

UNITED NATIONS DISPUTE TRIBUNAL

Case No.: UNDT/GVA/201 /0 1

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JUDGMENT

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Case No. UNDT/GVA/201 /0 1

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,&a),--3 .6665 3 (s) 5 .8043 (O)-2 . .046 2 5 2 o\* .7843713 . 54(!)-14. 3 2 5 2 (%%)-0.960 2 2 1 ( \$6.1403





!arties" su# \$issions

B2. T.e A66-,8a%&sc 6\*,%8,6a- 8o%&e%&,o%sa\*e:

a. T.e+ /e\*e #,s8\*,\$,%ake# aga,%sk7 o%8e aga,%7 #'e &o &.e fa& &.a& &.e+ /e\*e /o\*@,%g a& &.e ICT3 a& &.e &,\$e of &.e 8o%0e\*s,o% e9e\*8,se. T.e O,C ASG/O5R2 &,e# &.e A66-,8a%&Cs s",&a),-,&+ fo\* 6e\*\$a%e%& a66o,%&\$e%& e98-"s,0e+ &o f'"&"\*e se\*0,8e o"&s,#e ICT37 &.e\*e)+ "%-a / f"--+ a##,%g a \$o),-,&+ 8\*,&e\*,o% &.a& #,#%o& a66-+ &o a%+ o&.e\* e-,g,)e staff \$e\$ )e\* se\*0,%g ,% %o%4#o / %s,D,%g e%&,&,esE

). I&,s %o& #,s6"te# &.a& &.e A66-,8a%&s \$ee& a-- &.e e-,g),-,&+ a%# s",&a),-,&+ 8\*,&e\*,a se& fo\* &.e ,% ST/SGB/200' /10 ;Co%#s,#e\*a&,o% fo\* 8o%0e\*s,o% &o 6e\*\$a%e%& a66o,%&\$e%& of staff \$e\$ )e\*s of &.e Se8\*e&a\*,a& e-,g,)e &o )e 8o%#s,#e\*e# )+ 30 !"e 200'> &o )e g\*a%&# 6e\*\$a%e%& a66o,%&\$e%&s. I ., -st a-- o&.e\* staff \$e\$ )e\*s of &.e Se8\*e&a\*,a& / .o s,\$,-a\*+ \$e& &.ese 8\*,&e\*,a /e\*e a"o\$a&,8a--+ g\*a%&# 6e\*\$a%e%& a66o,%&\$e%&s #"\*,%g &.s o%e4&,\$e 8o%0e\*s,o% e9e\*8,se7 &.e A66-,8a%&s /e\*e %o&. I% e9a\$,%,%g / .e&.e\* g\*a%&,g 6e\*\$a%e%& a66o,%&\$e%&s &o &.e A66-,8a%&s /as ,% &.e ,%&e\*ests of &.e O\*ga%,Da&,o%7 &.e A# \$,%sk\*a&,o% -, \$,&e# ,&s 8o%#s,#e\*a&,o% &o &.e fa& &.a& &.e+ /e\*e se\*0,%g ,% a #o / %s,D,%g e%&,&+. T.,s <"\*e-e%&,g \*e-,a%8e o% ICT3/2 ICTCs f,&e \$a%#a&e= /as 6\*e0,o"s+ fo"%# &o )e "%-a / f"- )+ &.e A66ea-s T\*,) "%a-E

8. T.e A# \$,%sk\*a&,o% fa-,e# &o 8o%#s,#e\* &.e %ee#s of &.e 2 ICT a%# &.e o%go,%g %ee#s of &.e ICT3E

#. As &o Ge%e\*a- Se\*0,8e A66-,8a%&s7 &.e A# \$,%sk\*a&,o% "%-a / f"--+ a##e# a 8\*,&e\*,o% &.a& &.e A66-,8a%&s .a# &o )e s",&a)-e fo\* 6os,&,o%#s o"&s,#e &.e,\* #"&+ sta&,o% &o / .,8. &.e+ 8o"-# )e &\*a%se\*\*e#. T.e A# \$,%sk\*a&,o% 8.a%ge# &.e 8\*,&e\*,o% of <&\*a%se\*\*a)-e s@,--s= &o a% ,ss"e of <&\*a%se\*\*a),-,&+= of &.e staff \$e\$ )e\*s. T.,s %e / 8\*,&e\*,o% /as %o& a66-,e# &o a%+ o&.e\* Ge%e\*a- Se\*0,8e staff \$e\$ )e\* se\*0,%g ,% %o%4#o / %s,D,%g e%&,&,es. ("&.e\*\$o\*e7 &.e O,C ASG/O5R2 \*ef"se# &o \$a@e "se of staff \*-es B.5;> a%# B.1A &.a& /o"-# .a0e a--o /e# fo\* &.e A66-,8a%&sc \$o),-,&+E

e. As &o La%g"age A66-,8a%&s7 &. e O,C ASG/O5R 2 fa,-e# &o 8o%&s,#e\* &. e %e8essa\*+ -a%g"age \*o-es &.e+ 6e\*fo\*\$ a& &.e ICT3 a%# &.a& &.e+ 8o"-# 6e\*fo\*\$ a& &.e 2 ICT a%# e-se / .e\*e,% &.e O\*ga%,Da&,o%. 5e a-so fa,-e# &o g,0e ,%#,0,#"a- 8o%&s,#e\*a&,o% &o &.e,\* &\*a%sf\*\*a)-e s@,--s. I&,s ,%8o\$6\*e.e%&s,-e / .+ &.e La%g"age A66-,8a%&s / e\*e %O& g,0e% a 6e\*\$a%e%& a66o,%&\$e%& -,,\$&e# &o &.e ICT3 -,@e a-- o&.e\* P\*ofess,o%a- %o%4-a%g"age staff \$e\$ )e\*sE

f. T.e #e%,a- of 6e\*\$a%e%& a66o,%&\$e%&s &o &.e A66-,8a%&s / as \$o&,Oate# )+ )" #ge&a\*+ 8o%&s,#e\*a&,o%&s7 ,% 0,o-a&,o% of &.e A66ea-s T\*,"%a-Cs 6\*e0,o"s .o-#,%g &.a& s"8. <\$a+ %o& &\*"\$ 6 &.e \*eF",\*e \$e%& of eF"a- &\*ea&\$e%&=E

g. T.e A66-,8a%&s \*eF"est &.e T\*,"%a- &o:



## Consideration

### Legal framework

BB. T.e s!a\*k,%g 6o,%& fo\* &.e T\*,) "%a-Cs \*e0,e / of &.e -ega-,&+ of &.e 8o%&este# #e8,s,o% s ,s &.e 8o% s,#e\*a&,o% s of &.e A66ea-s T\*,) "%a- ,% ,&s !"#g\$e%& Ademagic et al. and McIlwraith 20134UNAT435' a%# Ademagic et al. 201?4UNAT4?AB7 / .,8. \*e\$a%#e# &.e #e8,s,o% s o% &.e 8o%0e\*s,o% of &.e A66-,8a%&sC f,9e#4&e\*\$ a66o,%&\$e%&s &o &.e ASG/O5R2 fo\* \*e8o% s,#e\*a&,o% ;see7 e.g.7 Ademagic et al. 201?4UNAT4?AB7 6a\*a. 2'>.

B5. T.e A66ea-s T\*,) "%a- 6\*es8\*,)e# &.e fo--o / ,%g ,% Ademagic et al. 201?4UNAT4?AB7 at 6a\*a. 5A7 / ,&. \*es6e8& &o &.e \*e8o% s,#e\*a&,o% e9e\*8,se &.a& .a#





A. I% #e&e\*\$,%,%g / .e&.e\* &.e staff \$e\$)e\* .as \$e&&.e .g. s&a%#a\*#s of eff,8,e%8+ a%# 8o\$6e&e%8e7 &.e \$os& \*e8e%& f,0e 6e\*fo\*\$a%8e e0a-"a&,o% s o% \*e8o\*# of &.e staff \$e\$)e\* /,- )e \*e0,e/e#. I .e% &.,s \*e8o\*# s.o/s \*a&,%gs of <f"--+ s"88essf"- 6e\*fo\*\$a%8e= o\* <f"--+ \$ee&s 6e\*fo\*\$a%8e e96e8&a&,o% s= o\* .,g.e\*7 &.e \*eF",\*e\$e%& /,- )e \$e&.

'. I% #e&e\*\$,%,%g / .e&.e\* &.e staff \$e\$)e\* .as #e\$O% s&\*&e# s",&a),-,&+ as a% ,%&e\*%a&,o% a- 8,0,- se\*0a%& a%# .as \$e&&.e .g. s&a%#a\*#s of ,%&eg\*,&+ esia)-,s.e# ,% &.e C.a\*&e\*7 a%+ a#\$,% ,s&\*&,0e o\* #,s8,6-,%a+ \$eas"\*es &a@e% aga,%s& &.e staff \$e\$)e\* /,- )e &a@e% ,%&o a88o"%&.

10. I .e\*e &.e a66o,%&\$e%& of a staff \$e\$)e\* ,s -,,\$,&e# &o a 6a\*,&8"-a\* #e6a\*&\$e%&/off,8e7 &.e staff \$e\$)e\* \$a+ )e g\*a%&e# a66o,%&\$e%& s, \$,-a\*+ -,,\$,&e# &o &.a& #e6a\*&\$e%&/off,8e. If &.e staff \$e\$)e\* ,s s")seF"e%&+ \*e8\*",&e# "%#e\* es&a)-,s.e# 6\*o8e#"\*es ,%8-"#,%g \*e0,e/ )+a 8e%&\*&a- \*e0,e/ )o#+ fo\* 6os,&,o% s e-se / .e\*e ,% &.e U%,&e# Na&,o% s Se8\*e&a\*,&7 &.e -,,\$,&a&,o% ,s \*e\$e0e#.

50. I% 0,e/ of &.e fo\*ego,%g7 &.e T\*,) "%a- /,- e9a\$,%e:

a. I .e&.e\* &.e A#\$,% ,s&\*&,o% #,s8\*,,\$,%&e# aga,%s& &.e A66-,8a%&s ,% &+,%g &.e,\* s",&a),-,&+ fo\* 6e\*\$a%e%& a66o,%&\$e%&s e98-"s,0e+ &o f"&"\*e se\*0,8e o"ts,#e &.e ICT3E

). I .e&.e\* &.e A#\$,% ,s&\*&,o% e\*\*e# o\* a)"se# ,&s #,s8\*e&,o% ,% -,,\$,&,%g ,&s e9a\$,%&,o% of &.e A66-,8a%&sC (&\*a%sf\*\*a)-e s@,-s &o 6os,&,o% s ,% &.e Se8\*e&a\*,& o"ts,#e &.e ICT3 a%# &.e 2 ICTE a%#

8. I .e&.e\* &.e A#\$,% ,s&\*&,o% e\*\*e# ,% &a@,%g ,%&o a88o"%& &.e -,,\$,&a&,o% s5 / R (&)0.874347(e7e47(o).

\$ e\$ )e\* a%# )e g,0e% a 6e\* \$a%e%& a66o,%& \$e%& o%8e ,& / as fo"%# &.a& ;1> &.e+ .a#  
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/e\*e a-- se\*0,%g ,% #o / %s,D,%g e%&,&,es7 )" & .e sk&e# & .a& & .,s e96\*ess,o% / as  
,%&e\*6\*ek# ) \*oa#-+ a%# ,%8-"#e# sk&aff \$e\$ )e\*s / .o / e\*e #ee\$e# %o& ko )e s" ,&a)-e  
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a--7 /e\*e #e%,e# a 6e\* \$a%e%& a66o,%& \$e%& o% & .e g\*o"%# & .a& & .e+ /e\*e se\*0,%g ,%  
#o / %s,D,%g e%&,&,es. Co%0e\*se-+7 & .ose sk&aff \$e\$ )e\*s / .o / e\*e / o\*@,%g fo\* %o%4  
#o / %s,D,%g e%&,&,es a%# \$e& & .e 6e\*fo\* \$a%8e a%# 8o%#"8& \*eF",\*e\$e%&s /e\*e



Case No. UNDT/GVA/201 /0 1

! "# \$ % & ' ( ) \* + , - . / : ; < = > ? @ A B C D E F G H I J K L M N O P Q R S T U V W X Y Z [ \ ] ^ \_ ` a b c d e f g h i j k l m n o p q r s t u v w x y z { | } ~ ¡ ¢ £ ¤ ¥ ¦ § ¨ © ª « ¬ ® ¯ ° ± ² ³ ´ µ ¶ · ¸ ¹ º » ¼ ½ ¾ ¿ À Á Â Ã Ä Å Æ Ç È É Ê Ë Ì Í Î Ï Ñ Ò Ó Ô Õ Ö × Ø Ù Ú Û Ü Ý Þ ß à á â ã ä å æ ç è é ê ë ì í î ï ð ñ ò ó ô õ ö ÷ ø ù ú û ü ý þ ÿ

?B. I& ,s %o& #,s6"le# &.a& &.e A#\$,%,s&\*a&,o% -, \$,le# ,&s e9a\$,,%a&,o% of &.e A66-,8a%&ksC &\*a%&sfe\*\*a)-e s@,--s ko e9,s&,g 6os,&,o%&s ,% &.e Se8\*ea\*,a& as of 2011 o"&#e &.e ICT3 a%# &.e 2 ICT7 "s,%g &.e \$a66,%g e9e\*8,se \$e%&,o%e# a)o0e ;see 6a\*a. ?3>. No 8o%&s,#e\*a&,o% / as g,0e% ko &.e 6oss,) ,-,&+ ko \*ea,% &.e A66-,8a%&ks7 o\* so\$e of &.e \$7 ,% &.e ICT37 o\* ko &\*a%&sfe\* &.e \$ ko &.e 2 ICT.

?5. I& a66ea\*s f\*o\$ &.e 8o%&este# #e8,s,o%&s &.a& &.e A#\$,%,s&\*a&,o% / as of &.e 0,e / &.a& &.e A66-,8a%&ksC 8a\*ee\* 6\*os6e8&ks a& &.e ICT3 / e\*e ko - , \$,le# ko )e ka@e% ,%&ko a88o"%"& g,0e% ,&s e96e8&e# 8-os"\*e a& &.e e%# of 201B. I% &. ,s 8o%&e8&,o%7 &.e 8o%&este# #e8,s,o%&s st&ke:

Ta@,%g ,%ko a88o"%"& +o"\* ,%# ,0,#"a- )a8@g\*"o"%"#7 F"a-,f,8a&,o%&s a%# s@,--s7 as a& Se6&e \$ )e\* 20117 ,& / as "%-,@e-+ &.a& +o"\* se\*0,8es / o"-# )e \*eF" ,\*e# )+ &.e O\*ga%,Da&,o% )e+o%# &.e %ee#s fo\* +o"\* se\*0,8es a& &.e ICT3. S6e8,f,8a--7 ,& / as %O& e96e8&e# &.e O\*ga%,Da&,o% / o"-# )e ,% a 6os,&,o% ko \*ea,% +o" ko 6e\*fo\*\$ &.e f"%8&,o%&s +o" / e\*e 6e\*fo\*\$ ,%g )e+o%# &.e e%# of &.e +ea\* 201B/ea\*+ 20157 / .e% &.e ICT3 / as s8.e#" -e# ko 8-ose. I .e\*ea& &. ,s 6e\*,o# \$a+ .a0e e9&e%#e# fo\* \$o\*e &.a& &. \*ee +ea\*s7 ,& #oes %o& : "s&,f+ a 8a\*ee\* a66o,%& \$e%&. (o\* &.ese \*easo%&s7 I #o %O& 8o%&s,#e\* &.a& +o"\* ,%# ,0,#"a- F"a-,f,8a&,o%&s a%# s@,--s \$a@e +o" s" ,&a)-e fo\* 8o%0e\*s,o% ko 6e\* \$a%e%& a66o,%& \$e%&.

?? . T.e )a8@g\*"o"%"# #o8" \$e%&&,o% o% &.e 201? \*e8o%&s,#e\*a&,o% e9e\*8,se a-so s" gges& &.a& &.e 2 ICT / as %o& 8o%&s,#e\*e# e,&.e\* ko offe\* a%+ 8a\*ee\* 6\*os6e8& ko &.e A66-,8a%&ks7 )" &.e \*easo%&s fo\* s"8. 8o%8-"s,o% a\*e -ess 8-ea\*.

? . T.e \$e\$O\*a%#" \$ f\*o\$ O5R2 ko &.e Ce%&ka- Re0,e / Co\$ \$ ,&ke ,% \*es6e8& of P\*ofess,o%a- staff s" gges& &.a& &.e A#\$,%,s&\*a&,o% \$a,%ka,%e# ,&s 0,e / s e96\*esse# ,% &.e &/o 6\*e0,o"s \*o"%"#s of -,&,ga&,o% )efo\*e &. ,s T\*,) "%a- a%# &.e A66ea-s T\*,) "%a- &.a& &.e 2 ICT / as \$ea%& ko a)so\*) &.e \*e\$a,% ,%g / o\*@ of &.e ICT37 / .,8. / as ,&se-f 8o\$ ,%g ko a% e%#7 a%# &. "s #,# %O& offe\* a%+ -o%g &e\* \$

O% 22 De8e\$)e\* 20107 &.e Se8"\*,&+ Co"%8,- a#o6&e# Reso-"&,o% 1'?? ;2010>7 \*eF"est,%g &.e ICT3 &to 8o\$6-e&e a-- \*e\$a,%&,g / o\*@ )+ 31 De8e\$)e\* 201B a%# 6\*e6a\*e fo\* 8-os"\*e a%# &\*a%&s,&,o% &to &.e I%&e\*%&a&,o%a- Res,#"a- 2 e8.a%&,s\$ fo\* C\*,\$,%a-T\*,"%a-s ;<2 e8.a%&,s\$ => ;S/RES/1'?? ;2010> 6a\*a. 3>. O% 1A 2 a+ 20117 &.e P\*es,#e%&& of ICT3 a%# &.e P\*ose8"tO\* of &.e ICT3 6\*o0,#e# &.e,\* ),4a%%"a- \*e6o\*&s &to &.e Se8"\*,&+ Co"%8,-7 8o%f,\*\$,%g &.at a-- &\*a-s / o"-# )e 8o\$6-e&e# )+ 201B ;S/2011/31?7 A%#e9 I7 6a\*a. BE E%8-os"\*e VII> a%# a-- a66ea-s7 e98e6& fo\* o%e7 )+ 2015 ;E%8-os"\*e VII>. A88o\*#,%g-+7 ,% Se6&e\$)e\* 20117 &.e ICT3 /as \$a%#&a&e# &to 8o\$6-e&e ,&s / o\*@ )+ 201B7 a%# ,& /as 6\*o:e8&e# &.at \$ost of ,&s / o\*@ / o"-# )e 8o\$6-e&e# )+ &.,s &, \$e.

?A. I% &"\*%7 O5R2Cs \$e\$o\*a%#" \$ &to &.e Ce%&t\*a- Re0,e / Pa%- ,% \*es6e8& of Ge%e\*a- Se\*0,8e staff states &.at &.e \*easo% fo\* %o& 8o%&s,#e\*,&,g e\$6-o+\$e%& o66o\*%&"%,&,es at& &.e 2 ICT /as &.at &.e ,s e%&,&+ #oes %o& fa-- "%#e\* &.e a"t.o\*,&+ of &.e Se8\*ea\*,&at:

U6o% 8-os"\*e of &.e ICT37 &.e\*e /,- )e %o 6os,&,o%&s / ,&.,% &.e Se8\*ea\*,&at fo\* Ge%e\*a- Se\*0,8e Staff ,% T.e 5ag"e. O&.e\* U%,&e# Na&,o%&s )o#&,es ,% T.e 5ag"e7 s"8. as &.e I%&e\*%&a&,o%a- Co"\*& of !"st,8e ;IC!> a%#/o\* &.e K 2 ICT7 #o %o& fa-- "%#e\* &.e a"t.o\*,&+ of &.e Se8\*ea\*,&at a%# staff 8o%&t\*a8&e# &to &.e Se8\*et( )-0.9S8,8 24(S)12.4061(e)-14.3 2 3 2 ( )-5

%ea / 50.960 2 2 1(a)-3.6665 3 (&)0.8d5 [ (N)-3. 2801(a)-3.6960 2 2 1(%)-0.960 2 2 1(a)13..370899 3 SAC 696 (e) 20 (16)721

1. T.e T\*,) "%a- f,%#s &.a& ,& fe-- / ,&. ,% &.e a\$),& of &.e A#\$,%,s&\*a&,o%Cs  
#,s8\*e&,o% &o #e8,#e / .e&.e\* o\* %o& &o 8o%,#e\* 6os,&,o%s ,% &.e ICT3 o\* &.e 2 ICT  
,% ,&s e9a\$ ,%a&,o% of &.e A66-,8a%&sC &\*a%sf\*\*a)-e s@,--s. T.e A#\$,%,s&\*a&,o% .as  
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l . e off,8,a- \*e6o%ks a%# ) "#gels a0a,-a)-e ad l . e l , \$e7 ,l / as %ok a% e\*\*o\* fo\* l . e  
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A# \$ ,%,s&\*a&,o% &o e98-"#e 6os,&,o% s ,% l . e ICT3 a%# l . e 2 ICT f\*o\$ l . e 6oo- of  
6os,&,o% s <\*eF",\*e# o% a% o%go,%g )as,s= &a@e% ,%&o a88o"%& fo\* assess,%g l . e  
A66-,8a%&C l\*a%fe\*\*a)-e s@,--s #"\*,%g l . e \*e8o% s,#e\*a&,o% e9e\*8,se.

5. T . e T\*,) "%a- ,s a-so of l . e 0,e / l . ad )+ e96a%#,%g ,&s \*e0,e / of l . e A66-,8a%&C  
8a\*ee\* 6\*os6e8&s )e+o%# l . e ICT37 l . e A# \$ ,%,s&\*a&,o% f"-f,--e# ,&s o)-,ga&,o% &o &a@e  
,%&o 8o% s,#e\*a&,o% l . e ,%&e\*s&s of l . e ICT3 &o \$ a,%&a,% ,% ,&s e \$ 6-o+ staff \$ e \$ )e\*s  
/ . o \$ ee& <l . e . ,g . es& s&a%#a\*#s of eff,8,e%8+7 8o \$ 6e&e%8+ a%# ,%&eg\*,&+ es&a)-,s . e#  
,% l . e C . a\*&e\*= &o 8a\*\*+ o"l ,&s \$ a%#a&e7 as #,\*e8&e# )+ l . e A66ea-s T\*,) "%a- ,% ,&s  
! "#g\$e%& Ademagic et al.





AB. T.e A66-,8a%& a-so a\*g"e &.a& staff \*"-e B.1A / o"-# 8o%&, &"&e a%o&.e\* -ega-  
a0e%"e &o o0e\*8o\$e &.e 6"\*60\*(&# )a\*\*e\* \*a,se# )+ &.e A#\$,%,&\*&,o% ,% \*eF",\*,%g  
se\*0,8e s")seF"e%& &o &.e ICT3. T.e A66-,8a%& 8-a, \$ &.a&, f &.e+ / e\*e \*eF", \*e# &o  
\*es,g% f\*o\$ &.e,\* 6os,&,o% a& &.e ICT3 ,% o\*#e\* &o )e \*e4e\$ 6-o+e# a& a%o&.e\* #"&+  
s&a&,o%7 as asse\*(&# )+ &.e Res6o%#e%&7 s&a&ff \*"-e B.1A / o"-# a--o / fo\* &.e 6oss,)-,&+  
&o \*e,%s&ake &.e \$7 \*es"-&,g ,% 8o%&,%"o"s se\*0,8e.

A5. S&a&ff \*"-e B.1A 6\*o0,#es &.a& <GaH fo\*\$e\* s&a&ff \$e\$ )e\* / .o .e-# a f,9e#4&e\*\$  
o\* 8o%&,%" ,%g a66o,%&\$e%& a%# / .o ,s \*e4e\$ 6-o+e# "%#e\* a f,9e#4&e\*\$ o\* a



'3. As lo ok .e\* #"+ stak, o% s7 O5R 2 ,% #, 8a&e# ,% ,& s \$e \$ o\*a%#" \$ lo & .e Ce%& a- Re0,e / Pa%e- #a&e# 22 !"%e 201 & .ak:

(o\* & .e A staff \$e\$ )e\*s ,% Sa\*a:e0o7 & .e & /o staff \$e\$ )e\*s ,% Be-g\*a#e a%# & .e o%e staff \$e\$ )e\* ,% Jag\*e)7 & .e\*e / ,-- )e %o Ge%e\*a- Se\*0,8e 6os,& ,o% s -o8a&e# at & .ese #"+ stak, o% s / ,& . ,% & .e Se8\*eta\* ,& "6o% 8-os"\*e of & .e ICT3.

'B. T.e Ce%& a- Re0,e / Pa%e- e%#o\*se# & . ,s 8o%8- "s, o% ,% ,& s \$e \$ o\*a%#" \$ lo & .e ASG/O5R 2 #a&e# 2' !"%e 201 .

'5. It a66ea\*s7 .o /e0e\*7 & .ak o%e of & .e & /o Ge%e\*a- Se\*0,8e staff \$e\$ )e\*s -o8a&e# ,% Jag\*e)7 2\*. Go\*a% Geo\*g,:e07 /as "-& , \$a&e+ g\*a%&e# a 6e\* \$a%e%& a66o,%& \$e%& o% ? !"-+ 201 7 o% & .e )as, s & .ak & .e 8o"-# )e & \*a% sfe\*\*e# lo & .e U% ,&e# Nat, o% s 2, ss, o% ,% Moso0o ;<UN 2 IM=>. 2\*. Geo\*g,:e0 /as a% I%fo\* \$a& ,o% Ass, sta%& at & .e G45 -e0e-. A88o\*# ,% g lo & .e A66-, 8a%& s7 & .e fa& & .ak & .e \*e a\* e -, \$ ,&e# U% ,&e# Nat, o% s e%& ,& ,es ,% a #"+ stak, o% ,s %o& a -ega- )a\*\* ,e\* lo 8o%0e\*s, o% s, %8e a Ge%e\*a- Se\*0,8e staff .as )ee% g\*a%&e# 6e\* \$a%e%& a66o,%& \$e%& o% & .e )as, s of a% "%8e\*ka, % 6os6e8& of e \$ 6-o+ \$e%& ,% a -, \$ ,&e# \$a%#a&e age%8+ of o%-+ 30A staff \$e\$ )e\*s.

'?. T.e T\*,) "%a- f, % #s & . ,s a\*g" \$e%& "%6e\*s" as, 0e. T.e 8o%0e\*s, o% of 2\*. Geo\*g,:e0Cs a66o,%& \$e%& #e \$ o% s t a&e# & .ak & .e A# \$ ,% ,s t a& ,o% -oo@e# at . ,s ,% #, 0, # "a- s@, --s a%# & .e 6oss, ) , - ,& +7 e0e% ,f \*e \$ o&e7 & .ak & .e )e & \*a% sfe\*\*e# lo a 6os,& ,o% ,% Be-g\*a#e "6o% & .e 8-os"\*e of & .e ICT3. It #oes %o& s "66o\* & & .e A66-, 8a%& sC asse\* & ,o% & .ak & .e e9, s&e%8e of o%go, %g 6os,& ,o% s at a #"+ stak, o% ,s %o& \$a&e\* ,a- lo & .e #e&e\* \$ ,% a& ,o% of & .e Ge%e\*a- Se\*0,8e staff \$e\$ )e\*sC & \*a% sfe\*\*a)-e s@, --s.

' . It .as %o& )ee% esta)-, s. e#7 o\* e0e% a--ege#7 & .ak & .e Res6o%#e%& 8o \$ \$ ,&e#



of &.e O\*ga%,Da&,o% ,% \*es6e8& of / .ek.e\* &to g\*a%& &.e A66-,8a%& 6e\*\$a%e%& a66o,%&\$e%& 6"s"a%& &to se8. 2 of ST/SGB/200' /10.

102. Ik ,s / ,&.o" & #,s6" & &.a& &.e A66-,8a%& \$ee& &.e .,g.es& sk&a%#a%#s of eff,8,e%8+7 8o \$6e&e%8e a%# ,%&eg\*,&+ as es&a)-,s.e# ,% &.e U%,&e# Na&,o%&s C.a\* &e\* a%# &.a& &.e,\* se\*0,8es / e\*e esse%&,a- &to s"88essf"--+ f"-f,- &.e \$a%#a&e of &.e ICT3. 5o / e0e\*7 &.e g\*a%&,%g of a 6e\*\$a%e%& a66o,%&\$e%& ,s %&ok a" &to \$a&,8 a%# ,s s") :e8& &to so \$e -e0e- of #,s8\*ek,o% )+ &.e O\*ga%,Da&,o%7 / .o s.a-- &ka@e ,%&to a88o"%& &a-- ,&ts ,%&e\*es&ts. T.e A66-,8a%& / e\*e e%&,&e# &to ,%#0,#"a-7 <f"-- a%# fa,\*= 8o%&s,#e\*a&,o% of &.e,\* s",&ka),-&, &+ fo\* 8o%0e\*s,o% &to a 6e\*\$a%e%& a66o,%&\$e%& a%# &.e\*e ,s %&o e0,#e%8e &.a& &.s \*,,s \*.& / as 0,o-a&e# ,% &.e 201? \*e8o%&s,#e\*a&,o% e9e\*8,se.

