



**UNITED NATIONS APPEALS TRIBUNAL  
TRIBUNAL D'APPEL DES NATIONS UNIES**

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Judgment No. 2017-UNAT-711

**Krioutchkov  
(Appellant)**

**v.**

**Secretary-General of the United Nations**

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Counsel for Mr. Krioutchkov: Self-represented

Counsel for Secretary-General: Carla Hoe



(typing in Russian). He also complained that the JO did not mention typing in Russian as a requirement.

6. By e-mail dated 27 November 2014, Mr. Krioutchkov was notified of his non-selection for the P-4 post. On 22 January 2015, he filed a request for management evaluation of the 27 November 2014 decision and was informed on 23 February 2015 that the Secretary-General had decided to uphold the contested decision.

7. On 20 May 2015, Mr. Krioutchkov applied to the Dispute Tribunal to contest the decision not to select him for the P-4 post. In Judgment No. UNDT/2016/042 now under appeal, the Dispute Tribunal found Mr. Krioutchkov's application to be without merit and rejected it.

### **Submissions**

#### **Mr. Krioutchkov's Appeal**

8. By unofficially making typing in Russian a disqualifying requirement, when not a single official document lists typing in Russian as a requirement, the Administration undermined Mr. Krioutchkov's selection chances and denied him the protection of his conditions of service. The fact that the Administration allowed hand writing in some tests while banning it in others created unequal conditions and undermined the objectivity of the selection process. And to make somebody type under the threat of being disqualified from the selection process "means to intimidate, discriminate against and demonstrate bias and prejud060 7D 0 aJ14.8184 -2.8197 TD-.014 Tc0 T9(6.)T

11. Mr. Krioutchkov requests that the Appeals Tribunal modify the UNDT Judgment and award him appropriate relief.

**The Secretary-General's Answer**

12. The Dispute Tribunal correctly upheld the contested decision. Requiring candidates to type their answers to the questions in the test was lawful, reasonable and rational. As the majority of the tests are administered online and through e-mail submissions, it is necessary for the test takers to type both answers to the test questions and the accompanying correspondence. It was reasonable for the Administration, within its discretion, to decide to administer a written test to assess the shortlisted candidates, including Mr. Krioutchkov.

13. In the present case, all shortlisted candidates were invited to take the written test, and the clear implication of the JO and the e-mail invitation from the test administrator was that the completion of the test would require a word processor and thus typed answers. Mr. Krioutchkov's candidacy was removed from further consideration after the test because he had failed to answer the questions and to complete the test. The Administration thus acted validly within its discretion and Mr. Krioutchkov's candidacy was given full and fair consideration.

14. Mr. Krioutchkov asserts generally and vaguely that the UNDT erred in law and in fact, without establishing any ground for appeal as set forth in Article 2(1) of the Statute of the Appeals Tribunal (Statute) or specifying how or in what way the UNDT Judgment is defective.

15. In his appeal, Mr. Krioutchkov either reiterates the arguments he advanced before the Dispute Tribunal or the comments he made on the Secretary-General's reply before the Dispute Tribunal. He is essentially rearguing his case.

16. The Secretary-General requests that the Appeals Tribunal uphold the Dispute Tribunal Judgment and dismiss the appeal in its entirety.



**THE UNITED NATIONS APPEALS TRIBUNAL**

Judgment No. 2017-UNAT-711

Original and Authoritative Version: English

Dated this 31<sup>st</sup> day of March 2017 in Nairobi, Kenya.

*(Signed)*

Judge Raikos, Presiding

*(Signed)*

Judge Chapman

*(Signed)*

Judge Halfeld

Entered in the Register on this 26<sup>th</sup> day of May 2017 in New York, United States.

*(Signed)*

Weicheng Lin, Registrar