

Case No.:

7. On 12 September 2017, the Secretary-General issued a letter to all staff members announcing his System-Wide Strategy on Gender Parity. The Strategy was released on 13 September 2017.⁴

8. On 10 October 2017, in a meeting for all security staff headed by Country Security Advisor Mr. Sabir Mugal and Chief Security Officer Mr. Frazer King, the Applicant was informed orally that the JO 7306443 (07) BT The Canceled 1168.1168e78 Tm(7)-9(3064469) advertised to attract more female candidates, and that this was in line with the Secretary-General's 12 September report on gender parity.⁵

9. On 20 October 2017, the s in lint2o84 675.02frET1 14g7AJTJETBT1 0 0 1 178.82 20 October T

decision. The second job opening is considered to be a continuation of the selection process.

15. In *Ngokeng*, since the recruitment process for the position was still ongoing, no final administrative decision had been taken and therefore the decision to suspend the recruitment process was found to have had no direct consequences on the staff member's terms of appointment.

16. *Ngokeng* is directly applicable in this case. As in *Ngokeng*, there were two job openings for the position of GS-4 Security Assistan9 99.384 i6 /P AMCID 5BDCo151.19BT1 0 0 1 25..93 3

appointment, in particular, that of excluding the Applicant from any possibility of being considered for selection for this particular vacancy”.

21. Since the cancellation of JO 73064 excluded the Applicant from any possibility of being considered for selection, it also created concrete repercussions on the Applicant’s right to be fully and fairly considered during the selection process. The cancellation of JO 73064 was therefore not a preparatory act or intermediate step towards a decision; it was the final decision.

22. *Ngokeng* cited by the Respondent is on;IT.384

is not in compliance with terms of appointment or the contract of employment.¹⁰

26. The Tribunal has the mandate to review the decision to determine whether indeed it was made without considering the terms of appointment or in violation of the contract of employment.

27. In order to assume jurisdiction over such matter, the Tribunal must first determine, among other factors, whether there is an appealable administrative decision.

28. An administrative decision under art 2.1 (a) of the Statute of the United Nations Dispute Tribunal (UNDT) was interpreted in UNAdT Judgment No. 1157, Andronov (2003), para. V as:

...a unilateral decision taken by administration in a precise individual case (individual administrative act), which produces direct legal consequences to the legal order. Thus, the administrative decision is

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