

U

Introduction

1. T-e A55,(a#\$6 a fo* " e* s\$aff " e ")e* of \$-e U#+\$e! Na\$o#s C-+,*e#9s . #!
::UNICE .<=6 (o#s\$es\$ \$-e !e(+s+o# #o\$ \$o se,e(\$ -e* fo* \$-e 5os\$ of 2ea,\$- S5e(+a,+s\$
>+\$- UNICE . # \$s,a " a)a! :;\$-e (o#s\$es\$e! 5os\$<= a! /e*\$+se! as ; 2ea,\$- S5e(+a,+s\$
:C-+,* 2ea,\$-6 NOC/.T6 \$s,a " a)a! ? 10@10&/PAA1800' Re8. B0&@@0 :.o*
PaC+\$a# Na\$o#a,s O#,D=<.

acts and procedural !istory

2. T-e A55,(a#\$ Eo+#e! \$-e UNICE . PaC+\$a# Co #s\$D Off+(e :;PCO<= as a
Na\$o#a, P*ofess+o#a, Off+(e* :NO4A ,e/e,= # 2011. .o,.,o>+#g)*ef se5a*a\$o#s #
201F a#! 201@6 s-e >as a55o+#\$e! as a 2ea,\$- Off+(e* :Na\$o#a, P*ofess+o#a,
Off+(e*6 NO4B ,e/e,= # 201@.

F. I# 201&6 \$-e PCO *es\$* (\$ *e! +\$s o5e*a\$o#s as 5a*\$ of \$-e 5*o(ess fo*
!e/e,o5+#g \$-e #e> PCO 5*og*a" " e fo* 2018420226 >-+(- *es ,e! # \$-e
+!e#f+(a\$o# of #e> CeD 5*o*+\$es # \$-e (o #s\$D9s -ea,\$- se(\$o*. As a *es , of \$-e
es\$ (\$ *+#g eGe*(+se6 se/e*a, 5os\$s >e*e a)o,+s-e!6 #(#, !+#g \$-e A55,(a#\$9s6 a#!
#e> 5os\$s >e*e (*ea\$e!6 #(#, !+#g \$-e (o#s\$es\$e! 5os\$6 a Na\$o#a, P*ofess+o#a,
Off+(e* 5os+\$o#6 NO4C ,e/e,6 # \$-e PCO9s 2ea,\$- Se(\$o#.

@. BD ,e\$e* !a\$e! B A5+, 201&6 \$-e A55,(a#\$ >as #fo* " e! \$-a\$ \$-e 5os\$ s-e
e#(")e*e! >as o#e of \$-e 5os\$s 5*o5ose! fo* a)o,+o# as 5a*\$ of \$-e Co #s\$D
P*og*a" " e 1 a#age " e#\$ P,a# :;CP 1 P<= fo* \$-e PCO.

B. I# 1 aD 201&6 \$-e PCO !+\$s+) \$e! \$o a., s\$aff " e ")e*s \$-e *e(* +\$ " e#\$
s\$a\$egD fo* #e> 5os\$s fo,.,o>+#g \$-e *es\$* (\$ *+#g :;*e(* +\$ " e#\$ s\$a\$egD<=. PCO
s\$aff " e ")e*s >-ose 5os\$s >e*e \$o)e a)o,+s-e! >e*e e#(o *age! \$o a55,D fo* #e>
5os\$s. La\$e*a, *eass+g# " e#\$ >+\$-o \$(" 5e\$+\$+/e se,e(\$+o# >as a# o5\$o#6 a#! >-e*e
\$-+s >as #o\$ 5oss+),e6 #e>,D4a55*o/e! 5os\$s >o ,! +

' . BD ,e\$\$e* !a\$e! 28 J ,D 201&6 \$-e A55,+(a#\$ >as +\$fo* " e! \$-a\$ as a *es ,,\$ of \$-e a)o,+o# of -e* 5os\$6 -e* a55o+##\$ " e#\$ >o ,! #o\$)e *e#e>e! 5o# +\$s eG5+*D o# F1 De(e ")e* 201&. S-e >as f *\$-e* +\$fo* " e! \$-a\$ s-e >o ,!)e se5a*a\$e! f*o " se*/+(e #,ess s-e -a!)ee# a55o+##\$e! \$o a#o\$-e* 5os\$ +\$ \$-e +\$se*+ " .

&. Be(a se \$-e (o#ses\$e! 5os\$ >as a\$ a -+g-e* ,e/e, \$-a# \$-e 5os\$ \$-e A55,+(a#\$ e#(")e*e!6 ,a\$e*a, *eass+g# " e#\$ >as #o\$ 5oss+),e. T-e (o#ses\$e! 5os\$ >as a!/e*\$+se! +\$se*#a,,D f*o " 2 \$o 1B A g s\$ 201&. T-e A55,+(a#\$ a#! f+/e o\$-e* +\$se*#a, (a#!+!a\$es a55,+e! fo* +\$. O \$ of \$-e s+G +\$se*#a, (a#!+!a\$es6 f+/e :\$-*ee

2@. T-e f+#a, *e(o " " e#!a\$+o# of \$-e se,e(\$+o# 5a#e, ;s-a,,)e s) "+\$\$e! \$o \$-e
a55*o5*+a\$e HCe#\$*a, Re/+e> Boa*!I fo* *e/+e> of \$-e se,e(\$+o# 5*o(ess
(o " 5,+a#(e< :se(. '.F=. l# (ases ;>-e*e #o s +\$a),e

EG5e*+e#(e

A "+# " " of B Dea*s of 5*ofess+o#a, eG5e*+e#(e +# 5),+(
-ea,\$-/# \$*+\$+o# 5,a##+g a#! "a#age" e#\$ a#!/o* +# *e,e/a#\$ a*eas
of "a\$e*a, a#! #eo#a\$a, -ea,\$- (a*e6 -ea,\$-
e" e*ge#(D/- "a#+\$a*+a# 5*e5a*e!#ess6 a\$ \$-e +#\$e*#a\$o#a, ,e/e,
so "e of >-+(- 5*efe*a),D +# a !e/e,o5+g (o #*\$D +s *e8 +*e!).

Re,e/a#\$ eG5e*+e#(e +# -ea,\$-/# \$*+\$+o# 5*og*a"/5*oEe(\$
!e/e,o5 "e#\$ a#! "a#age" e#\$ +# a#D UN sDs\$e" age#(D o*
o*ga#+sa\$o# +s a# asse\$.

La#g age

., e#(D +# E#g,+s- +s *e8 +*e!. A#o>,e!ge of a#o\$-e* off+(+a, UN
,a#g age o* a ,o(a, ,a#g age +s a# asse\$.

2%. T-e *(* +\$ " e#\$ s\$a\$egD a,so 5*o/+!es \$-e fo,,o>+g:

If \$-e*e a*e H\$>oI o* " o*e (a#!+!a\$es >-o a*e ,o#g a#! s-o*\$4,+s\$e!
)D 2R6 \$-e -+*+g " a#age*6 a#! \$e(-#+(a, (-+efH6I \$-ose (a#!+!a\$es

FF. T-e A55,(a#\$ (,a+ "s \$-a\$ -e* e! (a\$+o#a,)a(Cg*o #!6 5a*\$+(,a*,D -e*
1 as\$e*9s !eg*ee +# P),+(2ea,\$-6 -e* 1@ Dea*s of 5*ofess+o#a, eG5e*+e#(e +#
e "e*ge#(D a#! !e/e,o5 "e#\$ *e,a\$e! +ss es6 a#! -e* eG(e,,e#\$ 5e*fo* "a#(e *e(o*!
>e*e #o\$ a!e8 a\$e,D (o#s+!e*e!. T-e e/+!e#(e o# *e(o*! *a\$-e* s-o>s \$-a\$ \$-e
A55,(a#\$9s (a#!+!a\$ *e >as 5*o5e*,D assesse!)ase! o# \$-e (*+e*+a +# \$-e /a(a#(D
a##o #(e "e#\$ a#! \$-a\$ -e* a!/a#(e! #+/e*s+\$D !eg*ee6 -e* eG5e*+e#(e a#! -e*

Case No. UNDT/GVA/2018/021

J !g " e# \$ No. UNDT/201%/1& '

@F. Co#s+!e*+g \$-e a)o/e6 \$-e T*+) #a, f+#!s \$-a\$ \$-e (o#ses\$e! !e(+s+o# +s
,a>f ,6 a#! \$-a\$ \$-e A55,(a#\$9s (a#!+!a\$ *e *e(e+/e! fa+* a#! a!e8 a\$e
(o#s+!e*a\$o#.