



le recours à la médiation pour toutes les catégories de personnel, y compris les non-fonctionnaires. A ce titre, nous soutenons vivement la proposition du Secrétaire général de mettre en place un projet pilote visant à introduire une discussion obligatoire sur la médiation comme première étape dans le règlement des conflits.

En conclusion, nous recommandons que le prochain rapport du Secrétaire général rende compte des réflexions et des progrès en ce qui concerne les non-fonctionnaires à des mécanismes judiciaires équitables et efficaces pour régler des litiges. Nous recommandons en outre que le prochain rapport du Secrétaire général fournisse les résultats des recommandations de la Sixième Commission.

Je vous remercie.

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Mr Chair OR Madam Chair,

The Swiss delegation wishes to thank the Secretary-General for his ongoing efforts to strengthen the effectiveness of the UN's internal system for the administration of justice. We encourage him to pursue his commitment. Switzerland attaches great importance to the basic principle that access to justice should be fair, transparent, effective and non-discriminatory. We would therefore like to highlight two key issues: the resolution of employment disputes involving non-staff personnel and the use of mediation as an informal dispute resolution mechanism.

Firstly, it is essential to ensure that effective safeguards are in place and remedies are available to all categories of UN personnel without distinction. A fair and effective internal administration of justice system that is accessible to all lends greater credibility to the UN's commitment to the right of equal access to justice and the rule of law.

Switzerland would like to thank the Secretary General for the reflections given to non-staff personnel. We welcome the fact that in particular the examination of support of ad hoc arbitration proceedings by the Permanent Court of Arbitration. We note however that, even with such support, the proposed arbitration procedure would incur a cost for non-staff personnel that would be dissuasive. This could lead to unequal treatment with staff members. We encourage the Secretary General to examine whether adaptations or alternatives are possible.

Switzerland, therefore, stresses the importance of extending access to effective remedies to non-staff personnel. We also reaffirm our support for the proposal to extend the mandate of the Office of the United Nations Ombudsman and Mediation Services to include non-staff personnel.

Secondly, we note that insufficient use is currently made of mediation as a method for resolving workplace disputes. We therefore urge the Secretary-General to promote to a greater extent the use of mediation for all personnel categories, including non-staff personnel. As such, we strongly support the use of mediation as a first step in conflict resolution.

In conclusion, we recommend that the Secretary-General's next report present the results of deliberations and progress made in ensuring that non-staff personnel have access to fair and effective justice mechanisms for settling work-related issues. We also recommend that the Secretary-General's

