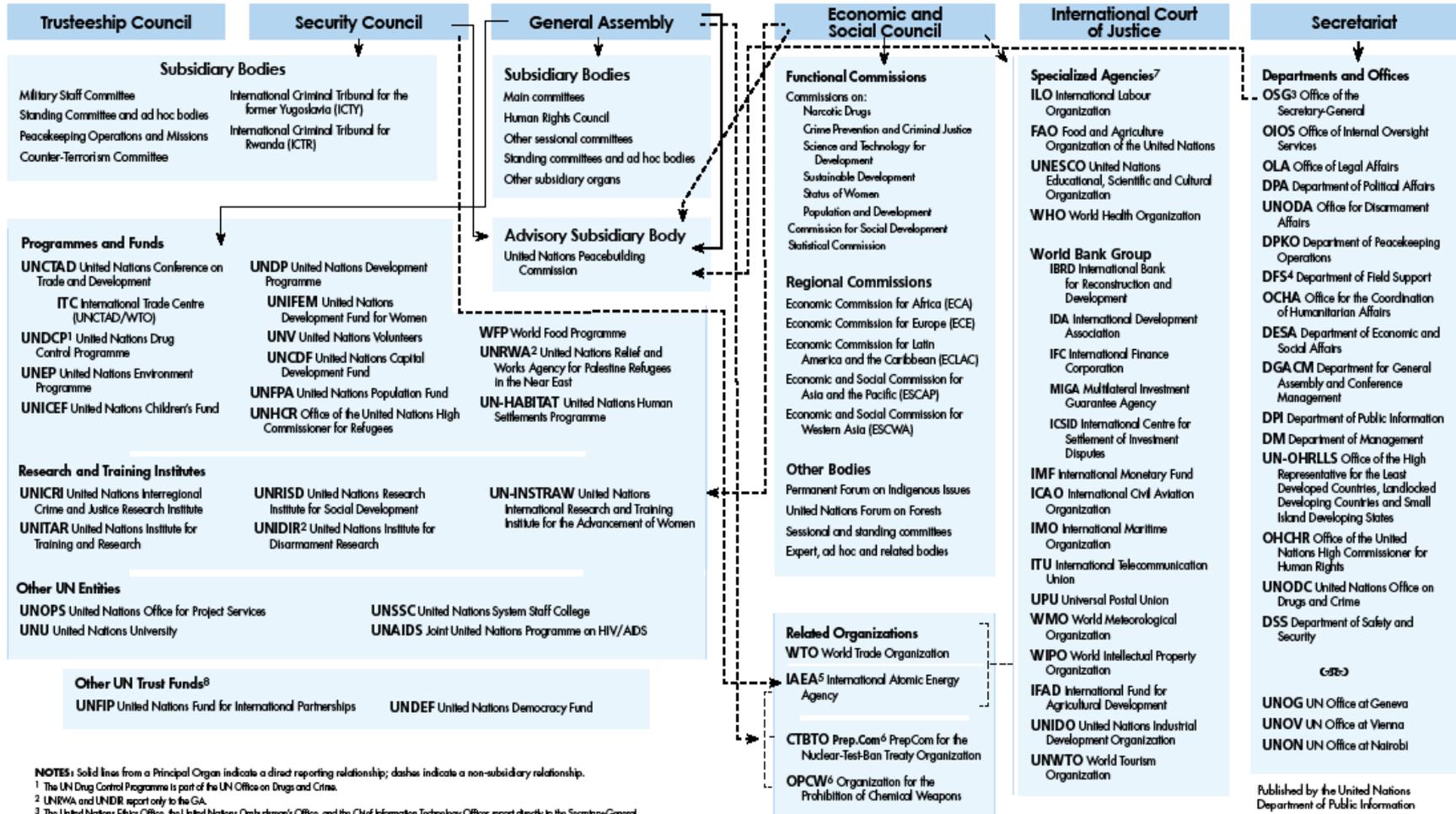


Principal Organs



NOTES: Solid lines from a Principal Organ indicate a direct reporting relationship; dashes indicate a non-subsidiary relationship.

¹ The UN Drug Control Programme is part of the UN Office on Drugs and Crime.

² UNRWA and UNDR report only to the GA.

³ The United Nations Ethics Office, the United Nations Ombudsman's Office, and the Chief Information Technology Officer report directly to the Secretary-General.

⁴ In an exceptional arrangement, the Under-Secretary-General for Field Support reports directly to the Under-Secretary-General for Peacekeeping Operations.

⁵ IAEA reports to the Security Council and the General Assembly (GA).

⁶ The CTBTO Prep.Com and OPCW report to the GA.

⁷ Specialized agencies are autonomous organizations working with the UN and each other through the coordinating machinery of the ECOSOC at the intergovernmental level, and through the Chief Executive Board for coordination (CEB) at the intra-secretariat level.

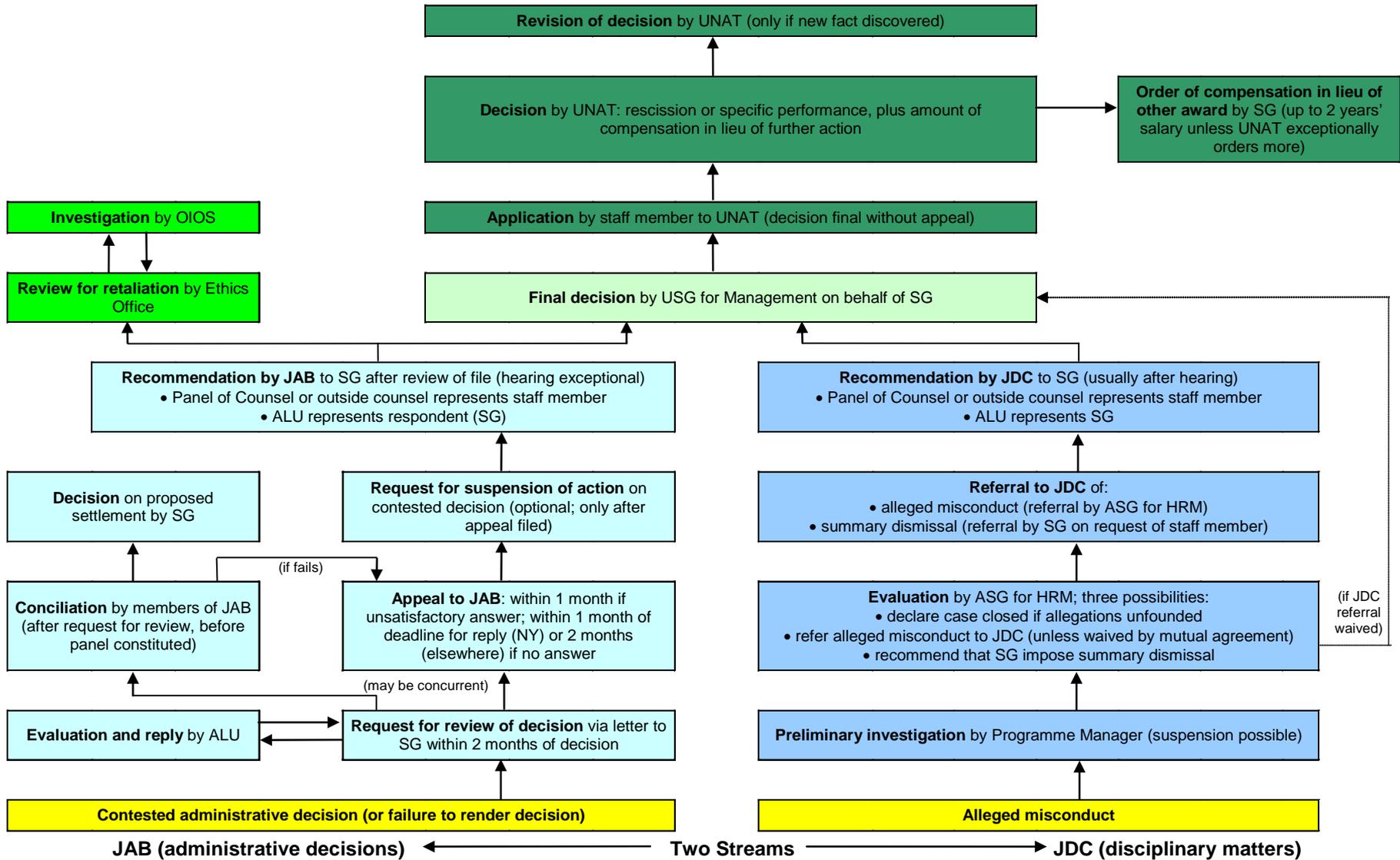
⁸ UNFIP is an autonomous trust fund operating under the leadership of the United Nations Deputy Secretary-General. UNDEF's advisory board recommends funding proposals for approval by the Secretary-General.

United Nations Administrative Justice

- 1.The previous System
- 2.The proposed system
- 3.The adopted System

Current System of United Nations Administrative Justice

Formal Dispute Resolution System



JAB (administrative decisions)

Two Streams

JDC (disciplinary matters)

Informal Dispute Resolution System

Ombudsman

Panels on Discrimination and Other Grievances

Panel of Counsel (preliminary consultations)

Departmental Focal Points for Women

(Note: ST/IC/2004/4 also includes as informal dispute resolution resources supervisors, staff counsellors and staff unions, among others. Included here are only those resources not directly connected to management or the unions.)



Sixty-first session
Item 126 of the provisional agenda*
Administration of justice at the United Nations

Report of the Redesign Panel on the United Nations system of administration of justice

Summary

The Redesign Panel on the United Nations system of administration of justice was established by the Secretary-General in January 2006 pursuant to resolution 59/283, in which the General Assembly requested him to establish a panel of external, independent experts to review and possibly redesign the system of administration of justice at the United Nations. The present report, containing the findings and recommendations of the Redesign Panel, is submitted in fulfilment of the terms of reference stipulated for it by the Assembly.

The Redesign Panel found that the United Nations internal justice system is outmoded, dysfunctional and ineffective and that it lacks independence. The financial, reputational and other costs to the Organization of the present system are enormous, and a new, redesigned system of internal justice will be far more effective than an attempt to improve the current system.

Effective reform of the United Nations cannot happen without an efficient, independent and well-resourced internal justice system that will safeguard the rights of staff members and ensure the effective accountability of managers and staff members.

The Redesign Panel recommends a decentralized, streamlined and ultimately cost-efficient system of internal justice for the United Nations. This new system will be professional and independent and, if well-resourced, will both reduce conflicts within the Organization through more effective informal dispute resolution and ensure the expeditious disposal of cases in the formal justice system. The objective of decentralization is to ensure that staff members serving in field operations, who constitute the majority of staff, are effectively covered by the internal justice system.

* A/61/150.



Report of the Redesign Panel of Justice: Overview

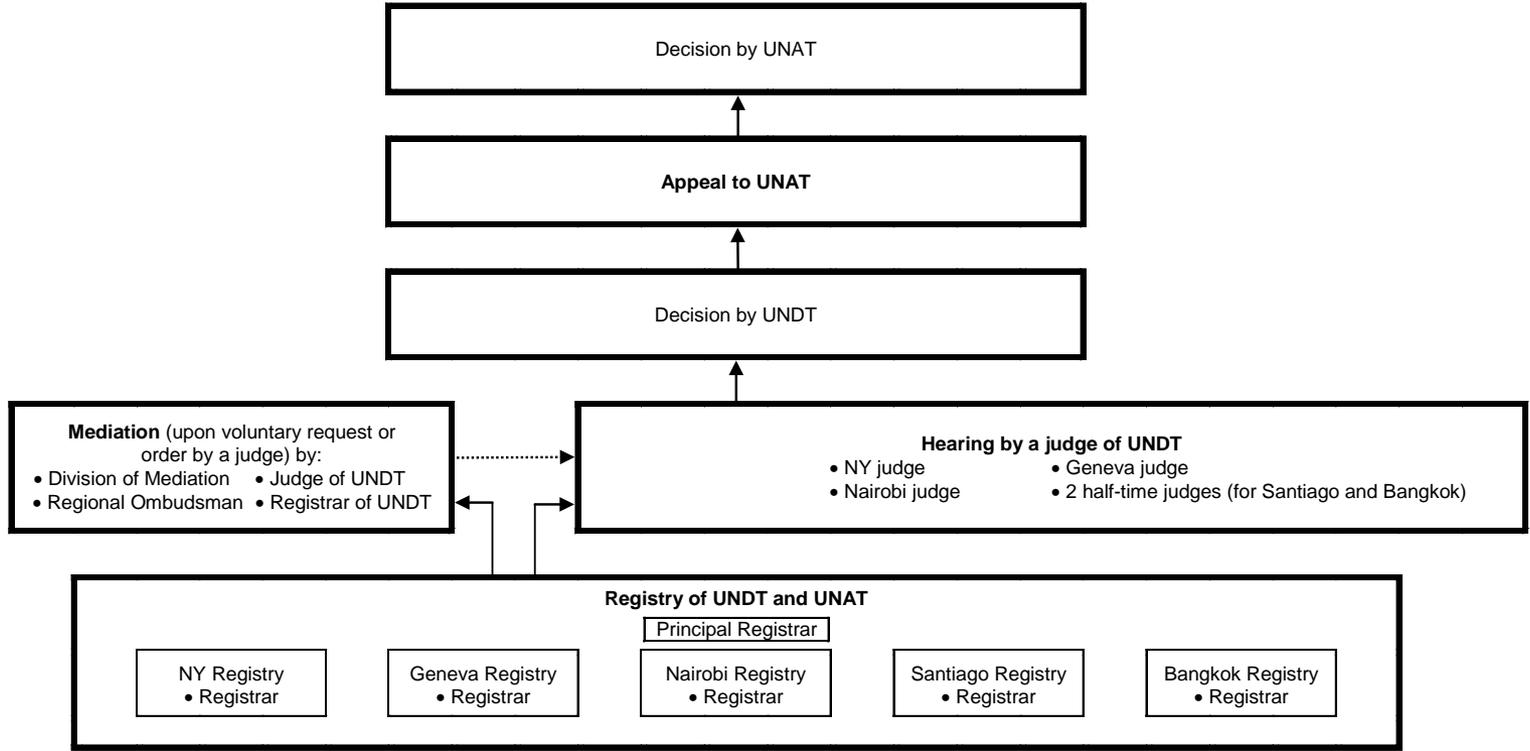
5. The Redesign Panel found that the administration of justice in the United Nations is neither professional nor independent. The system of administration of justice as it currently stands is **extremely slow, underresourced, inefficient and, thus, ultimately ineffective. It fails to meet many basic standards of due process established in international human rights instruments.** For all these reasons, staff of the Organization have little or no confidence in the system as it currently exists.

6. An overwhelming majority of stakeholders consulted by the Redesign Panel believe that the present system, established early in the life of the Organization over half a century ago and based largely on a peer review mechanism in which participation is voluntary, has outlived its relevance. **The time has come to overhaul the system rather than seek to make marginal improvements.** Staff members, including staff unions and managers, voiced strong support for a professional, independent and adequately resourced system of internal justice that guarantees the rule of law within the United Nations. The Redesign Panel stresses that the effective rule of law in the United Nations means not only the protection of the rights of staff members and management, but accountability of managers and staff members alike.

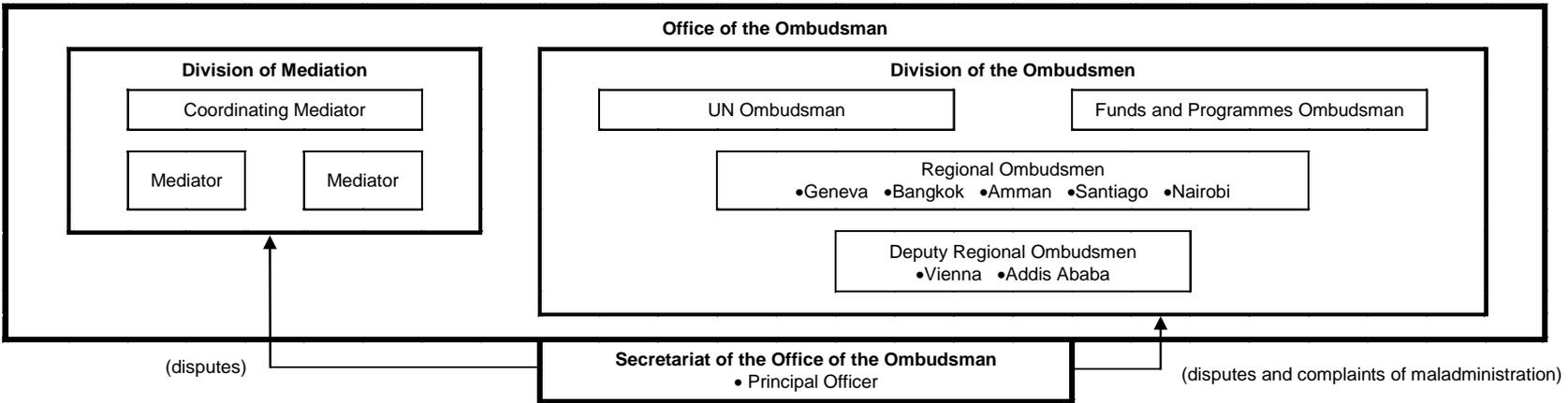
Proposed System of UN Administrative Justice

FORMAL SYSTEM

Office of Administration of Justice
• Executive Director



INFORMAL SYSTEM





General Assembly

Distr.: General
6 February 2008

Sixty-second session
Agenda item 137

Resolution adopted by the General Assembly

[on the report of the Fifth Committee (A/62/597)]

62/228. Administration of justice at the United Nations

The General Assembly,

Recalling its resolutions 57/307 of 15 April 2003, 59/266 of 23 December 2004, 59/283 of 13 April 2005 and 61/261 of 4 April 2007,

Emphasizing the importance for the United Nations to have an efficient and effective system of administration of justice so as to ensure that individuals and the Organization are held accountable for their actions in accordance with relevant resolutions and regulations,

Reaffirming its decision in paragraph 4 of resolution 61/261 to establish a new, independent, transparent, professionalized, adequately resourced and decentralized system of administration of justice consistent with the relevant rules of international law and the principles of the rule of law and due process to ensure respect for the rights and obligations of staff members and the accountability of managers and staff members alike,

Having considered the reports of the Secretary-General on revised estimates relating to the programme budget for the biennium 2006–2007 and the proposed programme budget for the biennium 2008–2009 pursuant to General Assembly resolution 61/261,¹ on the administration of justice,² on the outcome of the work of the Joint Appeals Board during 2005 and 2006 and statistics on the disposition of cases and work of the Panel of Counsel³ and on the activities of the Ombudsman,⁴ the related reports of the Advisory Committee on Administrative and Budgetary Questions,⁵ and the letter dated 20 November 2007 from the President of the General Assembly to the Chairman of the Fifth Committee,⁶

¹ A/61/891.

² A/62/294.

³ A/62/179.

⁴ A/62/311.

⁵ A/61/936; and A/62/7/Add.7 (for the final text, see *Official Records of the General Assembly, Sixty-second Session, Supplement No. 7A*).

⁶ A/C.5/62/11.

New system of administration of justice

4. *Stresses* the importance of allocating adequate resources to establish the new system of administration of justice;

5. *Acknowledges* the evolving nature of the new system of administration of justice and the need to carefully monitor its implementation;

6. *Stresses* the importance of ensuring access for all staff members to the system of administration of justice, regardless of their duty station;

A. Scope

7. *Decides* that individuals who have access to the current system of administration of justice shall have access to the new system;

8. *Also decides* to revert to the issue of the scope of the system of administration of justice at the second part of its resumed sixty-second session, and requests information in this regard from the Secretary-General;

9. *Requests* the Secretary-General to ensure that the daily paid workers in peacekeeping missions are made aware of their rights and obligations and that they have access to suitable recourse procedures within the framework of the United Nations;

Informal system

22. *Recognizes* that the informal resolution of conflict is a **crucial element** of the system of administration of justice, and emphasizes that all possible use should be made of the informal system in order **to avoid unnecessary litigation**;

23. *Also recognizes* that the strengthening of the informal system may reduce recourse to the formal system, thereby avoiding unnecessary litigation;

24. *Stresses the pivotal role of mediation in reconciling differences*;

A. Office of the Ombudsman

25. *Reiterates its decision* to create a **single integrated and decentralized** Office of the Ombudsman for the United Nations Secretariat, funds and programmes, decides to establish the Office as from 1 January 2008, and urges the Office of the United Nations Ombudsman, the Office of the Joint Ombudsperson (United Nations Development Programme/United Nations Population Fund/United

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Nations Children's Fund/United Nations Office for Project Services) and the Office of the Mediator of the Office of UNHCR to strengthen the ongoing efforts for coordination and harmonization of standards, operating guidelines, reporting categories and databases;

26. *Decides* to establish branch offices for the Office of the Ombudsman in **Bangkok, Geneva, Nairobi, Santiago and Vienna**, each with one Regional Ombudsman (P-5) and one Administrative Assistant (General Service (Other level/Local level));

28. *Requests* the Secretary-General to ensure that staff at all duty stations have access to the Ombudsman;

29. *Endorses* the process of nomination and appointment of the Ombudsman, as set out in paragraphs 47 to 49 of the report of the Secretary-General² and recommended by the Redesign Panel on the United Nations system of administration of justice in its report;.

B . Mediation Division

30. *Endorses* paragraph 21 of the report of the Advisory Committee on Administrative and Budgetary Questions,⁷ and **decides to establish the Mediation Division** as from 1 January 2008;

B. United Nations Dispute Tribunal and United Nations Appeals Tribunal

39. *Decides to establish a two-tier formal system* of administration of justice, comprising a first instance United Nations Dispute Tribunal and an appellate instance United Nations Appeals Tribunal as from 1 January 2009;

40. *Also decides* that judges of the United Nations Dispute Tribunal and the United Nations Appeals Tribunal shall be appointed by the General Assembly on the recommendation of the Internal Justice Council;

42. *Decides* that the United Nations Dispute Tribunal shall, initially, be composed of three full-time judges, to be located in New York, Geneva and Nairobi, and two half-time judges;

43. *Also decides* that further consideration should be given to cases before the United Nations Dispute Tribunal being decided by a panel of judges, depending on the nature of the cases, the workload of judges and the grounds for appeal

44. *Further decides* that the United Nations Appeals Tribunal shall be composed of seven members who will sit in panels of at least three.....