

To: Mr Ban Ki-Moon
Secretary-General

From: Emad Hassanin
Member of Joint Appeals Board elected by Staff

Subject: Resignation from JAB

I have served on the above-mentioned board for the last 10 years. My experience supports the view of others that the system has failed to enforce and uphold the most basic standards of due process established in international human rights instruments.

The staff only has recourse to the organization's internal justice system that has failed them miserably because it lacks independence and credibility. The existing system has been depicted, quite correctly in my view, as serving no-one well – not the staff, not the managers, and ultimately, not the organization or Member States.

The Secretary-General has successfully delayed the implementation of the new system of justice for one year and now is actively attempting to convince the General Assembly to delay implementation once again.

In all good conscience, it would be unthinkable for me to continue to support a system that has been denigrated as lacking the basic requirements of a justice system. I have therefore decided that I cannot contribute to the perpetuation of a discredited and dysfunctional system beyond the timeline set by the General Assembly for implementation of the new system. Accordingly, I hereby submit my letter of resignation from the JAB effective 31 December 2008 and, by copy of this resignation would encourage all other members of the JAB of conscience to likewise tender their resignation.