



WHEC Update

Briefing of worldwide activity of the Women's Health and Education Center (WHEC)

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Leadership Development Series

The great boss makes sure everyone keeps every promise. The great boss sets the example. This is a big task, a big responsibility, because being in business is a huge jumble of implicit promises. Just being in business – working, for a profit or nonprofit organization that serves customers, members, patients, or students – signals a promise. Companies make institutional promises every day and the people that work in those companies make human promises every day. Agreement on an appointment time, is a promise. People who show up late break a promise.

Advertising claims are promises. Brand names are promises. Schedules are promises. The company's invoice is a promise that the billing is correct. Paying bills in a timely manner is a promise. If a recorded voice-mail greeting promises to return the call, then the call must be returned.

Employers promise to compensate, train and help employees to do good work. Employees promise to do good work, to adhere to codes of behavior, to show up on time, and to enhance the economics of the company. Successful organizations keep their promises. People who keep their promises flourish in good companies. The great boss makes sure his or her people flourish.

The cost of broken promises is insidious and enormous. Disgruntled customers go elsewhere. Troubleshooters and problem-solving customer-service people are expensive. Reshipments, recalls, returns, replacements and rebates are expensive. Sometimes the promise a company makes becomes the company's mission – its advertising slogan, the foundation for its culture. The simple promise (although hard to execute) has vast implications. To deliver the promise suggests types of equipment to buy, the kind of people to hire, and clarity of duty.

One goal of the great boss is to teach people to think for themselves, to stand by themselves. The great boss is not afraid to not know everything, or to not know something. The great boss is never a "know-it-all." The great boss understands that good people on the job know the job. Challenging good and able people to perform is sometimes as simple as asking a simple question. "I don't know. What do you think?"

Seven common words – courage, self-assurance, modesty-to-use-them – make for uncommon wisdom. When the self-confident boss says, "I don't know" it is an impetus to cause other people think. "I don't know" is an acknowledgment, of the other person's opinion, and ability to reason. The expression allows people who are expert in the area to use their expert knowledge. "I don't know. What do you think?" invites people to tell the boss what they think. And that's management.

Do not shoot from the lips. Smart bosses don't shoot from the lips. Heed what you say. Heed how you say it. Your words carry weight; speak with discretion. Employees depend on their boss for money, direction, information, validation, attitude, protection, and promotion. Consequently, employees carefully listen to the boss. The higher the boss in the management structure, the more potent his or her words. The higher the boss in the management structure, the more potent his or her words. When the boss says something, it influences what employees think about themselves, each other, the company, and the customers.

Share your experiences with our editors on ***WHEC Global Health Line***

Make a Promise, Keep a Promise

Rita Luthra, MD



Your Questions, Our Reply

Did you ever have a great boss? In times like these of considerable corporate downsizing, is it possible to be a great boss?

Make Confronting Easy: It is difficult for many bosses, parents, or friends to confront a subordinate, a child, or a friend over important issues. People avoid confronting because the subject is unpleasant, because they don't want to hurt one's feelings, and because the fallout can be messy. People avoid confronting because they fear possible confrontation. But confronting, for example, letting someone know that their behavior is off-putting, is essential to making an organization run efficiently and effectively. Not to confront, to procrastinate, to demur, to wish for divine intervention, does not solve the problem. The offending behavior nags and bothers. The problem worsens, often until it is too late to save the person. Confronting is inevitable.

Because confronting is inevitable, it is best to confront early, with a minimum of anguish, than to confront too late to save the person. Make confronting acceptable to each subordinate. Make confronting acceptable to each subordinate. Make confronting a legitimate tool in the boss's toolbox. Make a contract to confront with each employee.

Confronting is not confrontation. Confronting avoids confrontation. Confronting must be made appropriate in the organization. Make confronting easy. Make contracts to confront.

The great boss makes a contract to confront whenever he or she begins a new boss/subordinate relationship. The contract is simple: "Let us agree now that if something is going wrong, you will be open and adult if I confront you to discuss an issue. This allows us to speak candidly without getting into a confrontation." Making a contract to confront gives the boss permission to deal with problems at their outset. Confronting is now expected.

The great boss listens, and the great boss listens democratically. Don't discount advice or input from a phony, fool, or fraud. Don't dismiss the words of a loudmouth, a faker, or a jerk. Any one of them can provide a clue, a fact, an answer, an idea. The great boss cares only about the quality of the idea, not the source of the idea. Listen objectively. Listen with self-discipline. Listen with ugly-filters, if necessary. Hold your tongue, while the phony or fool or fraud is wagging his.

Listen. Consider. Decide. Then do what you think is the best.

The great boss is a champion for the organization. The great boss stands for what the organization stands for. The great boss does not allow the company name to be sullied and does not allow people publicly linked to company to defame the company.

The great boss is often thankful, humble, and lucky. It is an attractive quality that attracts other good people, an inexpensive way to perpetuate good luck. Set clear individual goals, activities to complete, deadlines to meet, and tight budgets. Be sure the goals and schedules are fair, even if daunting. Be firm that goals and deadlines are set, are goals and deadlines met. Be firm that "to-do" lists get done. Being fair is important to people all over the world. The concept of fairness is, of course, a human notion, but it pervades the people's psyche. Act in a friendly way. Be courteous. Respect everyone's point of view. Have real interest in everyone's ideas and input.

Everyone should have at least one great boss, but not enough people do. If you are a boss or hope to become one, or have a less-than-great boss, we hope our suggestions inspires you to be a great boss.

Great bosses create great bosses



HIGH-LEVEL POLITICAL FORUM ON SUSTAINABLE DEVELOPMENT

“The 2030 Agenda is our roadmap and its goals and targets are tools to get there.” UN Secretary General António Guterres

What are the major groups & other stakeholders? How to get involved?

UN relations with the major groups and other stakeholders

Member States have stressed the need for the High-Level Political Forum (HLPF) to promote transparency and implementation by further enhancing the consultative role and participation of the major groups and other relevant stakeholders at the international level in order to make better use of their expertise, while retaining the intergovernmental nature of discussions.

The major groups and other stakeholders include non-governmental and non-profit organizations, business and industry, and local authorities, among others. In accordance with General Assembly resolution 67/290, the Forum is open to the major groups, other relevant stakeholders and entities having received a standing invitation to participate as observers in the General Assembly, building on arrangements and practices observed by the Commission on Sustainable Development.

While retaining the intergovernmental character of the forum, the representatives of the major groups and other relevant stakeholders shall be allowed:

1. To attend all official meetings of the forum;
2. To have access to all official information and documents;
3. To intervene in official meetings;
4. To submit documents and present written and oral contributions;
5. To make recommendations;
6. To organize side events and round tables, in cooperation with Member States and the Secretariat.

We at the Women’s Health and Education Center (WHEC) invite you all to join our efforts / initiatives / projects, to improve Maternal and Child Health, worldwide.

The Division for Sustainable Development of the United Nations Department of Economic and Social Affairs serves as the Secretariat of the High-level Political Forum on Sustainable Development.

Resources

- **United Nations;** <http://www.un.org/>
- **SDG Learning and Research by UNITAR:**
<https://sustainabledevelopment.un.org/hlpf/2018/SDGsLearning>

10 July 2018 HLPF Side Event Session with WHEC and friends and colleagues

Effective tools employed by major groups and other stakeholders in 2030 Agenda implementation, follow-up review SDGs, Learning, Training and Practice. (9-13 July)

<http://webtv.un.org/watch/player/5807660229001>



United Nations at a Glance

Permanent Mission of France at the United Nations

France became UN Member State on 24 October 1945



France, officially the **French Republic** is a country whose territory consists of metropolitan France in western Europe, as well as several overseas regions and territories. The metropolitan area of France extends from the Mediterranean Sea to the English Channel and the North Sea, and from the Rhine to the Atlantic Ocean. The overseas territories include French Guiana in South America and several islands in the Atlantic, Pacific and Indian oceans. The country's 18 integral regions (five of which are situated overseas) span a combined area of 643,801 sq. kilometers (248,573 sq. mi) and a total population of 67.15 million (as of October 2017). France is a unitary semi-presidential republic with its capital in Paris, the country's largest city and main cultural and commercial center. Other major urban centers include Marseille, Lyon, Lille, Nice, Toulouse and Bordeaux.

France uses a civil legal system; that is, law arises primarily from written statutes; judges are not to make law, but merely to interpret it (though the amount of judicial interpretation in certain areas makes it equivalent to case law).

France is a founding member of the United Nations and serves as one of the permanent members of the UN Security Council with veto rights. In 2015, France was described as being “the best networked state in the world,” because it is a country that “is member of the International Francophone Organization and of 84 fully or partly French-speaking countries.



France's role at the United Nations

“France will be able to assert its priorities only through independence – an independence we embrace, but without arrogance. This means that first and foremost, we must have a full and active presence in multilateral bodies, and foremost among them, of course, the United Nations.”

– Emmanuel Macron, French President, 29 August 2017 in Paris

Within the United Nations, France plays an active role in all areas

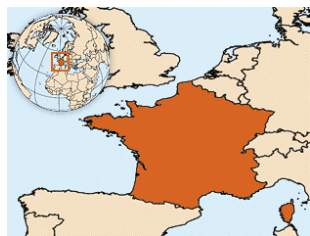
- Peacekeeping and international security,
- Development, environment and climate change,
- Human Rights,
- UN Reform,
- French Permanent Mission to the U.N.

Human rights are among the founding principles of the French Republic and its foreign policy. France is actively committed to upholding the highest standards of these rights. France plays a leading role, especially within the Human Rights Council and the Security Council. France is particularly engaged in the fight against the recruitment of child soldiers, enforced disappearances, respect for women's rights, and protection of journalists; and is at the initiative on numerous resolutions and conventions. France is also fully mobilized in the fight to abolish the death penalty. In New York, it promotes the adoption of a General Assembly resolution calling for the establishment of a universal moratorium on the death penalty. Finally, France supports the fight against impunity, in order to prevent further abuses. It also contributed to the creation of the International Criminal Court, which it was one of the first states to ratify the statutes.

Details: <https://onu.delegfrance.org/-France-at-the-United-Nations->

Collaboration with World Health Organization (WHO)

WHO | France



Statistics

Total population (2017).....67 million;
Gross national income per capita (PP international \$, 2013)...37
Life expectancy at birth m/f (years, 2017)..... 80/86
Probability of dying under 5(per 1,000 live birth, 0)... Not available
Probability of dying between 15 and 60 years m/f (per 1,000 population, 2017).....94/48;
Total expenditure on health per capita (Int \$ 2017).....4,508;
Total expenditure on health as % of GDP (2017) 11.5

Nutrition Landscape Information

What are the current states of indicators contributing to a comprehensive view of nutrition for health and development in France?

- 40% reduction in the number of children under-5 who are stunted;
- 50% reduction of anemia in women of reproductive age;
- 30% reduction in low-birth weight;
- No increase in childhood overweight;
- Increase the rate of exclusive breastfeeding in the 6 months up to at least 50%;
- Reduce and maintain childhood wasting to less than 5%

Regulation of the health system in France is conducted by the statutory health insurance funds and the state, which consists of the parliament, the government and ministries. The life expectancy at birth in France is close to average for males in Europe and above average for women. However, tobacco smoking rates remain high in France with statistics indicating 32% of men and 26% of women smoke daily. In 2016, a report called for action to reduce adult rates by 15% by 2025.



France becomes one of the first countries in region to recommend color-coded nutrition labeling system. France's recent decision to recommend the Nutri-Score system, a straightforward labelling system that uses color codes to guide consumers at a glance on the nutritional value of food products, marks an important achievement for nutrition in the WHO European Region. It will build on other ongoing efforts in the country to create healthy food environments.

France's robust use of evidence to inform this decision should be commended, including a study that compared the validity of 4 different nutrient labeling systems and concluded that the Nutri-Score system clearly stood out as the most consumer-friendly scheme. Use of label was also associated with a better nutritional profile of supermarket purchases among study participants.

Details: <http://www.who.int/countries/fra/en/>

Bulletin Board

Journals Surveyed....continued

To compile *WHEC Practice Bulletins*, the following journals are frequently surveyed. We hope that our efforts contribute to improved and informed care. All contributions, including solicited articles and symposia, are critically reviewed by the editors and invited referees. Reviewers' comments are provided to authors. The decision of the editors is final.

Authors are welcome to suggest the names of individuals they consider qualified to serve as reviewers. All human investigations must be conducted according to the principles expressed in the Declaration of Helsinki. All studies involving animals must state that guidelines for use and care of laboratory animal of the authors' institution or the National Research Council or any national law were followed.

- Acta Obstetrica et Gynecologica Scandinavia,
- American Journal of Cardiology,
- American Journal of Pathology,
- American Journal of Obstetrics and Gynecology (AJOG),
- American Journal of Psychiatry,
- Annals of Medicine,
- Australian and New Zealand Journal of Obstetrics and Gynecology,
- British Medical Journal (BMJ),
- British Journal of Obstetrics and Gynecology,
- Bulletin of the World Health Organization,
- Canadian Medical Association Journal (CMAJ),
- Cancer,
- Circulation,
- Contraception,
- Diabetes (Journal of the American Diabetes Association),
- European Journal of Obstetrics, Gynecology, and Reproductive Biology,
- Fertility and Sterility,
- Human Reproduction,
- International Journal of Gynecology and Obstetrics,
- International Urogynecology Journal,
- Journal of the American Medical Association (JAMA),
- Journal Pediatric Adolescent Gynecology,
- Journal of Reproductive Medicine,
- Journal of Ultrasound in Medicine,
- Lancet,
- Military Medicine,
- Neurology Urodynamics,
- New England Journal of Medicine (NEJM),
- Obstetrics & Gynecology,
- Pediatrics,
- United Nations Chronicle,
- Urology

We all @ WHEC welcome you and look forward to your contributions. Our friendship has no boundaries.

Thank you!



Collaboration with UN University (UNU)

UNU-WIDER (World Institute for Development Economics Research)

Expert Series on Health Economics

Loans or Grants?

This study argues that cancelling the debt of the poorest countries was a good thing, but that it should not imply that the debt instrument should be foregone. Debt and debt cancellations are indeed two complementary instruments, which if properly managed, perform better than either loans or grants taken in isolation. The core of the intuition, which we develop in a simple two-period model, relates to the fact that the poorest countries are also the most volatile, so that contingent facilities, explicitly incorporating debt cancellation mechanisms, are a valuable instrument.

How to handle the volatility of poor countries: While the problem has long been known and understood, despite several attempts, the international community has failed so far to provide a practical solution. Measures to stabilize natural resource export prices have failed in the face of the high and persistent costs of the distortions thus created, given the evolution of markets. The nature of the shocks is one of the critical features that make them difficult to manage. Price shocks have tended to be permanent rather than cyclical. This is also one of the reasons why *ad hoc* debt rescheduling has often left debtor countries with an increasing debt burden that eventually became too heavy, as such operations were based on the false hope that higher prices and a more lenient economic environment would eventually bail out overly indebted countries.

Beyond grants vs. loans, towards modern development finance: the basic message of this paper is that grant-versus-loans debate as it was cast during the International Development Association 13 (IDA13) replenishment has been misleading and largely irrelevant. It came in a context where most multilateral and even more bilateral official development assistance (ODA) was already delivered as outright grants. It broadly disregarded financial and economic analysis and reached one-sided conclusions that do not fit well with empirical observations. By putting the focus on ODA instruments and aid effectiveness. The main conclusion of this study is that there is a rationale for loans as effective ODA delivery mechanisms and that there is also a rationale for development institutions to provide concessional loans.

One of the shortcomings of the past loans was that risks were insufficiently taken into account and that the typical ODA instrument was too archaic to adapt to the solvency constraint of a poor country that is highly sensitive to external shocks. Modern ODA should build on the capacity of donors to use a wide range of financial instruments, from direct subsidies to market loans, guarantees, and state contingent debt. The key and the originality, therefore, lie in mixing taxpayers' money with a number of financial instruments, in a flexible and innovative manner. This is, of course, a major departure from the conventional conception of ODA instruments as either direct grants or concessional loans.

Publisher: UNU-WIDER; Authors: Daniel Cohen, Pierre Jacquet, Helmut Reisen; Sponsors: UNU-WIDER gratefully acknowledge the financial contribution to the conference by the Finnish Ministry for Foreign Affairs; financial contributions to the 2006-07 research programme by the governments of Australia (AusAID), Denmark (Royal Ministry of Foreign Affairs), Norway (Royal Ministry of Foreign Affairs), Sweden (Swedish International Development Cooperation Agency – Sida), and the United Kingdom (Department for International Development – DFID).

Details of the paper can be accessed from the link of UNU-WIDER on CME Page
<http://www.WomensHealthSection.com/content/CME>



United Nations Girls' Education Initiative (UNGEI) *The Effort to Advance the Global Strategy (continued)*

Replenishing our Financial Resources: World Bank Group

Global Partnership for Education (GPE)'s replenishment for 2018-2020 aims to raise significant commitments to education from partner countries, and current and new donors in order to ensure that all children and youth are in school and learning. It is an opportunity to raise the funds needed to implement GPE 2020, the partnership's strategic plan, and to increase global education financing to ensure Sustainable Development Goal (SDG) # 4 can be met.

Launched in 2016, the Education Commission report generated strong momentum for a more ambitious education agenda. Throughout 2017, strong support from civil society and the influence of individual champions made 2017 a defining year for global education, with GPE's replenishment presenting an opportunity to deliver a substantive outcome.



At the UN General Assembly in September 2017, world leaders gathered at the Financing the Future: Education 2030 event and pledged their support to education, in particular to GPE's replenishment. On February 1 and 2, 2018 the GPE Financing Conference took place in Dakar, Senegal, co-hosted by Macky Sall, President of Senegal, and Emmanuel Macron, President of France. GPE's

Global Ambassador Rihanna was also in attendance. At the event, donors pledged US \$2.3 billion for GPE, and developing countries pledged US \$110 billion for education for 2018-2020.

The world is facing an alarming education crisis. Without immediate action, over half of the upcoming youth generation – 825 million of the 1.6 billion young people in 2030 – will be left behind and shut out of opportunity through education, failing on the promise of SDG 4. The cost of crisis – unemployment, poverty, inequality, instability – and the skills gap will stunt economic growth, with social, security and political repercussions.

Meanwhile more than 260 million children and adolescents are not in school at all, and many more are in school and not learning. Only 1 in 12 young people in low-income countries will be on track to gain secondary level skills. Despite some progress in reaching gender equality, in the world's poorest countries, girls are still denied an education more than boys.

Current levels of investments in education are critically low. To reach the SDG 4 global spending on education must rise annually from \$1.2 trillion per year to \$3 trillion by 2030. If we do not act urgently, we are likely to miss the 2030 deadline for these goals by more than 50 years.

France increases contribution to the GPE;

Details: <https://www.globalpartnership.org/news-and-media/news/france-increases-contribution-global-partnership-education>

To be continued....

Two Articles of Highest Impact, July 2018

Our friendship has no boundaries. We welcome your contributions.

1. Health Care Patents and The Interests of Patients; <http://www.womenshealthsection.com/content/health/health012.php3>
WHEC Publications. Funding: WHEC Global Initiatives are funded by a grant from an anonymous donor.
2. The Apgar Score; <http://www.womenshealthsection.com/content/obsnc/obsnc002.php3>
WHEC Publications. Funding: WHEC Global Initiatives are funded by a grant from an anonymous donor



From Editor's Desk

A Perception Change Project

Ethics and Health: That Delicate Balance

Ethical Issues in Global Health: How to employ them? How can one integrate ethics in all aspects of practice of medicine in the day-to-day work?



The Global Health Ethics Unit provides a focal point for the examination of ethical issues raised by activities throughout the World Health Organization (WHO). This is a platform meant for everyone – whether they are a public health professional or a front-line responder or a researcher. Everyone is likely to encounter situations in which they face moral dilemmas that force them to make difficult choices.

The Women's Health and Education Center (WHEC) supports this platform in addressing ethical issues that arise in the Member States of UN and WHO. This includes a range of global bioethics topics; from public health surveillance to developments in genomics, and from research with human beings to fair access to health services. This unit's work is particularly important in the context of contemporary health challenges and raises and addresses difficult questions in areas such as resource allocation, new technologies, decision-making in clinical care and public health.



Ethics in Research

Research ethics govern the standards of conduct for scientific researchers. It is important to adhere to ethical principles in order to protect the dignity, rights and welfare of research participants. As such, all research involving human beings should be reviewed by an ethics committee to ensure that the appropriate ethical standards are being upheld. Discussion of the ethical principles of beneficence, justice and autonomy are central to ethical review. The WHO Manual (Section XV.2) defines research with human subjects as 'any social science, biomedical, behavioral, or epidemiological activity that entails systematic collection of analysis of data with the intent to generate new knowledge, in which human beings

- Are exposed to manipulation, intervention, observation, or other interaction with investigators either directly or through alteration of their environment; or
- Become individually identifiable through investigator's collection, preparation, or use of biological material or medical or other records.



Council of Europe
 Details of Treaty No. 195 (*See below*)

Additional Protocol to the Convention on Human Rights and Biomedicine, concerning Biomedical Research.

The Protocol is intended to build on the principles embodied in the Convention, with a view to protecting human rights and dignity in the specific field of biomedical research. Its purpose is to define and safeguard fundamental rights in biomedical research, in particular of those participating in research. The protocol is to cover the full range of biomedical research activities involving interventions on human rights.

The fundamental principle for research involving human beings, as in the Convention itself, is the free, informed, express, specific, and documented consent of person(s) participating. The Protocol addresses issues such as risks and benefits of research, consent, protection of persons not able to consent to research, scientific quality, independent examination of research by an ethics committee, confidentiality and the right to information, undue influence, safety and duty of care.

Suggested Readings:

Council of Europe

<https://www.coe.int/en/web/conventions/full-list/-/conventions/treaty/195>



In The News

The Essential UN

Take a moment to learn about the UN



Did you know?

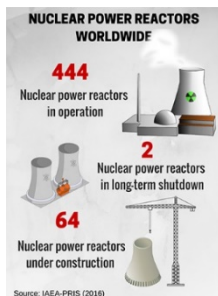
As the world’s only truly global organization, the United Nations has become foremost forum to address issues that transcend national boundaries and cannot be resolved by any one country acting alone. Taking a global view reveals some interesting facts.

Did you know?

- That most of the world’s people live no more than 200 miles from the sea?
- That decolonization changed the face of the planet, creating more than 80 nations?
- That women in the labor market still earn on average quarter less than men globally?

UN Action: 10 Facts

The United Nations:



- Provides food and assistance to 80 million people in 80 countries;
- Supplies vaccines to 45% of the world’s children, helping save 3 million lives a year;
- Assists and protects more than 65 million people fleeing war, famine and persecution;
- Works with 195 nations to hold the rise in global temperature below 2°C/3.6°F;
- Keeps peace with 117,000 peacekeepers in 15 operations on 4 continents;
- Fights extreme poverty, helping improve the lives of more than 1 billion

people;

- Protects and promotes human rights globally and through 80 treaties/declarations;
- Coordinates a US \$23 billion appeal for the humanitarian needs of more than 101 million people;
- Uses diplomacy to prevent conflict: assists some 67 countries a year with their elections;
- Supports maternal health, helping over 1 million overcome pregnancy risks.

The current two-year budget for all regular United Nations activities, staff and basic infrastructure in \$5.4 billion. In comparison, in 2016, the world spent nearly \$2 trillion on military expenditures.

Peace is far cheaper than war and good value of money.

Nuclear Safety

Nuclear safety is the responsibility of every nation that utilizes nuclear technology. The International Atomic Energy Agency (IAEA), through the Department of Nuclear Safety and Security, works to provide a strong, sustainable and visible global nuclear safety and security framework provides for the protection of people, society and the environment. This framework provides for the harmonized development and application of safety and security standards, guidelines and requirements; but it does not have the mandate to enforce the application of safety standards within a country.

The IAEA works with its Member States and multiple partners worldwide to promote the safe, secure, and peaceful use of nuclear technologies. The IAEA's relationship with the UN is guided by an agreement signed by both parties in 1957.

Words of Wisdom

Individual ambition serves the common good.

- Adam Smith (16 June 1723 – 17 July 1790); was a Scottish economist. He is best known for two classic works: *An Inquiry into the Nature and Causes of the Wealth of Nations* (1776) and *The Theory of Moral Sentiments* (1759).

*Monthly newsletter of WHEC designed to keep you informed on
The latest UN and NGO activity*

<http://www.WomensHealthSection.com>

