C. I% , is !"#g\$e% it Ademagic et al. 20167UNAT76C< of 22 A"g"s it 20169 it.e

"%-,Be-+ & a& & e s&aff \$e\$)e*sD se*0,3es /o"-#)e *eG",*e#)+ & e O*ga%,Ea&,o%)e+o%# & e e%# of 201< o* ea*-+ 201A9 / .e% & e ICT6 / as s3.e#"-e# & o3-ose9 a%# a 3a*ee* a88o,%&\$e%& / as #ee\$e# "%;"s&,f,e#. Ea3. A88-,3a%& *e3e,0e# a%,%#,0,#"a--e&&e**e0,e/,%g & e,* 8*ofess,o%a-G"a-,f,3a&,o%s a%#)a3Bg*o"%#9 /,& a s,\$,-a*3o%3-"s,o% as fo--o/s:

I% -,g. & of +o"* G"a-,f,3a&,0%s a%#)a3Bg*o"%#9 /e .a0e *e0,e / e# &.e %ee#s of &.e O*ga%,Ea&,0% ,% Se8&e\$)e* 2011 fo* &*a%s-a&,0% se*0,3es a%# o)se*0e &.a& &.e*e /e*e %o o%go,%g 8os,&,0%s fo* &*a%s-a&o*s f*o\$ E%g-,s. &o BCS. ("*&.e*9 a 8*e7*eG",s,&e fo* &.e e\$8-o+\$e%& of 8*ofess,0%a--a%g"age s&aff ,% &.e Se3*e&a*,a&,s &.a& &.e+ 8ass &.e La%g"age Co\$8e&,&,0e E:a\$,%a&,0% =LCE@. As a& Se8&e\$)e* 20119 +o" .a# %o& 8asse# &.e LCE.

TaB,%g,%&o a330"%&+o"*,%#,0,#"a-)a3Bg*o"%#9 G"a-,f,3a&,o%s a%# sB,--s9 as a& Se8&e\$)e*20119,&/as "%-,Be-+ &.a&+o"* se*0,3es /o"-#)e *eG",*e#)+ &.e O*ga%,Ea&,o%)e+o%# &.e %ee#s fo* +o"* se*0,3es a& &.e ICT6. S8e3,f,3a--+9,&/as %o& e:8e3&e# &.e O*ga%,Ea&,o%/o"-#)e,% a 8os,&,o% &o *e&a,% +o" &o 8e*fo*\$ &.e f"%3&,o%s +o"/e*e 8e*fo*\$,%g)e+o%# &.e e%# of &.e +ea*201</ea*-+201A9/.e% &.e ICT6 /as s3.e#"-e# &o 3-ose. 4 .e*eas &.,s 8e*,o# \$a+ .a0e e:&e%#e# fo* \$o*e &.a% &.*ee +ea*s9,& #oes %o&;"s&,f+ a 3a*ee* a88o,%&\$e%&. (o* &.ese *easo%s9 I #o %o& 3o%s,#e* &.a& +o"*,%#,0,#"a-G"a-,f,3a&,o%s a%# sB,--s \$aBe+o"s",&a)-e fo*3o%0e*s,o% &o 8e*\$a%e%&a88o,&&\$e%&.

- 1'. I% &"*%9 1A2 A88-,3a%&s ,% &.e Ge%e*a- Se*0,3e 3a&ego*+ / e*e ,%fo*\$e#)+ ,%#,0,#"a- -e&e*s #a&e#)e&/ ee% 1A &o 1C No0e\$)e* 2016 f*o\$ &.e O,C ASG/O5R2 &.a&&.e+ .a#)ee% #e%,e# a 8e*\$a%e% a88o,%&\$e%&. A #,s&,%3&,o% ,% &.e *easo%s fo* &.ese #e3,s,o%s / as \$a#e)e&/ ee% 23 A88-,3a%&s / .o a*e -a%g"age s&aff =>Ge%e*a- Se*0,3e -a%g"age A88-,3a%&s?@ a%# &.e *e\$a,%,%g 12' %o%7-a%g"age A88-,3a%&s =>Ge%e*a- Se*0,3e %o%7-a%g"age A88-,3a%&s?@.
- 20. Ea3. of &.e 12' Ge%e*a- Se*0,3e %o%7-a%g"age A88-,3a%&s / e*e fo"%# &o .a0e &.e G"a-,f,3a&,o%s a%#)a3Bg*o"%# &.a& / o"-# \$aBe &.e\$ s",&a)-e fo* 8os,&,o%s ,% #"&+ s&a&,o%s o"&s,#e T.e 5 ag"e as a& Se8&e\$)e* 2011. 5o / e0e*9 &.e+ / e*e #e%,e# a 8e*\$a%e%& a88o,%&\$e%& o% &.e g*o"%# &.a& &.e+3o"

22. T.e1 'A88-,3a%&s;o,%&-+*eG"es&e# \$a%age\$e%&e0a

.. T.e A#\$,%,s&*a&,o% #,# %o& 3o%s,#e*)"#ge&a*+ 3o%s&*a,%&s ,% &.e 3o%&es&e# #e3,s,o%s a%# &.e*e ,s %o ,%#,3a&,o% ,% &.,s *es8e3&F a%#

T.e Res80%#e%& *eG"es&s &.e T*,) "%a- &o #,s\$,ss &.e a88-,3a&,o%s.

Consideration

Legal framework

3<. T.e s&a*&,%g 80,%& fo* &.e T*,) "%a-Ds *e0,e/ of &.e -ega-,&+ of &.e 30%&es&e# #e3,s,o%s ,s &.e 30%s,#e*a&,o%s of &.e A88ea-s T*,) "%a- ,% ,&s !"#g\$e%&s Ademagic et al. and McIlwraith 20137UNAT73A' a%# Ademagic et al. 20167UNAT76C<9 /.,3. *e\$a%#e# &.e #e3,s,o%s o% &.e 30%0e*s,o% of &.e A88-,3a%&sD f,:e#7&e*\$

3'. I% a88-,3a&,0% of &.,s 8*o0,s,o%) &.e ASG/O 5 R 2 a#o8&e# o% 2' !a%"a*+ 2010 G",#e-,%es o% 3o%s,#e*a&,0% fo* 3o%0e*s,o% &o 8e*\$a%e% a88o,%&\$e% of s&aff \$e\$)e*s of &.e Se3*e&a*,a& e-,g,)-e &o)e 3o%s,#e*e# as a& 30!"%e 200' =>G",#e-,%es?0/.,3. *e-e0a%&-+ 8*o0,#e,% se3s. &o 10:

- . I% #e&e*\$,%,%g &.e ,%&e*es&s of &.e O*ga%,Ea&,o% fo* &.e 8"*8ose of g*a%&,%g a 8e*\$a%e%& a88o,%&\$e%&9 &.e o8e*a&,o%a*ea-,&,es of &.e O*ga%,Ea&,o% s.a--)e &aBe% ,%&o a33o"%&9 ,% a33o*#a%3e / ,&. Se3&,o% 2 of ST/SGB/200'/10.
- C. I% #e&e*\$,%,%g / .e&.e* &.e s&aff \$e\$)e* .as \$e& &.e .,g. s&a%#a*#s of eff,3,e%3+ a%# 3o\$8e&e%3e9 &.e \$os& *e3e%& f,0e

<6. T.e A88ea-s T*,)"%a- .e-# ,% ,&s !"#g\$e%& Ademagic et al. 20167UNAT76C</p>
&.a&>&.e ASG/O 5 R 2 / as e%&,&-e# &o &aBe ,%&o 3o%s,#e*a&,o% ICT6Ds f,%,&e \$a%#a&e
a%# #o / %s,E,%g s,&"a&,o%?9 ,% a33o*#a%3e / ,&. fo*\$e* s&aff *"-e 10<.13 a%#</p>
se3. 2 of ST/AI/200'/109 / .,3. 8*o0,#e -ega-)ases fo* g,0,%g #"e / e,g.& &o >a--,%&e*es&s of &.e O*ga%,Ea&,o%? =8a*a. A10. T.e A88ea-s T*,)"%a- fo"%#9 .o / e0e*9
&.a& &.e A#\$,%,s&*a&,o% 3o"-# %o& so-e-+ *e-+ o% &.e f,%,&e \$a%#a&e of &.e ICT6 &o
#e%+ 8e*\$a%e%& a88o,%&\$e%&s &o &.e A88-,3a%&s a%# .a# &o 3o%s,#e* >&.e,*
*es8e3&,0e G"a-,f,3a&,o%s9 3o\$8e&e%3,es9 3o%#"3&a%# &*a%sfe**a)-e sB,--s? =8a*a. A30.

< . I& fo--o/s & ak & e A88ea-s T*,) "%a- 3-ea*-+ a--o/e# & e A#\$,%,sk*ak,o% & eska)-,s. a #,sk,%3k,o%)ek/ee% skaff \$e\$)e*s se*0,%g ,% #o/%s,E,%g e%k,k,es a%# & ose / .o #o %ok. T.e 3o%s,#e*ak,o% of >&*a%sfe**a)-e sB,--s? fo* skaff \$e\$)e*s se*0,%g ,% #o/%s,E,%g e%k,k,es ske\$s f*o\$ & e, \$o*e -,\$,ke# ,\$\$e#,ake 3a*ee* 8*os8e3&s /,&.,% & e e%k,k+ / .e*e & e+ a*e 3"**e%k-+ se*0,%g. T.e A88ea-s T*,) "%a-,%s,ske# & ak & e *e3o%s,#e*ak,o% "8o% *e\$a%# .a# &

A0. T.e A88ea-s T*,)"%a- & .e% *efe**e# & o & .,s %o&,o% aga,% ,% ,&s !"#g\$e% Ademagic et al. 20167UNAT76C< / .e*e ,& ,%s,s&e# & .a& & .e ASG/O 5R2

sB,--s9 so ,& 3a% &aBe a3&,0% &o f,-- &. ose s&aff,%g %ee#s.? Be& / ee% &.e e%# of 2010 a%# 20119 O 5 R 2 "%#e*&ooB a f"-- \$a88,%g of a-- 8os&s ,% &.e Se3*e&a*,a&9 3-ass,f,e#)+ o33"8a&,0%a- g*o"8s a%# / ,&. s8e3,f,3s fo* ea3.9 as &es&,f,e#)+ &.e fo*\$e*C.,ef9 Se3&,0% III9 O 5 R 2.

A<. It is wold #,s8" le# lat le A#\$, %,sl*al,o% -,\$,le#, ls e:a\$, %al,o% of le A88-,3a% lsD l*a%sfe**a)-e sB,--s lo e:,sl,%g 80s,l,o%s ,% le Se3*ela*,al as of 2011 o"ls,#e le ICT6 a%# le 2 ICT9 "s,%g le \$a88,%g e:e*3,se \$e%l,o%e# a)o0e =see 8a*a. A30. No 30%s,#e*al,o% / as g,0e% lo le 80ss,),-,l+ lo *ela,% le A88-,3a% ls9 o* so \$e of le \$9,% le ICT69 o* lo l*a%sfe* le \$ lo le 2 ICT.

AA. It a88ea*s f*o\$ &.e 30%&es&e# #e3,s,o%s &.a& &.e A#\$,%,s&*a&,o% /as of &.e 0,e / &.a& &.e A88-,3a%&sD 3a*ee* 8*os8e3&s a& &.e ICT6 / e*e &oo-,\$,&e# &o)e &aBe%,%&o a33o"%&g,0e%,&s e:8e3&e# 3-os"*e a& &.e e%# of 201<. I% &.,s 3o%%e3&,o%9 &.e 3o%&es&e# #e3,s,o%s s&a&e:

TaB,%g ,%&o a330"%& +o"* ,%#,0,#"a-)a3Bg*o"%#9 G"a-,f,3a&,o%s a%# sB,--s9 as a& Se8&e\$)e* 20119 ,& / as "%-,Be-+ & .a& +o"* se*0,3es / o"-#)e *eG",*e#)+ & .e O*ga%,Ea&,o%)e+o%# & .e %ee#s fo* +o"* se*0,3es a& & .e ICT6. S8e3,f,3a--+9 ,& / as %o& e:8e3&e# & .e O*ga%,Ea&,o% / o"-#)e ,% a 8os,&,o% & o *e&a,% +o" & o 8e*fo*\$ & .e f"%3&,o%s +o"

T.e f,*s&)"#ge& of &.e 2 ICT fo* 201272013 8*o0,#e# fo* 13 P*ofess,o%a-8os,&,o%s a%# 10 Ge%e*a- Se*0,3e 8os,&,o%s fo* T.e 5 ag"e)*a%3.. T. ese 8*e0,s,o%s \$ a+ .a0e 8*o0e% &o)e "%*ea-,s&,3,%.,%#s,g.&))"&s,%3e &.e+ /e*e &.e o%-+ o%es *e3o*#e# o% &.e off,3,a-*e8o*&s a%#)"#ge&s a0a,-a)-e a& &.e &,\$e9,& / as %o& a% e**o* fo* &.e A#\$,%,s&*a&,o% &o *e-+ o% &.e\$.

6<. I% & .ese 3,*3" \$ ska%3es9 & .e T*,) "%a- f,%#s & .ak ,& /as %ok a% "%*easo%a)-e e:e*3,se of #,s3*ek,o% %o* 30%k*a*+ &o & .e A88ea-s T*,) "%a-Ds #,*e3&,o%s fo* & .e A#\$,%,sk*ak,o% &o e:3-"#e 8os,&,o%s ,% & .e ICT6 a%# & .e 2 ICT f*o\$ & .e 8oo- of 8os,&,o%s >*eG",*e# o% a% o%go,%g)as,s? &aBe% ,%&o a33o"%& fo* assess,%g & .e A88-,3a%ksD &*a%sfe**a)-e sB,--s #"*,%g & .e *e3o%s,#e*ak,o% e:e*3,se.

6A. T.e T*,) "%a-,s a-so of &.e O,e / &.a&) + e:8a%#,%g ,&s *eO,e / of &.e A88-,3a%&sD 3a*ee* 8*os8e3&s) e+o%# &.e ICT 69 &.e A#\$,%,s&*a&,o% f"-f,--e#,&s o)-,ga&,o% &o &aBe,%&o 3o%s,#e*a&,o% &.e ,%&e*es& of &.e ICT 6 &o \$a,%&a,% ,% ,&s e \$8-o+ skaff \$e\$) e*s / .o \$ee& >&.e .,g .es& ska%#a*#s of eff,3,e%3+9 3o \$8e&e%3+ a%# ,%&eg*,&+ es&a)-,s .e#,% &.e C.a*&e*? &o 3a**+ o"&,&s \$a%#a&e9 as #,*e3&e#)+ &.e A88ea-s T*,) "%a-,% ,&s !"#g\$e%& Ademagic et al. 20167UNAT76C< =see 8a*a. A3@. T.e A88ea-s T*,) "%a-Ds ska&e\$e%& #,# %o& per se 3*ea&e a% o)-,ga&,o% o% &.e A#\$,%,s&*a&,o% &o e:a\$,%e &.e A88-,3a%&sD 3a*ee* 8*os8e3&s /,&.,% &.e ICT 6 o* &.e 2 ICT9) "& *a&.e* &o 3o%s,#e*,% &.e e:e*3,se of ,&s #,s3*e&,o% &.e) e%ef,&s &.a& \$eas"*es a, \$e# a& *e&a,%,%g s&aff \$e\$)e*s "%&,- 3o\$8-e&.4 / 41.%A3-e%

id the Administration err or abuse its discretion in taking into account the limitations in the Staff +ules related to the recruitment of staff in the , eneral Ser/ice category%

- 66. I& ,s %o& #,s8"&e# & .a& a-- Ge%e*a- Se*0,3e A88-,3a%&s / e*e #e%,e# 8e*\$ a%e%& a88o,%&\$ e%&s o% & .e) as,s9 inter alia9 & .a& & .e+ 30"-# %o&)e 3o%s,#e*e# fo* 8os,&,o%s o"&s,#e T .e 5 ag"e #"e &o & .e,* -o3a- *e3*",&\$ e%& s&a&"s9 a%# & .a& & .e*e / as %o e%&,&+ of & .e Se3*e&a*,a& ,% T .e 5 ag"e / .e*e & .e+ 30"-#)e &*a%sfe**e# af&e* & .e 3-os"*e of & .e ICT6.
- 6. T.e A88ea-s T*,) "%a-Ds!"#g\$e%& #oes %o& 3o%&a,% a%+ s8e3,f,3 ,%s&*"3&,o% as &o .o / &.e &*a%sfe**a)-e sB,--s of Ge%e*a- Se*0,3e A88-,3a%&s .a# &o)e assesse# ,% &.e *e3o%s,#e*a&,o% e:e*3,se9 ,% 8a*&,3"-a* / .e&.e* &.e,* s&a&"s as -o3a- *e3*",&s .a# &o)e &aBe% ,%&o 3o%s,#e*a&,o% ,% e:a\$,%,%g a-&e*%a&,Oe 8os,&,o%s &o / .,3. &.e+3o"-#)e &*a%sfe**e#. T.e D,s8"&e T*,)"%a- #,# %o& a##*ess ,& e,&.e*9 saOe fo* a)*,ef *e\$a*B / .e% ,& 3o%s,#e*e# &.e ge%e*a- -,\$,&a&,o% of &.e A88-,3a%&sD a88o,%&\$e%& &o se*0,3e / ,&. &.e ICT6. T.e D,s8"&e T*,)"%a- .e-# &.

e3", le# slall"s lo ,%le*%all, o%a--+ *e3*", le#9 %o* 3a% l.e T*,) "%a- ,\$8ose a% o)-, gal, o% o% l.e O*ga%, Eal, o% lo g*a%l, l.

- <. T.e A88-,3a%&s a-so a*g"e & a& s&aff *"-e < .1C / o"-# 30%s&,&"&e a%o&.e* -ega-a0e%"e & o o0e*3o \$ e & e 8"*8o*&e#)a**,e* *a,se#)+ & e A#\$,%,s&*a&,o%, % *eG",*,%g se*0,3e s")seG"e%& & o & e ICT6. T.e A88-,3a%&s 3-a,\$ & a&,f & e+ / e*e *eG",*e# & o *es,g% f*o \$ & e,* 8os,&,o% a& & e ICT6, % o*#e* & o)e *e7e\$8-o+e# a& a%o&.e* #"&+ s&a&,o%9 as asse*&e#)+ & e Res8o%#e%\$9 s&aff *"-e < .1C / o"-# a--o / fo* & e 8oss,),-,&+ & o *e,%s&a&e & e \$9 *es"-&,%g,% 3o%&,%"o"s se*0,3e.</p>
- A. Slaff *"-e <.1C 8*00,#es & .al >HaI fo* \$ e* slaff \$ e \$) e* / .o .e-# a f,:e#7le* \$ o* 30%l,%",%g a880,%l \$ e%l a%# / .o ,s *e7e \$ 8-o+e# "%#e* a f,:e#7le* \$ o* a 30%l,%",%g a880,%l \$ e%l /,l.,% 12 \$ o%l.s of se8a*al,0% f*o \$ se*0,3e \$ a+) e *e,%slale# ,f & .e Se3*ela*+7Ge%e*a- 30%s,#e*s & .al s"3. *e,%slale \$ e%l / o"-#) e ,% & .e ,%le*esl of & .e O*ga%,Eal,0%?.

. T.e T*,)"%a- f,%#s &.a& &.e -ega- f*a \$ e / o*B go0e*%,

C2. I% 0,e/ of &.e fo*ego,%g9 &.e T*,)"%a- f,%#s &.a& &.e A#\$,%,s&*a&,o% #,# %o& e** o* a)"se ,&s #,s3*e&,o% ,% #e3,#,%g &.a& ,& /as %o& ,% &.e ,%&e*es&s of &.e O*ga%,Ea&,o% &o g*a%& &.e Ge%e*a- Se*0,3e A88-,3a%&s 8e*\$a%e%& a88o,%&\$e%&s)ase# o% &.e,* -a3B of 3a*ee* 8*os8e3&s a& &.e,* #"&+ s&a&,o%9 / .,3. ,% &.e 3o%&e:&a\$o"%&s &o a -a3B of &*a%sfe**a)-e sB,--s.

!"#g\$e% No. UNDT/201'/022

*eG",*e\$e%&s fo* P*ofess,o%a- -a%g"age s&aff ,% &.e Se3*e&a*,a& as &.e+ a88-,e# ,%

&.a& .e ,s 30%f,#e%& ,% Ge*\$a%9 / .,-e .e o%-+ .as a)as,3 B%o / -e#ge of ,&. T.e T*,) "%a- %o&es &.a& &.e 30%&es&e# #e3,s,0% esse%&,a--+ *efe*s &o &.e A88-,3a%&Ds f"%3&,0%s ,% 8*00,#,%g &*a%s-a&,0%s a%# *e0,s,0%s f*o \$ E%g-,s. &o BCS a%# #oes %o& s8e3,f,3a--+ *efe* &o .,s \$a%age*,a- *o-e. 5o / e0e*9 ,& *e\$a,%s &.a& &.e A88-,3a%&Ds 8*ofess,0%a- e:8e*,e%3e ,s ,% -a%g"age se*0,3es a%# ,& .as %o&)ee% #e\$o%s&*a&e# &.a& &.e A#\$,%,s&*a&,0% e**e# ,% 30%3-"#,%g &.a& &.e A88-,3a%& #,# %o& \$ee& &.e *eG",*e\$e%&s fo* P*ofess,0%a- -a%g"age 8os,&,0%s ,% &.e Se3*e&a*,a& as .e .a# %o& 8asse# &.e LCE. I% &"*%9 / .,-e &.e 30%&es&e# #e3,s,0% \$a+ 30%&a,% a \$,%o* e**o* 30%3e*%,%g &.e A88-,3a%&Ds 8*of,3,e%3+ ,% Ge*\$a%9 &.,s #oes %o& s.o / a%+ %eq-,qe%3e ,% &.e e:a\$,%a&,0% of &.e A88-,3a%&Ds &*a%sfe**a)-e sB,--s as .e asse*&e#.

A88-,3a% 2 *. V"Bosa0-Be0,3

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