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UNITED NATIONS DISPUTE TRIBUNAL

Case No.: UNDT/GVA/201 /0!  
"\$g%e&' No.: UNDT/2020/1 0



Case No. UNDT/GVA/201 /0!

"#\$g%e&' No. UNDT/2020/1 0

. O& 5 /e)\*#a\*> 2020. '-e A88,+0a&' f+,e\$ a 0o&so,+\$a'e\$ %o'+o& fo\*

#acts

20. T-e A88,+0a&' ?o+e\$ UN6CR +& A#g#s' 1 0 a' '-e P52 ,e(e,. 6e -as se\*(e\$  
o& (a\*+o#s 8os'+o&s \$#+&g -+s 30 >ea\*s @+'- UN6CR. +&0,#\$+&g a' '-e P55 a&\$  
D51 ,e(e,. 6e -o,\$s a& +&\$ef+&+'e a88o+&'%e&' @-+0- 0o&'a+&s a s8e0+a, 0o&\$'+o&a,

2E. /\*o% 2! No(e%)e\* 201A 'o 2! Se8'e%)e\* 201E. '-e A88,+0a&' @as o& 0e\*'+f:e\$ s+07 ,ea(e.

2 . O& 21 "#&e 201E. '-e A88,+0a&' \*e0e+(e\$ a ,e''e\* \$a'e\$ 12 "#&e 201E +&fo\*%+&g -+% '-a' '-e \*#,es go(e\*&+&g SIBA s'a'#s -a\$ )ee& 0-a&ge\$ s#0- '-a'. f\*o% 1 "a&#a\*> 201E s'aff %e%)e\*s -o,\$+&g a& +&\$ef+&+'e a88o+&'%e&' @o#,\$ )e 8,a0e\$ o& s8e0+a, ,ea(e @+'- f#,, 8a> 9:SL = /P;< fo\* a %aF+%#% 0#%#,a'+(e 8e\*+o\$ of &+&e %o&' -s 91 5 @o\*7+&g \$a>s< a&\$ . '-e\*ef'e\*. o& SL = OP.

30. T-e A88,+0a&' @as f#\*'-e\* +&fo\*%e\$ '-a' as of 1 "a&#a\*> 201A -e -a\$ )ee& :a\$%+&+s'a'+(e,> 8,a0e\$ o& SL = /P; 8e&\$+&g -+s &eF' ass+g&%e&' 9#&\$e\* '-e o,\$ 8o,+0>< a&\$ '-a' +& (+e@ of '-e &e@ 8o,+0>. -+s SL = /P @o#,\$ o&,> :0o&'+&#e fo\* a %aF+%#% 0#%#,a'+(e 8e\*+o\$ of &+&e %o&' -s s'a\*'+&g o& 1 "a&#a\*> 201E;.

31. T-e A88,+0a&' @as \$e0,a\*e\$ f+' 'o @o\*7 +& Se8'e%)e\* 201E. )# ' -e @as g\*a&'e\$ a 2 e\$+0a, Co&s'a+&' o& 3 O0'o)e\* 201E. s#0- '-a' -

3D. B> ,e''e\* \$a'e\$ 2A 2 a> 201 . '-e A88,+0a&' @as \*e%+&\$e\$ '-a' -+s SL = OP  
@o#,\$ 0o% %e&0e o& 11 "#&e 201 #&,ess -e @as 'o #&\$e\*'a7e a& ass+g&%e&'.  
%+ss+o& o\* \*eB#es' a&&#a, ,ea(e +& '-e %ea&'+%e. 6e @as f#\*' -e\* +&fo\*%e\$ '-a' a&>  
a88\*o(e\$ a&&#a, ,ea(e. s+07 ,ea(e o\* s-o\*'5'e\*% ass+g&%e&' @o#,\$ 'e%8o\*a\*+,>  
s#s8e&\$ '-e &+&e5%o&' - 8e\*+o\$ fo\* '-e \$#\*a'+o& of '-a' ,ea(e o\* ass+g&%e&' a&\$ '-a'  
a&> \*eg#,a\* ass+g&%e&' @+, , \*ese' '-e &+&e %o&' -s 8e\*+o\$ 'o Ie\*o.

35. O& 11 "#&e 201 . '-e A88,+0a&' @as 8,a0e\$ o& SL = OP.

3!. O& 12 "#&e 201 . '-e A88,+0a&' \*e0e+(e\$ a %e%o\* 2 1( ) 2 6.168(f) 2.5788(o) -0.9651 2.5039 0 T d

). 6e -as a \*+g- ' 'o )e g+(e& @o\*7 'o \$o +& o\*\$e\* 'o ea\*& -+s sa,a\*>J

0. U&+,a'e\*a, 8,a0e%e&' of s'aff %e%)e\*s o& SL = OP +s o&,> 8oss+),e +&  
eF0e8'+o&a, 0ases as 8e\* s'aff \*#,e 5.39f<. 6o@e(e\*. '-e 0o&'es'e\$ \$e0+s+o& @as  
&o' \$+s0\*e'+o&a\*>. +' @as '-e a88,+0a'+o& of a 8\*o%#,ga'e\$ \*#,e 9RAAI  
8a\*a. 13 < 'o '-e A88,+0a&'Cs 0+\*0#%s'a&0esJ

D2. T-e Res8o&\$e&'Cs 8\*+&0+8a, 0o&'e&'!+o&s a\*e:

a. T-e 0o&'es'e\$ \$e0+s+o& +s ,a@f#,. T-e 8,a0e%e&' of a s'aff %e%)e\* o&  
SL = OP +s a 8o@e\* (es'e\$ +& '-e Se0\*e'a\*>5Ge&e\*a, a&\$ a#'-o\*+se\$ )> s'aff  
\*#,e 5.39f<J

). T-e RAP a&\$ '-e RAAI \$ef+&e eF0e8'+o&a, 0+\*0#%s'a&0es +& 'e\*%s of  
s'aff \*#,e 5.39f< as a88,+e\$ +& '-e #&+B#e s+'#a'+o< &5(A 2 375(B8( )- 6 6 6 40 2 6 (R) - 4.49918( ) -5.80



?. Pa\*ag\*a8-s 133 a&\$ 13D of '-e RAAI \$o &o' o),+ge UN6CR 'o '\*a&sfe\*  
SIBAs s'aff %e%)e\*s 'o a(a+,a),e 8os+'o&s +\*\*es8e0'+(e of @-e'-e\* '-e> a\*e  
f#,,> 0o%8e'e&' 'o 8e\*fo\*% '-e f#&0'+o&s a&\$ +\*\*es8e0'+(e of '-e \*e,a'+(e  
0o%8e'e&0e of a&> 0o%8e'+\*o\*sJ a&\$

7.





O& se,e0'+o& a&\$ ass+g&%e&'

5A. A\*'+0,e 101.3 of '-e C-a\*'e\* of '-e U&+'e\$ Na'+o&s 8\*o(+\$es '-a' :G'H-e  
8a\*a%o#&' 0o&s:\$e\*a'+o& +& '-e e%8,o>%e&' of '-e s'aff a&\$ +& '-e \$e'e\*%+&a'+o& of  
'-e 0o&\$'+o&s of se\*(+0e s-a,, )e '-e &e0ess+'> of se0#\*+&g '-e --g-es' s'a&\$a\*\$s of  
eff+0+e&0>. 0o%8e'e&0e. a&\$ +&'eg\*+'>. D#e \*ega\*\$ s

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!A.







E2. T-e\*efo\*e. @-+,e 'e\*%+&a'+o& +s &o' '-e 0o&'es'e\$ \$e0+s+o& +& '-e 8\*ese&' 0ase.  
' +s +&\$ee\$ a 8oss+),e o#'0o%e +& '-e ,o&g 'e\*% a&\$ s-o#,\$ )e 'a7e& +&'o  
0o&s+\$e\*a'+o& 'o \$e'e\*%+&e '-e o),+ga'+o&s of '-e O\*ga&+Ia'+o& a&\$ SIBA s'aff  
%e% )e\*s 8,a0e\$ o& SL = OP @-e& '-e+\* 0o&'\*a0' 0o&'a+&s '-e #&\$e\*a7+&g 0,a#se.

E3. T-e A88ea,s T\*+)#&a, +& " 201D73 ea71V)

EE. T-e A88ea,s T\*)#&a, s'a'e\$ +& " '-a' '-e :A\$%+&+s'\*a'+o& +s )o#&\$ 'o  
\$e%o&s'a'e '-a' a,, \*easo&a),e effo\*'s -a(e )ee& %a\$e 'o 0o&s+\$e\* '-e s'aff %e%)e\*  
0o&0e\*&e\$ fo\* a(a+,a),e s#+ 'a),e 8os's; a&\$ '-a' :G@H-e\*e '-e\*e +s \$o#)' '-a' a s'aff  
%e%)e\* -as )ee& affo\*\$e\$ \*easo&a),e 0o&s+\$e\*a'+o&. +' +s +&0#%)e&' o& '-e  
A\$%+&+s'\*a'+o& 'o 8\*o(e '-a' s#0- 0o&s+\$e\*a'+o& @as g+(e& ;.

E . l& 8\*a0'+0a, 'e\*%s. as 8e\* " . '-e A\$%+&+s'\*a'+o& s-o#,\$ \$e%o&s'a'e '-a'  
+' -as %a\$e goo\$ fa+'- effo\*'s 'o f+&\$ a s#+ 'a),e 8os' fo\* '-e affe0'e\$ s'aff %e%)e\*  
)>:

- a. Co&s+\$e\*+&g '-e s'aff %e%)e\* 0o&0e\*&e\$ fo\* a(a+,a),e s#+ 'a),e 8os'sj
- ). Ass+g&+&g '-e affe0'e\$ s'aff %e%)e\* -o,\$+&g 0o&'+&#+&g o\* +&\$ef+&+e

2. T-e\*efo\*e. as '-e A88ea,s T\*+)#&a, s'a'e\$. :+f '-e A\$%+&+s'\*a'+o& +&fo\*%s '-e  
affe0'e\$ s'aff %e%)e\* '-a' '-e> a\*e eF8e0'e\$ 'o a88

E. O& '-e s+\$e of '-e A\$%+&+s'\*a'+o&. '-e e(+Se&0e s-o@s '-a' '-e De8#>  
D+\*e0'o\*. D6R2 . UN6CR. offe\*e\$ s#88o\*' a&\$ a\$(+0e 'o '-e A88,+0a&' 0o&0e\*&+&g  
-+s a88,+0a'+o&s. 6e 8e\*so&a,,> e&0o#\*age\$ -+% 'o a88,> 'o a,, s#+a),e (a0a&0+es.

105. S+&0e O0'o)e\* 2015. '-e A88,+0a&' -as 'a7e& a 'o'a, of 1 3 0e\*'+f+e\$ s+07 ,ea(e \$a>s. 6e @as o& 0e\*'+f+e\$ s+07 ,ea(e f\*o% 2! No(e%)e\* 201A 'o 2! Se8'e%)e\* 201E. = -+,e '-e T\*+)#&a, +s %+&\$f#, '-a' '-e 0e\*'+f+e\$ s+07 ,ea(e s-a,, &o' +%8a0' &ega'+(e,> o& '-e s'aff %e%)e\*Cs e%8,o>%e&' s'a'#s. +' +s \*easo&a),e 'o 0o&s+\$e\* '-a' '-s 8e\*+o\$ of a)se&0e -as %a\$e+' \$+ff+0#, 'fo\* -+% a&\$ '-e O\*ga&+Ia'+o& 'o f+&\$ a& a,'e\*&a'+(e 8os+'o&.

10!.





fa%+,a\*+'> @+'- '-e 8\*o'e0'+o& e&(+\*o&%e&' a&\$ \*s7s 'o )e %+'+ga'e\$;. A& eF'e\* &a,  
0a&\$+\$a'e @+'- '-e \*eB#+'e\$ 8\*of+,e @as se,e0'e\$.

11 . l& ,+g-' of '-e a)o(e. '-e T\*+)#&a, f+&\$s '-a' '-e A88,+0a&' @as &o' se,e0'e\$  
fo\* '-e 'e%8o\*a\*> ass+g&%e&'s +& CoFCs BaIa\* a&\$ 4a)#, )e0a#se -e @as &o' fo#&\$  
s#+'a),e fo\* '-ose ass+g&%e&'s. /#\*'-e\*%o\*e. '-e T\*+)#&a, 0o&s+\$e\*s '-a' '-e  
O\*ga&+Ia'+o& f#,f+,e\$ +'s o),+ga'+o& )> 9+< 8\*o8os+&g SIBA 0a&\$+\$a'es. +&0,#\$+&g  
'-e A88,+0a&'. @+'- '-e \*eB#es'+&g o8e\*a'+o&s af'e\* \*e0e+(+&g '-e 'e%8o\*a\*>  
ass+g&%e&' \*eB#es'sJ 9++< %a7+&g s#\*e '-a' '-e s#+'a),+'> of '-e SIBA 0a&\$+\$a'es  
8\*o8ose\$ @as assesse\$ fo\* '-e 'e%8o\*a\*> ass+g&%e&'sJ a&\$ 9++< e&s#\*+&g '-a'  
eF'e\* &a, 0a&\$+\$a'es @e\*e o&,> 0o&s+\$e\*e\$ af'e\* '-e \*es8e0'+(e %a&age\*s -a\$ \$#,>  
\*e(+e@e\$ a,, '-e SIBA 0a&\$+\$a'es a&\$ assesse\$ '-e% as #&s#+'a),e.



12D. T-e T\*)#&a, 0o&s+\$e\*s '-a' '-e #se of '-e @o\*\$ :%a>; +&\$+0a'es '-a' ass+g&%e&' of s'aff +& SIBA s'a'#s \*e%a&s a 8oss+) ,+'> a' '-e \$+s0\*e'+o& of '-e O\*ga&+Ia'+o&. As s#0-. +' 0a&&o' )e +&'e\*8\*e'e\$ as a 0o%8#,so\*> a0'+o& +%8ose\$ o& '-e D+\*e0'o\*. D6R2 o\* '-e 6+g- Co% %ss+o&e\*.

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131.

13A. T-e T\*+)#&a, f+&\$s '-a' +' @as &o' 8oss+),e 'o es'a),+s- a 0,ea\* 0o&&e0'+o&  
)e'@ee& '-e A88,+0a&'Cs ,a07 of s#00ess +& -+s a88,+0a'+o&s a&\$ '-e a,,ege\$ #&\$#e  
+&'e\*fe\*e&0e of -+s fo\*%e\* s#8e\*(+so\* +& -+s 0a\*ee\* 8\*og\*ess+o&.

(

13E. /o\* '-e a)o(e5%e&'o&e\$ \*easo&s. '-e T\*+)#&a, f+&\$s '-e \$e0+s+o& 'o 8,a0e '-e  
A88,+0a&' o& SL = OP ,a@f#,,.

13 . 6o@e(e\*. '-e T\*+)#&a, +s 0o&0e\*&e\$ @+' - '-e ,a07 of '+%e ,+%+' +& '-e UN6CR  
,ega, f\*a%e@o\*7 fo\* '-e 8,a0e%e&' of SIBA s'aff %e%)e\*s o& SL = OP. O& '-+s

1D2. 6a(+&g fo#&\$ '-a' '-e \$e0+s+o& 'o 8,a0e '-e A88,+0a&' o& SL = OP +s ,a@f#,.  
'-e T\*+)#&a, @+,, &o' assess '-e %e\*+'s of -+s 0,a+% +& \*e,a'+o& 'o \*e%e\$+es. I' o&,>  
&o'es '-a'. )> (+\*'#e of '-e +&'e\*+% o\*\$e\*. '-e 0o&'es'e\$ \$e0+s+o& -as )ee& s#s8e&\$e\$  
#&'+, '-e 0o%8,e'+o& of '-e 8\*ese&' 8\*o0ee\$+&gs.

Conclusion

1D3. I& (+e@ of '-e fo\*ego+&g. '-e T\*+)#&a, \$e0+\$es )> %a'o\*+'> @+'- "\$\$ge B#ffa  
\$+sse&'&g 'o \*e'e0' '-e a88,+0a'+o&.

1DD. "\$\$ge B#ffa a88e&\$s a \$+sse&'&g o8+&+o&.

9) <  
"\$#\$ge Te\*esa B\*(o

9) <  
"\$#\$ge "oe,,e A\$\$a

Da'e\$ '-+s !'- \$a> of No(e%)e\* 2020

E&'e\*e\$ +& '-e Reg+s'e\* o& '-+s !'- \$a> of No(e%)e\* 2020

9) <

Re&1 2. Va\*gas 2.. Reg:s'\*a\*. Ge&e(a

DI&&ENTING ' INI ' N )> "\$g%e / \*a&0es0o B#ffa

1. = -,e l ag\*ee @+' - '-e %a'o\*+'> ?#\$g%e&' 9: '-e ?#\$g%e&';< @+' - \*ega\*\$ 'o '-e \*e,e(a&' fa0's. '-e a88,+0a),e ,ega, f\*a%e@o\*7. '-e s0o8e of '-e ?#\$+0+a, \*(+e@ 9+& 8a\*'+0#,a\*. 8a\*as. DE a&\$ 50< a&\$ '-e ,ega, B#es'+o&s 'o )e a\$\$\*esse\$ fo\* '-e a\$?#\$+0a'+o& of '-e 0ase 9+& 8a\*'+0#,a\*. 8a\*a. D5<. l \$+sse&' o& '-e o#'0o%e of '-e 0ase fo\* '-e fo,,o@+&g \*easo&s.

2. As %> fe,,o@ 0o,,eag#es -a(e eF8\*esse\$ +& '-e ?#\$g%e&'. '-e ,eg+'+%a0> of '-e 0o&'es'e\$ \$e0+s+o& +s 0o&&e0'e\$ 'o '-e A\$%+&+s'\*a'+o& 8\*o(+&g '-e o)?e0'+(e a)se&0e of a(a+,a),e s#+'a),e 8os+'+o&s a&\$ 'e%8o\*a\*> ass+g&%e&'s '-a' 0o#,\$ -a(e

eF0e8'+o&a,+> +%8,+es '-a' '-e RAP %#s' )e +&'e\*8\*e'e\$ \*es'+0'+(e,> @-e&e(e\* +'s  
8\*o(+s+o&s 0o#,\$ )e 0o&'\*a\*> 'o '-e effe0'+(e&ess of '-e @o\*7+&g 8e\*fo\*%a&0e.

!. l& ,+g-' of '-e e(+Se&0e 0o,,e0'e\$ a&\$ '-e o)se\*(a'+o&s of '-e a%+0#s 0#\*+ae. l  
a% a,so a@a\*e '-a' '-e 201A %o\$+f+0a'+o& 'o '-e 8o,+0> @as a+%e\$ 8\*e0+se,> a'  
+&0\*eas+&g '-e 8o@e\*s of %a&age\*s +& '-e ass+g&%e&' of a(a+,a),e  
8os+'+o&s/ass+g&%e&'sJ '-e T\*+)#&a, N of 0o#\*se N 0a&&o

11. I agree @+' - '-e %a?o\*+'> '-a' s#+'a)+,+'> fo\* a(a+,a),e 8os+'o&s/ass+g&%e&'s  
+%8,+es as a 0o&seB#e&0e '-e \*+g-' of '-e SIBA s'aff 'o )e 8\*efe\*\*e\$ o#'+\$e of a  
0o%8e'+'+(e 8\*o0e\$#\*ej '-s %ea&s '-a' UN6CRCs %a&age\*s. )efo\*e \*e0\*#+'&g o'-e\*  
0a&\$+'a'es. -a(e 'o assess '-e SIBA s'aff %e%)e\*sC s7+,s a&\$ 0o%8e'e&0+es.  
eF8e\*+e&0e. ge&\$e\* a&\$ &a'+o&a,+>. so '-a' +f '-e \*eB#+\*e%e&'s a\*e %e' 9so '-a' +' +s  
ass#\*e\$ '-a' '-e O\*ga&+Ia'+o& %ee's '-e -+g-es' s'a&\$a\*\$s of 0o%8e'e&0> a&\$  
eff+0+e&0> \*eB#+\*e\$ )> '-e UN C-a\*'e\*< 8\*+o\*+'> %#s' )e g+(e& 'o a SIBA s'aff. +&  
\$e'+\*%e&' of o'-e\*s @-ose ,+&7 @+' - '-e A\$%+&s\*a'+o& +s &o' of '-e sa%e &a'#\*e.





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21.

2!. I' fo,,o@s '-a' UN6CR -as &o' %e' +'s )#\*\$e& of 8\*oof a&\$ '-a' '-e ?#\*+s8\*#\$e&'+a, 0o&\$'+o&s fo\* 0o&s+\$e\*a'+o& of '-e A88,+0a&' o& a &o&50o%8e'++(e )as+s -a(e &o' )ee& \*es8e0'e\$. Co&seB#e&',>. '-e &o&5se,e0'+o& of '-e A88,+0a&'. &o'@+'-s'a&\$+&g '-e a(a+,a)+,+> of 8os'+o&s/ass+g&%e&'s s#+'a),e fo\* -+%. s#88o\*'s a f+&\$+&g of #&,a@f#,&ess of '-e \$e0+s+o& 'o 8,a0e -+% o& SL = OP.

2A. D+ffe\*e&',> f\*o% '-e o8+&o& of '-e %a'o\*+'> 9eF8\*esse\$ +& 8a\*ag\*a8- A of '-e ?#\$g%e&'<. I 0o&s+\$e\* +' 0o%8,e'e,> +\*\*e,e(a&'. o& '-e o&e -a&\$'. '-a' '-e o#'0o%e of '-e s8e0+f+0 \*e0\*#+'%e&' o\* se,e0'+o& 8\*o0e\$#\*es @as &o' 0o&'es'e\$ )> '-e A88,+0a&'. )e0a#se -e &e(e\* 0,a+%e\$ 'o )e '-e )es' o\* '-a' '-e 8\*o0e\$#\*es @e\*e f,a@e\$. )# '-e ?#s' 0o%8,a+&e\$ a)o#' '-e &o&5ass+g&%e&' of '-e 8os's/TAs o& a &o&50o%8e'++(e )as+s.

2E.

&o' fo#&\$e\$ a' a,.. as +& '-ese 8\*o0e\$#\*es 9@-e\*e TAs a\*e &o' a\$(e\*'+se\$< +' +s  
+&0#%)e&' o&,> o& UN6CR 'o offe\* SIBA s'aff a&> a(a+,a),e TA.

31. /+&a,,>. I \$o &o' f+&\$ &e0essa\*> 'o a&s@e\* '-e B#es'+o& +f '-e a88,+0a&' @as 9o\*