UNITED NATIONS DISPUTE TRIBUNAL

Case No.:	UNDT/NBI/2024/049
Order No.:	121 (NBI/2025)
Date:	6 August 2025
Original:	English

Before: Sean Wallace

Registry: Nairobi

Registrar: Wanda L. Carter

KEBEDE

v.

SECRETARY-GENERAL
OF THE UNITED NATIONS

ORDER FOR PRODCUTION OF DOCUMENTS

Counsel for Applicant:
Self-Represented

Counsel for Respondent:
Alhagi Marong

Introduction

1. The Applicant serves as a Supply Assistant (G5) at the United Nations Economic Commission for Africa (UNECA). He holds a permanent appointment and is based in Addis Ababa, Ethiopia.

2. In 2023, the Applicant applied for a vacancy as Senior Control and Inventory Assistant (G7) position (Job Opening 214050) at UNECA. He was not selected. In this case, the Applicant challenges his non-selection for a job opening at the UNECA in Addis Ababa, Ethiopia.

Considerations

3. The principal basis of the challenge is that that the selection process was biased and that the Applicant was not selected in retaliation for complaining about alleged wrongdoing by UNECA senior management.

4. By Order No. 143 (NBI/2024), the Tribunal directed the Respondent to file "redacted copies of the CBI [Competency Based Interview] report showing the Applicant's rating interview, the selected candidate's interview rating, and the qualifications of the selected candidate." The order made clear that the redaction was "as to the name and personal data of the selected candidate" and done for the privacy of that person.

5. In response to that order, the Respondent filed a document titled "JO NO 214050, Senior Property Control and Inventory Assistant, G7 in the SCMS, DoA - INTERVIEW RESULTS 11 & 12 December 2023 Addis Ababa, Ethiopia" and an email chain between Human Resources and the Hiring Manager justifying the selection decision.

6. In reviewing the record of the case in preparation to issue a judgment, the Tribunal noted that the first document does not appear to be a redacted copy of the original CBI report but a reconstructed document deleting the names of the

candidates and the interview panel members.[1] This is clearly not in compliance with the Tribunal's order.

7. To be explicitly clear, a "redacted copy" is a copy of the original document with sensitive or private information obscured. It is not a recreation of the original document.

8. Moreover, deleting the panel members names was not in compliance with the order to redact the name and personal data of the selected candidate.

9. Article 18.2 of the UNDT Rules of Procedure stipulates that

> The Dispute Tribunal may order the production of evidence for either party at any time and may require any person to disclose any document or provide any information that appears to the Dispute Tribunal to be necessary for a fair and expeditious disposal of the proceeding.

10. Article 19 of the Tribunal Rules of Procedure on Case management further provides:

> The Dispute Tribunal may at any time, either on an application of a party or on its own initiative, issue any order or give any direction which appears to a judge to be appropriate for the fair and expeditious disposal of the case and to do justice to the parties.

11. The Tribunal finds it appropriate for the fair disposal of this case to direct the Respondent to comply with the explicit terms of Order No. 143 (NBI/2024). *See also*, *Ousmane Tamba Dia* 2024-UNAT-1452; *Staedtler* 2015-UNAT-547.

Conclusion

12. Therefore, the Dispute Tribunal makes the following ORDERS:

a. The Respondent is directed to comply with the terms of Order No. 143 (NBI/2024) by filing copies of the original documents with only the name and

[1] Ironically, the second document (the email chain) did not redact the name of the selected candidate. Of course, this defeats the purpose of redaction.

personal data of the selected candidate obscured. The Respondent shall ensure that the names of the interview panel members are included in this filing.

b. The Respondent shall submit this filing by no later than the close of business on **Monday, 11 August 2025**.

(Signed)
Judge Sean Wallace
Dated this 6th day of August 2025

Entered in the Register on this 6th day of August 2025

(Signed)
Wanda L. Carter, Registrar, Nairobi