Before:			

1). =0 memo\&andum dated 16 3 a0 2015\$ the >"&"ng 3 anage& &e#ommended fou& #and"dates\$ "n#!ud"ng the A !"#ant\$ to the Cent&a! %e/"e: Comm"ttee. The

!. <0% the se/en ast 0ea%s\$ the A !"#ant has 5een t&ans!at"ng and se!f(&e/"s"ng h"s : 0%?\$: h"#h 50 the 4&gan"Hat"onDs o:n standa&ds #o&&es onds to tas?s at the P(1 !e/e!\$: "thout g&ant"ng h"m "n &etu&n an0

f. The #!a"m that the A !"#antDs &"o& "n#!us"on on the &oste& ga/e &"se to a !eg"t"mate e@ e#tat"on of se!e#t"on "s unfounded. The >"&"ng 3 anage& : as ent"t!ed to #ons"de& 5oth &oste&ed and non(&oste&ed #and"dates. 3 o&eo/e&\$ the se!e#ted #and"date : as a!so on the &oste&F

- g. The A !"#ant addu#es no e/"den#e of the a!!eged geog&a h"#a! 5"asF and
- h. The A !"#antDs #!a"ms of #onf!"#t of "nte&est : "th &ega&d to some of the ane!Ds mem5e&s ha/e no me&"t. The Pane!Ds assessment !ed to the A !"#ant 5e"ng &e#ommended and he fa"!ed to meet the 5u&den of &o/"ng ano 5"as on the a&t of ano of "ts mem5e&s. The Adm"n"st&at"on add&essed ano a#tua! o& e&#e"/ed #onf!"#t of "nte&estE the Ch"ef\$ %T,\$ &e#used h"mse!f as >"&"ng 3 anage& and an ex officio mem5e& f&om >% 3, :as &esent du&"ng the A !"#antDs "nte&/"e:.

Bias by the initial Hiring Manager and the Applicant's inclusion in the roster

21. The A !"#ant asselts that the "n"t"a! > "\%"ng 3 anage\% C".e.\\$ the Ch"ef\% T, C had a #onf!"#t of "ntelests that \%ende\%ed the !atte\% "na t to o5\%e\#t"/e!0 #ons"de\% h"s #and"da\#0. The T\%"5una! "s sat"sf"ed that th"s e\%son \%e\#used h"mse!f and that a d"ffe\%ent staff mem5e\% f\%om UN4G : as ass

2"?e: "se\simple: hen e/a!uat"on of #and"dates "s unde\ta?en\simple the status of \text{\chioste\text{\chied}} mem5e\text{\chioste\text{\chionte\chioste\text{\chioste\chioste\text{\chioste\thioste\ta\to}\chioste\thio\text{\chioste\thioste\tan\ta}\text{\c

21. ,"n#e the A !"#ant : as g"/en a #han#e to #om ete fo& the ost and he "ndeed unde&: ent &e!"m"na&0 s#&een"ng\$: &"tten test and #om eten#0(5ased "nte&/"e: "n the same manne& as the othe& #and"dates\$ the T&"5una! f"nds no 5&ea#h of h"s &"ght to fu!! and fa"& #ons"de&at"on.

Administration of the written test

- 25. As "t has a!&ead0 5een &u!ed "n Krioutchkov UNDT/2016/011 and Krioutchkov UNDT/2016/012\$ "t "s not unfa" of unfaesona5!e to &e7uest #and"dates to a os"t"on as a s e#"a!"st "n %uss"an !anguage to t0 e "n %uss"an.;t "s "&e!e/ant : hethe& of not the standa&d : of?"ng &o#edu&es fo& t&ans!ato&s "n the Un"ted Nat"ons "n/o!/e t0 "ng 5e#ause a : &"tten test #ond"t"ons do not need to &e !"#ate "nte&na! : of?f!o:s. ,"n#e the same #ond"t"ons : e&e a !"ed to a!! #and"dates and none of them : as a&t"#u!a&!0 d"sad/antaged\$ "t : as : "th"n the Adm"n"st&at"onDs d"s#&et"on to &e7u"&e #and"dates to t0 e.
- 26. >o:e/e&\$ the A !"#ant : as e/en e@one&ated f&om th"s &e7u"&ement\$ s"n#e a!! #and"dates : e&e a!!o: ed to hand: &"te the"& ans: e&s. Cons"de&"ng that\$ he #annot #om !a"n\$ afte& a de a&tu&e f&om the "n"t"a! a &oa#h had 5een a##e ted fo&h"s sa?e and at h"s "ns"sten#e\$ that the Adm"n"st&at"on has a#ted "n an "n#ons"stent manne& and that un"fo&m"t0 of the &o#edu&e : as e&oded. The A !"#ant #annot ha/e "t 5oth : a0s.
- 2A. The A !"#ant a!so a/e&s that the anon0m"t0 of the tests : as #om &om"sed 5e#ause he 5e#ame &e#ogn"sa5!e as the one #and"date su5m"tt"ng h"s ans: e&s hand: &"tten.; n th"s &es e#t\$ the T&"5una! &e#a!!s that a!! #and"dates : e&e offe&ed the same o t"ons\$ and "t : as the A !"#antDs #ho"#e to hand: &"te h"s test. +/en assum"ng that those : ho g&aded the test #ou!d "dent"f0 the A !"#antDs ans: e&s\$ "t "s m"s !a#ed to 5!ame the Adm"n"st&at"on fo& the #onse7uen#e of the A !"#antDs

#ho"#e. ;n an0 #ase\$ the T&"5una! notes that the A !"#ant assed the test and : ent to the ne@t &ound of assessment\$ ".e.\$ the #om eten#0(5ased "nte&/"e : .

26. 2ast!0\$ the T&"5una! #annot ente&ta"n the A !"#antDs #!a"m that he : as su5Be#ted to a##&ued st&ess and an@"et0 and &e/ented f&om ade7uate!0 &e a&"ng fo& the test as he had to : a"t fo& 10 da0s unt"! the Adm"n"st&at"on #ommun"#ated to h"m that he : as a!!o : ed to hand : &"te h"s ans : e&s. ;t shou!d 5e &e#a!!ed that a&t of th"s e&"od e!a sed : h"!e the A !"#ant and the Adm"n"st&at"on e@#hanged on the "ssue. ;t "s on!0 no&ma! that the de#"s"on to de/"ate f&om the moda!"t"es that had 5een esta5!"shed and announ#ed to a!! #and"dates ta?es a #e&ta"n t"me. Add"t"ona!!0\$ the Adm"n"st&at"on g&anted a one(da0 e@tens"on &e#"se!0 to m"t"gate the "n#on/en"en#es de&"/ed f&om the fa#t that the a5o/e(ment"oned #ommun"#at"on : as sent the da0 5efo&e the dead!"ne "n"t"a!!0 set to ta?e the test.

&e7u"&ements fo &ements fo &emented the ost &emented along : "the three othe &emented that is a second of the ost &emented and &emented are the ost of the ost

)2. <0& a!! of the a5o/e\$ the T&"5una! does not #ons"de& esta5!"shed that an0 &eBud"#e o& 5"as on the a&t of the ane!\$ o& some of h"s mem5e&s\$ &e/ented the A !"#antDs #and"da#0 f&om 5e"ng &o e&!0 #ons"de&ed.

Case No. UNDT/GVA/2016/005

Judgment No. UNDT/2016/091

)6. ;n !"ght of a!! of the a5o/e\$ the T&"5una! "s of the /"e: that the Adm"n"st&at"on has m"n"ma!!0 sho:ed that the A !"#ant :as fu!!0 and fa"&!0 #ons"de&ed. ;t #ons"de&s that the A !"#ant d"d not addu#e suff"#"ent e/"den#e to demonst&ate that h"s non(se!e#t"on :as due to an0 so&t of d"s#&"m"nat"on\$ e"the&e&sona! o& s0stem"#\$ and to out:e"gh the &esum t"on of &egu!a&"t0 of the #ontested de#"s"on.

)A. ;n /"e: of the folego"ng $\$ the T $\$ "5una! D+C;D+,E

The a !"#at"on "s &eBe#ted "n "ts ent"&etOt#.#Tthe t

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