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Agenda item 146

Administration of justice at the United Nations

Resolution adopted by the General Assembly on 30 December 2025

[on the report of the Fifth Committee ([A/80/568](#), para. 19)]

80/238. Administration of justice at the United Nations

The General Assembly,

Recalling section XI of its resolution [55/258](#) of 14 June 2001 and its resolutions [57/307](#) of 15 April 2003, [59/266](#) of 23 December 2004, [59/283](#) of 13 April 2005, [61/261](#) of 4 April 2007, [62/228](#) of 22 December 2007, [63/253](#) of 24 December 2008, [64/233](#) of 22 December 2009, [65/251](#) of 24 December 2010, [66/237](#) of 24 December 2011, [67/241](#) of 24 December 2012, [68/254](#) of 27 December 2013, [69/203](#) of 18 December 2014, [70/112](#) of 14 December 2015, [71/266](#) of 23 December 2016, [72/256](#) of 24 December 2017, [73/276](#) of 22 December 2018, [74/258](#) of 27 December 2019, [75/248](#) of 31 December 2020, [76/242](#) of 24 December 2021, [77/260](#) of 30 December 2022, [78/248](#) of 22 December 2023 and [79/254](#) of 24 December 2024,

Having considered the reports of the Secretary-General on administration of justice at the United Nations¹ and on the activities of the Office of the United Nations Ombudsman and Mediation Services,² the report of the Internal Justice Council on administration of justice at the United Nations³ and the related report of the Advisory Committee on Administrative and Budgetary Questions,⁴ as well as the letter dated 21 November 2025 from the President of the General Assembly addressed to the Chair of the Fifth Committee,⁵

1. *Takes note* of the report of the Secretary-General on administration of justice at the United Nations and on the activities of the Office of the United Nations Ombudsman and Mediation Services, the report of the Internal Justice Council on

¹ [A/80/136](#).

² [A/80/135](#).

³ [A/80/131](#).

⁴ [A/80/509](#).

⁵ [A/C.5/80/14](#).



administration of justice at the United Nations and the related report of the Advisory Committee on Administrative and Budgetary Questions;

2. *Endorses* the conclusions and recommendations contained in the report of the Advisory Committee;

I

System of administration of justice

3. *Emphasizes* the importance of the principle of judicial independence in the system of administration of justice;

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

5. *Acknowledges* the evolving nature of the system of administration of justice and the need to carefully monitor its implementation to ensure that it remains within the parameters set out by the General Assembly;

6. *Reaffirms* its decision, contained in paragraph 4 of its 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;

7. *Requests* the Secretary-General to continue to ensure a strong culture of accountability throughout the Secretariat, in particular with proactive and transparent application of the United Nations three-pillared approach to the management of misconduct, namely, prevention, enforcement and remedial action, and to ensure access to effective remedies for all categories of personnel;

8. *Notes* the potential impact of the UN80 Initiative on the functioning of the system of administration of justice, notes the expected increase in caseloads across the system of administration of justice, further notes with concern the increase in requests to the Management Advice and Evaluation Section and the Office of Staff Legal Assistance, and requests the Secretary-General to continue to collect and report statistics on caseloads, processing times and settlements for the various entities, including those based in the field, and to provide enhanced trend analysis and assessment of the functioning of the system including in the light of the UN80 Initiative in his next annual report, and to identify measures, within existing resources, to manage caseloads and limit litigation;

9. *Recalls* paragraphs 16 and 19 of the report of the Advisory Committee, requests the Secretary-General to provide further information and additional proposals for a potential cost-efficient single repository database, including modalities for the possible use of artificial intelligence limited to support tasks and while ensuring full accountability of staff, and to present revised and updated proposals to the General Assembly at its eighty-third session;

10. *Also recalls* paragraph 23 of the report of the Advisory Committee, and requests the Secretary-General to intensify his efforts to implement multilingualism within the system of administration of justice, and also requests the Secretary-General to report on his efforts to continue to promote multilingualism in the system of administration of justice in the context of his future reports;

11. *Further recalls* paragraph 23 of the report of the Advisory Committee, invites the Secretary-General to present costed and phased options to improve

multilingual access to the jurisprudence, including the Caselaw portal, while avoiding the accumulation of new backlogs;

12. *Recalls* that, in section XII, paragraph 9, of its resolution [78/253](#) of 22 December 2023 and paragraph 17 of its resolution [79/254](#), it requested the collection of comprehensive and reliable data regarding racism and racial discrimination and their trends, which do not include workforce composition, and the Secretary-General to report on remedial actions taken, and decides that, should the Secretary-General begin to collect race-related data from staff members, it shall only be on a voluntary basis and be used only in anonymized and aggregated form and for the sole purpose of taking remedial actions to reverse patterns of racism and racial discrimination and their trends and shall not be used to make decisions regarding benchmarks or staff recruitment, selection, promotion, retention, performance assessment or separation from service for individuals;

13. *Reiterates its requests* to the Secretary-General to refine the strategic action plan for addressing racism and promoting dignity for all in the United Nations Secretariat and stresses that continuous learning and dialogue on racism is essential to embed an anti-racist awareness culture in the Organization and transform organizational culture, encourages the Secretary-General to continue working closely with the Anti-Racism Office, and requests the Secretary-General to continue providing observations and data on the trends and patterns of racism and racial discrimination and remedial actions taken within the Organization;

14. *Reiterates* that retaliation against complainants or staff appearing as witnesses constitutes misconduct, notes with appreciation the policy on protection against retaliation for reporting misconduct and for cooperating with duly authorized audits or investigations,⁶ which applies to all categories of United Nations personnel, as well as the efforts to continuously improve the framework for protection from retaliation, and in this regard requests the Secretary-General to provide information on the implementation of the policy for all categories of personnel covered in his next report;

II

Informal system

15. *Recognizes* that the informal system of administration of justice is an efficient and effective option both for staff who seek redress of grievances and for the participation of managers;

16. *Reaffirms* that the informal resolution of conflict is a crucial element of the system of administration of justice, emphasizes that all possible use should be made of the informal system in order to avoid unnecessary litigation, without prejudice to the basic right of staff members to access the formal system, and encourages recourse to the informal resolution of disputes;

17. *Recognizes* mediation as a core part of the work of the Office of the United Nations Ombudsman and Mediation Services and as a cost-effective method of informal conflict resolution, and underlines the importance of increasing the use of mediation services and improved communication between all parts of the system of administration of justice;

18. *Requests* the Secretary-General to present comparative information between mediation in the Secretariat and other entities of the system with a view to trying to identify lessons learned and best practices and enhancing the Secretariat's efforts in promoting mediation;

⁶ [ST/SGB/2017/2/Rev.1](#).

19. *Notes* that non-staff personnel do not have access to the formal component of the Organization's internal justice system, in accordance with paragraph 7 of resolution 62/228, except that interns, type II gratis personnel and volunteers (other than United Nations Volunteers) have access to the management evaluation process, in accordance with paragraph 7 of resolution 63/253;

III

Formal system

20. *Recognizes* the ongoing positive contribution of the Office of Staff Legal Assistance to the system of administration of justice;

21. *Welcomes* the efforts made by the United Nations Dispute Tribunal to reduce the number of pending and ageing cases, stresses the importance of continued implementation of all measures to avoid backlog of cases, with priority for cases which are pending for over 400 days, and requests the Secretary-General to continuously monitor cases via the case disposal plan and real-time case-tracking dashboard;

22. *Takes note* of the proposal of the Secretary-General on honoraria for members of the United Nations Appeals Tribunal, recalls that any adjustments shall be cost-neutral and absorbed within existing resources of the system of administration of justice, and requests the Secretary-General to explain in future reports how such adjustments are managed within the existing budget for the system of administration of justice;

23. *Notes* the information provided by the Secretary-General, the United Nations Dispute Tribunal, the Internal Justice Council and the Advisory Committee on the proposed pilot programme on judicial mediation, and requests an updated assessment by all relevant stakeholders, including the Dispute Tribunal in its new composition, the Secretary-General and staff representatives, on the recommendation for a pilot programme on judicial mediation, including the viability and potential of judicial mediation to achieve cost-efficiencies, the cost implications of a pilot programme, and stresses that the proposed judicial mediation should not duplicate but complement functions and not blur the clear separation between informal and formal mechanisms or weaken existing informal mechanisms within their current mandate;

IV

Other issues

24. *Invites* the Sixth Committee to consider the legal aspects of the report to be submitted by the Secretary-General, without prejudice to the role of the Fifth Committee as the Main Committee entrusted with responsibilities for administrative and budgetary matters;

25. *Recalls* that the respective views of the Appeals Tribunal and the Dispute Tribunal had previously been included as annexes to the report of the Internal Justice Council, notes the usefulness of such information and stresses that the Council can help to ensure independence, professionalism and accountability in the system of administrative of justice, and requests the Secretary-General to entrust the Council with including the views of both the Dispute Tribunal and the Appeals Tribunal in its report at the future sessions of the General Assembly.

*69th (resumed) plenary meeting
30 December 2025*