



Office of Staff Legal Assistance (OSLA), the Office of the Executive Director, and the Legal Offices representing the Secretary-General as Respondent. The section sets out the activities and accomplishments of these various entities during the reporting period 1 January to 31 December 2011, and contains statistics on the functioning of the formal system of administration of justice for calendar year 2011. As noted by the ACABQ, most parts of the formal system of administration of justice experienced continued growth in 2011. Continued progress was made in resolving those cases carried over from the old system, with only 13 such cases remaining as of October 2012.

Section II also outlines efforts made within the formal system to resolve disputes through direct negotiations between concerned parties or by referral of disputes to the Office of the Ombudsman for mediation.

The Secretary-General indicates a need to strengthen certain parts of the system by: extending the sitting *ad litem* judges of the UNDT and their current staffing complement for a further period of one year in order to handle the current caseload of the UNDT; continuing the P-3 Legal Officer post in OSLA funded from the budget for the support account for peacekeeping operations; and adding one P-3 Legal Officer post in the MEU to be funded from the budget for the support account for peacekeeping operations.

Section III provides detailed responses to specific questions asked by the General Assembly, including: efforts made to institutionalize good management practices to address underlying factors that give rise to workplace disputes; information on the concrete measures taken to enforce accountability in cases where contested decisions have resulted in compensation awards; a report on the status of the revised terms of reference for the Office of the United Nations Ombudsman and Mediation Services; a report on ways to bring about more coherent representation and efficient use of resources, taking into account the specificities of representation of the Secretary-General at the Tribunals; an overview of the status of the work undertaken on the practice of tribunals in other international organizations and in Member States on awards for exemplary or punitive damages; and the status of a cost-sharing arrangement for the totality of the internal justice system. The balance of the information requested is set out in Annexes I through VIII of the report.

In sections IV and V, the Secretary-General identifies areas in the formal justice system that require strengthening in order to fulfill the mandate of the new system, and makes recommendations for action to be taken by the General Assembly in that regard.

Member States regarding the awarding of exemplary or punitive damages, including their practice with regard to awards for moral damages, emotional distress, procedural irregularities and violations of due process; Annex IV provides a proposal for expedited arbitration procedures for consultants and individual contractors; Annex V provides an analysis of the policy and financial implications in the event that individual contractors and consultants covered by the proposed expedited arbitration procedures were to be permitted access to mediation under the informal sy