



INTERNATIONAL RECRUITMENT WITH INTERNATIONAL VALUES



19th November 2015

Manuel Escudero
Special Adviser, UN PRIME
@EscuderoManu

- Education is a **complex process** involving the transfer of:

- a) Vision: ability to consider the whole picture and extract the main patterns
- b) Conceptual and technical tools: finances, marketing, operations, human capital,
- c) Skills: leadership, negotiation, mediation, communication, team work...
- d) Personal competencies: integrity, commitment, solidarity, etc...


In each one of those four pillars of education there is an IMPLICIT or EXPLICIT set of values.

- In vision
- In technical and conceptual tools
- In skills, again
- In personal competencies

Consistency: you cannot teach ethics in the morning and narrow profit max.in the afternoon



Values? What values?

- National or regional values?
- Religious values?
- International organizations  universally accepted values (although syncretism with national/regional values and religious values is unavoidable and welcome!)
- Where are those universally accepted values? It is not necessary to construct them from the main philosophers or social/political/economic thinkers...
- **The UN as a repository of the civic values of the XXI Century.**



The UN – a silent revolution

- The UN is valued in different ways in different regions of the world
- Since its inception 70 years ago has undergone a silent revolution:
 - a) The emergence of a number of Programs and Institutions within the UN dedicated to Economic and Social Development, Environment, Culture, Children, Women, etc....
 - b) The construction of a set of International Conventions and Agreements, signed by an increasingly majority of UN members (Nation States) in areas like:
Human Rights – Labor rights – Environmental Concerns – Transparency and Anti-Corruption – Social and Economic Inclusive Development.



The UN – Values for the XXI Century

- My main point:

We do not need to look very far away. The UN has already a set of values that can be considered as the values of global good citizenship for the XXI Century , including:

- ✓ The defense and promotion of Human Rights
- ✓ The respect for Labor Rights
- ✓ The concerns about environment and climate change
- ✓ Transparency, good governance and work against corruption
- ✓ Inclusive and Sustainable development

- I do not pretend to elaborate on this. Simply, urge that in the training of future international servants, these values should be transversally embedded.

- This implies the production of materials , tools and resources that should be part of that education



Why not consider reinforce the admission process with something similar to the GMAT?

- a) A Test previous to the admission
- b) Including the sensitivity to these values, as well as to the values of an international civil servant?



Thank you

www.unglobalcompact.org

www.unprme.org

Follow our blog and social media:

PRIME*time*

