeke

On April 4, 2014, the Staff Union of UNECA and UNSSCA concluded an agreement and introduce a special loan scheme for “Car Loan” to enable staff members acquire brand new/modern cars and alleviate the transportation pressure to of the UN staff members as well as reduce carbon emissions. Accordingly all the car dealers mentioned below agreed to give UN discount rate depending on the number of interested staff members purchasing their products.

Accordingly, a Car show exhibition was held from 7-11 April 2014, in the ECA compound which gave the opportunity to staff members to see and chose a car that might interest them. The Car Companies invited for this purpose included: YANGFAN Motors P.L.C (LIFAN), Mecca Automotive and Trading P.L.C (KIA), Marathon Motor Engineering P.L.C (Hyundai), Orbis Trading (Mercedes – Benz), Moenco Ethiopia Limited (Toyota), Betret International PLC (BYD) and Ries Engineering (Ford)



*Agreement signed by the President of FUNSA and the President of UNSSCA*



*The Car Exhibition was opened by Mrs. Hazel Scott, Director of Administration and attended by several staff members*



*Question & answer session with the staff*



*Mr. Abdalla Hamdok, Deputy Executive Secretary, UNECA, visiting the exhibition*

## Town Hall meeting with Jan Eliasson, Deputy Secretary-General

By Makane Faye

Dear Deputy Secretary General

Welcome to Addis Ababa and Happy New Year to you and your Team. First of all, I wish to inform you that the issue of pegging the salary of local staff to the US dollar due to continuous decline of the local currency, which has been a constant request and plea of the UNECA Staff Union to the UN Secretary General and also to you during your last Town Hall, has been solved last year. In this context, on behalf of the local staff members of UNECA and all the UN agencies based in Ethiopia, I would like to convey my sincere appreciation to the Management of UNECA and the various UN agen-

cies for having provided the required support during the years to LSSC members to discharge their duties. The pegging was accompanied with a 20% salary increase for local staff.

### Now our question relates to geographic diversity,

Looking at the List of staff of the United Nations Secretariat (ST/ADM/R.66) as of 31 December 2011 - Report of the Secretary-General", we note that 76% of staff at DESA are from Europe ( 55%) and America (21%), while 69% of staff at UNCTAD are from Europe (47%) and America (22%). Those institutions being global, we wonder why staff from other continents are not equally being recruited.

At the other hand, most of the regional commissions are only recruiting staff from their respective regions. The cases of Europe and ESCAP being appalling: 91% of staff

at ECE are from ECE countries, 81% of staff at ESCAP are from ESCAP countries. At a lesser dimension, ECA and ECLAC concentrate also recruitment at their region: 70% of staff from the region in each Regional Commission. Only ESCWA with 43% of staff from ESCWA region has really taken into account the geographic diversity as reiterated several times by the GA. We suggest the following:

- a more active policy from OHRM with clear Targets per Department
- special attention to be paid to some « problematic » departments such as ECE, DESA and UNCTAD
- put in place targets for regional commissions, to improve mobility among them

We would like to seek your thoughts and advice on above.

## Ghion Hotel



### Reduced prices for UN Staff as listed here under:

- Room accommodation = 20% reduction per occupied room and per day.
- Swimming pool service = 10% reduction per person – per day.
- Steam bath service = 10% “ “ “
- Sauna bath service = 10% “ “ “
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e-mail: ghion@ethionet.et

Website: www.ghionhotel.com.

P.O.Box: 1643 Addis Ababa, Ethiopia





## Report of the Working Group in the Staff Management Committee

Please find below a self-explanatory report of the Working Group on the Staff Management Committee, from Ms. Catherine Pollard, Assistant Secretary-General for Human Resources Management



TO: Ms. Susanna Malcorra,  
A: Chef de Cabinet

DATE: 28 February 2014

THROUGH: Mr. Yukio Takasu, Under-Secretary-General  
S/C DE: for Management

REFERENCE:

FROM: Catherine Pollard, Assistant Secretary-General  
DE: for Human Resources Management

SUBJECT: Report of the Working Group on the Staff Management Committee

1. I am pleased to submit the attached "*Report of the Working Group on the Staff Management Committee*." The Working Group was established by the Secretary-General to address modalities for staff-management consultations within the legislative framework established by the General Assembly.
2. As per the Working Group's terms of reference, the report presents recommendations for consideration by the Secretary-General on the process or modalities by which the Staff-Management Committee will endeavour to reach agreement on advice and recommendations to be presented to the Secretary-General within the Staff-Management Committee, and, where there is disagreement in the Committee, recommendations on the process or modalities by which staff and management would work to overcome the barriers to agreement.
3. The working group further found that an effective joint staff-management machinery can more suitably address today's Organizational realities of often time-bound staff welfare issues and related reforms in an *ongoing* work cycle than in a once-per-year annual session. The report therefore proposes required procedural alignments that would enable such an ongoing process; in line with the ST/SGB/2011/6/Rev. 1 on the Staff Management Committee.
4. If endorsed by the Secretary-General, it is envisaged to promulgate appropriate parts of the recommendations in an administrative issuance and rules of procedures for the SMC; in compliance with the provisions of staff regulations 8.1 and 8.2 as well as of ST/SGB/2011/6/Rev. 1; subject to relevant clearance processes.
5. The next SMC session is preliminarily foreseen for June 2014. Ideally, that session will already operate under the recommended terms and procedures. This requires additional preparatory work. Therefore, it would be helpful to obtain the Secretary-General's decision(s) on the recommendations and any further instructions as soon as possible.

Continued from page 28

legal intern. In addition to providing research and writing support, the intern could assist with translation as needed.

**SV: Is there anything else you would like to add?**

NW: I want to stress that everything

that a staff member says or writes to me/OSLA is confidential. As noted above, OSLA is independent from the Administration. Therefore, please do not hesitate to come to my office when a problem arises or if you want some advice on a UN employment-related issue. Finally, remember that the deadlines are

rigid, so do not wait – come see OSLA without delay.

Thank you for taking the time to be interviewed by UNECA Staff Voice magazine.

Thank you for this opportunity and support.

## Message from the UNECA Staff Union on OSLA being financed by the staff



Economic Commission  
for Africa



Commission économique  
pour l'Afrique

اللجنة الاقتصادية لأفريقيا



STAFF UNION \* SYNDICAT DU PERSONNEL \* اتحاد الموظفين

Dear Colleagues,

You will soon receive a broadcast from ECA management advising you of a new internal tax of 0.05 percent of your salary to help fund the Office of Staff Legal Assistance (OSLA), a body which provides legal advice and representation to staff to contest administrative decisions against them. The tax will begin with the April payroll.

This move marks the first time that the organization had set up an entity and then asked staff to contribute to its funding. This sets a dangerous precedent and, once the broadcast is out, we encourage you to exercise your right to opt-out from the tax by completing the "Opt out form", which will be made available with the broadcast, and sending it to Finance Section or any other relevant office.

As the management broadcast is expected to explain, if you opt out of the tax **you will still receive full assistance from OSLA** and will therefore not be penalized. And if enough staff choose to opt out, the General Assembly, which set up the tax, may decide that this contribution scheme is not feasible.

All the staff Unions of the UN secretariat have jointly decided to broadcast a similar message to their members.

Best regards,

The ECA Staff Union

Chers collègues,

Vous recevrez bientôt une annonce l'Administration de la CEA vous informant d'une nouvelle taxe de 0,05 pour cent à prélever sur votre salaire pour aider à financer le Bureau d'aide juridique au personnel (OSLA), un organisme qui fournit des conseils juridiques et représente le personnel dans la contestation des décisions administratives qui sont prises à son encontre. Le prélèvement de la taxe débutera avec le salaire du mois d'avril.

Cette décision est une première : l'Organisation demande au personnel de contribuer au financement d'une entité qu'elle a mise en place. Elle crée un précédent dangereux et, une fois l'annonce faite, nous vous encourageons à exercer votre droit de ne pas participer au paiement de la taxe en remplissant le "Formulaire de non-participation" (Opt-out Form) et en l'envoyant à la Section des finances ou tout autre service compétent.

Comme devrait l'expliquer l'annonce de l'Administration, même en refusant de payer la taxe **vous recevrez quand même l'assistance totale du Bureau** d'aide juridique au personnel et vous ne serez donc pas pénalisés. Si suffisamment de personnes remplissent le formulaire «de non-participation», l'Assemblée générale, qui a mis en place la taxe, pourrait se rendre compte de la non faisabilité de ce régime de contribution.

Tous les syndicats du secrétariat de l'ONU ont ensemble décidé de faire circuler un message similaire à leurs membres.

Cordialement,

Le Syndicat du personnel de la CEA

## Children's Christmas Play Day

Seble Demeke

Children's Christmas Play Day was organized by the UNECA, Staff Union on 21 December 2013, at the International Livestock Research

Institute (ILRI), in Addis Ababa, Ethiopia. Staff members and their families from several UN organizations participated at the event. This was the first event of its kind to be organized by the Staff Union.

The occasion was made colorful by many of the UNECA Staff Union partners, who kindly provided several free gifts and donations. The donations were distributed to

staff members and their families on raffle basis. The followings were the winners of the raffle and the prizes won:

In addition, Abadir Shopping Center and Safeway Supermarket, on CMC road made the event enjoyable by providing several boxes of Candies, Cookies and other gifts to the participants

**Winners of the raffle of UNECA Staff Union Children Christmas play day**  
**Les gagnants de la tombola de Noël des enfants organisé par le Syndicat du Personnel de la CEA**

Prize / Prix	Winner / Gagnant
1. Ethiopian Airlines - Free Ticket to Mombasa	Alem Sintayehu (ECA)
2. Ethiopian Airlines - Free Ticket to Bahir Dar	Sergut Mulatu (UNICEF)
3. Radisson Blu - Dinner for two	Mintwab Yemane (ECA)
4. Liesak Resort - Room for four people with food	Elizabeth Tena (ECA)
5. Liesak Resort - Room for four people with food	Dawit Alemayehu
6. Asham Africa Resort - Room for couples for one night with child for January 2014	Dinknesh Mulugeta (ECA)
7. Bon Cafeteria - Dinner or Lunch for two	Souleymane Abdallah (ECA)
8. Bon Cafeteria - Dinner or Lunch for two	Mintwab Yemane (ECA)
9. Bon Cafeteria - Lunch for two	Yealemzer Yilma (ECA)
10. Bon Cafeteria - Lunch for two	Latifah Gikundiro (ECA)

Congratulating all the winners, the Staff Union asks winners to claim their prizes from the office of Staff Union within a one month period.

Le Syndicat du Personnel de la CEA félicite tous les gagnants. Les heureux gagnants sont priés de réclamer leur prix au bureau du Syndicat dans un délai d'un mois.

## Staff and Management to resume discussions

By Makane Faye

Following the break up of the Staff-Management Committee (SMC) on June 2013 in Mexico, when staff and management could not agree on how to resolve their differences, the United Nations Staff Union Leaders met with the Secretary General in September 2013 in New York

to discuss the way forward. In this context the SG appointed a working group composed equally by staff and management. The working group which met in January and February 2014 agreed on recommendations for consideration by the Secretary-General on the process and modalities by which the Staff-Management

Committee will endeavour to reach agreements in the future. In this connection, the next SMC is scheduled to take place in June 2014.

on advice and recommendations to be presented to the Secretary-General within the Staff-Management Committee, and, where there is disagreement in the Committee, recommendations on the process or modalities by which staff and management would work to overcome the barriers to agreement.



# Meeting between UNECA Staff Union and the African Union (AU) Staff Representatives

By Hiwot Tadesse, ECA Staff Union

On the 6th of March the UNECA Staff Union and the AU Staff representative met to exchange ideas and experience on how best to cooperate in providing their services to their staff.

The President of the UNECA Staff Union welcomed the AU Staff Representatives and introduced the Executive Committee of the ECA Staff Union. He gave a briefing on the ECA Staff Union's structure from Executive Committee to Council Bureau and how staff

representatives are chosen from each division/section.

Furthermore, the president explained about The Office of Staff Legal Assistance (OSLA) which gives a legal advice for staff members. He also pointed out that the chief of Ombudsman comes to ECA every three months to discuss matters, among others, with the ECA Staff Union. He gave a briefing on the UNECA Staff Union's activities which included:

- ECA Gymnasium
- Staff Cafeteria
- Staff Voice
- Price reduction for ECA staff union members from different supermarkets in town.

The President of AU staff representative Mr. Salah Sidding Hammad, thanked the ECA Staff Union Executive Committee for the meeting. He stated that the main purpose of the meeting was to exchange ideas which will help to cooperate in the near future.

Mr. Salah Sidding Hammad, visited the staff cafeteria and the gymnasium. The two Union representatives agreed that future activities which include among others Football tournaments Christmas and New Year celebrations will be organized jointly.



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## Chief' Adedeji honored in moving tribute at launch of lecture series

Addis Ababa, 17 April 2014 (ECA)

The annual Adebayo Adedeji Lecture Series was launched during the joint ECA-AU March 25-31 Conference of Ministers of Finance, Planning and Development to commemorate the contribution of Professor Adedeji to development on the African continent through an annual discourse on contemporary issues that frame the former ECA Executive Secretary's vision.

"What everyone remembers is his contribution to the formulation of key ingredients that have remained our agenda – we are still trying to implement the same principles of the Lagos Plan of Action and alternative views of Africa's development," said current ECA Executive Secretary, Carlos Lopes in an emotional tribute to the Nigerian legend. "Being in his footsteps is not an easy task" he added.

He noted that holding the Conference of Ministers of Finance, Planning and Development in Nigeria and inaugurating the lecture series in Adedeji's honor also marks the contribution of Nigeria to ECA and Africa. "We will continue the work of Professor Adebayo Adedeji," he said.

In his remarks, former Executive Secretary, Issa Diallo recalled how Professor Adedeji, fondly referred to as 'Chief', accorded great importance to the Continent's integration. "For close to a century, panafricanists and intellectuals have worked tirelessly to spread

the idea of a united, indivisible and integrated Africa," he noted.

According to Diallo, the founding fathers of African unity could not contain Africa's unity and stressed the need to teach the pursuit of that ideal to Africa's youth. "The young must know that he or she may be a Berber, Moroccan Algerian, Maghreb; but above all else, human - Africa is one," he stressed.

He also stressed the need to educate young people and leaders alike on Africa's integration, saying that it is not an end in itself but should be treated as "a tactical element of a strategic objective towards the creation of a united Africa."

He added: "Professor Adedeji is among those who pushed for, and fought hard so that Africa's integration would be led by Africans."

According to Diallo, integration cannot take place unless people know what is required of them. He concluded his emotional tribute by stating that had 'the Chief' been present at the launch, he would have said, "Issa, I had no idea you listened to me so closely."

Former ECA Executive Secretary, KY Amoako lauded Professor Adedeji for promoting panafricanism, regional integration and the African voice.

"The inspiration for the Assessing Regional Integration in Africa publication came from Adedeji and our initiatives on the African voice



and the African position came from his vision," he said.

Amoako told the forum that the work by the ECA on governance emanated from Adedeji's popular participation vision and the African Governance Report (AGR) became a valuable avenue for the voice of Africa's civil society.

"Everything we have done and we continue to do comes from that great man. He inspired it, he fought for it," stressed Amoako.

The Chairperson of the African Union, Madam Dlamini-Zuma spoke of her admiration for Professor Adedeji for his stand on the Lagos Plan for Action. "In the review of the AU, Africa turned to Professor Adedeji and today, we still refer to the report made under Adedeji's leadership of the review process," she said.

She told the gathering that as Chair of the African Peer Review Mechanism, he was instrumental in the acceptability of the initiative. "He remains one of the finest sons of Africa's soil in terms of his intellect and his love for Africa; what he

started must continue,” she said. Giving a vote of thanks, Adedoyin Adedeji welcomed the initiative and commended the forum for bestowing the honor of the lecture series on his father.

Moderated by Demba Diarra, of the ECA, the ceremony was graced by former Executive Secretaries, Issa Diallo and KY Amoako and the Chairperson of the African Union Commission, Madame Nkosazana Dlamini-Zuma.

The lecture will be delivered annually, during the joint ECA-AU Conference of Ministers of Finance, Planning and Development.

Note to editors:

Professor Adebayo Adedeji (Nigeria) is a former Executive Secretary and Under-Secretary-General for of the Economic Commission for Africa (ECA) from 1975-1991. He is a renown advocate for self-reliance and African ownership of its development agenda. He was instrumental in the establishment of the Economic Community of West African States (ECOWAS) and was also involved in the articulation of many key initiatives, including the Lagos Plan of Action (1980), the Final Act of Lagos (1980), the African Alternative Framework to Structural Adjustment Programmes (AAF-SAP, 1989) and the African Charter for Popular Participation (ACPP, 1990).

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## Letter from the Secretary-General to staff on career development and mobility framework

9 April 2014, Global | Secretary-General / BAN Ki-moon

Dear Colleagues,

I am delighted to announce that my proposal for a career development and mobility framework has been adopted by the General Assembly. This is an historic development for the United Nations Secretariat with great promise for the success of our work.

During my first term as Secretary-General, one main focus of human resources reform was on creating a global Secretariat where the same conditions of service would apply to all staff. We made great strides by streamlining contracts and regularizing staff, but more remained to be done to ensure that we take a truly global approach to the work of the United Nations.

One of my key strategic objectives has been to break down silos and share knowledge more effectively across departments and duty stations. I also want staff to have more opportunities to benefit from a range of assignments during their careers, and to ensure that the burden of service in our more difficult duty stations is better shared. That is why I have strived so hard to establish a solid foundation for a more mobile workforce.

I recognize that staff across the Secretariat are already mobile. Many are experiencing the benefits of taking on new challenges in new environments. But current staff movements do not always occur in ways that meet the career development aspirations of staff or satisfy the best interests of the Organization, largely because decisions are made at an individual level by the staff member and hiring manager. The structured approach to mobility adopted today will enable the Organization to become much more strategic in deploying staff worldwide, thereby strengthening our ability to deliver on the increasingly complex mandates given to us by Member States and the rising expectations of the global public.

The adoption of a managed mobility framework is a significant advance towards the global, dynamic and adaptable Organization we need to be. I thank all of you – our talented, courageous and dedicated staff – for your understanding and contributions throughout the process, as staff representatives worked closely and constructively with management to devise the framework. I know some of you may be concerned about the impact of mobility. Such concerns are natural with any change and will be taken into account as the detailed implementation of the framework goes forward. I am confident, however, that when in place the benefits of the mobility and career development framework will be felt widely.

I count on your support as we now enter the preparatory period leading up to the launch of the framework in 2016. As we look towards the future, I stand with you in anticipation of the great opportunities that this transformative initiative will bring for each of you as individual staff members and for the Organization as a whole.

Yours sincerely,

BAN Ki-moon

Source: *iSeek*



## Africa Hall Renovation Project

### Good News – Africa Hall Renovation Project First Phases To Be Done By Conrad Gargett Riddel Amw\*

By Seble Demeke



*Discussion with Lulseged Legesse, Project Manager, UNECA, Luke Pendergast, Senior Architect, David Gole, Principal (Heritage), Conrad Gargett Riddel, and Matthew Hughes. Article editing by Chief FMS Marian Miszkiel, UNECA*

Discussion with Lulseged Legesse, Project Manager, UNECA, Luke Pendergast, Senior Architect, David Gole, Principal (Heritage), Conrad Gargett Riddel, and Matthew Hughes. Article editing by Chief FMS Marian Miszkiel, UNECA

**What is the purpose of the renovation?**

**Lulseged Legesse: UNECA. The purpose is to modernize, upgrade and secure equitable access so that we have a modern conference**

**facility with high-tech conferencing installations.** The other important part is to keep the original fabric of the building by preserving what we can and being respectful to its heritage. Because of its historical significance, Africa Hall cannot be just renovated to everything new. In the renovation part, we are looking at upgrading/restoration of furnitures, all the elements in the building, main plenary hall and adjacent spaces like the interpretation booths, the lobby, bar & lounge and all the access ways to the building, main plenary hall and to the

lobby as well. The other point is to make access to disabled people smooth and effective, provide fire emergency exits and bring the building elements to the 21st century. Another part of the project, which commands a lesser degree of technical priority but a high degree of added-value is to have some kind of a museum/exposition area that could display the history of Africa, the African Union, and the building itself, the founding fathers and all the work that has been done in the past. In brief these are the main purposes of the renovation.

**What does CONRAD GARGETT AMW bring to this project?**

We bring a very long history of experience working on projects of this nature which require a very sensitive approach. Our perspective is that this renovation project should be undertaken in accordance with international best practice in building conservation. Our first task is to undertake a conservation plan, based on a methodology where we seek to understand the place, its values, the significance of the elements, the different spaces, the different building fabric the furniture, the fittings etc.. We then develop policies about how we manage the upgrade and/or repair of those things. So there is a very thorough rigorous methodology that we use. This approach is important as the history and significance of Africa Hall is embedded in the very fabric of the place and this needs to be retained and enhanced.

Our intention is to have as minimal an impact on the building as possible while achieving a modern conference facility. The look and feel of the building should be retained so the heritage values are preserved.

## **What are the steps to be taken?**

We are on our first visit here. We are engaging with all stakeholders holding meetings to develop an understanding of the requirements for upgrading and using the building. We will develop a brief for the project based on this process of defining the needs for the various users and UN internal stakeholder groups

## **What do you mean by a brief**

A brief is a comprehensive document which describes in detail both the overall project aspirations and aims as well as the work in detail. It is a strategic document which will guide and inform the project including such things as improving the safety of the building for its users and upgrading the services such as lighting and electrical.

We also seek to understand the current condition of the building. We need to make sure that the outside of the building is well maintained and repaired. It is very important that the building is watertight and serviceable for another 50 years..

## **Any other steps?**

We also need to understand what changes have happened over the life of the building. To do this we have referred back to original photos of the building taken at the time of completion in 1961. There was an original vision of the design architect for the building and subsequently there have been some changes and alterations made. We need to know the reasons for those changes, and to acknowledge the original intent before we consider reverse any of these changes.

Once we have completed our briefing process we are coming back to

the site with a bigger team of specialist consultants in March and that is when we actually start the conceptual design process which will be informed by the initial stages of understanding what the issues are and confirming the project brief.

## **What is the time frame for the completion of this project?**

Our role is to develop a conceptual design, developed design and cost estimate by the end of June. The next step is a report to be submitted to the next session of the General Assembly. We will prepare a design report and costing to support a case for funding this project.

## **Will there be a basic change on the design? Because you kept on saying that you are doing the design?**

**When we mention the word design we are referring to how the services could be upgraded. People should be able to walk in and find the same hall with modernized services and the finishes upgraded. We will be working to ensure that we reverse any later inappropriate changes and that we respect the original design intent of Architect Arturo Mezzidimi.**

## **When the head of FMS explained about the completion time in a stakeholder townhall on 18 Feb 2014, he said, it might take 4, 5 or even 6 years. Can you predict the finishing time for the entire project?**

It could be up to 4 to 5 years. We will complete our work by June. We need to do a very good job to support the case for funding the project and that is why they hired us. Member States will see the good plan, the good upgrade, security etc. and this they will take as a good

investment for the future of the building, the host country, African member States and the world. This project is very important. Those who receive this magazine will acknowledge that the renovation is to be conducted for their own use and to remain an asset for the city, for the UN and everyone involved. Chief FMS comment 24 Feb 2014 . "Once the submission is made to the General Assembly in 2014, additional direction and possibly funding could be decided. Once this authority is received, ECA could be approved to proceed to a full design stage and be permitted/funded to tender the project in 2015/2016. Depending on the complexity and cost of the agreed to project, construction/renovation/preservation could take a few years before the entire scope is completed. We will take our direction from ECA leadership and the GA on this matter"

## **Would you like to add anything?**

**The fact that UNECA is investing money in this project, it shows the focus is on the future of the Africa Hall as an important symbol for the UN, Ethiopia and Africa. The intention of this project is good and includes the opportunity for a museum to provide information about the role of Africa Hall in the history of Africa and the UN..**

**Thank you for your time and good luck in your project.**

*\*Conrad Gargett Riddel is highly skilled in preserving and commercially activating a broad range of heritage sites and buildings. The practice often uncovers unique cultural and commercial opportunities within these projects which can greatly enhance and add meaning to cities and towns.*

## DID YOU KNOW!!!!!!

### One year anniversary of the United Nations Operations and Crisis Centre

This week the United Nations Operations and Crisis Centre (UNOCC) celebrated the one-year anniversary since its official inauguration on 6 February 2013. The Centre was established under the authority of the Secretary-General to provide senior leaders at UNHQ with round-the-clock integrated situational awareness; crisis response support, and executive communications services. Through the contributions and support of its Stakeholders (EOSG, DPKO, DFS, DPA, DSS, DM, DPI, OCHA, OHCHR and UNDP), the UNOCC has exemplified the concept of “Delivering as One”. It has made use of UN-wide assets to provide senior leadership at HQ with critical and timely operational updates on field developments and support to crisis response efforts.

At the heart of the UNOCC is the 24/7 Watch Room which brings together the DPKO-DFS Peace-

keeping Situation Centre, the DSS Communications Centre and a Communications and Reporting Officer desk to represent other UNOCC Stakeholders. Working in twelve-hour shifts, desk officers monitor UN and open-source information to keep senior UN leadership informed of developing situations through daily morning reports, breaking news-type alerts, maps and graphics, and short briefing papers.

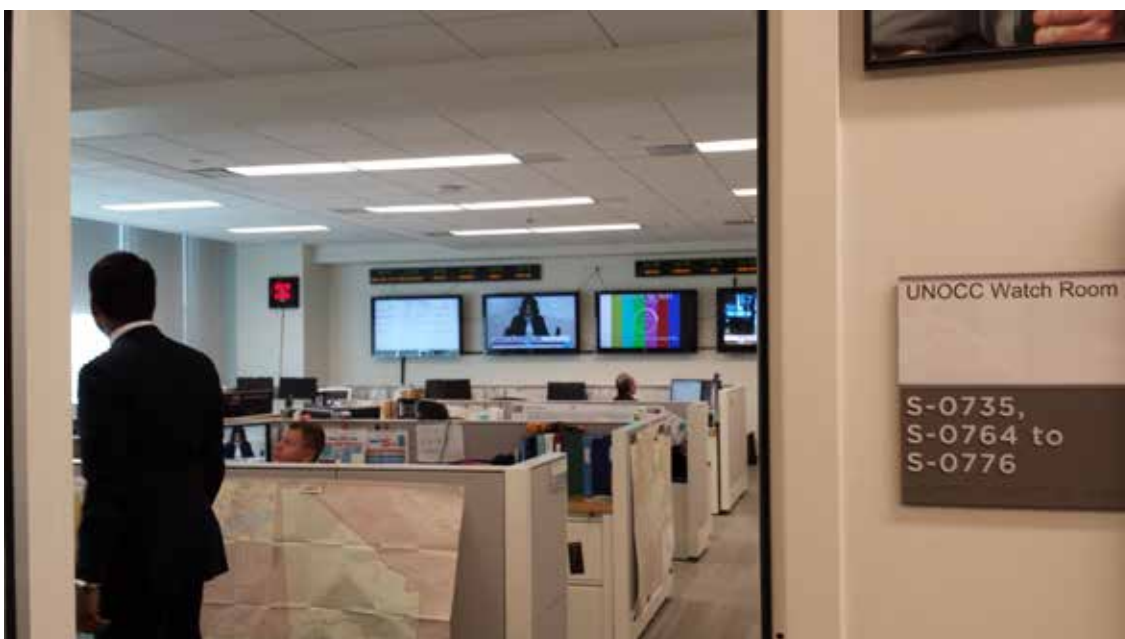
Since its establishment, the UNOCC has alerted senior staff on more than 30 evolving situations, ranging from attacks affecting UN personnel and installations in Somalia, Afghanistan, Darfur and Kenya to political and security developments in Libya, Lebanon and Egypt. As part of its crisis management functions, the Centre maintains facilities which have been used to support the UN response to

crises in Syria, the Central African Republic, South Sudan and the Philippines, amongst others. UNOCC staff also provide senior managers with 24/7 secure connection services to the field and world leaders. In its first year, the Centre was tasked to convene subject matter experts from across the UN system, to produce two integrated assessment papers on priority information requirements of Senior leadership.

Looking forward, the UNOCC, with the support of its partners, will seek to adopt new technologies to address information bottlenecks and strengthen UN wide field reporting, information management and crisis response procedures. These efforts will serve to strengthen the capacity of the Organisation to deliver on its mandate during periods of crisis.

*UN offices and staff interested to learn more about the UNOCC and visit its facilities can contact Ms. Joey Franks ([franksj@un.org](mailto:franksj@un.org)) for details.*

*Source: iSeek, 7/1/2014 - Thursday, 6 February 2014, New York | DPKO*





## Empowering Africa's women is the key to economic wealth

Published on February 24 2014, Spring 2014

Unleashing the economic dynamo of Africa's female labour force would both sustain and accelerate growth, says Mozambique's former president Joaquim Chissano



*One headline after another has hailed Africa's dramatic economic growth at a time when the global economic picture has darkened. Sub-Saharan African economies have outperformed many in the world for the past decade, and average growth is expected to rise to 6% in 2014.*

One headline after another has hailed Africa's dramatic economic growth at a time when the global economic picture has darkened. Sub-Saharan African economies have outperformed many in the world for the past decade, and average growth is expected to rise to 6% in 2014.

Africa's situation is, of course, far more complicated than enthusiastic press coverage might suggest, and no single narrative can encapsulate the enormous challenges and disparities we face.

The key question is whether or not Africa's economic growth can be sustained when so much of it is based on extractive resources? And also whether it can make a significant dent in the inequality that still

leaves so many people in Africa far behind? The answer is a qualified 'yes'; we can have inclusive and sustainable growth – but only if we build the African economy on a solid foundation, and that foundation requires the unleashing of the tamped down energy, resourcefulness and power of Africa's women and girls.

Women and girls are Africa's greatest untapped resource, and it is they, not diamonds or oil and minerals, that will be the foundation for solid, sustainable and equitable progress. Health and development experts, economists, non-governmental organisations, UN agencies and even banks agree that expanding the freedoms, the education and opportunities for women holds the key to kick-starting inclusive

economic growth. This is true the world over, and particularly true for Africa.

Let's start with agriculture. Food security and self-sufficiency is essential for the still largely rural African continent, where women are half the agricultural workforce. They are intimately involved in all aspects of food and nutrition: growing, selling, buying and preparing food for their families. They manage this, along with their unpaid work of raising children and caring for their families, in spite of discriminatory laws and practices that restrict their access to land, property, inheritance, credit, technology and decision-making. And also despite disparities in girls' education and in defiance of gender-based violence and sexual and reproductive health challenges that affect them so disproportionately.

Gender equality is a key determinant of food security. Studies across many countries suggest that increasing women's access to productive resources to equal that of men would increase farm yields by 20-30%. Extra yields of this magnitude will be needed to offset expected losses from drought and other consequences of climate change. With education, capital, and access to markets and technologies, women could turn commodity surpluses into profits by processing, packaging and marketing products, especially for Africa's growing middle class.

"Africa is urbanising rapidly, and as it does so, greater participation by women in male-dominated occupations or sectors could increase worker productivity by up to 25%, according to some studies", **Africa is urbanising rapidly, and as it**

**does so, greater participation by women in male-dominated occupations or sectors could increase worker productivity by up to 25%, according to some studies. Greater participation by women in politics can also lead to improved governance and services. That's what has been happening in India, and promising reports about women's increased leadership and political engagement in such countries as Liberia, Malawi, Rwanda and Senegal, suggest we could expect the same across Africa.**

So where do we start the process of empowering women and girls? It always pays to start with the basics. For women generally, this means advancing sexual and reproductive health and rights, an area where Africa has some of the worst indicators. Sexual and reproductive rights simply means granting everyone the freedom and the means to make informed decisions about such basic aspects of life as one's own sexuality, health, and if, when and with whom to have relationships, marry or have children, and to be able to do so without any form of discrimination, coercion or violence. This implies convenient, affordable access to quality information and services and to comprehensive sexuality education.

Sexual and reproductive health problems exact a huge yet largely avoidable toll on African girls and women, along with the families they care for, the communities they serve, and the wider economies they contribute to. These costs usually hit women and girls when they are in the prime of their lives and their productivity, with consequences that affect them thereafter. Pregnancy and childbirth kill more than 400 African women every day,

with each death leaving a wound in a family that never really heals. Surviving children languish and economic hardship often ensues.

Many of these deaths are due to unsafe abortions, numbering some 5m a year in sub-Saharan Africa. Families are then forced to spend \$200m a year treating complications from unsafe abortions, which generates losses to societies as a whole in the order of nearly \$1bn in foregone income from death and disability. This is another travesty, because when performed by qualified practitioners, abortion is one of the safest medical procedures. As virtually all deaths from unsafe abortions take place in countries that have restrictive laws, African leaders need to consider reforming these laws as a matter of common sense and social justice.

We Africans also need to pay more attention to the situation of adolescent girls. More than a third of girls in Africa are married before reaching the age of 18 – often at the expense of their education, health and social aspirations. Adolescent girls are far more likely to die from childbirth-related complications than older women, and face greater risks of abuse and of contracting HIV. Africa's political leaders need to find ways to enforce laws that are already on the books in most countries against the early and forced marriages that violate the human rights of girls.

Africa remains the region in the world most affected by HIV and AIDS, which afflict our women and girls so disproportionately. The sobering fact is that 90% of all pregnant women and children living with HIV in the world are in Africa. In spite of notable reductions in HIV transmission, adoles-

cent girls are more than twice as likely to carry the virus as are boys in the same age group. Yet barely a third of young Africans know how to prevent HIV effectively – another reason to embrace comprehensive sexuality education.

Africa's other epidemic is the scourge of violence against women and girls, all too often perpetrated with impunity. Beyond the horrific use of sexual violence as a tactic of war, violence against women is so routine that 37% of African women have been abused by an intimate partner. It is even culturally sanctioned in the case of female genital mutilation and child marriage. Gender violence is a deeply entrenched problem, and we need to, at a very minimum, provide supportive services to all survivors of gender-based violence. We Africans also need to revise the laws, judicial systems and attitudes that exonerate the perpetrators.

Imagine what these millions of African women and girls could accomplish if their full capacity were unleashed, if barriers to education, health, rights, decision-making and full participation were removed. Women are at the very centre of sustainable development. When empowered, they can produce a cascade of positive changes, with benefits that go beyond simple economic growth. Studies show that women invest their earnings in the well-being of their children to a far greater extent than do men. Their empowerment therefore tends to have an inter-generational impact on health and education that benefits societies for generations to come, while bolstering the much-needed human capital that countries need to overcome poverty and social exclusion.

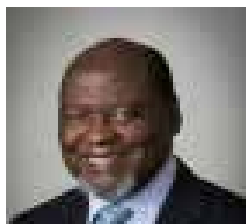
As women's educational attainment and prospects improve in Africa – and as they control decisions about their lives and gain access to health services like contraception and HIV prevention – they will tend to have smaller, better educated and healthier families. This is especially crucial for those of Africa's poorest and least developed countries unable to invest enough to meet the needs of populations likely to double by 2050. These are, of course, the countries being left behind in Africa's economic boom.

Contraception was once a contentious issue, but today nearly every African leader I know is committed to it as one of the most important and cost-effective investments possible. Meeting the demand for family planning in 16 countries of sub-Saharan Africa could save the education sector over \$1bn, while reducing maternal deaths by a third. It could save developing countries as a whole some \$5.7bn in maternal and new-born health-care costs.

Such substantial savings can be channelled into the range of pressing development priorities that desperately need outside financing. Regrettably, though, the percentage of global development assistance going toward reproductive healthcare and family planning fell by half between 2000 and 2010, in spite of support given by many European donors and development partners.

These are extremely relevant issues right now. The international community is in the process of deciding on development priorities for years to come as they craft the new framework to replace the Millennium Development Goals after 2015. Ensuring that sexual

and reproductive rights, gender equality and women's empowerment are explicitly given priority in this new agenda is a human rights imperative. It is the right thing to do, and would be one of the smartest investments possible for Africa's future.



*Written by Joaquim Chissano, Former President of Mozambique and co-chair the high-level task force for the International Conference on Population and Development (ICPD)*

*Source: Europe's World Newsletter 20.63. Published on February 24 2014, Spring 2014*

*Photo credit: USAID Africa Bureau"*

**Your  
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about  
Staff Voice  
are most  
welcome**

**SUMagazine@uneca.org**



## Teaming up to tackle the world's challenges: SG signs compacts with senior managers

For several years now, the Secretary-General's Compact signing ceremony has been a fixture on the UN's annual calendar. In keeping with this tradition, the senior leadership team came together on 13 February 2014 in New York to commit to the annual priorities for their Departments and offices. 17 senior managers attended the event in person, and nine were connected by video conference from offices around the world.

The Compacts show the progress the Secretariat is making towards becoming a more performance-driven Organization. The Secretary-General and his senior managers agree on clear goals and set time-frames for delivery of results that are monitored and summarized in annual assessments.

In his remarks, the Secretary-General emphasized the need for team work to tackle highly complex and

interlinked challenges, such as the MDGs and climate change.

The Chef de Cabinet added that she hopes the senior managers will regularly monitor progress towards the goals in their compacts and take corrective action when necessary: "This is critical to improving how we lead, manage and deliver results."

The event took place despite a winter weather advisory covering the entire East coast of the United States, including New York City. Acknowledging the heavy snow falling outside, the Secretary-General reminded the participants that colleagues in the field endure



much greater hardship on a regular basis. He thanked everyone for their hard work and commitment and rallied the team to achieve their goals in 2014.

To view the 2014 compacts, please visit the Accountability A to Z website. Click here for a link to the webcast of the signing ceremony.

Friday, 14 February 2014, New York,  
EOSG



Secretary-General Ban Ki-moon

“The world looks to us to tackle a remarkable array of problems – from longstanding challenges that have defied the best efforts of generations, to new ones of tremendous severity and complexity.”

“To succeed, we have to make the most of our precious resources. We have to maximize our talents and draw out the best in our staff. And we have to find innovative ways to get our jobs done.

Accountability starts at the top. The goals you set in your compacts cascade through all levels of staff. I trust that you will lead by example... By signing these compacts today, you undertake to give your staff the principled leadership they deserve. You pledge to answer the calls of our Member States. And you commit to creating a better world for the peoples we serve.”

Excerpts from remarks by the Secretary-General at previous Senior Managers' Compacts Signing Ceremonies

Source: New York/OSG

## A message from a staff member to the Deputy Chief of Staff Safety and Security)

“Dear Yaw, (Yaw Okaie, Deputy Chief of Security)

As you are aware, we are busy preparing CoM 14 and staying late in the office has been inevitable these days. Yesterday, I accidentally left my car parking light on when I arrived at 8:00 in the morning which resulted in depleting the batteries by the time I finished work at 10:00 PM and my car would not start of course. I immediately called for help at 35060. The help that I got was not only prompt but very kind, caring and efficient. I felt so safe and cared for that I did not even see the need to call my husband. It felt as though I was among family members.

I really want to express my gratitude and I would be most grateful if I could have the names of the 2 individuals who helped me so that I can thank them again in person. I know the person who answered the call was Ato Getachew. There was one officer in a uniform and one guy with electrical gadgets.

Dear Yaw, Please tell your staff to keep this up and to congratulate them on my behalf for being able to display such warmth and efficiency”.

Sincerely

Yemy

Yemesratch Tewolde (Ms.)

Conference Planning Supervisor, UNECA

Dear Yemy, I also got the same treatment from the same people about a couple of months ago. Thank you for acknowledging their services on behalf of all of us.

Seble Demeke



*We are happy to see you!*

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