

UNITED N

1. B- a<</.=a'.o& f./e\$ o& 2 A<./ 201 : '0e A<</.=a&': a fo,%e, s'aff %e%+e, of '0e U&.'e\$ Na'.o&s C0./\$,e&>s *#&\$?@UNICE*AB: Pa8.s'a&: =0a//e&ge\$ '0e \$e=.s.o& 'o \$s%.ss 0e, f,o% se,2.=e o& a//ega'.o&s of f,a#\$ a&\$ g,oss &g/.ge&=e.

2. T0e a<</.=a'.o& 1as se,2e\$ o& '0e Res<o&\$e&' 10o f./e\$ 0.s ,e</- o&)0 4a- 201 . O& 1 Se<'e%+e, 201 : '0e A<</.=a&' f./e\$ a %'o'.o& 'o =o%%e&' o& '0e Res<o&\$e&'s ,e</-. T0e A<</.=a&'s =o%%e&'s 1e,e a''a=0e\$ 'o '0.s %'o'.o&. B- O,\$e, No. 1 0 ?GVA/201 B: '0e T,.,+&a/ g,a&'e\$ '0e %'o'.o& a&\$ a==e<'e\$ '0e s#+%.ss.o& a''a=0e\$ '0e,e.&.

). T0e T,.,+&a/ .ss#e\$ se2e,a/ =ase %a&age%e&' O,\$e,s O,\$e, No. 1 0 ?GVA/201 B: O,\$e, No. 25 ?GVA/201 B: O,\$e, No.)1 ?GVA/201CB a&\$ O,\$e, No. !(?GVA/201CB of 5 Se<'e%+e, 201 : 22 De=e%+e, 201 : 2 a&\$ 2 *e+,#a,- 201C ,es<e='.2e/--. T0e O,\$e,s =a//e\$ '0e <a,'.es 'o =ase %a&age%e&' \$.s=#ss.o&s: s#%#o&e\$ 1.'&esses a&\$ o,\$e,e\$ <,o\$#='.o& of \$o=#%e&'s .& <,e<a,a'.o& a&\$.& s#<<o,' of %a''e,s '0a' a,ose \$#,.&g '0e 0ea,.&g: 10.=0 1as 0e/\$ o& 20 'o 2) a&\$ 2 4 a,=0 201C.

!. T0e T,.,+&a/ 0ea,\$ 'es'.%o&- f,o% '0e fo//o 1.&g 1.'&esses:

a. T0e A<</.=a&'D

+. 4, . 4. I.: 10o 1o,8e\$ 1.'0 UNICE* f,o% 2012 'o 201!: se=o&\$e\$ f,o% '0e Go2e,&%e&' of Ba/#=0.s'a&D

=. 4, . A. R.: a D.,e='o, of a =o%<a&- s#<</-.&g se,2.=es 'o UNICE* a&\$

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"#\$g%e&' No. UNDT/201(/0))

16. O& 2) 4 a- 201C: '0e Reg.s',- of '0e T,+#&a/ a=8&o 1/e\$ge\$,e=e.<' of '0e
Res<o&\$e&'>s

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es<e=.a// - 10e,e '0e,e a,e \$.s<#es of fa=' a&\$ 10e,e '0e .&2es'.ga'.2e +o\$- a I#o 0a\$ &e.'0e, '0e .&s'.'#.o&a/ %ea&s o, eG<e,'.se 'o =o&\$#=' a f##/ a&\$ fa., ',.a/ of '0e .ss#es.

2C. 5o1e2e,: '0a' sa.\$: '0e,e 1.// +e =ases 10e,e '0e ,e=o,\$ +efo,e '0e UNDT a,.s.&g f,o% '0e .&2es'.ga'.o& %a- +e s##f.=.e&' fo, .' 'o ,e&\$e, a \$e=.s.o& 1.'0o#' '0e &ee\$ fo, a Oea,.&g. 4#=0 1.// \$e<e&\$ o& '0e =.,=#%s'a&=es of '0e =ase: '0e &a'#,e of '0e .ss#es a&\$ '0e e2.\$e&=e a' 0a&\$.S0o#/\$ '0e e2.\$e&=e +e .&s##f.=.e&' .& =e,'a.& ,es<e='s: .' 1.// +e .&=#%+e&' o& '0e UNDT 'o \$.,e=' '0e <,o=ess 'o e&s#,e '0a' '0e % .ss.&g e2.\$e&=e .s a\$\$#=#e\$ +efo,e .'.

2(. T0#s: 10./e '0e,e %a- +e o==as.o&s 10e,e a ,e2.e1 of a& .&'e,&a/ .&2es'.ga'.o& %a- s##f.=.e: .' of'e& 1.// +e safe, fo, '0e UNDT 'o \$e'e,% .&e '0e fa='s f##/- .se/f: 10.=0 %a- ,eI#.,e s#<</e%e&' .&g '0e #&\$\$.s<#e\$ fa='s a&\$ '0e ,eso/#'.o& of =o&'es'e\$ fa='s a&\$.ss#es a, s.&g f,o% '0e .&2es'.ga'.o&. T0e UNDT o,\$.&a,./- s0o#/\$ Oea, '0e e2.\$e&=e of '0e =o%</a.&a&' a&\$ '0e o'0e, %a'e, a/ 1.'&esses: assess '0e =,e\$.+./.'- a&\$,e/.a+./.'- of '0e 'es'.%o&- #&\$e, oa'0 +efo,e .': \$e'e,% .&e '0e <,o+a+/e fa='s a&\$ '0e& ,e&\$e, a \$e=.s.o& as 'o 10e'0e, '0e o&#s 'o es'a+/.s0 '0e % .s=o&\$#=' +- =/ea, a&\$ =o&2.&=.&g e2.\$e&=e 0as +ee& \$.s=0a,ge\$ o& '0e e2.\$e&=e a\$\$#=#e\$.

)5. T0e,efo,e: '0e T, .+.#&a/: .& ,e2.e1 .&g a& .%<#g&e\$ \$.s=.

a. T0e fa='s o& 10.=0 '0e sa&='.o& .s +ase\$ 0a2e +ee& <,o<e,/- es'a+/.s0e\$D

+. T0e es'a+/.s0e\$ fa='s I#a/.f- as '0e % .s=o&\$#=' =o%</a.&e\$ of a' '0e a<<,o<,.a'e /e2e/ of <,oofD a&\$

=. I& '0e e2e&' of '0e,e +e.&g a f.&\$.&g aga.&s' '0e s'aff %e%+e,: '0e sa&='.o& .s <,o<o,'.o&a'e 'o '0e offe&=e ?see 20107UNAT702!:
! 201)7UNAT7)02: " 201!7UNAT7)(C:
20157UNAT7!2)B.

)6. I' .s a ge&e,a/ <.,&=.</e of ##s'.=e '0a' a\$%.&.s',a'.2e +o\$.es a&\$ a\$%.&.s',a'.2e off.=.a/s s0a// a=' fa.,/-: ,easo&a+/-: a&\$ =o%</- 1.'0 '0e ,eI#.,e%e&'s .%<ose\$ o& '0e% +- /a1. As a &o,%a/ ,#/: a ,e2.e1 .&g T, .+.#&a/ 1.//

aga.&s' '0e A<</.=a&' '0a' s0e 0a\$ =o%e a=,oss \$#,.&g 0e, .&2es'.ga'.o& a&\$ s0e
a&s 1e,e\$ '0a' '0e,e 1 as &o&e.

!!.. T0e .&2es'.ga'o, 'es'.f.e\$ '0a' +ase\$ o& '0e A<</.=a&'>s /e2e/ of e%</o-%e&'
a&\$ =o&seI#e&' sa/a, - 1.'0 UNICE*: s0e =o#/\$ affo,\$ '0e 8.&\$ of /.fes' -/e '0a' s0e
0a\$: .&=#\$.&g 'a8.&g a// '0e ',.<s. Des<.'e ,ea=0.&g '0.s =o&=#s.o& +ase\$ o& '0e
fa='s of '0e .&2es'.ga'.o&: '0e .&2es'.ga'o, \$. \$ &o

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"#\$g%e&' No. UNDT/201(/0))

-ea,s <,.o,: '0#s =,ea'.&g a /oo8 of fo,ge\$ \$o=#%e&'s. l' .s #&fo,'#&a'e '0a' '0e

\$e=.s.o& .& 201 '0e,e 1as o, &o' a Ne 1 Fea/a&\$ =o&s#/a'e .& Pa8.s'a& .s &o' .& a&-
1a- /og.=a// - =o&&e='e\$ 'o '0e s'a'e of affa.,s .& 201). *#,'0e,%o,e: s#=0 /a=8 of
/og.=a/ =o&&e='.o& ,a.ses =o&=e,&s as 'o '0e 2a/.\$.'- of '0e g,o#&\$s o& 10.=0 '0e
=o&'es'e\$ \$e=.s.o& 1as +ase\$. T0.s .ss#e .s f#,'0e, \$.s=#sse\$ +e/o 1 10e& f#,'0e,
=o&s.\$e.,&g '0e a='.o&s of '0e .&2es'.ga'o,s.

50. A' '0e 0ea.,&g: '0e #&\$e,s.g&e\$ "#\$ge I#es'.o&e\$ '0e .&2es'.ga'o, as 'o
10e'0e, s0e 0a\$ =0e=8e\$ '0e a\$\$,ess of T0o%as Coo8 .&\$.=a'e\$ o& '0e .&2o.=e:
\$#,.&g 0e, '.%e .& Na,a=0. 'o f.&\$ o#' 10e'0e, .' \$. \$ o, \$. \$ &o' eG.s'. l&=,e\$#/o#s/-:
s0e .&fo,%e\$ '0e T, .+##&a/ '0a' s0e 0a\$ se&' so%e =o//eag#es 'o \$o so a&\$ '0a' '0e-
=o&f.,%e\$ '0a' '0e a\$\$,ess 1as .&\$ee\$ =o.,e=' .& 201): as asse,'e\$ +- '0e A<</.=a&
a&\$ as 1as s0o1.&g o& 0e, \$o=#%e&'s. 4 o,e .%<o,'a&'/-: sa.\$ =o//eag#es
=o&f.,%e\$ '0a' '0e T0o%as Coo8 off.=e #se\$ 'o +e a' '0e a\$\$,ess .&\$.=a'e\$ o& '0e
.&2o.=e: 10.=0 .&\$ee\$ 1as &eG' 'o '0e '0e& Ne 1 Fea/

=o,,e=' .s &o' a %e,e %.s'a8e: .' .s s.g&.f.=a&' /- %o,e '0a& '0a'. T0e \$e=.s.o& %a8e,
,e/.e\$: .& <a,': #<o& '0e asse,'.o& '0a' a \$o=#%e&' 1 as @s#s<e='A 1 0e&: .& fa=': '0e
a='#a/ .&2es'.ga'.o& &o 1 \$.s=/ose\$ +- '0e .&2es'.ga'o, \$e%o&s',a'es I#.'e =/ea,/ -
'0a' '0e .&2o.=e 1 as &o' s#s<e='. Lea2.&g '0e .&2es'.ga'.o& ,e<o,' #&=o,,e='e\$ 1 as
a' '0e 2e,- /eas' #&<,ofess.o&a/ .f &o' a \$e/.+e,a'e a=' +- '0e .&2es'.ga'o, 'o o+'a.&
a& a\$2e,se f.&\$.&g aga.&s' '0e A<</.=a&'. O& a&- 2.e 1: .' .s a se,.o#s a&\$ \$e</o,a+/e

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"#\$g%e&' No. UNDT/201(/0))

'Oe %ee'.&g \$. \$ &o' 'a8e </a=e fo, %o,e '0a& o&e \$a

65. T0e A<</.=a&' 1as a//ege\$ 'o 0a2e +ee& =o%</.=.' .& '0e f,a#\$ a&\$ '0a' s0e @a//o 1e\$a o, @a,,a&ge\$a '0e o,.g.&a/ +#\$ge' s#+%.' 'e\$ +- SCD fo, '0e <,o!ie=' 'o +e .&f/a'e\$.

66. T0e .&2es'.ga'.o& ,ea=0e\$ '0e =o&=#s.o& '0a' .' s#+s'a&'.a'e\$ '0e a//ega'.o& '0a' '0e A<</.=a&' =o//#\$e\$ 1.'0 S ; D/SCD .& @%.sa<<,o<,.a'.&g <,og,a% %a'.' = a='.2.'- f#&\$s.A

6 . Rega,\$.&g '0.s=o#&': '0e DED/ 4 =o&=#\$e\$ as fo//o 1s .& '0e \$.s%.ssa/ /e'ie,:

!). As '0e P&a&=.a/ \$.s=/os#,e '0a' -o# 0a2e <,o2.\$e\$.s .&=o%</e'e: +o'0 .& 'e,%s of '0e %o&'0s =o2e,e\$ a&\$ '0e +a&8s =o2e,e\$?o%.'.'&g a' /eas' -o#, Ba&8 A/fa/a0 a==o#&'B: '0e ',a&sa='.o&s a,e 0.g0/- #&#s#a/ ?.&Qo 1s a&\$ o#'Qo 1s s.g&.P=a&' /- eG=ee\$.&g -o#, a&#a/ .&=o%eB: a&\$.& /.g0' of '0e o'0e, f,a#\$ P&\$.&gs: l a% sa'.sPe\$ '0a' '0e,e .s =/ea, a&\$ =o&2.&=.&g e2.\$e&=e '0a' -o# e.'0e, +e&eP'e\$ f,o% f,a#\$: =o//#\$e\$.& f,a#\$: o, 1e,e 1./f#// - +/.&\$ 'o .' 5a\$ l &o' ,ea=0e\$ '0a' P&\$.&g: l 1o#/'\$ 0a2e &e2e,'0e/ess =o&=#\$e\$ '0a' -o# 1e,e g,oss/- &eg/ge&' .& -o#, <,o=ess.&g of '0.s ',a&sa='.o&: ,es#/' .&g .& P&a&=.a/ /oss 'o UNICE*.

6C. T0e <,o!ie=' .& I#es'.o& 1as =o%<,.se\$ of se2e,a/ a='.2.'.es .&=#\$.&g a se% .&a,: a foo'+a// %a'=0: a \$e+a'e =o%<e'.' .o&: a <,ess =o&fe,e&=e: a <#+/.= %a'=0 a&\$ o'0e, a='.2.'.es! Pa,' of '0e a//ega'.o&s aga.&s' '0e A<</.=a&' .s '0a' '0e a='.2.'.es 1e,e fo, &.e& \$a-s a&\$ &o' 'e& as .&\$.=a'e\$. T0e A<</.=a&' 'es'.f.e\$ '0a' s0e \$. \$ &o' a''e&\$ a// '0e e2e&'s +# 'a''e&\$e\$ '0e /as' \$a-: 10.=0 1as '0e 'e&'0 \$a- a&\$ 1as a/so a''e&\$e\$ +- '0e fo,%e, C0.ef of UNICE* *.e/\$ Off.=e .& E#e''a ?@C*O E#e''aAB: as 1e// as +- ,e<,ese&'a'.2e?sB fo, '0e P,o2.&=.a/ Asse%+/- of Ba/#=0.s'a& a%o&g o'0e,s.

6(. T0e,e 1as e2.\$e&=e '0a' +efo,e UNICE* <a-s a&- IP: '0e,e a,e se2e,a/ =o&f.,%a'o,- =0e=8s %a\$e +- s'aff .& '0e f.&a&=e se='.o&. 5o 1e2e,: \$es<.'e '0.s 'es'.%o&- a&\$ /a=8 of <,oof f,o% '0e 2e&#es of '0e e2e&'s: o, e2e& s'aff %e%+e,s: 'o 'es'.f- .& ,es<e=' of '0e o==#,e&=e: o, &o': of '0e a='.2.'.es: 10.=0 .&=#\$e\$ a <,o'es' %a,=0: '0e DED/ 4: .& 0e, \$.s.</.&a,- sa&=.o& /e'ie, 'o '0e A<</.=a&': ,e!ie='e\$ a// '0e A<</.=a&'>s a,g#%e&'s a&\$ s'a'e\$ '0a':

!0. I ,eie=' -o#, a,g#%e&'s. I a==e<' '0e o,.g.&a/ e2.\$e&=e of
4 ,. K4. A.L: 10.=0: fa, f,o% +e.&g se/f7se,2.&g: =o&'a.&e\$
a\$%.ss.o&s aga.&s' 0.s .&'e,es': .%</.=a'.&g 0.%se/f .& '0e f,a#\$.
4 ,. K4. A.>sl o,.g.&a/ s'a'e%e&' 1as +,oa\$/- =o,,o+o,a'e\$ +- a
,e=o,\$e\$ 'e/e<0o&e =o&2e,sa'.o& '0a' 0e 0a\$ 1.'0 Ka&o'0e, s'aff
%e%+e,L. T0e =.,=#%s'a&'a/ ?+#' =o&2.&=.&gB &a'#,e of '0e
e2.\$e&=e 1as \$.s=#sse\$.& '0e =0a,ge /e'e,.

0. I' .s 'o +e &o'e\$ '0a' '0e T, .+#&a/: 0a2.&g 0ea,\$ e2.\$e&=e f,o% 4 ,. 4. A.: 0as
fo#&\$ 0.% 'o +e a& e&'.,e/- #&,e/.a+/e 1.'&ess: 1.'0o#' a&- =,e\$.+/e e2.\$e&=e 'o
<,o2.\$e. I' .s =/ea, '0a' 0e /.e\$ #&\$e, oa'0 +efo,e '0e T, .+#&a/: s#=0 '0a' .' .s
. %<oss.+/e 'o as=e,'a.& 10a' <a,' of 0.s e2.\$e&=e: .f a&-: 1as ',# 'Of#/. I' .s a/so
&o'e\$ '0a' '0e @o,.g.&a/ e2.\$e&=eA 1as .& '0e fo,% of a s#% %a, - s'a'e%e&': 1.'0 '0e

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C(T0e T, .+##&a/ f.&\$s '0a' .& a& a'e%'< 'o =o&2.&=e .' '0a' '0e <,o!e=' f./es '0a'
UNICE* 0a\$/os' \$#,.&g '0e =o#,se of '0e .&2es'.ga'.o& 1 e,e .,e/e2a&' 'o '0e =ase:
'0e .&2es'.ga'o, \$o 1&</a-e\$ '0e 2.'a/ a&\$.%<o,'a&' ,o/e of <,o!e=' a&\$ <,og,a%%e
f./es \$#,.&g <,o!e=' .%</e%e&'a'.o&. T0e .&2es'.ga'o, effe='.2e/- ,e2e,se\$ '0e o&#s
of <,o2.&g '0a' '0e e2e&'s 'oo8 </a=e fo, '0e <e,.o

(2. T0e T, .+ #&a/ f.&\$s '0a' 0a\$ '0e \$e=.s.o& %a8e, +ee& <,o2.\$e\$ 1.'0 a// %a'e,.a/ a&\$.&fo,%a'.o&: .&=#\$.&g 8&o1/e\$ge '0a' f./es '0a' 1e,e se&' fo, safe 8ee<.&g 'o e&s#,e '0a' '0e- 1o#/\$ &o' +e 'a%<e,e\$ 1.'0: 0a\$ +ee& /os': . ' 1o#/\$ &o' 0a2e +ee& ,easo&a+/- o<e& 'o 0e, 'o f.&\$ '0a' '0e a//ega'.o&s 1e,e =/ea,- a&\$ =o&2.&=.&g/- <,o2e&. T0e \$e=.s.o& %a8e, 1o#/\$ =e,'a.&/- 0a2e as8e\$ fo, f#,'0e, a&\$ +e'e, .&fo,%a'.o& 'o =/a,.f- %a''e,s. No'.&g '0a' '0e Res<o&\$e&' 0as '0e +#, \$e& of <,oof: '0e T, .+ #&a/ .s =o&=e,&e\$ '0a' e2.\$e&=e '0a' =o#/\$ 0a2e +ee& 'a8e& o, o+'a.&e\$ 'o <,o2e: o, o'0e, 1.se: '0e 0o/\$.&g of '0e 'e&'0 \$a- of a='.2.'- 1as &o' so#g0' +- '0e .&2es'.ga'o,. T0e ,e2e,sa/ of '0e o&#s of <,oof 1as &o' eGa%.&e\$ +- '0e \$e=.s.o& %a8e,: . ' s0o#/\$ 0a2e +ee&. T0e =ase of '0e Res<o&\$e&' .s /a=8.&g '0e s#+s',a'#% of &e=essa,- fa='#a/ e2.\$e&=e. T0e .&2es'.ga'o, s.%</- \$. \$ &o' a\$I#a'e/- f.&\$ '0e e2.\$e&=e: .&=#/<a'o,- o, eG=#/<a'o,-. T0e T, .+ #&a/ &o'es '0a' '0e fa./#,e 'o \$.s=/ose '0e /oss of '0e f./es 'o '0e A<</.=a&' a&\$ '0e \$e=.s.o& %a8e,

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<a,'=#/a, <,o!ie=' 1as \$o&e +- a \$.ffe,e&' e&'.'-: &a%e/- A/7Re0%a& A,'s. I' .s

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"#\$g%e&' No. UNDT/201(/0))

(C.

102. O'0e, '0a& '0e a+o2e .&\$.=a'.o& .& '0e .&2es'.ga'.o& ,e<o,': '0e,e a,e &o
1.'&ess s'a'e%e&'s f,o% '0ese Go2e,&%e&' off.=.a/s .& ,es<e=' of 0o1 '0e +.,'0

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105.

10C. I& a\$\$.'o&: o& 1 A<./ 201!: '0e Go2e,&%e&' A==o#&'s Off.=e, 1 ,o'e 'o '0e
P,og,a%%e Ass.s'a&' '0a' 0e a&\$ 4 ,. S. N. 1 o#/\$ go 'o 0e, off.=e fo, a %ee'.&g o&
1C A<./ 201!. D#,.&g '0e .&2es'.ga'.o&: '0e A<</.=a&' 1 as as8e\$ a+o#' '0e %ee'.&g
a&\$ s0e sa.\$ '0a' .' 'oo8 </a=e. 5 o 1 e2e,: '0e .&2es'.ga'o,s s0o 1 e\$ 0e, a =o<- of '0e
2.s.'o,s> /og a' '0e UNICE* E#e''a off.=e: a&\$ '0e,e 1 as &o /og of '0e A==o#&'s
Off.=e, 2.s.'.&g '0e off.=e o& '0a' \$a-. T0e .&2es'.ga'.o& ,e<o,' ' =o&=#\$e\$ '0a'
&k&Le.'0e, K'0e A<</.=a&'L &o, K'0e P,og,a%%e Ass.s'a&'L =o#/\$ eG</a.& '0e a+se&=e
of '0e 2.s.'o,s> &a%es f,o% '0e se=#,.' - ,e=o,\$s.A

10(.

()\$\$! ! ! # \$ *
+ , - ./A ?e%<0as.s a\$\$e\$B.

116. T0.s s'a'e%e&' goes 'o \$e%o&s',a'e '0a' '0e,e 1 as a <,o+/e% a' '0e UNICE*
EFO +#' .' 1 as &o' s<e=f.= 'o '0e A<</.=a&'. T0e fa=' '0a' '0e 5 ACT <o/.-= of
UNICE* 1 as &o' +e.&g a<</.e\$.& E#e'a Off.=e s<ea8s 'o a %a&age,.a/
.%/e%e&'a'.o& .ss#e.

Co#&' 5: C0./\$ P,o'e='.o& B.// a='.2.'- T So=.a/ ; e/fa,e De<a,'%e&'
.e.%+#,se%e&' ?26 De=e%+e, 201): 6 "a&#a,- 201!:) *e+,#a,- 201!B 7
PNR1:C65:C(5 ?see <a,as. 51 'o 5) of '0e =o&'es'e\$ \$e=.s.o&B

11 . T0.s a='.2.'- 1 as =a,,.e\$ o#' o2e, a '0,ee7\$a- <e,.o\$ a' '0e C.'- 5 a// .& E#e'a.
T0e 2e&#e 1 as se/e='e\$ as a ,es#/' of a =o%<e'.'.2e <,o=#,e%e&' <,o=ess. D#,.&g
'0e .&2es'.ga'.o&: '0e .&2es'.ga'o, 1 e&' 'o '0e C.'- 5 a// a&\$ a//ege\$/- %e' 1.'0 '0e
e2e&' %a&age, of '0e 2e&#e see8.&g a#'0e&'.'. '- of '0e .&2o.=es. T0e .&2es'.ga'o,
=/a.%s '0a' '0e e2e&'s %a&age, a&\$ '0e o1&e, +o'0 \$e&.e\$ '0a' '0e 2e&#e =o#/\$
a==o%%o\$a'e %o,e '0a& 60 <e,so&s. l' 1 as &o'e\$ '0a' '0e ,a'es o& '0e .&2o.=e \$.
&o' a<<ea, 'o .&=#\$e '0e 6S 'aG <a-a+/e 'o '0e go2e,&%e&'. T0e .&2es'.ga'.o&
e4:3232(##)-0.60221(2)9.696 53()- 4 .698 49(a),so2o.&e'0=&2g'0&%+

11(. T0e A<</.=a&' 'es'.f.e\$ '0a' '0o#g0 s0e \$.& o' a'e&\$ '0e e2e&': s0e ,e/.e\$ o& '0e \$o=#%e&'s as <,ese&'e\$ a&\$ +e/.e2e\$ '0e e2e&' 'oo8 </a=e a' '0e C.'- 5a// a&\$ '0e,e 1 as &o ,easo&' o \$o#+' .': as a// '0e .&2o.=es a&\$,e=e.<'s 1e,e f,o% '0e C.'- 5a// a&\$ s.g&e\$ +- '0e +a&I#e'/e2e&'s %a&age,.

120. T0e .&2es'.ga'o, 'es'.f.e\$ '0a' +ase\$ o& '0e e%a./ f,o% '0e e2e&'s/+a&I#e' %a&age, a' '0e C.'- 5a//: s0e =o&=#\$e\$ '0a' '0e .&2o.=es a&\$ \$o=#%e&'s 1e,e fa+,.=a'e\$. A' '0e 0ea,&g: '0e .&2es'.ga'o, 1 as as8e\$.f s0e ,eI#es'e\$ '0e e2e&'s/+a&I#e' %a&age, fo, a s<e=.%e& of 0.s s.g&a'#,e +e=a#se a s.g&a'#,e <#,<o,'.g& 'o +e 0.s .s o& a// '0e .&2o.=es a&\$,e=e.<'s f,o% '0e C.'- 5a// a&\$ '0e-a,e a// .&e&'=.a/. T0e .&2es'.ga'o, s'a'e\$ '0a' s0e \$.& o' I#es'.o& 0.% a+o# '0e s.g&a'#,e o& '0e \$o=#%e&'s. A' '0e 0ea,&g: . ' 1 as <ose\$ 'o '0e .&2es'.ga'o, 10e'0e, . ' =o#/\$ 0a2e +ee& '0a' '0e <,o<,.e'o,s of '0e C.'- 5a// \$e&.e\$ 0a2.&g ,e=e.2e\$ '0e <a-%e&'s +e=a#se of 'aG ,a%.f.=a'.o&s: '0a' .s: +e=a#se '0e- ,a.se\$.&2o.=es 1.'0o# 'aG a&\$ &o1 '0e,e 1 as a& .&2es'.ga'.o& .& ,es<e=' of '0e%: '0#s %a8.&g .' eas.e, fo, '0e% 'o \$e&- 0a2.&g 0os'e\$ '0e %ee'.&g a' '0e C.'- 5a// '0a& 'o a\$%'.' 0a2.&g ,e=e.2e\$ <a-%e&'s 1.'0o# <a-.&g '0e 'aGes \$#eR T0e .&2es'.ga'o, s'a'e\$ '0a' '0.s =o#/\$ 0a2e +ee& a <oss.+/.'-.

121. Des<.'e '0e .&2es'.ga'o, +e.&g o& '0e g,o#&\$: 0a2.&g see& '0e 2e&#e a' '0e C.'- 5a// a&\$ %e' '0e o1 &e, of '0e C.'- 5a// a&\$ '0e e2e&'s/+a&I#e' %a&age,: 10o: a//ege\$/-: ,ef#e\$ '0e o=#,.,e&=e of a '0,ee7\$a- %ee'.&g a' '0e., 2e&#e: s0e \$.& o' o+'a& '0e., 1,.'e& s'a'e%e&'s 'o '0.s effe='. l' .s s#,<.,s.&g 'o &o'e '0a' &o effo,' 1 as %a\$e +- '0e .&2es'.ga'o, 'o o+'a.& a /s' of a'e&\$ees o, <a,.'=<a&'s a' '0e e2e&': o, 'o o+'a.& a s'a'e%e&' f,o% e2e& o&e .&2.'ee o, <o'e&'a/ .&2.'ee 'o e.'0e, =o&f.,% o, \$e&- '0e o=#,.,e&=e of '0e 2a.,o#s '0,ee7\$a- %ee'.&gs. T0e fa=' '0a' '0e <,og,a%%e a&\$ <,ohe=' f./es 0a\$ +ee& /os' +- UNICE* 0.&\$e,e\$ '0e .&2es'.ga'.o& as '0e- 'os' /.8e/- =o&'a.&e\$.&fo,%a'.o& '0a' 1 o#/\$ 0a2e =o&f.,%e\$ o, o'0e, 1.se '0e 0o/\$.&g of '0e e2e&' o, <,o2.\$e\$ \$e'a./s ,eI#.,e\$ fo, '0e .&2es'.ga'.o& 'o +e =o%</e'e\$. T0e T,..+#&a/ f.&\$s '0a' ,e/.a&=e o& a& e%a./ f,o% a <e,so& <#,<o,'.g& 'o +e '0e e2e&'s %a&age,: '0a' a& e2e&' \$.& o' 'a8e </a=e a' '0e 2e&#e 10e& '0e .&2es'.ga'o, 1 as 0o/\$.&g s.g&e\$,e=e.<'s f,o% a <e,so& #s.&g 0.s &a%e a=8&o1/e\$g.&g <a-%e&': .s s#=0 a =o&f./=' '0a' f#,'0e, e2.\$e&=e 1 as ,eI#.,e\$ 'o

,eso/2e '0e %a'e,. I' .s a<<a,e&' '0a' '0e .&2es'.ga'o, s.%</- ,e/.e\$ #<o& a& e%a./ <#,<o,'.&g 'o =o%e f,o% a <e,so& =/a.%.&g .& '0e e%a./ 'o +e '0e %a&age, of '0e C.'- 5a//: =0oos.&g: 1.'0o#' a&- eG<,esse\$,easo&: 'o \$.s,ega,\$ '0e o&/- 0a,\$ e2.\$e&=e s0e 0a\$. T0e Res<o&\$e&' <,o\$#=e\$ &o o'0e, e2.\$e&=e.

122. As .&\$=.a'e\$.& '0e .&2es'.ga'.o& ,e<o,': '0e \$e=.s.o& fo, '0e 0o/\$.&g of '0e e2e&' a' '0e C.'- 5a// 1as as a ,es#/' of a =o%<e'.'.2e <,o=#,e%e&' <,o=ess. T0e T.,+#&a/ f.&\$s '0e .&2es'.ga'.o& 'o 0a2e +ee& e&'.e/- .&a\$I#a'e a&\$.s /ef' 'o <o&\$e, 10- '0e .&2es'.ga'o, \$.& &o' a=#a// - =o&\$#=' a f#// .&'e,2.e 1: I#es'.o&.&g '0e <,o<,e'o,s of '0e C.'- 5a// .f '0e- <# 'a +.\$: o, I#o'e: 'o 0os' '0e a='.2.'- 10.=0 &o 1 '0e- =/a.% &e2e, 'o 0a2e 'a8e& </a=eR A\$\$.'o&a//: '0e .&2es'.ga'o, fa./e\$ 'o o+'a.& a 1,.'e& s'a'e%e&' f,o% a& off.=.a/ a' S ; D: .' +e.&g '0e e&'.-' '0a' =a,,e\$ o# '0e a='.2.'-.

12). T0e =o#&' .s &o' +a=8e\$ +- s#ff.=e&' e2.\$e&=e. 4 e,e 0ea,sa- asse,'.o&s of 10a' '0e .&2es'.ga'o, asse,'s s0e 1as 'o/\$ a&\$ #&<,o2e& e%a./s a,e &o' e2.\$e&=e of '0e <,o<e, I#a/'.-' a&\$ s'a&\$a,\$ 'o +e =o&s.\$e,e\$ as 0a2.&g <,o+a'.2e 2a/#e fo, a&- '0.&g o'0e, '0a& fo, a <,e/.% .&a, - .&2es'.ga'.o&. T0e =o&f/.'=' +e' 1 ee& '0e s.g&e\$,e=e.<'s a&\$ '0e s'a'e%e&'s sa.\$ 'o 0a2e +ee& %a\$e +- '0e %a&age, a' C.'- 5a// 1as &o' 'es'e\$ a&\$,eso/2e\$. T0e Res<o&\$e&' 0as fa./e\$ 'o <,ese&' 'o '0e T.,+#&a/ a&- e2.\$e&=e '0a' =a& +e ,e/.e\$ #<o& a&\$.s of s#ff.=e&' I#a/'.-' a&\$ <,o+a'.2e 2a/#e 'o ,ea=0 '0e ,eI#.,e\$ s'a&\$a,\$ of <,oof. I' 1as &o' ,easo&a+/- o<e& 'o '0e \$e=.s.o& %a8e, 'o ,ea=0 '0e =o&=#s.o& '0a' '0e =0a,ge 1as <,o2e& o& a =/ea, a&\$ =o&2.&=.&g +as.s.

Co#&' 6: C0./\$ P,o'e='o& 4.&.%## S'a&\$a,\$s ',a.&.&g ?10712 *e+,#a,- 201!B T \$o#+/e ,e.%+#,se%e&' of ',a2e/ =/a.%s f,o%

125. UNICE* a//eges '0a' '0e A<</.=a&' @=o//#\$e\$.& e&s#,.&g '0a' s'aff of .%</e%e&'&g <a,'&e,s 1 e,e \$e/+.e,a'e/- o, g,oss/- &eg/.ge&'/- ,e.%+#,se\$ '1 .=e .& =o&&e='&o& 1.'0 a UNICE*7s#<<o,'e\$ a='.2.'-.A

126. T0e,e .s &o'0.&g .& '0e e2.\$e&=e '0a' <o.&'s 'o 1 a,\$s '0e a//ege\$ =o//#s.o&. I& fa=': '0e,e .s &o e2.\$e&=e o, <,oof of =o//#s.o& a' a&- <o.&'. T0e T, .+##&a/ f.&\$s '0e =o&\$#=' as +e.&g %o,e .&\$.=a'.2e of &eg/e=' +- '0e A<</.=a&'.

12 . *#,'0e,%o,e: .& '0e =o&'es'e\$ \$e=.s.o&: '0e \$e=.s.o& %a&e, 1 ,o'e '0a' s0e 0a\$ fo#&\$ '0a' '0e A<</.=a&' @s0o#/\$ 0a2e +ee& a 1 a,e '0a' a \$o#+/e <a-%e&' 1 as +e.&g <,o=esse\$A: +#' '0a' s0e 1 as @#&a+/e 'o =o&=#\$e '0a' k'0e A<</.=a&'L s#+#e='.2e/- K 1 asL a 1 a,e: o, '0a' k0e,L a='&o&s 1.'0 ,es<e=' 'o '0.s <a,.'.=#/a, =0a,ge ,ose 'o '0e /e2e/ of g,oss &eg/.ge&=e.A

12C. O& '0e +as.s of '0e fa='s <,ese&'e\$: '0e T, .+##&a/ f.&\$s '0a' '0e a='&o&s of '0e A<</.=a&' 1 e,e: a' '0e., 0.g0es': &eg/e='f#/.

Co#&' : I&'e,&a'.o&a/ C0./\$ La+o#, Da- Co&fe,e&=e ?12 "#&e 201!B T

\$a'e. A& e2e&' 1 as 0os'e\$ +- '0e NGO So=.e' - fo, Co% %%&.' - De2e/o<%e&' a' '0e sa%e 0o'e/ o& '0e sa%e \$a-.A

1)2. As '0e &#%+e, of <a,'.=.<a&'s 1 as /ess '0a& eG<e='e\$ a&\$ SCD =o&seI#e&' /- <a.\$ s.g&.f.=a&' /- =0ea<e, ,a'es fo, '0e 2e&#e: UNICE* a,g#es '0a' .' 1 as o2e,=0a.ge\$ fo, '0e 2e&#e +-)6S a&\$ '0a' g.2e& '0a' '0e La+o#, De<a,'%e&': Go2e,&%e&' of Ba/#=0.s'a& \$.& &o' 0os' '0e a='.2.'- </a&&e\$ fo, '0e eG<e='e\$ <a,'.=.<a&'s: '0e =0a,ges fo, DSA a&\$ ',a2e/ a//o 1a&=e '0a' 1e,e <a.\$ +- UNICE* 1e,e f,a#\$/e&'. *#,'0e,: UNICE* s#s'a.&s '0a' f,a#\$/e&' \$o=#%e&'a'.o& 1 as s#+%.'e\$ 'o.' a' '0e'.%e of /.I#.\$a'.o&: '0a' '0e =0eI#e <#,<o,'e\$ 'o <a- '0e Se,e&a 5o'e/ 1 as a/s o f,a#\$/e&' +e=a#se '0e La+o#, De<a,'%e&''s =0eI#e +oo8 ,ef/e='e\$ '0a' .'s =0eI#es 1e,e &o' #se\$: a&\$ '0a' '0e,e 1 as a& a//ege\$ f,a#\$/e&' ,e=e.<' <#,<o,'.&g 'o +e f,o% '0e Se,e&a 5o'e/ .&\$.=a'.&g '0e a%o#&' <a.\$ a&\$ '0a' sa.\$ 0o'e/ 0a\$ &o' =o&f.,%e\$,e=e.<' of s#=0 <a-%e&'.

1)). T0e A<</.=a&' 1 as a/s o a==#se\$ of 0a2.g .&s',#='e\$ '0e D.,e='o, of '0e La+o#, ; e/fa,e De<a,'%e&': Go2e,&%e&' of Ba/#=0.s'a& 'o',a&sfe, f#&\$s 'o SCD. l& ,es<e=' of '0.s %a''e, UNICE* @.&2.'e\$A '0e A<</.=a&' @'o %a8e f#// P&a&=.a/ \$.s=/os#,e of a// of K0e,L asse's: /.a+./.'es: a&\$ K0e,L .&=o%e a&\$ eG<e&ses f,o% a// so#,,=es.A

1)!. T0e A<</.=a&' s'a'e\$ '0a' s0e 1 as o& /ea2e '0e /as' 1 ee8 of 4 a- 201! a&\$ f.,s' 1 ee8 of "#&e 201!. S0e s'a'e\$ '0a' s0e 1 as #&a+e 'o ,e=o&=./e '0e s.g&.&g of '0e \$o=#%e&' +e=a#se s0e =a%e 'o '0e off.=e fo, a s0o,' 10./e. 5o 1 e2e,: s0e s'a'e\$ '0a' a&o'0e, CPO a' UNICE*: 4 ,. 4. l. 1 as %a&ag.&g =o,,es<o&\$e&=e 1.'0 '0e La+o#, ; e/fa,e De<a,'%e&': Go2e,&%e&' of Ba/#=0.s'a&.

1)5. T0e A<</.=a&' a\$%.'e\$ 'o /.&8.&g #< SCD 1.'0 '0e La+o#, ; e/fa,e De<a,'%e&' +e=a#se SCD 1 as ,#&&.&g a s',ee' =0./\$,e& <,o#e=' fo, +e''e, .%</%e&'a'.o& of '0e a='.2.'- a&\$ '0a' s0e .&',o\$#=e\$ 4 ,. As.f: a==o#&'a&' ?SCDB 'o '0e D.,e='o, La+o#, ; e/fa,e De<a,'%e&': fo, =a<a=. '- +#./\$.&g. A\$\$. 'o&a//-' : '0e A<</.=a&' s'a'e\$ '0a' s0e 1 as &o' a 1a,e of a&- o'0e, a.,a&ge%e&'s %a\$e +e=a#se s0e 1 as a/,ea\$- a 1a- o& s'#\$- /ea2e 10e& '0e a='.2.'- 1 as

=o&\$#='e\$/.%</e%e&'e\$. S0e \$e&.e\$ 0a2.&g ,e=e.2e\$ a&- @8.=87+a=8sA o,
<e,<e'#a'.&g f,a#\$.

1)6. l& a s'a'e%e&' \$#,.&g '0e .&2es'.ga'.o&: '0e '0e& D.,e='o,: La+o#, ; e/fa,e
De<a,'%e&' 4 ,. S. S. s'a'e\$ '0a' 0e 0a\$,e=e.2e\$ a ,eI#es' f,o% a P,og,a%%e
Ass.s'a&' .& UNICE* 'o o,ga&.se '0e e2e&' 1.'0 0.s \$e<a,'%e&'. 5e s'a'e\$ '0a' 0e
a\$2.se\$ '0a' .' 1 as .%<oss.+/e 'o a,,a&ge '0e e2e&' a' s#=0 a s0o,' &o'.:=e a&\$ '0a'
'0e La+o#, ; e/fa,e De<a,'%e&': Go2e,&%e&' of Ba/#=0.s'a&: \$. \$ &o' 0a2e a =,e\$.'
<o/.=- 1.'0 '0e 2e&#e of '0e a='.2.'-: '0a' .s '0e Se,e&a 5 o'e/. 5e a/so s'a'e\$ '0a'
'0e P,og,a%%e Ass.s'a&' .&fo,%e\$ 0.% '0a' '0e *.&a&=e 4 a&age, f,o% SCD: 4 ,.
4 . A.: 1 o#/\$ a,,a&ge fo, '0e a='.2.'.es a&\$ '0a' UNICE* 1 o#/\$ ',a&sfe, '0e f#&\$s
'o '0e La+o#, ; e/fa,e De<a,'%e&' a==o#&' a&\$ '0a' '0e a%o#&'s s0o#/\$ '0e& +e
1.'0\$,a1& a&\$ 0a&\$e\$ o2e, 'o '0e *.&a&=e 4 a&age,: SCD: 4 ,. 4 . A.: fo, '0e
eG<e&\$.'#,e.

1) . T0e '0e& D.,e='o, of La+o#, ; e/fa,e: 4 ,. S. S.: 1,o'e '0a' '0e- ,e=e.2e\$ '0e

Case No. UNDT/GVA/201 /02!

"#\$g%e&' No. UNDT/201(/0))

1!). 5e 'es'.f.e\$ '0a' '0e s.g&.&g of /.I#.\$a'.o& \$o=#%e&'s: \$o&e af'e, '0e e2e&':
1 as s#==essf#/- =o%</e'e\$ a&\$ '0a' a s'aff %e%+e, f,o% UNICE* ga2e 0.% '0e
fo,%?sB 'o s.g&. T0e&: 0.s De<a,'%e&' ,e=e.2e\$ a =0eI#e f,o% UNICE*: '0o#g0 0e
\$. \$ &o' ,e=a// '0e a%o#&' o& '0e =0eI#e. 5e f#,'0e, 'es'.f.e\$ '0a' '0e A<</.=a&' \$. \$

Case No. UNDT/GVA/201 /02!

"#\$g%e&' No. UNDT/201(/0))

150. I& '0.s =ase '0e e2.\$e&=e: a' . 's 0.g0es': a<<ea,s 'o +e a' a /e2e/ '0a' %a- +e
=o&s.\$e,e\$ <,.o, 'o %a8.&g a \$e=.s.o& 'o =o%%e&=e a& .&2es'.ga'.o&. T0e \$e=.s.o&
%a8e, 1 as <,ese&'e\$ 1.'0 e2.\$e&=e of 2e,- <oo, I#a/.'- #<o& 10.=0 .' 1o#/\$ &o'
0a2e +ee& ,easo&a+/- o, /a 1f#//- <oss.+/e 'o ,ea=0 '0e =o&=#s.o& '0a' a&- of '0e
=0a,ges +,o#g0' 0a\$ +ee& <,o2e& o& '0e +as.s of =/ea, a&\$ =o&2.&=.&g e2.\$e&=e.
T0e,e 1as &o e2.\$e&=e of =o//#s.o& <,ese&'e\$. I&fe,e&=es .& ,es<e=' of s#=0 1e,e
&o' e2e& a2a./a+/e #<o& '0e =o&s.\$e,a'.o& of '0e fa='s as a ,es#/' of '0e e2.\$e&=e
g.2e& +efo,e '0e T, .+&a/ o, =o&'a.&e\$.& '0e .&2es'.ga'.o& ,e<o, '. T0e \$e=.s.o&
%a8e, .&2a,.a+/- ,e=o,\$e\$ 'o +e @sa'.sf.e\$ '0a' '0e,e .s =/ea, a&\$ =o&2.&=.&g

.&2es'.ga'.o&: .&s',#='.o&s 1 e,e g.2e& +- '0e .&2es'.ga'o, 'o '0e UNICE* E#e''a
Fo&e Off.=e 'o se&\$ a// <,o!e=' f./es 'o UNICE* Co#&', - Off.=e .& ls/a%a+a\$ fo,
safe8ee<.&g. T0e T, .+##&a/ %#s' f.&\$ '0a' '0e .&2es'.ga'o,s ,ega,\$e\$ '0ese f./es 'o +e
. %<o,'a&' 'o '0e .&2es'.ga'.o&. T0e .&2es'.ga'o, .&

Case No. UNDT/GVA/201 /02!

"#\$g%e&' No. UNDT/201(/0))

'o 1a,\$s a \$e/.+e,a'e \$.s'o,'.o& of '0e .&2es'.ga'.o& +- '0e .&2es'.ga'o,. T0e

Case No. UNDT/GVA/201 /02!

"#\$g%e&' No. UNDT/201(/0))

'0e .&2es'.ga'o, 1 as /oo8.&g o&/- fo, .&=#/<a'o,- e2.\$e&=e a&\$ &o' fo, eG=#/<a'o,-
e2.\$e&=e. U<o& &o' +e.&g a+/e 'o f.&\$ <,o<e, .&=#/<a'o,- e2.\$e&=e .' a<<ea,s '0a'

162. I' .s =/ea, f,o% '0e e2.\$e&=e g.2e& +efo,e '0e T.,+#&a/ '0a' '0e .&2es'.ga'o,

So%e o+se,2a'.o&s

166. T0e T,+#&a/: .& =o&\$#='.&g . 's ,e2.e 1 of %a''e,s of '0.s &a'#,e \$oes &o'
.&2o/2e .'se/f .& %a''e,s of =o&#e='#,e. l' /oo8s a' '0e a//ega'.o&s a&\$ '0e s#<<o,'.&g

Case No. UNDT/GVA/201 /02!

"#\$g%e&' No. UNDT/201(/0))

I # # \$! 2 \$ # ! ! ! \$ #
\$ %

Case No. UNDT/GVA/201 /02!

"#\$g%e&' No. UNDT/201(/0))

\$. A&- <a<e,s ,efe,,&g 'o '0e \$.s=</.&a,- %a'e, s#+lle=' of '0.s
a<</.=a'.o&: .&=#\$.&g '0e \$e=.s.o& of 1C "a&#a,- 201 %a\$e +- '0e EGe=#'.2e
D.,e='o,: UNICE*: s0a// +e ,e%o2e\$ f,o% '0e A<</.=a&'>s Off.=.a/ S'a'#s */.e
a&\$ </a=e\$.& a se<a,a'e sea/e\$ f./e 10.=0 .s 'o 0a2e &o'e\$ #<o& .' '0a' .' .s
o&/- 'o +e o<e&e\$ +- o,\$e, of '0e T,.,+&a/D a&\$

e. T0.s =ase .s ,efe,,e\$ 'o '0e EGe=#'.2e Se=,e'a,- of UNICE* fo,
a==o#&'a+./.'- <#s#a&' 'o A,.'.=/e 10.C of '0e S'a'#'e of '0e U&.'e\$ Na'.o&s
D.s<#e T,.,+&a/.

?+ B

"#\$ge Ro 1& Do 1&.&g

Da'e\$ '0.s 2 '0 \$a- of *e+,#a,- 201(

E&'e,e\$.& '0e Reg.s'e, o& '0.s 2 '0 \$a- of *e+,#a,- 201(

?+ B

Re&3 4. Va,gas 4.: Reg.s',a,: Ge&e2a