

FOREWORD

Because of my concern for the future of 'International Geneva', which is confronted today by a world undergoing profound changes, I thought that it would be appropriate, in my role as the representative of Switzerland to the international organizations in Geneva, to convene an informal group of experts from different perspectives to analyse these changes, to assess their medium and long-term impact, and to reflect on the best ways Geneva could adapt.

In the context of a globalized world, Geneva can be proud that its territory contains first-class expertise in many areas, including economic and social issues, trade, labour, telecommunications, intellectual property, refugees, migration, human rights.

Until now, nearly every kind of competence and skill could be found in Geneva and its surrounding areas. Experts working there knew each other personally, met regularly and often collaborated together for many years. But in this era of the Internet, of the virtual, at a time when global problems require global solutions and new actors take on new roles, Geneva must adapt to the emerging global governance processes. These rely, in part, on what is often referred to as 'soft power', which includes the private sector, civil society, the media and the new 'networks'. This emerging power can bring together thousands of individuals around the world to address common concerns. The vast majority of these people do not usually meet physically, but they are in constant contact via the Internet's sites and blogs, exchanging ideas, views and aspirations. Until now, the facilitation and strengthening of human contacts has been a hallmark of International Geneva, but in the future it will be necessary to create the conditions that enable this 'soft power' to contribute its expertise and to take part in discussions, particularly by using new technologies. Thus, it will be appropriate both to build on existing networks and to create new ones.

International Geneva is part of the knowledge society, and it is essential that it establish bridges to Academic Geneva so that they can mutually reinforce each other. In this respect, it is important to strengthen and better use the multidiscipline and multidimensional character of Geneva. The creation of an academic centre of excellence in international affairs will certainly assist this effort.

The informal working group that I convened, called 'GenevaNetwork', has completed the first part of its task. As is evident from this report, the group adopted an inclusive approach, open to all, from all political persuasions, who are concerned about the future development of Geneva. The following text summarizes the analyses, dis-

cussions and recommendations of the members of the working group, of which I was also a part. Thus, I can fully support the essence of the points raised and the recommendations proposed, I welcome reactions from readers of this report, as well as further suggestions, so that we can engage in a dialogue with all who are interested in the future of the 'spirit of Geneva' in an era of globalization. Remarks should be sent to the following address: www.genevanetwork.net

I would like to thank the members of the working group for their open and frank views, and I sincerely hope that they will continue to contribute to the thinking about the potential of Geneva. I remain convinced that even today, even in a globalized context, the tradition of openness that has marked Geneva since the 19th Century, and that has allowed citizens of the Canton and Republic of Geneva to serve humanity, continues to be highly relevant. Finally, I would like to express my appreciation to my former colleague Daniel Stauffacher, who coordinated the working group and was responsible for putting together this report.

Blaise Godet
Ambassador, Permanent Representative of Switzerland
to the UN in Geneva

GenevaNetwork:

A STRATEGY FOR THE FUTURE

For more than fifty years, Geneva has served as the world's meeting point for debate, discussion and dialogue on some of the major themes of the past decades – peace, humanitarianism, human rights, trade. Governments have traditionally gathered in Geneva under the flags of their nations to sign treaties and make decisions with far-reaching repercussions for millions of individuals across the globe. Geneva has seen the establishment on its territory of great international institutions that reflected a certain model of global governance based on governments and inter-governmental organizations.

As the barriers of time and distance are reduced by technology and by global economic interactions, humanity has become more connected and interdependent. The old model is giving way to a shift in governance concepts.

Today, many of the people and processes, groups and movements that address current global issues no longer carry national symbols because they are not employed by governments. Yet diplomats and international civil servants throughout Geneva know they must engage these individuals and the networks they have formed. Their views and actions are increasingly heeded by Geneva's traditional international decision-makers.

The pioneering and influential voices of these varied actors that are now increasingly heard throughout Geneva will only grow louder in the years ahead. They are diverse, they are passionate and they represent extraordinary networks of individuals connected to each other through a common vision and a shared goal. The power of each individual member of these networks is magnified and strengthened through their most common means of communication – the Internet.

Indeed, the development in 1993 of the World Wide Web by a software engineer at CERN (the European Laboratory for Particle Physics), based on the outskirts of Geneva, has had a catalytic impact on how the world is governed. The recent World Summit on the Information Society which brought together states, inter-governmental agencies, non-governmental organizations, civil society and the private sector demonstrates the multitude of players and the new issues that are shaping our future.

No longer the sole domain of national governments, international policies are shaped and decisions are often reached only after engagement with a wide diversity of actors. Such policies are influenced, today, not only by the traditional concepts of the 'hard power' of states, but also, and increasingly, by the so-called 'soft power' that includes businesses, non-governmental organizations, civil society movements, informal and more formal networks, and the media. And Geneva is becoming the venue for the emergence of new organizations that bring together these actors, such as the World Business Council for Sustainable Development, which highlights business leadership as a force for positive economic change, and the World Economic Forum, which engages multiple constituencies in promoting progress.

Many esteemed institutions have already acknowledged the importance of these lone and linked voices not traditionally heard in the corridors of power in Geneva. The long list of Nobel Peace Prize Laureates seems dominated by eminence, by institutions of high renown, and by the people who were part of them – such as the International Peace Bureau, the International Committee of the Red Cross – figures and names that resonate with a Geneva presence. But things are changing. Three recent additions, Jody Williams, Wangari Maathai and Shirin Ebadi, are women who defied traditional patterns of decision-making and have emerged as striking examples of what a single individual with a cause, and a commitment, can achieve in the arena of Geneva's traditional areas of influence – the environment and human rights.

Clearly something is different. No longer only government structures and international bodies define how the world is governed. New issues dominate international agendas. International Geneva must now fervently and pragmatically embrace these changes – and, more important, create new networks – if it is to continue serving as the world's meeting ground.

THE NEW CHALLENGE

In light of these – and many further – differences, the challenge is to maintain and enhance the proposal: "the world comes to Geneva to address the world's issues".

This will require more than incremental, piecemeal or fragmented efforts. It will require a shared strategic view and comprehensive approach that underscores Geneva's relevancy to the huge shifts that have taken place with the rise of these emerging governance processes. Geneva must be better equipped to respond to the 'speed' with which events happen and spread through global communications in conjunction with intensified economic and social interactions. It must be able to attract, create and launch new networks.

In order for Geneva to be relevant, it must have mechanisms to identify and monitor the changes and continuous shifts in the issues that form the crucial challenges for humanity. This includes, in particular, the new issues that go beyond the traditional humanitarian and security ones that have been central to Geneva's international role. Increasingly, it is economic, social, technological and scientific concerns that require multilateral attention.

Therefore, Geneva must be able to attract and bring together the many categories of actors that are involved in addressing the new issues, such as business leaders, academics, scientists, thought and opinion leaders, media leaders, well-established and less formal civil society participants, etc.

In short, Geneva needs to position itself as a central hub for the fora where the new issues are addressed and the new actors gather.

Thus, continuous connections must be fostered by the various networks that are formed around these new actors and issues. This means it will be necessary to anticipate events concerning these networks, to be pro-active in reaching out to them and in convincing them that Geneva is their hub.

To maintain credibility and authority as the hub of these networks, Geneva must be recognized as a centre of excellence and competence on the very issues that are of central concern to them – an intellectual platform and brain-power focal point. It must expand its research and training capacities, its think-tank depth and breadth for the fermentation of ideas and initiatives.

Geneva must offer an attractive venue, multiple appropriate 'spaces' for such networks, which often do not wish to convene in the traditional formal formats. Such new-style venues require the best logistical infrastructure to facilitate multi-stakeholder meetings. Because such network gatherings bring together a broad spectrum of non-governmental participants, accommodation and meetings venues must be price-sensitive.

AGENDA FOR ACTION

Central to facing the challenge and achieving the objective of GenevaNetwork will be the mobilization of all interests and all groups. Already a process has begun. At the invitation of the Swiss Permanent Representative to the United Nations in Geneva, Ambassador Blaise Godet, a group was brought together representing stakeholders reflective of the new actors on the international scene in Geneva. They come from the private sector, academia, civil society, international governmental and non-governmental institutions, Swiss diplomacy, the media. All share a common trait – a profound commitment to the concept of International Geneva and its expansion to meet the requirements of a rapidly changing world. They have no ambition other than to design the best way forward based on the following considerations:

All interests and all groups are relevant and necessary – and must feel a part of the response to the same challenge.

Current initiatives on behalf of Geneva need to be brought together and to pool their knowledge, their achievements, their abilities, their resources and their future efforts. Fragmentation and opacity are counter-productive. A low-key approach is no longer sufficient. Geneva cannot simply live off its outstanding heritage. A key actor in their process will be the media. It is crucial to consider the media as vectors of change – as players – as well as reflectors.

It is clear that investment and financial support will be required. Citizens will need to be mobilized. Attention must be paid to their opinions, and their deepest interest must be kindled.

But a further step should be taken. 'Champions' from all sectors of society capable of stimulating a new sense of pride in the international mission of Geneva should be identified. These champions can help re-create enthusiasm for this vision of GenevaNetwork, by conveying the vital importance of keeping Geneva a relevant and central player in tomorrow's world: the place where the world comes to address the world's issues.

Throughout these deliberations and consultations, it was clear that the future of Geneva also relies to a great extent on the Swiss Confederation. Therefore, this work is addressed as much to Federal as Geneva authorities. At the same time, it is addressed to Swiss citizens, who by virtue of the Swiss democratic system have the immense privilege to have final say on their future.

The aim of the attached proposals is to suggest some research directions that would result in a more precise and thorough knowledge of the emerging governance processes. They would also help to assess the kind of measures that Geneva and the Swiss Confederation might undertake to address the new challenges. Some proposals might appear to be somewhat provocative, giving the impression of shaking up long-established traditions, particularly in the conduct of international affairs. But the rapid and dramatic changes taking place in our world call for bold and open approaches.

1

IDENTIFY MAJOR GLOBAL ISSUES AND STAKEHOLDERS IN GENEVA

KEY WORDS

Major global issues, stakeholders.

THE ISSUE

15-20 of the *major global economic and social issues critical for the future of humanity* are today addressed in various fora located in Geneva, in particular in intergovernmental organizations (IGOs).

OBJECTIVE

To better position and promote Geneva as a *central hub* where the world comes to address the world's issues, through the identification of the *major global economic and social issues crucial to the future of humanity* that are being addressed in Geneva and the *key stakeholders involved*. Multiple stakeholders are engaged in addressing these global issues of critical importance.

OUTCOME / EXPECTED RESULT

A comprehensive list of the 15 or 20 *major global economic and social issues crucial to the future of humanity* that are, addressed mainly in Geneva. The list would indicate, for each global issue, the lead international agency and all major stakeholders involved in addition to States (IGOs, private sector, NGOs, networks, etc.). In particular, identification of:

the main forum ("lead agency"), within the intergovernmental organizations (IGOs), where each of these *major global issues* is addressed;

other IGOs involved in the process;

other stakeholders from the private sector and the civil society (NGOs) involved in the process.

IMPLEMENTATION

Entrust a consultant familiar with the IGOs' work with the task of making the list of the 15 or 20 *major global economic and social issues* and identifying the main stakeholders for each of them. The consultant would use as main reference documents the Millennium Development Goals (MDGs) and the book by Jean-François Rischard "*High Noon: 20 Global Problems, 20 Years to Solve Them*"¹. The identification work would be done mainly through interviews of the executive leaders of the IGOs based in Geneva.

¹ See annex page 23

2

THE IMPLICATIONS OF THE CHANGING PARADIGM IN GLOBAL GOVERNANCE FOR GENEVA

KEY WORDS

Global governance, "hard power", "soft power", freelance networks, global and horizontal networks.

THE ISSUE

Due to the changing paradigm in global governance, moving from "*hard power*" (states and IGOs) to "*soft power*" (inclusive of NGOs, business and civil societies)², a new approach is needed to strategize and fulfil the future of International Geneva. "*Soft power*" is becoming as important as "*hard power*" and it is clear that the importance of *global and horizontal networks* is growing (described in Jean-François Rischard's book). These new forms of multilateral diplomacy and "multi-stakeholderism" are already apparent in Geneva (WSIS, World Social Forum, WEF, Social Summits, etc.). One needs to build on this considerable know-how and support it in order to become more influential in *global governance*.

To become a *central hub*, Geneva needs to be linked to emerging and existing networks, above all to *freelance networks* that are being built globally and virtually, especially in India and China, but also in Africa and Latin America. London also has extensive *freelance networks* which allow cheap access to high quality content. In order to bring them to Geneva and involve them in its governmental and political processes, it is critical to link up with the actors and leaders of these networks especially since they will have leading future roles at the political and governmental levels. As needed skills may not easily be available in Geneva, the unbundling of these networks is of central importance.

OBJECTIVE

To connect Geneva to existing *horizontal, vertical and freelance networks* thus becoming a leading and influential force in new forms of governance. With this aim, the Federal Authorities should become an instigator of *new emerging networks*, with Geneva at the center.

OUTCOME / EXPECTED RESULT

A "position paper" describing the changing paradigm in global governance. Based on concrete recent examples, the paper should explain the respective roles of "*hard*" and "*soft*" powers, show how *freelance networks* are functioning and propose ways and means of unbundling them to the benefit of international Geneva.

IMPLEMENTATION

Entrust the "*Foundation for Geneva*" with the task of developing such a "position paper".

² "*Hard power*" relies on law and constraint to enforce its decisions while "*soft power*" is an influential force using generally persuasion and seduction

3

CARRY OUT SWOT ANALYSIS

KEY WORDS

SWOT analysis (strengths and weaknesses, opportunities and threats)

THE ISSUE

A comprehensive and systematic assessment of strengths, weaknesses, opportunities and threats is required in order to optimize the chances of success in making Geneva a *central hub* in shaping new forms of *global governance*.

The *SWOT analysis* should take into consideration all possible factors influencing Geneva's positioning (diplomatic, economic, cultural, social, logistic, etc.) in light of the new paradigm in *global governance* and with the aim of making Geneva a *central hub*.

The *SWOT analysis* needs to be done by a group of people, or by an institution that has both a good understanding of the changing paradigm in *global governance* and a clear picture of what Geneva and other international cities are offering in terms of facilities, services, security, information, communication and technology in promoting new *networks*.

OBJECTIVE

Identify and evaluate competition for Geneva in the development of *GenevaNetwork* through assessment of its *strengths* and *weaknesses*, *opportunities* and *threats*.

OUTCOME / EXPECTED RESULT

A comprehensive listing and assessment of Geneva's *strengths* and *weaknesses*, *opportunities* and *threats* in the light of the new paradigm in *global governance*.

IMPLEMENTATION

The *SWOT analysis* could be conducted by the Delegate of the Canton for international Geneva, in close cooperation with the "*Foundation for Geneva*" who will be delegated with the position paper on the changing paradigm in global governance.

4

SWISS FOREIGN POLICY:
HOW TO REFLECT EVOLVING
POLITICAL CONDITIONS

KEY WORDS

National agenda, foreign policy, equal footing, non-alignment

THE ISSUE

Switzerland does not belong to any political or military alliance such as the European Union or NATO. In the strict sense of the word, Switzerland is a truly "non-aligned" country. Furthermore, its international political agenda does not threaten any nation's major interests. Diplomatic missions in Geneva do not feel any pressure from the host country as might be the case in other international cities. Big and small, rich and poor countries ought to feel on equal footing in Geneva. This reality should be clearly expressed in the formulation of the Swiss foreign policy and reflected in its wording.

OBJECTIVE

Reformulate Swiss foreign policy to adapt it to the vocabulary of the XXI century. This will not be an easy exercise because the Swiss population is strongly attached to concepts such as neutrality and solidarity which have been deeply entrenched in Swiss tradition for decades. Therefore the reformulation exercise should be accompanied by an intensive national campaign to explain to the Swiss population why new wording is necessary although the "*raison d'être*" and objectives of the Swiss foreign policy remain fundamentally unchanged.

OUTCOME / EXPECTED RESULT

The Federal Department of Foreign Affairs (DFAE) to propose an updated formulation of its international policy (a kind of mission statement) that takes into account the new concepts and wording used at the international level at the beginning of the XXI century. The presentation of the new formulation is to be supported by an intensive explanation campaign in Switzerland.

IMPLEMENTATION

DFAE to set up a task force to update the formulation of the Swiss foreign policy and prepare an intensive national explanation campaign.

5

SET UP SWAT TEAM TO ACTIVELY PROMOTE GENEVA AS PRIMARY VENUE

KEY WORDS

SWAT Team, venues for meetings, new conferences, secretariats.

THE ISSUE

In order to help Geneva become a *central hub*, the Swiss diplomatic corps needs to adopt a pro-active approach by identifying the key decision-makers who have significant influence on the choice of venues for the meetings, processes and new networks now addressing some of the *major global economic and social issues crucial to the future of humanity*. Switzerland should be ready to penetrate these networks as early as possible, and obtain new conferences and secretariats. Like “SWAT” Teams³, Switzerland needs a “force de frappe”, committed to move with action and intelligence, managed on a continuous basis. This pro-active approach should be inclusive rather than exclusive, positioning Geneva as a major link in the chain, working with and complementing other network hubs.

OBJECTIVE

The creation of a *SWAT team* that is:

mandated to keep regular contact with the General Directors and Secretary Generals of international organizations based in Geneva, and other public figures and key decision-makers responsible for organizational decision-making;

ready to penetrate new networks early on in order to obtain new international conferences and secretariats based in Geneva.

OUTCOME / EXPECTED RESULT

A greater involvement of the Swiss diplomatic corps in the decision-making process that leads to the choice of cities that host international conferences. For example, it is recommended that the Federal Counselor in charge of the Department of Foreign Affairs invite bi-annually key figures for private luncheons to promote Geneva as a lieu for international gatherings.

IMPLEMENTATION

The creation of a *SWAT team* within the Swiss Foreign Ministry.

³ *SWAT Team*: specialized unit which is trained to perform delicate and risky operations

6

INCREASE GENEVA'S INTELLECTUAL INPUT

KEY WORDS

Intellectual input, pole of excellence, white papers.

THE ISSUE

It is necessary to complement efforts in political arenas by a similar effort in the domain of critical reflection. The newly created “*Graduate Institute of International Studies and Development*” and the future “*Maison de la Paix*” which should host a “*Center for Global Issues*”, will contribute to a valuable information network that will facilitate the sharing of knowledge.

To help make Geneva a *central hub*, there is a need for strong leadership but also a need to stimulate and engage the political world through the publication of articles on global issues. This intellectual output would aim to attract the attention and gain the support of politicians and the larger public. “*White papers*” on specific issues and global challenges should be widely disseminated to support Geneva as a pole of excellence in international affairs. These “*white papers*” should be written in plain, attractive and easily understandable language.

OBJECTIVE

To position Geneva as an intellectual and knowledge-creating centre by strengthening the number and quality of Geneva's think tanks and in so doing developing the capacity for driving debate and progress on issues that are considered critical for the future.

OUTCOME / EXPECTED RESULT

Under the auspices of the newly created “*Maison de la Paix*”, a “*Center for Global Issues*” should be established in Geneva as a place for reflection and dialogue at the disposition, and for the benefit of, the diverse range of actors in Geneva. The Center would be responsible for the periodical publication in English of “*white papers*” on specific issues and global challenges.

IMPLEMENTATION

In creating the “*Maison de la Paix*” and the “*Center for Global Issues*”, Geneva, with the support of Switzerland, should position itself as an intellectual and knowledge-creating centre.

7

FRAMEWORK AND FACILITIES (LOGISTICS, TECHNOLOGY AND EQUIPMENT)

KEY WORDS

Logistics, technologies, infrastructure, equipment.

THE ISSUE

To become a *central hub*, Geneva needs to provide the best conditions in terms of logistics, technology and facilities available not only to IGOs and diplomatic missions, but also to the other major stakeholders who often do not have large budgets at their disposal. How does Geneva fare in terms of the services it can offer to stakeholders such as conference rooms, offices, transportation, hotels and security? What measures are needed to improve or optimize Geneva's existing infrastructure? It is critical to envisage new measures, such as the possibility of offering "low cost packages" including both lodging and transportation for actors coming from the poorest countries.

OBJECTIVE

Geneva authorities in cooperation with Federal government need to examine in detail the main shortfalls and weaknesses of international Geneva identified in the *SWOT analysis* and reflect on the best ways to rectify these impediments to success.

OUTCOME / EXPECTED RESULT

A meticulous analysis of the main gaps and weaknesses of international Geneva related to its goal of becoming a *central hub* and concrete recommendations on how to overcome Geneva's competitive disadvantages.

IMPLEMENTATION

The establishment of a mixed working group composed of authorities from Bern and Geneva convened under the responsibility of the Delegate of the Canton of International Geneva to report on how Geneva can optimize its chances for success in becoming a central meeting point for emerging networks.

8

DEVELOP NEW BRANDING, IMAGE AND MEDIA STRATEGY

KEY WORDS

New branding strategy, media.

THE ISSUE

International Geneva needs a new branding strategy which will create a sense of desire for *GenevaNetwork* and communicate an exciting and sustainable image that resonates generosity and grand gestures, against the backdrop of becoming a serious driver of change and knowledge-creation. It should also project International Geneva more actively into cyberspace via a website, chat rooms, blogs etc. The strategy has to aim to achieve a sense of "pride" in Geneva and enthusiasm for such a process, so that everybody wants to be – and importantly remains – on board in the quest to become a *central hub*. In this way, financial support from other stakeholders could also become more readily available. The media is a critical partner in this process as a supporter, stakeholder and in terms of raising awareness and informing the public.

OBJECTIVE

To develop a communication strategy for International Geneva that would:

turn the concept of Geneva as a *central hub* into a reality through communication with the international community and the public at large.

support the branding strategy, unbundle the networks, and create synergies between different networks (e.g. trade and health).

OUTCOME / EXPECTED RESULT

To support inter alia a new proposal by a group of journalists to create Media 21, a "press agency" that will report regularly on the *major global issues* and activities of International Geneva through the Internet (online service).

IMPLEMENTATION

The Federal and Geneva authorities should establish a group of communication professionals to be entrusted with the task of drawing up a draft communication strategy for International Geneva. It would also identify the human, material and technological resources needed to implement this strategy.

INFORMATION AND COMMUNICATION TECHNOLOGY ICT BEST PRACTICES AT THE SERVICE OF HUMANITY

KEY WORDS

Best practices, ICTs at the service of humanity.

THE ISSUE

ICTs (Information and communication technologies) can contribute to ensuring that even the most disenfranchised actors who are unable to be present in Geneva due to economic or other reasons, can nevertheless participate in international processes. In addition, initiatives and projects such as “ICT4All”, “Digital Solidarity Fund”, “ICT4Peace” or the “Geneva Security Forum” offer new possibilities for the positioning and expansion of Geneva in the field of ICT.

ICT could also be one of the tools used in the efforts to promote International Geneva.

The newly created “Graduate Institute of International Studies and Development” and the future “Maison de la Paix” which should host a “Center for Global Issues”, will *inter alia* develop a strong linked to the international organizations.

OBJECTIVE

Examine the means through which Geneva can become a champion and leader in the use of ICT for the benefit of new global governance, permitting the least favored underprivileged actors to participate at a distance in global gatherings in Geneva, and in the emerging *networks* that are at the forefront of shaping global policy on issues of critical importance.

OUTCOME / EXPECTED RESULT

Building on its status as a *central hub for major global economic and social issues crucial to the future of humanity* and taking advantage of the experience gained on the occasion of the recent *World Summit on the Information Society*, Geneva will be an example of best practices in the field of ITCs for the benefit of the new *global governance*.

IMPLEMENTATION

With the support of the Swiss authorities, Geneva will take the appropriate measures in the field of ICTs to permit the underprivileged actors to participate at a distance in global gatherings in Geneva and in the emerging *networks*. It will also help organize ICT-related events, conferences, seminars, with a view to developing policies, drawing up and negotiating declarations and agreements, furthering knowledge, sharing best practices, creating networks, etc.

ANNEX

HIGH NOON: 20 GLOBAL PROBLEMS, 20 YEARS TO SOLVE THEM

By Jean-François Rischard

SHARING OUR PLANET: ISSUES INVOLVING A GLOBAL COMMONS

Global warming
Biodiversity and ecosystem loss
Fisheries depletion
Water deficits
Maritime pollution and safety

SHARING OUR PLANET: ISSUES REQUIRING A GLOBAL COMMITMENT

Massive step-up in the fight against poverty
Peacekeeping, conflict prevention, combating terrorism
Education for all
Global infectious diseases
Digital divide
Natural disaster prevention and mitigation

SHARING OUR RULE BOOK: ISSUES NEEDING A GLOBAL REGULATORY APPROACH

Reinventing taxation for the 21st century
Biotechnology rules
Global financial architecture
Illegal drugs
Trade, investment, and competition rules
Intellectual property rights
E-commerce rules
International labour and migration rules