

I!tro% \$tio!

- 1. O% 16 \$a%&ar' 20176 a# 10:87 a. 5.6 #*e A44)(,a%#6 a% I%for 5 a#(o% S's#e 5 s Ass(s#a%# a# #*e +S266 s#e4 106)e1e) (% #*e De4ar# 5 e%# of E,o%o 5 (, a% So,(a) Affa(rs6 f()e a% a44)(,a#(o% o% #*e 5 er(#s ,o%#es#(%g #*e fo))o (%g e,(s(o%s:
 - a. 9T*e = e,(s(0% of #*e De4ar #5 e #* of 7 a % age 5 e #* #* o 4 ro 1(=#*e % a 5 e \$) of e)(g(:)e = 10#ers #0 = a% #* #*e Ar(:1#0 120 5 (0(of)3() 20(*a)4(#) 2(*e) 2(o) 16 7 6C)4 2(o) + 2(o) +

- 9T*e e,(s(o% of #*e A 5 (%(s#ra#(o% #o (%#erfere (% U%(o% affa(rs=.
- @. A% a&#o 5 a#(,a))' ge%era#e e 5 a() %o#(f(,a#(o% #*a# #*e A44)(,a%# *as f()e a 5 o#(o% for (%#er(5 5 eas&res #o Case No. UNDT/NY/2017/6 as se%# o&# : ' #*e Tr(:&%a)As e3()(%g 4or#a) o% 16 \$a%&ar' 2017 12:86 4.5. I% #*(s %o#(f(,a#(o% as6 inter alia6 s#a#e :

T*(s (s a% a&#o 5 a#(,a))' ge%era#e %o#(f(,a#(o% #*a# #*e A44)(,a%# *as 5 a e a f()(%g !#'4e: 7 o#(o% for (%#er(5 5 eas&res" #o Case No. UNDT/NY/2017/6.

В

 $T^*(s \%0\#(f(,a\#(o\% (s se\%\# : ' \#*e Reg(s\#r'. I\# ,o\%s\#(\#\&\#es !1" a re,or \#o \#*e f()(\%g 4ar\#' of \#*e re,e(4\# of \#*e o,\& 5e\%\#s6 : \&\# (\# (s \%o\# a s\&:s\#a\%\#(1e a,,e4\#a\%,e of \#*e o,& 5e\%\#!s"6 -*(,* (s a 5a\##er \#o :e e\#er 5 (\%e : ' \#*e re)e1a\%\# $\& ge!s"> a\% !2" #*e ser1(,e of \#*e o,\& 5e\%\#s o% \#*e o\#*er 4ar\#'.$

- 8. O% 16 \$a%&ar' 20176 a# 8:17 4.5.6 #*e Ne Yor. Reg(s#r' se%# #*e 4ar#(es a% e 5 a() %o#(f(,a#(o% ,o%f(r 5 (%g #*a#6 o% 16 \$a%&ar' 20176 re,e(1e a% a44)(,a#(o% fro 5 #*e A44)(,a%#6 *(,* *as :ee% ass(g%e #o \$& ge E:ra*(52Cars#e%s &% er Case No. UNDT/NY/2017/0066 #ra%s 5 (##e #*e a44)(,a#(o% #o #*e Res4o% e%# a% (%s#r&,#e #*e Res4o% e%#6 4&rs&a%# #o ar#. 10 of #*e R&)es of Pro,e &re6 #o f()e a re4)' (#*(% @0,a)e% ar a's6:' 1? 3e:r&ar' 20176 (% a,,or a%,e (#* ar#. C.8 of #*e Tr(:&%a)As R&)es of Pro,e &res.
- ?. O% 17 \$a%&ar' 20176 a# 11:21 a. 5.6 #*e Ne Yor. Reg(s#r' se%# a%o#*er e 5 a() %o#(f(,a#(o%6,o%f(r 5 (%g #*a# #*e 5 o#(o% for (%#er(5 5 eas&res re,e(1e o% 16 \$a%&ar' 2017 (% Case UNDT/2017/006 as ass(g%e #o \$& ge E:ra*(52Cars#e%s a% (%s#r&,#(%g #*e Res4o% e%# #o f()e a res4o%se : ' 1D \$a%&ar' 2017. T*(s %o#(f(,a#(o% a)so s#a#e #*a#6 9B' #*(s %o#(f(,a#(o% #*e 5 o#(o% for (%#er(5 5 eas&re *as :ee% #ra%s 5 (##e #o #*e Res4o% e%#=.

- 6. O% 1C \$a%&ar' 20176 a# ?:00 4.5.6 #*e A44)(,a%# f()e a 5 o#(o% re;&es#(%g #*e Tr(:&%a) #o se# 16 \$a%&ar' 2017 as #*e a#e of ser1(,e of #*e 5 o#(o% for (%#er(5 5 eas&res o% #*e Res4o% e%# as 9E%For5a))'6 #*e Reg(s#r' o&) ser1(,e 5 o#(o%s for (%#er(5 re)(ef EBF (%s#a%#)'=. D&e #o a #e,*%(,a) 4ro:)e5 (#* #*e e3()(%g 4or#a)6 #*e 5 o#(o% as %o# %o#(f(e #o #*e Reg(s#r' or #*e Res4o% e%#. T*e Reg(s#r' :e,a5e a are of #*e 5 o#(o% o% 1D \$a%&ar' 2016 fo))o (%g a% e5a() ,o55 &%(,a#(o% fro5 #*e A44)(,a%# o% #*e 5 a##er. T*e Res4o% e%# as ser1e (#* #*e 5 o#(o%))a#er o% #*e sa5e a'6 a# 12.?7 4.5.6:' #*e Reg(s#r'6 *o a 1(se #*e Res4o% e%# of #e,*%(,a) (ff(,&)#(es (#* #*e e3()(%g s's#e5.
- 7. O% 1D \$a%&ar' 20176 a# 12:?76 #*e Ne Yor. Reg(s#r' a 1(se #*e 4ar#(es #*a#6 &e #o #*e ass(g%e 6& ge !\$& ge E:ra*(52Cars#e%s"6 :e(%g o% #*e s(, .)ea1e6 #*e 5 o#(o% for (%#er(5 5 eas&res *as :ee% reass(g%e #o #*e &% ers(g%e 6& ge.
- C. O% 1D \$a%&ar' 2016 a# 2:87 4.5.6 #*e Res4o% e%# &)' f()e *(s res4o%se #o #*e 5 o#(o% for (%#er(5 re)(ef6,)a(5 (%g #*a# (# (s %o# re,e(1a:)e ratione materiae a% 6 (% a%' e1e%#6 (#*o&# 5 er(# as #*e A44)(,a%# *as fa()e #o s*o #*a# a%' e,(s(o% #a.e% (s prima facie &%)a f&)6 #*a# #*ere (s 4ar#(,&)ar &rge%,' or #*a# #*e (54)e5e%#a#(o% of a e,(s(o% o&) ,a&se *(5 (rre4ara:)e *ar5. T*e Res4o% e%# s#a#e #*a# *e *a %o,o55e%#s #o #*e A44)(,a%#As 1C \$a%&ar' 2017 5o#(o%.
- D. O% a, ,o&%# of #*e #e, *%(,a) (ss&es regar (%g #*e %o#(f(,a#(o%s (% #*e 4rese%#, ase6 o% 1D \$a%&ar' 20176 a# 8:27 4.5.6 #*e Ne Yor. Reg(s#r' (ss&e a 5a%&a) %o#(f(,a#(o% ,o%f(r5(%g #*a# #*e Tr(:&%a) re,e(1e #*e Res4o% e%#As res4o%se #o #*e A44)(,a%#As 5o#(o% for (%#er(5 5eas&res a% 5o#(o% a#e 1C \$a%&ar' 2017 a% #*a# #*e Res4o% e%#As res4o%se as #ra%s 5(##e #o #*e A44)(,a%#.
- 10. T*e Tr(:&%a) %o#es #*a#6 as res&)#s fro 5 #*e a:o1e6 #*e 5 o#(o% for (%#er(5 5 eas&res6 as %o#(f(e #o #*e Res4o% e%# o% 16 \$a%&ar' 2017.

Fa\$t a" &a\$'gro !%

- 1. I% *(s 5 o#(o% for (%#er(5 re)(ef #*e A44)(,a%# 4rese%#e #*e fo))o (%g ,*ro%o)og' of fa,#s o% *(,* *(s 5 o#(o% re)(es &4o%:
 - B As a res&)# of #*e ge%era) e)e,#(o% *e) o% 10 a% 11 De,e 5 : er 201@6 #*e Lea ers*(4 a% #*e 8? $^{#*}$ S#aff Co&%,() of #*e U%(o% a# #*e / ea ;&ar#ers (% Ne Yor. !UN / <" ere e)e,#e #o a 'ear #er 5 s#ar#(%g 1 \$a%&ar' 2018 Erefere%,e #o a%%eH o 5 (##e F6 4&rs&a%# #o Ar#(,)e I III6 Reg&)a#(o% C.1 !:" of #*e S#aff R&)es a% S#aff Reg&)a#(o%s of #*e U%(#e Na#(o%s6 4&:)(s*e (% #*e Se,re#ar'2

8.8 a% 8.? of #*e U%(o%:

S#aff Reg&)a#(o% C.1

!:" S#aff re4rese%#a#(1e :o (es s*a)) :e es#a:)(s*e a% s*a)) :e e%#(#)e #o (%(#(a#e 4ro4osa)s #o #*e Se,re#ar'2

!a" a:o1e. T*e' s*a)) :e orga%(Je (% s&,* a - a' as #o affor e;&(#a:)e re4rese%#a#(0% #o a)) s#aff 5 e 5 : ers6 : ' 5 ea%s of e)e,#(0%s #*a# s*a)) #a.e 4)a,e a#)eas# :(e%%(a))' &% er e)e,#ora) reg&)a#(0%s ra - % &4 : ' #*e res4e,#(1e s#aff re4rese%#a#(1e :o ' a% agree #o : ' #*e Se,re#ar'2

U%(0% Reg&)a#(0%s:

- 8.8 T*e Co&%,() s*a)) #a.e f&)) off(,e fro 5 #*e f(rs# a' of #*e 50%#* (55e (a#e)' fo))o (%g #*e e,)are res&)# of e)e,#(o%s.
- 8.? T*e #er5 of off(,e of #*e Co&%,() s*a)) %o# eH4(re ear)(er #*a% a %e Co&%,() ass& 5 es off(,e.

#*e U%(0%6 ,0%,er%(%g #*e ,0%1e%(%g of #*e &%a&#*or(Je 5 ee#(%g o% C De,e5:er 20166 #*e Ar:(#ra#(0% Co55(##ee e,(e Erefere%,e #o a%%eH o5(##e F:

9 B #*e C De,e5:er 2016 5 ee#(%g (s a% e5erge%,' ge%era) 5 ee#(%g (% #*e 5 ea%(%g of #*e S#a#&#e6 - *(,* - as 4ro4er)', a))e as 4er S#a#&#e D.7 !, "6:&# - as ,0%1e%e (% 1(0)a#(0% of Reg&)a#(0%s?.26?.86?.76?.D6?.116?.1@6?.17610.?!:"6 a% 10.?!,".3&r#*er6#a.e% (% #*e:es#)(g*#6#*e 0&#,05e of #*e 5 ee#(%g re4rese%#s a 1a)(5 o#(0%:' #*e s#aff for #*e,0%1e%(%g of a% e5erge%,' ge%era) 5 ee#(%g (% #*e,0%#eH# of Reg&)a#(0%s?.11 a% ?.1@6-*(,* (s (%,&5:e%# &40% #*e S#aff Co&%,()#o,0%s(er.=

.. S&:se;&e%#)'6 E7s. $0\,06$ %a5e re a,#e F6 - *o - as a# #*e #(5e C*(ef6 Tra%s(#(0% Tea5 of #*e Se,re#ar'2+e%era)2 es(g%a#e6 res4o% e #o a ,orres4o% e%,e fro5 E7r. A7F a% e5a() a#e 2D De,e5:er 20166 s#a#(%g !e54*as(s a e ":

9 B I a)so %o#e (% #*e)e##er of 18 De,e5:er 2016 #o #*e S+6 e%#(#)e LUN / < s#aff 10#e for %e - S#aff U%(o% E)e,#(o%s #o :e,0% &,#e : 'a @^r 4ar#'!CCISUA"A6 - *(,* (% (,a#es (% 4o(%# 26 LT*e Pres(e%# of CCISUA6 E7 r. IR6 %a5e re a,#e F6 - ()) a,# as (%#er(5) ea ers*(4 for UN / < S#aff U%(o%6 effe,#(1e #*e a#e of #*(s)e##er a% &%#() %e -)ea ers*(4 (s e)e,#e .A=

B I% (#s res40%se a#e @ \$a%&ar' #o #*e re; &es# fro 5 E 7 r. A 7 F #o r&)e o% #*e 4ro4ose es(g%a#(o% of E 7 r. IRF as #*e)ea ers*(4 for #*e S#aff U%(o%6 as re1ea)e (% #*e ,orres4o% e%,e of E 7 s. 0 0 F6 #*e Ar: (#ra#(o% Co 5 5 (##ee 4ro1(e !A%%eH ?" !e 5 4*as(s a e ":

9I# (s - e)) .%o - % #*a# E 7 r. IRF (s %o# o%)' #*e Pres(e%# of CCISUA6 : &# a)so #*e EHe, &#(1e Se, re#ar' of #*e S#aff Coor (%a#(o% Co&%,() a# #*e U%(#e Na#(o%s Off(,e (% +e%e1a !UNO+". E 7 r. IRF (s %o# a &es SUA:

9CISUA a% UNISER I - ()) e)e,# a ,o))ege of 4o))(%g off(,ers a% ar:(#ra#(o% ,o55(##ee 5e5:ers fro5 a5o%g #*e(r g)o:a) &%(o% 5e5:ers*(46 a% ,o%#ra,# a re,og%(Je f(r5 #o ,arr' o&# e)e,#ro%(, 1o#(%g.

,0%#e%#/&4)oa s/2017/01/UNSU#ra%s(#(o%a)2s#a#&#es2 5 ar.e. o,H. l# s*o&) :e %o#e #*a# #*e so)e 4&r4ose of #*ese #ra%s(#(o%a) s#a#&#es (s #o e%a:)e #*e orga%(Ja#(o% a% ,o 5 4)e#(o% of #*e 2017 f(rs# ;&ar#er e)e,#(o%s. T*e' - ()) %o# ,o%fer o% CCISUA %or UNISER I a 5 a% a#e #o s4ea. (re,#)' for UNSU %or #o (re,#)' re4rese%# s#aff (% Ne - Yor. (% ea)(%gs - (#* 5 a%age 5 e%# or o#*er 4ar#(es.=

B I% (#s res40%se a#e ? \$a%&ar' #o #*e re; &es# fro 5 E 7 r. A 7 F #o r&)e o% #*e : roa ,as# (% 1(e - of (#s r&)(%g a#e @ \$a%&ar' 20176 #*e Ar: (#ra#(o% Co 5 5 (##ee reaff(r 5 e (#s e,(s(o% #*a# a%' e,(s(o% : 'E 7 r. IRF, o%,er%(%g a%' U%(o% e)e,#(o% -()) : e ee 5 e ())ega)6 a% *e%,e %&)) a% 1o(6 a% s#a#e #*a# #*e sa 5 e a44)(es #o E 7 r. DSF. T*e Ar: (#ra#(o% Co 5 5 (##ee f&r#*er s#a#e Erefere%,e #o a%%eH a% e 5 4*as(s o 5 (##e F:

9 B #*e S#a#&#e 4ro1(es : &# o%e a% o%)' o%e - a' #o a 5 e% (#s ar#(,)es M #*ro&g* refere% & 5. A 5 e% 5 e%#s (%#ro &,e #*ro&g* a%' o#*er 5 ea%s are #*erefore ())ega)6 a% *e%,e %&)) a% 1o(=.

9 B #*e S#aff R&)es a% S#aff Reg&)a#(o%s ,)ear)' es#a:)(s* #*e (5 4era#(1e of #*e a44ro1a) of Se,re#ar'2 +e%era) #o a%' a 5 e% 5 e%#s 5 a e #o #*e S#a#&#e a% Reg&)a#(o%s of s#aff re4rese%#a#(1e :o (es. I# (s %o# ,)ear - *a# #*e Off(,e of Lega) A 1(ser (s or - *a# a&#*or(#' (# *as #o a44ro1e a 5 e% 5 e%#s #o #*e S#a#&#e a% Reg&)a#(o%s of #*e U%(o% 5 a e ())ega))'.=

s#aff 5 e 5 : ers6 : &# o%)' (% re)a#(o% #o *(s o - %)ega) r(g*#. T*e A44)(,a#(o% (s #*erefore re,e(1a:)e <math>4&rs&a%# #o Carlton

4ara. 286 a% Tavora- ainc!ill

e)ega#(o% of a&#*or(#' #o agree #o s&,* a 5 e% 5 e%#s e1e% (f #*e' - ere 4ro4er)',o%s#(#&#e >

4. T*e e,(s(o%s ,o%#ra1e%e #*e A 5 (%(s#ra#(o%As 4os(#(o% of %o%2 (%#erfere%,e (% #*e U%(o% affa(rs a% :rea,* (#s o:)(ga#(o%s of goo fa(#* a% fa(r ea)(%gs. T*e A 5 (%(s#ra#(o%As 4os(#(o% of %o%2(%#erfere%,e (% #*e S#aff U%(o%As Affa(rs6 ge%era))'6 a% (% 4ar#(,&)ar as (# re)a#es #o #*e 8?#* S#aff Co&%,()6 - as s&5 5 ar(Je (% #*e Res4o% e%#As s&: 5 (ss(o% #o #*e D(s4&#e Tr(:&%a) (% Tavora- ainc!ill UNDT/201?/OC2 as fo))o - s:

(. T*e (%#er%a) (s4&#e re)a#(%g #o #*e o&#,o5e of #*e UNSU

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4reG& (,e #*e o&#,o5e of #*e effor#s : ' #*e Ar:(#ra#(o% Co55(##ee #o reso)1e #*ese (s4&#es=>

r. I% ames UNDT/NY/200D/02? a% Alauddin UNDT/NY/2010/116 #*e

())ega)6 %&))6 a% 1o(e,(s(o%: 'a %o%2U%(o% 5 e 5: er. If %o# s&s4e% e 6 a% &%)a - f&))' ,o%1e%e ,o))ege of 4o))(%g off(,ers - o&) :e 4ro1(e #*e %a 5 es of e)(g(:)e s#aff #o 5 a. e #*e a44or#(o% 5 e%# of &%(#s %e,essar' #o ,arr' o&# #*e &%)a - f&) e)e,#(o%6 4&rs&a%# #o &%)a - f&) a 5 (%(s#ra#(1e e,(s(o%s)

'rreparable dama#e

- &. K(#* refere%, e #o Tadon(i UNDT/200D/0166 4ara. 1@6 Adundo e# a). UNDT/2012/0776 4aras. @1 a% @26 a% aen Or er No. 2D !NY/2011"6 4aras. @1 a% @26 as a Po))(%g Off(,er6 #*e A44)(,a%# (s e%#(#)e #o ,arr' o&# #*e f&%, #(o\%s for -*(,**e*as :ee\%\ se)e, #e 6 aff(r5e a\%\ reaff(r5e #o*o) off(,e6 a% a&#*or(Je #o ,o% &,# #*e s#aff e)e,#(o% : ' #*e :o ' so)e)' a&#*or(Je #o reg&)a#e a% a G& (,a#e a)) U%(o% e)e,#(o% 5 a##ers O #*e Ar:(#ra#(0% Co55(##ee. T*(s e%#(#)e5e%# (s 4ar# of #*e)ega) r(g*#s of #*e A44)(,a% &% er *(s ,o%+ra,# of a44o(%+5 e\%+ a\% s#e5 s fro 5 s#aff r\%) e C.1! ". $T^*e \&\%a - f\&$ e, (s(o\%s , o\%1e'e (\% #*e e 5 a() : roa , as\# of 8 \\$a\%ar' 2017 -()) #*erefore ,a&se #*e A44)(,a\| (rre4ara:)e *ar5 #o *(s 4rofess(o\| a) re4&#a#(o% a% : rea,* so 5 e of *(s : as(, f&% a 5 e%#a) r(g*#s6 (%,)& (%g #*e) re4&#a#(o% a% : rea,* so 5 e of *(s : as(, f&% a 5 e%#a) r(g*#s6 (%,)& (%g #*e) re4&#a#(o% a% : rea,* so 5 e of *(s : as(, f&% a 5 e%#a) r(g*#s6 (%,)& (%g #*e) re4&#a#(o% a% : rea,* so 5 e of *(s : as(, f&% a 5 e%#a) r(g*#s6 (%,)& (%g #*e) re4&#a#(o% a% : rea,* so 5 e of *(s : as(, f&% a 5 e%#a) r(g*#s6 (%,)& (%g #*e) re4&#a#(o% a 5 e%#a) r(g**ga fo) re4&*ga fo) re4&r(g*# #o e; &a) 4ro#e, #(o% &% er #*e)a - a% &%e; &(1o,a) S#aff R&)es a% Reg&)a#(0%s as a% '0%e e)se !ar# 7 of #*e U%(1ersa) De,)ara#(0% of /&5a% R(g*#s".
- 8. T*e Res4o% e%#As ,0%#e%#(o%s 5a' :e s& 5 5 ar(Je as fo))o s:

Receivability

a. T*ere (s %o fa,#&a) :as(s for #*e A44)(,a%#As asser#(o% #*a# a%' a 5(%(s#ra#(1e e,(s(o%s *a1e :ee% #a.e%. T*e a,#(o%s of #*e A 5(%(s#ra#(o% *a1e :ee%))(5(#e #o,(r,&)a#(%g a :roa, as# e5a() a# #*e re;&es# of UNISER I a% CCISUA. No)(s# of e)(g(:)e 1o#ers *as :ee% (ss&e . T*e Off(,e of Lega) Affa(rs !9OLA=" 5ere)' 4ro1(e)ega) a 1(,e)(5(#e #o -*e#*er #*e 4ro4ose a5e% 5e%#s #o #*e S#a#&#e a% Reg&)a#(o%s of #*e S#aff U%(o%

res4e,#e #*e 4r(%,(4)e of e;&(#a:)e re4rese%#a#(o% #o a)) s#aff 5e5:ers6 as e%s*r(%e (% s#aff reg&)a#(o% C.1. No%e of #*ese a,#(o%s are a 5(%(s#ra#(1e)e,(s(o%s &% er ar#. 2.1!a" of #*e D(s4&#e Tr(:&%a)As S#a#&#e>

:. U% er ar#. 2.1!a" of (#s S#a#&#e6 #*e D(s4&#e Tr(:&%a) *as 6&r(s (,#(o% #o *ear a44)(,a#(o%s ,*a))e%g(%g a 5 (%(s#ra#(1e e,(s(o%s #*a# are a))ege #o :e (% %o%2,o54)(a%,e - (#* #*e #er5s of a44o(%#5e%# or #*e ,o%#ra,# of e54)o'5e%#. A% a 5 (%(s#ra#(1e e,(s(o% (s a &%()a#era) e,(s(o% #a.e% : ' #*e a 5 (%(s#ra#(o% a b)))))))))))))

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"r#ency

(. T*e A44)(,a%# *as 4ro1(e %o e1(e%,e #*a# #*ere (s a%' &rge%,' (% #*(s ,ase>

'rreparable !arm

G. T*e A44)(,a%# *as %o# (e%#(f(e a%' *ar 5 #*a# - ()) :e ,a&se #o *(5 :' a%' a,#(o% of #*e A 5 (%(s#ra#(o%. T*e A44)(,a%#As r(g*# #o free asso,(a#(o% *as :ee% res4e,#e :' #*e A 5 (%(s#ra#(o%.

Co!si%eratio!

Applicable law

?. Ar#. 10.2 of #*e Tr(: &%a)As S#a#&#e s#a#es:

A# a%' #(5e &r(%g #*e 4ro,ee (%gs6 #*e D(s4&#e Tr(:&%a) 5a' or er a% (%#er(5 5 eas&re6 - *(,* (s - (#*o&# a44ea)6 #o 4ro1(e #e 5 4orar' re)(ef #o e(#*er 4ar#'6 - *ere #*e ,o%#es#e a 5 (%(s#ra#(1e e,(s(o% a44ears

- ,. T*e (%#er(5 5 eas&re!s" or ere : ' #*e Tr(:&%a) 5 &s# 4ro1(e so)e) ' a #e 5 4orar ' re)(ef #o e(#*er 4ar# '6 s&,* re)(ef : e(%g %e(#*er ef(%(#(1e : ' %a#&re %or *a1(%g #*e effe,# of (s4os(%g of #*e s&:s#a%#(1e ,ase (% re)a#(o% #o -*(,* #*e a44)(,a#(o% for (%#er(5 5 eas&res (s f()e >
- . T*e ,0%#es#e a 5 (%(s#ra#(1e e,(s(o% a44ears prima facie #o :e &%)a f&)>
- e. T*ere (s a 4ar#(,&)ar &rge%, ' (% re; &es#(%g #*e (%#er(5 5 eas&res>
- f. T*e (54)e 5 e%#a#(0% of #*e ,0%#es#e a 5 (%(s#ra#(1e e,(s(0% 0&) ,a&se (rre4ara:)e a 5 age.

Dis\$ ssio!

- 7. T*e Tr(:&%a) %o#es #*a# #*e A44)(,a%#As 5o#(o% for (%#er(5 5 eas&res (s f()e (% ,o%%e,#(o% (#* a ,&rre%#)' 4e% (%g a44))(,a#(o% o% #*e 5 er(#s :efore #*e Tr(:&%a) f()e o% 16 \$a%&ar' 2017 a% oes %o# 4er#a(% #o (ss&es re)a#(%g #o a44o(%<math>#5e%#6 4ro 5o#(o% or #er5(%a#(o%. T*e f(rs# a% se,o% ,o% (#(o%s 5e%#(o%e a:o1e are a, ,or (%g)' f&)f())e .
- C. K (#* res4e,# #o #*e #*(r ,o% (#(o%6 #*e Tr(:&%a) %o#es #*a# #*e a44)(,a#(o% o% (%#er(5 5 eas&res refers #o #*e s&s4e%s(o% of #*e (54)e5e%#a#(o% of #*e fo))o (%g e,(s(o%s:
 - a. $9T*e e, (s(0\% of #*e De4ar#5e\%# of 7 a\%age 5 e\%# #o 4ro1(e #*e %a 5 es of e)(g(:)e 1o#ers #o a% &%;&a)(f(e a% &%)a f&))' ,o%1e%e ,o))ege of Po))(%g Off(,ers6 4&rs&a\pi# #o *a# #*e Ar:(#ra#(o\pi Co 5 5 (##ee *as ee 5 e a\pi ())ega)6 %&)) a\pi 1o(e,(s(o\pi : 'a \pi o\pi 2 &es24a'(\pi g6 \pi o\pi 2 5 e 5 : er of #*e S#aff U\pi(o\pi !U\pi(o\pi "a# #*e / ea ;&ar#ers (\pi Ne Yor. !UN / <"=>$
 - :. 9T*e e,(s(o% of #*e Off(,e of #*e Lega) Co&%se) #o ,)ear #*e so2,a))e
 9#ra%s(#(o%a) 5 eas&res= a 5 e% (%g #*e S#a#&#e a% Reg&)a#(o%s of #*e U%(o%6
 (, #*e Ar:(#ra#(o% Co 5 5 (##ee *as ee 5 e #o :e ())ega)6 a% *e%,e %&)) a%

1o(6 as #*e' - ere (%#ro &,e (% 1(o)a#(o% of #*e S#a#&#e a% Reg&)a#(o%s of #*e U%(o%=> a%

- 9T*e e,(s(o% of #*e A 5 (%(s#ra#(o% #o (%#erfere (% U%(o% affa(rs=.))))))))
- D. T*e A44)(,a%# s#a#es #*a# #*ese e,(s(o%s ere 4ar# of #*e 8 \$a%&ar' 2017 e 5 a() :roa ,as# #o #*e s#aff a# #*e / ea ;&ar#ers (% Ne Yor.6 60(%)' s(g%e :' 7 r. IR6 Pres(e%# of CCISUA a% 7 r. DS6 Pres(e%# of UNISER I (#* #*e fo))o (%g ,o%#e%#:

Dear Co))eag&es (% Ne - Yor.6

Yo& -()) :e a - are #*a# e)e,#(o%s *a1e %o# #a.e% 4)a,e for #*e U%(#e Na#(o%s S#aff U%(o% !UNSU"6 - *(,* re4rese%#s UN Se,re#ar(a# s#aff (% Ne - Yor.6 - (#*(% #*e 4er(o re;&(re :' #*e S#aff Reg&)a#(o% C.1!:" of # - o 'ears. 3&r#*er6 #*e e)e,#(o%s #*a# #oo. 4)a,e (% De,e5:er 201@ - ere ,o%#es#e .

Ke :e)(e1e #*a# g(1e% #*e arr(1a) of a %e - Se, re#ar'2+e%era) a% a *ea1' refor 5 age% a6 *a1(%g a %e -)'2e)e, #e &%(o% (% 4)a, e as ear)' as 4oss(:)e (% 2017 (s esse%#(a).

 $+(1e\% \ \#*e \ (ff(,\&)\# \ *(s\#or' s\&rro\&\% \ (\%g \ 4as\# e)e,\#(o\%s \ (\%Ne-Yor. a\% (\%)(g*\# of a 1o#e:' a s(g%(f(,a%\# \%\& 5:er of Ne-Yor. s\#aff re;\&es\#(\%g \#*a\# CCISUA !Coor (%a\#(\%g Co 5 5 (##ee of I%#er%a#(o%a) S#aff U%(o%s a% Asso,(a\#(o%s M - - - . . , (s&a.org" a% UNISER I s#aff fe era#(o%s$

 ())ega)6 a% *e%,e %&)) a% 1o(. T*e sa 5 e a44)(es #o E 7 r. DS 7 #06 D(5 (#r(Sa 5 aras6

T*e : roa ,as# 4&r4or#s #*a#:

9T*e e)e,#(o%s - ()) :e ,arr(e o&# (%)(%e - (#* UNSUAs s#a#&#es a% reg&)a#(o%s6 a a4#e &r(%g a #ra%s(#(o%a) 4er(o #o (%#egra#e #*e a:o1e arra%ge5e%#s6 T*e #ra%s(#(o%a) s#a#&#es6 ,)eare : ' #*e Off(,e of #*e Lega) A 1(ser as :e(%g ,o 54)(a%# - (#* S#aff R&)es fo&% #*e ,a% :е *##4://- - - . , ,(s))a.01.g) - 42, 0%#e%#L&4)oa s/2017/01/UNSU2 #ra%s#(#(o%a)2s#a#&#es25ar.e . o,H. I# s*o&) :e %o#e #*a# #*e so)e 4&r4ose of #*ese #ra%s(#(o%a) s#a#&#es (s #o e%a:)e #*e orga%(Ja#(o% a% ,o54)e#(o% of #*e 2017 f(rs#; &ar#er e)e,#(o%s6 T*e' - (1) %o# ,o%fer o% CCISUA %or UNISER I a 5 a% a#e #o s4ea. (re,#)' for UNSU %or #o (re,#)' re4rese%# s#aff (% Ne -Yor. (% ea)(%gs - (#* 5 a%age 5 e%# or o#*er 4ar#(es.=

As 4er S#a#&#e 1D:

1+ <u>A*e!%*e!t</u>

T, is Stat tes, a"" &e a * e! %e% &y refere! % *.

T*e r&)es for *o) (%g a refere% & 5 are s#(4&)a#e (% Reg&)a#(0% 6.1C.

T*a# (s6 #*e S#a#&#e 4ro1(es : &# o%e a% o%)' o%e - a' #o a 5 e% (#s ar#(,)es 2 #*ro&g* refere% & 5. A 5 e% 5 e%#s (%#ro &,e #*ro&g* a%' o#*er 5 ea%s are6 #*erefore ())ega)6 a% *e%,e %&)) a% 1o(.

3&r#*er6 a,,or (%g #o Ar#(,)e I III6 Reg&)a#(o% C.1 !:" of #*e S#aff R&)es a% S#aff Reg&)a#(o%s of #*e U%(#e Na#(o%s6 4&:)(s*e (% #*e Se,re#ar'2+e%era)As B&))e#(% ST/S+B/2018/1 of 16 A4r() 2018:

Reg "atio! -.1

.&/ Staff re#rese!tati0e &o%ies s,a"" &e esta&"is,e% a!% s,a"" &e e!tit"e% to i!itiate #ro#osa"s to t,e Se\$retary1 2e!era" for t,e # r#ose set fort, i! #aragra#, .a/ a&o0e. T,ey s,a"" &e orga!i3e% i! s \$, a 4ay as to affor% e5 ita&"e re#rese!tatio! to a"" staff *e*&ers6 &y *ea!s of e"e\$tio!s t,at s,a"" ta'e #"a\$e at "east &ie!!ia""y !%er e"e\$tora" reg "atio!s %ra4! # &y t,e res#e\$ti0e staff re#rese!tati0e &o%y a!% agree% to &y t,e Se\$retary1 2e!era".

T*&s6 #*e S#aff R&)es a% S#aff Reg&)a#(o%s ,)ear)' es#a:)(s* #*e (54era#(1e of #*e a44ro1a) of Se,re#ar'2+e%era) #o a%' a5e% 5e%#s 5a e #o #*e S#a#&#e a% Reg&)a#(o%s of s#aff re4rese%#a#(1e :o (es. I# (s %o# ,)ear - *a# #*e Off(.e of Lega) A 1(ser (s or - *a# a&#*or(#' (# *as #o

a44ro1e a5e% 5e%#s #o #*e S#a#&#e a% Reg&)a#(o%s of #*e U%(o% 5a e ())ega))'.

De\$isio!s a!% \$0!\$" sio!s:

T*e Co 5 5 (#e *as e, (e #*a# a)) #*e a, #(o%s, o%, er%(%g #*e %e-e)e, #(o%s #(4&)a#e (% #*e : roa , as# are (% 1(o)a#(o% of #*e S#a#&#e a% Reg&)a#(o%s of #*e U%(o%. S4e, (f(,a))'6 #*e Co 5 5 (#e a)so *as e#er 5 (%e #*a# #*e a 5 e% 5 e%#s #o #*e S#a#&#e a% Reg&)a#(o%s of #*e U%(o% are ())ega)6 a% *e%, e %&)) a% 1o(.

T*e Co 5 5 (##ee f(% s (# %e,essar' #o a ress so 5 e of #*e 40(%#s (% #*e :roa ,as# - *(,* fa)) &% er (#s 5 a% a#e.

T*e : roa ,as# 4&r4or#s #*a#:

9 ... a)so %o#(%g #*a# #*e #er5s of off(,e of #*e :o (es #*a# -o&) %or5a))' e%s&re e)e,#(o%s (% Ne - Yor. are %o - eH4(re - (#* %o a44are%#)ega) 5 ea%s of rees#a:)(s*(%g #*e5...=

As 4er Reg&)a#(o%s 6.2 a% 6.@:

- 7.2 T,e (o""i!g Offi\$ers s,a"" &e !o*i!ate% a!% e"e\$te% for t4o years &y t,e U!it C,air#erso!s6 4,o s,a"" &e \$0!0e!e% to t,at e!% &y t,e C,air#erso! of t,e Staff Co !\$i". U!it C,air#erso!s s,a"" %eter * i!e t,eir o4! r "es of #ro\$e% re for t,e !o*i!atio!s a!% e"e\$tio! of (o""i!g Offi\$ers.
- 7.8 T,e (o""i!g Offisers s,a"" ta'e offise i**e%iate"y

T*e: roa , as#: ea#s #*e o) r& 5 #*a# #*e 9#*e e)e, #(o%s #*a# #oo. 4)a,e (% De,e 5: er 201@ - ere , o%#es#e =. T*e Co 5 5 (##ee aga(% 4o(%#s #o (#s , orres4o% e%,e #o 7 r. Y&. (o Ta.as& of 28 \$a%&ar' 20186 Go(%# , o 5 5 &%(,a#(o% a#e 22 O,#o: er 20186 a% e,(s(o%s a#e 6 De,e 5: er 201@6 1C 7 ar,* 20186 a% 18 7 a' 201?6 (% - *(,* (#, o%f(r 5 e #*a# #*e ge%era) s#aff e)e, #(o% - as , o% &,#e 1(a a 1a)(4ro,ess a% *e%,e &4*e) #*e o&#,o 5 e of #*e e)e, #(o%. T*e o&#,o 5 e of #*e e)e, #(o% - as s&: se; &e%#) ' re,og%(Je : ' #*e D(s4&#e Tr(:&%a) (% Hassanin UNDT/NY/2016/1C1.)

3(%a))'6 #*e Co 5 5 (##ee re,og%(Jes #*e arr(1a) of a %e - Se,re#ar'2 +e%era) a% #*e *ea1' refor 5 age% a *e :r(%gs. T*e Co 5 5 (##ee - (s*es a %e - Se,re#ar'2+e%era) s&,,ess6 : &# *o) s #*a# #*ere (s %o refor 5 5 ore esse%#(a) #*a% &4*o) (%g #*e)a - .

- 11. T*e Tr(: &%a) #a.es G& (,(a) %o#(,e of #*e fa,# #*a#6 o% 16 \$a%&ar' 20176 a# D:?7 a.5.6 a% &4 a#e o% #*e s#aff e)e,#(o%s (% Ne Yor. -as :roa ,as#e o% :e*a)f of 7 r. IR a% 7 r. DS6 a%%o&%,(%g #*e %a5es of #*e 4o))(%g off(,ers6 #*e %a5e of #*e 5e5 :ers of #*e UNSU Ar:(#ra#(o% Co55(##ee a% #*e %a5es of #*e O:ser1ers. T*(s e,(s(o% -as %o# 5e%#(o%e a% or ,o%#es#e (% #*e 4rese%# ,ase.
- 12. T*e Tr(:&%a) &% er)(%es #*a# #*e UNSU Ar:(#ra#(o% Co 5 5 (##ee a44ears #o :e #*e o%)' :o ' *a1(%g #*e ,o 5 4e#e%,e #o e,(e o1er a (s4&#e ar(s(%g o1er #*e (%#er4re#a#(o% of UNSU S#a#&#e a% (#s Reg&)a#(o%s !see ar#. 17.2 a% C.@ of #*e UNSU S#a#&#e". 3&r#*er 5 ore6 a,,or (%g #o ar#. C.2.@ a% C.2.? of #*e UNSU S#a#&#e a% Reg&)a#(o%s6 #*e Ar:(#ra#(o% Co 5 5 (##ee *as eH,)&s(1e ,o 5 4e#e%,e #o re,e(1e6 ,o%s(er a% (ss&e :(% (%g r&)(%gs &4o% 5 a##ers re)a#e #o 1(o)a#(o%s of #*e UNSU S#a#&#e a% Reg&)a#(o%s. Co%se;&e%#)'6 a% 6 as a)rea ' 5 e%#(o%e : ' #*e Tr(:&%a)6 a)) a))ege 1(o)a#(o%s of #*e UNSU S#a#&#e6 (%,)& (%g #*ose referr(%g #o #*e UNSU e)e,#(o%s6 #*erefore see 5 s #o :e referre o%)' #o #*e Ar:(#ra#(o% Co 5 5 (##ee6 as #*ese 4ro1(s(o%s are 5 a% a# 2 7 O(1() 2(o)) 2%o

Case No. UNDT/NY/2017/006
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18. T*e Tr(:&%a) - ()) #*erefore %o# so)e) ' 4ro1(e a #e 5 4orar ' re)(ef as re;&(re . S(%,e o%e of #*e a:o1e25e%#(o%e ,&5&)a#(1e ,o% (#(o%s (s %o# f&)f())e 6 #*e Tr(:&%a) %ee %o# ,o%s(er - *e#*er #*e re 5 a(%(%g re;&(re 5 e%#s6 %a 5 e) ' prima facie &%)a - f&)%ess6 &rge%, ' a% (rre4ara:)e a 5 age6 are 5 e#.

Or%er

1?. I% #*e)(g*# of #*e forego(%g #*e Tr(:&%a) ORDERS

T*e 4rese%# a44)(,a#(o% for (%#er(5 5 eas&res (s reGe,#e ...)))).

!&i#ned"

& ge A)essa% ra + re, ea%

Da#e #*(s 20^{#*} a' of \$a%&ar' 2017