

## Introduction

## Bac ground

- 2. T,e A((+\*.a\$% Bo\*\$e" UNA 1 I as C,\*ef Res\*"e\$% A!"\*%o) \*\$ %,e Off\*.e of I\$%e)\$a+ O/e)s\*g,% Se)/\*.es 9:OIOS;< o\$ 10 No/e#>e) 2012. O\$ 19 No/e#>e) 20127 %,e A((+\*.a\$% @as )e+o.a%e" f)o# Bag, "a"7 I)a8 %o C!@a\*%7 as a )es!+% of a "e.\*s\*o\$ %o #o/e %,e a!"\*% %ea# %o C!@a\*%.
- '. O\$ 20 a\$!a)6 201&7 1 s. 3 as\*\$7 C,\*ef of 1\*ss\*o\$ S!((o)\%7)ef!se" \%o a!\%,o)\*De \%,e A((+\*.a\$\%As 1 o/e#e\$\% of Pe)so\$\$\\$e+9: 1 OP;< fo) \%)a/e+ \%o Bag, "a" o\$ a\$ off\*.\*a+ #\*ss\*o\$. S!>se8!e\$\%+67 a\% \%,e Se\$\\*o) 1 a\$age#e\$\% Tea# 1 ee\%\$g 9:S1T1;< of 22 a\$!a)6 201&7 1 s. 3 as\*\$ a\$" 1). 1. R.7 \%,e C,\*ef of S\%aff #a"e s\%a\%e #e\$\%s a>o!\% \%,e A((+\*.a\$\% @,\*., \%,e A((+\*.a\$\% s!>#\*\%e" @e)e fa+se7 "efa#a\%o)67 a\$" @e)e ()e\%!"\*.\*a+. 1 \\$!\%es of \%,e #ee\%\$g @e)e.\*).!+a\%e" \%o a>o!\% 2= s\%aff #e#>e)s.
- &. O\$ ' 1a)., 201&7 %,e A((+\*.a\$% f\*+e" a .o#(+a\*\$% of ,a)ass#e\$% a\$" a>!se of a!%,o)\*%6(!)s!a\$% %o ST/SGB/2008/= aga\*\$s% 1). 1. R. a\$" 1s. 3as\*\$.

- =. O\$ 1= !\$e 201&7 %,e fo)#e) S(e.\*a+ Re()ese\$\a\\*/e of \%,e Se.)e\a)64Ge\$e)a+ fo) I)a8 9:SRSG/I)a8;< .o\$/e\$e" a fa.\4f\*\$"\*\$g (a\$e+ 9:--P;< \%o \*\\$/es\\*\*ga\%e \%,e A((+\\*.a\\$\A\\$ a++ega\\*\*o\\$s.
- E. 2 %,  $)es(e.\% \%o \%,e A((+*.a\%As .o#(+a*$\%7 af%e) .o$"!.\%$g *$%e)/*e@s of 1& @*\$esses a$" "o.!#e$\a)6 )e/*e@s7 \%,e --P ()o"!.e" a fa.\4f*$"*$g )e(o)\7 "a\%e" 18 -e>)!a)6 201=7 a$" a$ a""e$"!# )e(o)\% "a\%e" 2& 1 a)., <math>201=7 \%$  a..o)"a\$.e @\%, \%,e ()o/\\*s\o\$s of ST/SGB/2008/=.
- F. 2 %, ) es(e.% % % %, e A((+\*.a\$%As .o#(+a\*\$%7 %, e fa.%4f\*\$"\*\$g )e(o)% a\$" %, e a""e\$"!# )e(o)% se% o!% %, e --PAs f\*\$"\*\$gs %, a%7 @,\*+e 1 s. 3 as\*\$ @as se)/\*\$g as C,\*ef of 1 \*ss\*o\$ S!((o)% a% UNA 1 I7 s, e ,a)asse"7 a\$" a>!se" ,e) a!%, o)\*%6 %o@a)"s7 %, e A((+\*.a\$% >6 \*\$%e)fe)\*\$g @\*%, ,\*s off\*.\*a+%)a/e+ \*\$ a\$!a)6 201&7 a\$" >6 #aG\*\$g !\$s!>s%a\$%\*a%e"7 \*++4# o%\*/a%e" a\$" "e)oga%o)6 )e#a)Gs aga\*\$s% ,\*# \*\$ a\$ S 1 T 1 7 a\$" (e)#\*%\*\$g %, e #\*\$!%es of %, e S 1 T 1 @,\*., )e.o)"e" %, e )e#a)Gs %o >e .\*).!+a%e" a#o\$g se\$\*o) s%aff #e#>e)s.
- 8. T, e -- PAs )e(o)% a+so \*\$"\*.a%e" %, a% "!)\*\$g %, e .o!)se of %, e \*\$/es%\*ga%\*o\$

"e+a6s @e)e \*\$.!))e" as a )es!+% of %,e fo)#a+ .o##e\$.e#e\$% of %,e ()o.ee"\*\$gs o\$ 1& Se(%e#>e) 201& H...IJ %,e /e)6 s,o)% (e)\*o" of %\*#e H...I a+o.a%e" >6 UNA 1 I fo) %,e .o\$"!.% of %@o 92< se\$s\*%\*/e a\$"/o) .o#(+e? \*\$/es%\*ga%\*o\$s \*\$ s\*%! \*\$ C!@a\*%J %,e \$!#>e) of s%a%e#e\$%s 9f\*f%64o\$e \*\$ %o%a+< \*ss!e" >6 %,e Pa\$e+ a\$" s!>se8!e\$%+6 a#e\$"e" %,o)o!g, H...I e4#a\*+ e?.,a\$ges @\*%, %,e .o\$.e)\$e" (a)%\*esJ a% %\*#es7%,e +a%e )es(o\$se ()o/\*"e" >6 %,e (a)%\*es a\$" @\*%\$esses %o %,e \*\$/\*%a%\*o\$ %o a%%e\$" a\$ \*\$%e)/\*e@ a\$"/o) %o )e/\*e@ %,e\*) ")af%

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10. B6 #e#o)a\$"!# "a%e" 2' A()\*+ 201=7 UNA 1 I )efe))e" %,e --PAs )e(o)% a\$" %,e a""e\$"!# )e(o)% a>o/e #e\$%\*o\$e" %o %,e USG/D-S. B6 #e#o)a\$"!# "a%e" 9 !\$e 201=7 %,e USG/D-S )efe))e" %,e #a%%e) %o %,e %,e\$ U\$"e)4\$e.)e%a)64Ge\$e)a+fo) Pea.eGee(\*\$g O(e)a%\*o\$s 9:USG/DPCO;< as 1 s. 3 as\*\$ @as @o)G\*\$g as Se\$\*o) A"#\*\$\*s%)a%\*/e Off\*.e) a% %,e De(a)%#e\$% of Pea.eGee(\*\$g O(e)a%\*o\$s.

- 2'. O\$ 2= 1 a6 20187 %,e Res(o\$"e\$% f\*+e" a s!>#\*ss\*o\$ of a""\*%\*o\$a+ \*\$fo)#a%\*o\$
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  %,a% %,e A((ea+s T)\*>!\$a+ .+a)\*f\*e" \*\$ 20184UNAT482F %,a% \*%s B!"g#e\$% \*\$
  201F4UNAT4FF& :f\*\$a++6 se%%+es H%,e A((+\*.a\$%AsI .+a\*#s fo) .o#(e\$sa%\*o\$ fo)
  +oss of )e(!%a%\*o\$ a\$" ()ofess\*o\$a+ s%a\$"\*\$g @\*%, )ega)" %o %,e 22 a\$!a)6 201&
  #ee%\*\$g a\$" \*%s #\*\$!%es \*\$.+!"\*\$g a.%\*o\$s a\$" @)o\$g"o\*\$gs >6 1 s. 3 as\*\$;
- 2&. O\$ 19 1 a)., 20197 %, e .ase @as %)a\$sfe))e" %o %, e Ge\$e/a Reg\*s%)67 a\$" @as )eass\*g\$e" %o !"ge Te)esa B)a/o.
- 2=. O\$ 12 !+6 20197 %,e A((+\*.a\$% f\*+e" a s!>#\*ss\*o\$ of a""\*%\*o\$a+ \*\$fo)#a%\*o\$
  )ega)"\*\$g %,e A((ea+As T)\*>!\$a+ !"g#e\$% 20194UNAT491= .o\$.e)\$\*\$g %,e
  "\*s.\*(+\*\$a)6 .ase aga\*\$s% 1 s. 3 as\*\$. O\$ 2' !+6 201<sup>%</sup>,a )os

,a) # "!e %o %,e A" #\*\$\*s%)a%\*o\$As "e+a6 \*\$ .o\$.+!"\*\$g %,e A((+\*.a\$%As .o#(+a\*\$%. T,\*)"7 %,e A" #\*\$\*s%)a%\*o\$As fa\*+!)e %o ()o#(%+6)e%)a.% %,e 22 a\$!a)6 201& S1T1 #\*\$!%es. -o)%,7 %,e A((+\*.a\$% s!ffe)e",a) # %o ,\*s "\*g\$\*%6 a\$")e(!%a%\*o\$ as a)es!+% of %,e a.%\*o\$s of 1s. 3as\*\$ a\$" %,e s!>se8!e\$% ,a\$"+\*\$g of ,\*s .o#(+\*a\$% >6 %,e A" #\*\$\*s%)a%\*o\$.

- 29. T,e Res(o\$"e\$% )e(+\*es %,a% %,e a((+\*.a%\*o\$ s,o!+" >e "\*s#\*sse" as %,e A((+\*.a\$% ,as fa\*+e" %o "e#o\$s%)a%e %,a% ,e s!ffe)e" a\$6 ,a)# \*\$ a""\*%\*o\$ %o @ ,a% ,as a+)ea"6 >ee\$ a"e8!a%e+6 a"")esse" >6 %,e T)\*>!\$a+s \*\$ UNDT/201E/20E7 201F4UNAT4FF& a\$" 20184UNAT482F7 @ ,\*., .o\$.e)\$s %,e sa#e fa.%!a+ >a.Gg)o!\$" a\$" %,e sa#e \*\$/es%\*ga%\*o\$ as \*\$ %,e ()ese\$% .ase.
- '0. 5a/\*\$g )e/\*e@e" %,e )e.o)"7 %,e T)\*>!\$a+ f\*\$"s \*% .+ea) %,a% %,e A((+\*.a\$% seeGs )e/\*e@ of #a\%e)s @,\*., ,a/e a++ >ee\$ .o#()e,e\$s\*/e+6 a"")esse" >6 %,e D\*s(!\%e T)\*>!\$a+ a\$" %,e A((ea+s T)\*>!\$a+. I\$ (a)\%\*.!+a)7 %,e T)\*>!\$a+ \$o\%es %,a\% %,e A((ea+s T)\*>!\$a+. I\$ (a)\%\*.!+a)7 %,e T)\*>!\$a+ \$o\%es %,a\% %,e A((ea+s T)\*>!\$a+ \*\$ 201F4UNAT4FF& (a)\%\*a++6 !(,e+" a\$ a@a)" of .o#(e\\$sa\%o\\$g)a\%e" %o %,e A((+\*.a\% >6 %,e D\%s(!\%e T)\%>!\\$a+ \%\$ !"g#e\% UNDT/201E/20E fo) %,e ,a)# ,e a++ege"+6 s!ffe)e" @\%, )es(e.\%o\, ,\%s\, .o#(+a\%) aga\%s\% 1 s. 3as\%\$!\\$"e) \$

Case No. UNDT/GVA/2019/018

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A" #\*\$\*s\)a\%\*o\$7 g\*/e\$7 o\$ \%, e o\$e ,a\$"7 \%, a\% a\% \%, e \%\*#e \%, e )e.o)"\*\$g @as #a"e \%, e "e/\*.es @e)e eff\*.\*e\$\% a\$" s\%\*++ \\$!se a\$"7 o\$ \%, e o\%, e) ,a\$"7 \%, a\% \%, e sa#e fa.\%s .o!+" ,a/e >ee\$ ()o/e" >6 o\%, e) #ea\$s.

&E. 2 %, )efe)e\$.e %o %,e se.o\$" \*ss!e )a\*se" >6 %,e A((+\*.a\$% \*\$ ,\*s .+os\*\$g s!>#\*ss\*o\$ 9see (a)a. 'F a>o/e
%,e T)\*>!\$a+ f\*\$"s \$o "\*s.)e(a\$.\*es >e%@ee\$ %,e 1F a\$!a)6 201F +e%%e) of %,e ASG/O5R1 a\$" %,e Res(o\$"e\$%As s!>se8!e\$% s!>#\*ss\*o\$s7 \$o) "oes % f\*\$" a\$6 +a.G of %)a\$s(a)e\$.&s s!>e