Introduction

1. By a !"#a\$"o% f"!ed o% 11 &'%e 2014(\$)e A !"#a%\$(a Te*\$ Pro#ess"%g C!er+ (G,-) a\$ \$)e C)"%ese Te*\$ Pro#ess"%g U%"\$ (.CTPU/)(C)"%ese Tra%s!a\$"o% 0e#\$"o% (.CT0/)(1a%g'ages 0er2"#e (.10/)(D"2"s"o% of Co%fere%#e 3 a%age 4 e%\$ (.DC 3 /) of \$)e Off"#e of \$)e U%"\$ed Na\$"o%s a\$ Ge%e2a (.UNOG/)(so'g)\$ s's e%s"o%(e%d"%g 4 a%age 4 e%\$ e2a!'a\$"o%(of \$)e "4 !e4 e%\$a\$"o% of \$)e de#"s"o% %o\$ \$o re%e5)er f"*ed,er4 a o"%4 e% 6 eyo%d -0 &'%e 2014.

Facts

2. T)e A !"#a% e%sered ser2"#e a%s)e CTPU "% 3 ay 2002 o% a %e4 orary

s\$aff fro 4 a%y of \$)e o\$)er Te*\$ Pro#ess"%g U%"\$s 5 as affe#\$ed. 7 e%#e("\$ r'%s #o%\$rary \$o 0T/0GB/2002/1-(0T/0GB/2008/?(0T/9C/200-/1<(0T/A9/-<1 a%d 0T/A9/-<1/A 4 e%d.1 a%d 0T/A9/2004/-(as 5 e!! as s\$aff r'!es 1.2 a%d 10.1F

Urgency

6. T)e de#"s"o% 5"!! \$a+e effe#\$ 5"\$)"% \$)ree 5ee+sF

Irreparable damage

#. T)e A !"#a%\$ 5"!! 6e '\$ "% a des era\$e e#o%o4"# s"\$'a\$"o% as \$)e
#'\$\$"%g off of)er 40%\$)!y "%#o4e 5"!! "4 a"r)er a6"!"\$y \$o s' or\$)er so%
a%d)er da'g)\$erCs '%"2ers"\$y s\$'d"es(as 5e!! as)er 40\$)er(5)o !"2es a!o%e
"% C)"%aF

d. G"\$)o'\$ a sa!ary(\$)e A !"#a%\$ 5"!! fa#e d"ff"#'!\$"es \$o ay for
"%s\$a!4e%\$s of)er 4or\$gage !oa%F

e. T)e de#"s"o% 5o'!d #a'se d"s\$ress a%d)ar4 \$o \$)e A !"#a%\$ a%d)"%der)er #areer ros e#\$s.

12. T)e @es o%de%\$Cs r"4ary #o%\$e%\$"o%s 4ay 6e s' 4 4ar"Ded as fo!!o5sE

a. T)e de#"s"o% "s %o\$ prima facie '%!a5f'!. 9\$ 5as 6ased o% \$)e red'#\$"o% of 5or+ 5"\$)"% \$)e CTPU a%d \$)e o%,go"%g 5or+for#e !a%%"%g do%e 6y \$)e 10. 9% \$)"s se%se(\$)e CTPU 5or+!oad fore#as\$ for 2014 es\$" 4 a\$es a fa!! of o2er <H 5"\$) res e#\$ 0 \$)e as\$ yearF \$)e o%e,off \$as+ of 2er"fy"%g \$)e a!"g% 4 e%\$ of 6"\$e*\$s da\$"%g 6a#+ 0 2010 "s 6 e #o 4 !e\$ed 6y 4 "d,& '%eF a%d \$)e Ge%era! Asse 4 6!y de#"ded "% A r"! 2014 \$o a!!o#a\$e a 4 a*" 4 ' 4 of \$)ree off"#"a! 5 or+"%g !a%g 'ages for \$)e 5 or+ of) ' 4 a% r"g)\$s \$rea\$y 6od"es(5)"#) "s a%\$"#" a\$ed \$o f 'r\$)er red '#e \$)e CTPU 5 or+!oad 6y 2?H as fro 4 201?. T)e de#"s"o% "s \$)e res'!\$ of a #)a%ge "% 5 or+"%g a\$\$er%s "% \$)e \$e*\$, ro#ess"%g '%"\$s a%d \$)e re#e%\$ de#"s"o%s of \$)e De ar\$4 e%\$ for Ge%era! Asse 4 6!y a%d Co%fere%#e 3 a%age 4 e%\$F 6. T)e #o%\$es\$ed %o%,re%e5a! de#"s"o% "s %o\$ re\$a!"a\$oryF #o%\$rary \$o \$)e
A !"#a%\$Cs #o%\$e%\$"o%(\$)e #o%\$es\$ed de#"s"o% 5 as %o\$ \$a+e% 6y \$)e C)"ef(
CTPU(6'\$ 6y \$)e De '\$y C)"ef(10F

#. T)e A !"#a%\$ 5as "de%\$"f"ed(a40%g \$)e CTPU s\$aff(as o%e of \$)e \$50 s\$aff 4e46ers 5)ose #o%\$ra#\$ 50'!d %o\$ 6e re%e5ed a\$ \$)e e%d of &'%e 2014(s"%#e I '%!"+e \$)e o\$)er re4a"%"%g 12 e4 !oyees(5)o 5ere)"red aga"%s\$ reg'!ar 6'dge\$ os\$s I \$)e A !"#a%\$ a%d)er #o!!eag'e are \$)e o%!y o%es "% \$)e '%"\$ a\$ \$)e G,- !e2e! a%d \$)ey)o!d a o"%\$4e%\$s !"4"\$ed \$o DC 3. >'r\$)er(\$)ey)a2e assed \$)e Ad4"%"s\$ra\$"2e s' or\$ Assess4e%\$ Tes\$ "% C)"%ese o%!y. T)ey are \$)'s %o\$ e!"g"6!e for rede !oy4e%\$ \$0 a%o\$)er ser2"#e.

Consideration

1-. T)e Tr"6'%a! s)a!! re!y o% \$)e a !"#a\$"o% a%d \$)e @es o%de%\$Cs re !y(5"\$)
a!! \$)e"r a%%e*es. T)e o6ser2a\$"o%s f"!ed 6y \$)e A !"#a%\$ o% 18 &'%e 2014 5 ere
%e"\$)er re8'es\$ed(%or #o%s"dered re!e2a%\$ for \$)e 4 a\$\$ers a\$ s\$a+e. A!so(\$)e
Tr"6'%a! res\$r"#\$s "\$s f"%d"%gs \$o \$)"s #ase a%d 5"!! %o\$ assess o\$)er "ss'es !"+e \$)e
re2"o's #a%#e!!a\$"o% of os\$s or #o4 !a"%\$s a6o'\$)arass4e%\$.

14. P'rs'a% \$ o ar\$. 2.2 of "\$ 0\$a\$'\$e a%d ar\$. 1- of "\$s @'!es of Pro#ed're(\$)e Tr"6'%a! 4ay order \$)e s's e%s"o%(d'r"%g \$)e e%de%#y of 4a%age4e%\$ e2a!'a\$"o%(of \$)e "4 !e4e%\$a\$"o% of a #o%\$es\$ed ad4"%"s\$ra\$"2e de#"s"o% \$)a\$ "s \$)e s'6Je#\$ of a% o%go"%g 4a%age4e%\$ e2a!'a\$"o%(5)ere \$)e de#"s"o% a ears prima facie \$o 6e '%!a5f'!("% #ases of ar\$"#'!ar 'rge%#y a%d 5)ere "\$s "4 !e4e%\$a\$"o% 5o'!d #a'se "rre ara6!e da4age. 9f a%y o%e of \$)ese #o%d"\$"o%s "s %o\$ 4e\$(s's e%s"o% of a#\$"o% #a%%o\$ 6e gra%\$ed.

1?. T)e Tr"6'%a!)as re eased!y)e!d \$)as \$)e rere8'"s"se of prima facie '%!a5f'!%ess does re8'"re ser"o's a%d reaso%a6!e do'6ss a6o'\$ \$)e !ega!"\$y of \$)e #o%sessed de#"s"o% (see Hepworth UNDT/2009/00-(Wang UNDT/2012/080). A% a !"#a%s %eeds so rese%s a .fa"r!y arg'a6!e #ase \$)as \$)e #o%sessed de#"s"o% 5 as "%f!'e%#ed 6y so4e "4 ro er #o%s"deras"o%s(5 as ro#ed'ra!!y or s'6ssa%s"2e!y defe#s"2e(or 5 as #o%srary so \$)e Ad4 "%"s\$ras"o%Cs o6!"gas"o%s so e%s're \$)as "ss

18. T)e s\$eady de#rease "% \$)e '%"\$Cs 5 or+! oad "s f'r\$)er s' or\$ed 6y \$)e f"%d"%gs of \$)e a'd"\$ re or\$ re#e%\$!y re ared 6y \$)e 3 o%"\$or"%g(:2a!'a\$"o%(@"s+ 3 a%age 4 e\$(a%d 0\$a\$"s\$"#a! Ver"f"#a\$"o% 0e#\$"o%(Ce%\$ra! P!a%%"%g a%d Coord"%a\$"o% 0er2"#e(\$"\$!ed e!iew of wor"ing practices in the te#t\$processing units at U%& '()*+.

19. 7 e%e(\$)ere "s a so!"d a%d #o%s"s\$e%\$ re#ord s)05%g a% "4 or\$a%\$ a%d #'rre%\$ de#rease "% \$)e CTPU 5or+!oad(5)"#) "s e* e#\$ed \$o f'r\$)er de#rease "% \$)e %ear f'\$'re. 9\$ s)o'!d 6e %o\$ed \$)a\$ \$)e A !"#a%\$ does %o\$ de%y \$)"s o2era!! 5or+!oad de#rease as s'#). 9% add"\$"o%(\$)e f"!e re2ea!s \$)a\$ "\$" s a% Age%#y, 5"de \$re%d \$o red'#e\$)e %'4 6er of \$e*\$ ro#essors 5"\$) a 2"e5 \$o a#)"e2e a ra\$"o of o%e \$e*\$ ro#essor for \$)ree \$ra%s!a\$ors a%d \$o "%#reas"%g!y resor\$o a%d \$e*\$ ro#ess"%g. No\$a6!y(\$)e C)"ef(10(UNOG("% a% e4a"! da\$ed 22 3 ay 2014(a#+%o5!edged \$)a\$ DC 3 5 as '%der f'r\$)er ress're \$o a!"g% "\$se!f 5"\$) \$)"s \$re%d("% \$)e #o%\$e*\$ of \$)e a ro2a! of \$)e 6'dge\$ for \$)e 6"e%"' 4 2014, 201?(5)"#) e%\$a"!ed #'\$s for \$e4 orary ass"s\$a%#e for 4e\$"%gs(ge%era! \$e4 orary ass"s\$a%#e a%d o2er\$"4e(a%d a% "%#rease of D3C 6'dge\\$ for \$e4 orary ass"s\$a%#e a%d o2er\$"4e(a%d a% "%#rease of D3C 6'dge\\$ for \$o a%d \$e*

20. 9% 2"e5 of a!! \$)e a6o2e(\$)e Tr"6'%a! "s sa\$"sf"ed \$)a\$ \$)e J's\$"f"#a\$"o% g"2e%
6y \$)e Ad4 "%"s\$ra\$"o% for \$)e #o%\$es\$ed de#"s"o% "s s' or\$ed 6y \$)e fa#\$s.
A!\$)o'g) \$)ere 4ay 6e o\$)er 5ays \$o a!"g% \$o \$)e red'#\$"o% of 5or+(\$)e
%o%,re%e5a! of f"*ed \$er4 a o"%\$4e%\$s !"es #er\$a"%!y 5"\$)"% \$)e 5"de d"s#re\$"o%
\$)e 0e#re\$ary,Ge%era! e%Joys "% 4a\$\$ers re!a\$"%g \$o 5or+ orga%"Da\$"o%.

21. T)e A !"#a%\$)o!ds(%o%e\$)e!ess(\$)a\$ \$)e de#"s"o% "s "% fa#\$ 6ased o% "4 ro er $4 \circ$ "2es(a%d "% ar\$"#'!ar(\$)a\$ "\$ "s a for 4 of re\$a!"a\$"o% for)a2"%g for 4 a!!y s o+e% o'\$ a6o'\$ \$)e 4 a%ager"a! ra#\$"#es a%d de#"s"o%s of \$)e C)"ef(CTPU. 9\$ "s se\$\$!ed !a5 \$)a\$ \$)e 6'rde% of ro2"%g a% a!!ega\$"o% of \$)"s +"%d res\$s 5"\$) \$)e a !"#a%\$ (e.g. &bdei,n 2012,UNAT,201). 9% \$)e rese%\$ #ase(\$)e A !"#a%\$)as %o\$ 4 e\$ \$)"s 6'rde%.

22. 9% \$)"s res e#\$(\$)e Tr"6'%a! "s 5e!! a5are of \$)e \$e%se 5or+"%g a\$4os)ere 5"\$)"% \$)e A !"#a%\$Cs '%"\$ a%d \$)e de\$er"ora\$ed re!a\$"o%s 6e\$5ee% \$)e A !"#a%\$ a%d)er s' er2"sor(5)"#))a2e res'!\$ed "% a re2"o's re8'es\$ for 4a%age4e%\$ e2a!'a\$"o% of a d"ffere%\$ de#"s"o% a%d "% se2era! #o4 !a"%\$s 6y \$)e A !"#a%\$ a\$ 2ar"o's !e2e!s of)er)"erar#)y. O% \$)e o\$)er)a%d(\$)e res e#\$"2e e4a"!s of 2< 3 ay 2014 fro4 \$)e C)"ef(CTPU(a%d \$)e De '\$y C)"ef(10(re#ord \$)a\$ \$)e A !"#a%\$Cs s' er2"sor ref'sed \$o 4a+e a%y re#o4 4 e%da\$"o% #o%#er%"%g \$)e re%e5a! of)er #o%\$ra#\$(4 "%df'!(re#"se!y(of #o4 !a"%\$s 6ro'g)\$ 2<. 7a2"%g #o%#!'ded \$)a\$ \$)e #o%\$es\$ed de#"s"o% "s %o\$ prima facie '%!a5f'!(
\$)ere "s %o %eed \$o as#er\$a"% 5)e\$)er \$)e o\$)er re8'"s"\$e #o%d"\$"o%s for gra%\$"%g a s's e%s"o% of a#\$"o% I \$o 5"\$('rge%#y a%d "rre ara6!e da4age I are 4e\$ "% \$)e rese%\$ #ase.

Conclusion

28. 9% 2"e5 of \$)e forego"%g(\$)e a !"#a\$"o% for s's e%s"o% of a#\$"o% "s reJe#\$ed.

(Signed)

&'dge T)o4as 1a+er

Da§ed \$)"s $19^{(3)}$ day of & '%e 2014

: %\$ered "% \$)e @eg"s\$er o% \$)"s 19^{\$)} day of & '%e 2014

(Signed)

@e%L 3. Vargas 3.(@eg"s\$rar(Ge%e2a