



Young UN  
Agents for Change



Dag Hammarskjöld  
Foundation

YOUNG UN TALKS SERIES

# A DUTY TO SHOUT?

WHAT IT MEANS TO BE AN INTERNATIONAL  
CIVIL SERVANT IN TODAY'S WORLD

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**ELIA YI ARMSTRONG**

**DIRECTOR OF THE UN  
ETHICS OFFICE, NEW YORK**

In 2015, Ms. Elia Yi Armstrong was appointed the Director of the UN Ethics Office. It was a return to the Ethics Office for her as she had been seconded to be part of the interim team that set it up in 2006. She also served as the Director of the UNDP Ethics Office from July 2008 to April 2012.

Prior to her current appointment, she served as the Chief of the Development Management Branch at the Division for Public Administration and Development Management (DPADM), Department of Economic and Social Affairs (DESA) of the United Nations (UN). At DESA/DPADM, Ms. Armstrong worked in the Governance and Public Administration Branch and the Office of the Director. During her time with DESA, she worked on public sector policies on ethics, anti-corruption and citizen engagement.

Ms. Armstrong started her career in social services working for non-profit organizations and development NGOs before joining the Canadian public service in 1993. She served briefly at the Treasury Board Secretariat and the Privy Council Office of the Government of Canada and was also seconded briefly to the Public Management Service (now Directorate for Public Governance) of the OECD.

Ms. Armstrong holds a B.S.W. from the University of British Columbia, School of Social Work in Canada and a MSc. in Social Policy and Planning in Developing Countries from the University of London, London School of Economics in England.



**FABRIZIO HOCHSCHILD**

**SPECIAL ADVISER ON THE  
PREPARATIONS FOR THE  
COMMEMORATION OF THE  
UNITED NATIONS' 75TH  
ANNIVERSARY**

In his current role as Under-Secretary-General and Special Adviser to the Secretary-General, Mr. Hochschild is coordinating the preparation for the commemoration of the 75th anniversary of the United Nations in 2020 and related celebrations, through a system-wide process of consultations and reflections on the role of the United Nations in advancing international co-operation and in supporting Member States' ability to respond to emerging challenges and frontier issues.

Prior to his appointment, Mr. Hochschild served as Assistant Secretary-General for Strategic Coordination in the Executive Office of the Secretary-General (2017-2019).

Previously, Mr. Hochschild served as Deputy Special Representative for the UN peacekeeping mission in Central African Republic (MINUSCA) in 2016, UN Resident Coordinator, Humanitarian Coordinator and Resident Representative of the UN Development Programme (UNDP) in Colombia from 2013 to 2016, and as Director of the Field Personnel Division for the United Nations from 2010 to 2012. He started his career in 1988 with UNHCR and served in various field settings.

A graduate of the University of Oxford, United Kingdom, he has published studies and articles on leadership, on the protection of civilians, on transitional justice and reconciliation among other topics.



**MONA ALI KHALIL**

**DIRECTOR OF MAK LAW  
INTERNATIONAL**

Ms. Mona Ali Khalil is the Director of MAK LAW INTERNATIONAL - a strategic consulting service advising Governments and intergovernmental organizations on their rights and responsibilities in the service of "We the Peoples". She is also an Affiliate of the Harvard Law School Program on International Law and Armed Conflict, a Non-Resident Fellow of the UN Institute for Disarmament Research and a Lecturer at the Vienna Diplomatic Academy. She is a respected public international lawyer with 25 years of UN and other experience including as a Senior Legal Officer in the UN Office of the Legal Counsel where she advised on peacekeeping and peace enforcement and in the IAEA Office of Legal Affairs where she advised on nuclear security and non-proliferation sanctions.

She has published various works on the United Nations including a recent essay on "Restoring the Values and Spirit of the International Civil Service" published by the Dag Hammarskjöld Foundation. She holds a B.A. and an M.A. in international relations from Harvard University as well as a Masters in Foreign Service and a Juris Doctorate from Georgetown University.



**CLÉMENT NYALETSSOSSI  
VOULE**

**UNITED NATIONS SPECIAL  
RAPPOREUR ON THE  
RIGHTS TO FREEDOM OF  
PEACEFUL ASSEMBLY AND  
OF ASSOCIATION**

Mr. Clément Nyaletsossi VOULE, a national of Togo, was appointed as United Nations Special Rapporteur on the Rights to Freedom of Peaceful Assembly and of Association and took up his functions in April 2018.

Prior to his appointment, he led the International Service for Human Rights (ISHR) to support human rights defenders from States in transition and coordinated the organization's work in Africa as the Advocacy Director.

Mr. Voule also worked as Secretary-General of the Togolese Coalition of Human Rights Defenders, as a campaigner for the Togolese Coalition for the International Criminal Court and as Secretary-General of the Amnesty International section in Togo. Since 2011, he has been an Expert Member of the Working Group on Extractive Industries, Environment and Human Rights Violations of the African Commission on Human and Peoples' Rights.

As a founding member and Vice-Chair of the West African Human Rights Defenders Network, he has coordinated and participated in the elaboration of several studies and guidelines, including two studies on freedom of association and the situation of women Human Rights Defenders in Africa and the guidelines on the rights of Freedom of Association and Assembly of the African Commission on Human and Peoples' Rights.

A long-time activist and jurist, Mr. Voule has supported State and civil society efforts to develop and adopt specific laws for the protection of human right defenders and contributed to the publication of the Model law for the recognition and protection of human rights defenders and a human rights defenders guide to the African Commission on Human and Peoples' Rights. Mr. Voule has a degree in Fundamental Rights from Nantes University and a Masters Diploma in International Law in Armed Conflict from the Graduate Institute of International and Development Studies, University of Geneva. Currently, he holds positions in Geneva in the field of human rights.





**HENRIETTA MARIA DE BEER**

**CHIEF OF HUMAN  
RESOURCES POLICIES  
DIVISION,  
INTERNATIONAL CIVIL  
SERVICE DIVISION, ICSC**

Ms. De Beer, a national of Zimbabwe, joined the organization in 1989 and is the Chief of Human Resources Policies Division, International Civil Service Division, ICSC. In this role, Ms. De Beer provides an overview of the strategic interface with Member States, organizations, staff federations and external counterparts on HR policies and compensation related matters that include Field entitlements, Contractual Arrangements Job Classification, Performance Management, Diversity and Inclusion, Staff Well-being and Duty of Care; Standards of Conduct as well as the Framework for Human Resources Management.

Ms. De Beer has a background in Social Work and Public Administration, with 30 years' progressive work in Human Resources Management within the public sector, which include successful leadership in diverse, multi-cultural and politically sensitive environments. She also has experience in corporate strategic results planning, implementation/execution of HR strategies and reforms.

As a HR policy expert, Ms. De Beer's goal is to focus her efforts on solutions-based reforms that are forward looking and can anticipate future events. She actively engages in events on topics that provoke new thinking and attitudes and she is a big fan of partnership building and strives to foster connections inside and outside the organization.

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