



COMMUNICATIONS

JIU/REP/2023/2

**REVIEW OF THE INTERNAL PRE-TRIBUNAL STAGE
APPEAL MECHANISMS AVAILABLE TO STAFF OF
THE UNITED NATIONS SYSTEM ORGANIZATIONS**

28/23

**Geneva
2 November 2023**

To: All FICSA Members

For distribution to: All Staff Members interested in Internal Justice System of the UN System

From: FICSA Secretariat

Dear colleagues,

The Joint Inspection Unit of the United Nations system (JIU) is pleased to announce the release of its report on the internal pre-tribunal stage appeal mechanisms available to staff of the United Nations system organizations prepared by Inspectors [Gönke Roscher](#) and [Jesús S. Miranda-Hita](#).

The JIU initiated a review to assess the setup and operation of internal pre-tribunal stage appeal mechanisms within the United Nations system organizations, with the aim of informing legislative bodies and executive heads about the **adequacy of these mechanisms in providing recourse, ensuring due process, and instilling confidence in their ability to meet the objectives set by legislative frameworks**, based on parameters like **fairness, integrity, transparency, impartiality, effectiveness, and efficiency**.

These internal pre-tribunal stage appeal mechanisms refer to the initial phase in the formal process of resolving employment-related disputes. As per the procedural rules of the United Nations system organizations, it is a mandatory step that staff must undergo to challenge administrative decisions internally before they can appeal to an external administrative tribunal, making it an integral component of the internal justice system of international organizations.

[To read the review highlights, click here](#)

[To read the full report, click here](#)

This is the first time JIU has mapped the diversity of pre-tribunal-stage appeal mechanisms available to staff across the United Nations system organizations who wish to formally challenge administrative decisions internally.

The review makes **7 recommendations**, of which 5 are addressed to the executive heads and 2 to the legislative organs and governing bodies of the United Nations system organizations for action. 23 informal recommendations complement these.



Use the links provided above to access the highlights or the full report. A copy of the document is also posted on the FICSA website under Administrative & Pre-Tribunals in [Legal Topics - FICSA](#)

Please share this information with your membership.
