



# General Assembly

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## Seventy-third session

Agenda item 117 (i)

**Appointments to fill vacancies in subsidiary organs and other appointments: appointment of the judges of the United Nations Dispute Tribunal**

## **Appointment of half-time judges of the United Nations Dispute Tribunal**

### **Report of the Internal Justice Council**

#### *Summary*

Outlined in the present report is the selection exercise undertaken by the Internal Justice Council, in accordance with the mandate given to it by the General Assembly, to identify suitable candidates for four newly created half-time judicial positions in the United Nations Dispute Tribunal for the consideration of, and appointment by, the Assembly at its seventy-third session.



## I. Introduction

1. Effective 1 July 2009, the General Assembly established a system of administration of justice at the United Nations that addresses employment-related disputes. Pursuant to Assembly resolution [62/228](#), the system comprises, inter alia, a first-instance United Nations Dispute Tribunal and an appellate-instance United Nations Appeals Tribunal. By the same resolution, the Assembly decided that the judges of the Tribunals should be appointed by the Assembly on the recommendation of the Internal Justice Council. The members of the Council are: Carmen Artigas (Uruguay), distinguished external jurist nominated by staff; Frank Eppert (United States of America), management representative; Samuel Estreicher (United States), distinguished external jurist nominated by management; Jamshid Gaziyeu (Uzbekistan), staff representative; and Yvonne Mokgoro (South Africa), distinguished jurist serving as Chair.

2. As at 1 July 2019, the Dispute Tribunal is composed of the following judges: Joëlle Adda (France), full-time judge in New York; Teresa Maria da Silva Bravo (Portugal), full-time judge in Geneva; Francesco Buffa (Italy), half-time judge; Rowan Downing (Australia), ad litem judge in Geneva; Alexander W. Hunter, Jr. (United States), half-time judge; Nkemdilim Amelia Izuako (Nigeria), ad litem judge in Nairobi; and Agnieszka Klonowiecka-Milart (Poland), full-time judge in Nairobi.

3. By its resolution [73/276](#), the General Assembly established four new half-time judicial positions in lieu of the three ad litem judicial positions in the Dispute Tribunal. By the same resolution, the Assembly decided not to extend the ad litem position in New York beyond 31 December 2018 and to extend the ad litem positions in Geneva and Nairobi, pending the nomination of candidates by the Council and the appointment of the aforementioned half-time judges by the Assembly, which should take place no later than 31 December 2019.

4. The present report provides the names and curricula vitae of candidates recommended by the Council for the consideration of the General Assembly, in accordance with the respective statutes of the Tribunals and the relevant resolutions of the Assembly, for appointment to the four half-time judicial positions. The report also provides an outline of the selection exercise undertaken by the Council to identify suitable candidates for recommendation for each position.

5. The Council expresses its gratitude to the Secretariat, in particular the Office of Administration of Justice, the Office of Human Resources, the Department of Operational Support and the Department of Global Communications, for the outstanding support that it has provided to the Council in the recruitment process. The Council also notes with gratitude the efforts of the Office of Administration of Justice and the Office of Human Resources in the wide advertisement of the vacant positions. The outreach efforts, and the Council's efforts to make the application process more accessible, described in paragraph 7 below, have led to an increase in the number of applications from all geographical regions, in particular those that were unrepresented and underrepresented on the Dispute Tribunal. The Council would also like to thank the International Residual Mechanism for Criminal Tribunals, The Hague branch, for its on-site support and for making its facilities available to the Council during interviews of candidates.

## II. Background

6. In paragraph 45 of its resolution [65/251](#), the General Assembly established the procedure to be followed to identify suitable candidates for presentation to the Assembly. The Assembly requested the Secretary-General, in order to attract a pool

of outstanding candidates reflecting appropriate language and geographical diversity, diverse legal systems and gender balance, to advertise Tribunal vacancies widely in appropriate journals in English and French, and to disseminate information relating to the judicial vacancies to Chief Justices and to relevant associations, such as judges' professional associations, if possible, before the vacancies arose.

7. On 1 February 2019, the official vacancy announcement was posted on the website of the internal justice system at the United Nations in English and French. In the announcement, applications from women, as well as from candidates from the Asia-Pacific States, the Latin American and Caribbean States and the African States, were expressly encouraged. In an effort to eliminate any barriers during the application process, in particular to applicants who do not work or otherwise routinely communicate in English or French, the announcement did not require the applicants to provide a writing sample in English or French, as had been the case in previous selection exercises.

8. Advertisements for the vacancies were placed on a professional networking website, a media platform and a humanitarian information portal. In the advertisements, readers were referred to the vacancy announcement on the website of the internal justice system.

9. The vacancy announcement was also attached to a note verbale addressed to all permanent missions to the United Nations. In the note verbale, the missions were invited to bring the vacancy announcement to the attention of qualified nationals, and to the chief justice or head of the judiciary, of their country. In a parallel effort, a courtesy copy of the note verbale and the vacancy announcement was sent to the members of the Sixth (Legal) Committee.

10. The vacancy announcement was also widely circulated, including to more than 600 judicial and judges' associations, including national and international associations of women judges, ministries of justice, international organizations and institutions and international courts and tribunals.

11. To promote the advertised positions, the Secretariat recorded a video interview with a serving Dispute Tribunal judge, who shared his rewarding experience as a half-time judge in the Tribunal. The recording was posted on the website of the internal justice system, the social media accounts of the United Nations and the United Nations intranet, as well as shared with the United Nations information centres for further dissemination.

12. The closing date for the applications had initially been 31 March 2019. The Council subsequently decided to extend the deadline to 12 April 2019 to provide a further opportunity to receive applications. The vacancy announcement was accordingly amended, and permanent missions were informed of the extension through a note verbale. The text of the vacancy announcement is included in annex I to the present report.

13. The efforts detailed above resulted in a total of 325 timely applications. This was a substantial increase from the selection exercises undertaken in 2015 and 2018, when 182 applications were received in each of the two years. The 325 applications were from 65 countries and all the regional groups: 197 from the African States, 26 from the Asia-Pacific States, 21 from the Eastern European States, 51 from the Latin American and Caribbean States and 27 from the Western European and other States (in three applications, the nationality of the applicant was not indicated). Of the applicants, 179 were men and 146 were women.

14. The Council reviewed each timely application. Applications that did not meet the eligibility requirements of the statute of the Dispute Tribunal were excluded from further consideration.

15. After reviewing all the applications, the Council invited 96 candidates to take a written assessment, in English or French, according to the candidate's choice, to test legal expertise, drafting ability and written proficiency in one of the two languages.

16. Beforehand, at its annual session, the Council had decided on the written assessment and relevant background materials and agreed on a common standard of assessment that would be applied to all the candidates.

17. The background materials, consisting of relevant extracts from the Charter of the United Nations, the Staff Regulations and Rules of the United Nations, the statute of the Dispute Tribunal, the Secretary-General's bulletins and the jurisprudence of the Appeals Tribunal, were sent to the candidates by email on 24 April 2019 to allow them to prepare for the assessment. The written assessment was sent by email on 27 or 28 April 2019, according to the candidate's choice. The candidates were given five hours from the time of opening the email to complete the examination and submit their answers. The Council was provided with all the completed examinations to review and mark, after all identifying elements in the examinations had been removed by the Office of Administration of Justice so that Council members would not know the name, nationality, gender or other identifying information about the candidate.

18. On the basis of the results of the written assessment, the Council selected 23 applicants to be further assessed through an interview. To be selected for the interview, candidates had to display in their written assessments the writing skills and strength of legal analysis necessary for them to serve as excellent judges on the Tribunal. A total of 22 candidates were interviewed by the Council, as one candidate withdrew from consideration.

19. As had been done in the previous selection exercises, the Council approached the relevant national bar or judicial associations for confirmation of the integrity of each recommended candidate. Written references were also requested of each candidate.

20. The candidates who successfully passed the written assessment were interviewed by the Council on the premises of the International Residual Mechanism for Criminal Tribunals, The Hague branch, between 3 and 7 June 2019. The interviews were conducted in English or French, according to the candidate's choice. On the basis of the application review, the written assessment and the interview, the Council decided on the list of recommended candidates, outlined in paragraph 26 below.

### **III. Selection process**

#### **A. Mandates of the General Assembly**

21. In paragraph 37 (b) of its resolution [62/228](#), the General Assembly decided that the Council should provide its views and recommendations to the Assembly on two or three candidates for each vacancy in the Tribunals, with due regard to geographical distribution.

22. In paragraph 57 of its resolution [63/253](#), the General Assembly decided that the Council should not recommend more than one candidate from any one Member State for a judgeship on the Dispute Tribunal, or more than one candidate from any one Member State for a judgeship on the Appeals Tribunal. This was why, when there were two qualified and suitable candidates originating from one country and two qualified and suitable candidates originating from another country, only one candidate from each of the two countries whom the Council found suitable for recommendation could be recommended to the Assembly.

## B. Eligibility criteria

23. The statute of the Dispute Tribunal, adopted by the General Assembly in its resolution [63/253](#) and further amended in subsequent resolutions, provides for eligibility criteria for the judgeship.
24. Article 4 of the statute provides, in relevant part, as follows:
  2. The judges shall be appointed by the General Assembly on the recommendation of the Internal Justice Council in accordance with Assembly resolution [62/228](#). No two judges shall be of the same nationality. Due regard shall be given to geographical distribution and gender balance.
  3. To be eligible for appointment as a judge, a person shall:
    - (a) Be of high moral character and impartial;
    - (b) Possess at least 10 years of judicial experience in the field of administrative law, or the equivalent within one or more national jurisdictions;
    - (c) Be fluent, both orally and in writing, in English or French.
  4. A judge of the Dispute Tribunal shall be appointed for one non-renewable term of seven years. As a transitional measure, two of the judges (one full-time judge and one half-time judge) initially appointed, to be determined by drawing of lots, shall serve three years and may be reappointed to the same Dispute Tribunal for a further non-renewable term of seven years. A current or former judge of the United Nations Appeals Tribunal shall not be eligible to serve in the Dispute Tribunal.

## IV. Conclusion and recommended candidates

25. In the light of the above-mentioned mandates, eligibility criteria and results of the selection exercise, including the written assessment and the interview process, the Council recommends seven candidates, whose names are provided in paragraph 26 below, for the four judicial positions in the Dispute Tribunal. No recommended candidate is of the same nationality as that of a sitting judge of the Tribunal.
26. The Council finds the following candidates qualified and suitable and, accordingly, recommends them for appointment to half-time judicial positions in the Dispute Tribunal: Francis Belle (Barbados), Eleanor Donaldson-Honeywell (Trinidad and Tobago), Heinrich Glasser (Germany), Ole Jan van Leeuwen (Netherlands), Rachel Sikwese (Malawi), Cristiane Souza de Castro Toledo (Brazil) and Margaret Tibulya (Uganda).
27. The curricula vitae of the recommended candidates are provided in annex II to the present report.<sup>1</sup>
28. Further to paragraph 39 of resolution [73/276](#), in which the General Assembly invited the Council to provide more detailed information regarding unexpected judicial vacancies, including information on the scope of a formal roster of candidates, to the Assembly, the Council will maintain a roster of recommended candidates whom the Assembly has not selected. The roster will allow the Council to recommend qualified and suitable candidates rapidly in the event of an unexpected judicial vacancy before the expiration of a term. The measure will maximize the

<sup>1</sup> The curricula vitae were prepared on the basis of the information provided by the candidates in their respective application forms. Each candidate, at the Council's invitation, confirmed the accuracy of the curriculum vitae.

efficiency of future judicial recruitment by reducing the costs and time period of a recruitment exercise initiated from the beginning. The roster will be limited in time to the term of office of the current members of the Council, which expires on 12 November 2020.

*(Signed)* Yvonne **Mokgoro**

*(Signed)* Carmen **Artigas**

*(Signed)* Samuel **Estreicher**

*(Signed)* Frank **Eppert**

*(Signed)* Jamshid **Gaziyev**

## Annex I

### Official vacancy announcement

#### United Nations

#### Judges of the United Nations internal justice system

The United Nations is seeking judges for its internal system of administration of justice that addresses employment-related disputes.

The internal justice system includes a first instance United Nations Dispute Tribunal (UNDT) and an appellate instance United Nations Appeals Tribunal (UNAT).

The UNDT sits in New York, Geneva and Nairobi and is comprised of three full-time judges and six half-time judges. The full-time and half-time judges serve for non-renewable seven-year terms.

The UNAT is comprised of seven judges, who also serve for a fixed non-renewable seven-year term, and its seat is in New York.

The United Nations is presently undertaking a selection process to fill four half-time judicial positions in the UNDT.

Half-time judges work for up to six months in a calendar year in New York, Geneva or Nairobi. Half-time judges may not be deployed in a particular year or may be deployed less than a cumulative period of six months a year if their deployment is not justified by the UNDT's caseload. The President of the UNDT decides whether and where to deploy a half-time judge, including whether to make use of telecommuting in their deployment.

#### Mandatory qualifications for judges of the UNDT

1. All persons applying to serve as a judge of the UNDT must be of high moral character and impartial.
2. Candidates must have at least 10 years of judicial experience (i.e. experience as a judge or equivalent) in the field of administrative law, or the equivalent (e.g., employment law, law applicable to civil servants, civil litigation) within one or more national jurisdictions.
3. English and French are the working languages of the United Nations. All candidates must be fluent, both orally and in writing, in English or French in order to conduct judicial proceedings, and draft decisions or judicial orders in either of the two languages.

A current or former judge of UNAT is ineligible to serve in the UNDT.

#### Applications

Interested candidates are invited to apply by completing the prescribed application form in either English or French. The prescribed form is available at <http://www.un.org/en/internaljustice/overview/judicial-vacancies.shtml> (in English) and <http://www.un.org/fr/internaljustice/overview/judicial-vacancies.shtml> (in French).

The completed form must be sent by email to [internaljusticecouncil-application@un.org](mailto:internaljusticecouncil-application@un.org) to be received by 11:59 p.m. (U.S. Eastern Daylight Time) on 12 April 2019.

Candidates who do not meet the mandatory qualifications set out above or who do not apply using the prescribed form will not be considered. The form must be completed electronically (handwritten forms will not be accepted).

Candidates under serious consideration for selection will be subject to reference checks to verify the information provided in the application, invited for a written or other form of assessment and will be interviewed by the Internal Justice Council (IJC), a body established by the General Assembly.

The United Nations is an inclusive work environment and encourages all qualified applicants, irrespective of gender, nationality, disabilities, sexual orientation, and cultural, religious and ethnic backgrounds to apply.

***Applications from women are strongly encouraged.***

***Applications are sought on a wide geographic basis and candidates from Asia-Pacific, Latin America and the Caribbean, and Africa are strongly encouraged to apply.***

The list of United Nations Member States comprising these regional groups is available at <http://www.un.org/depts/DGACM/RegionalGroups.shtml> (in English) and <http://www.un.org/fr/hq/dgacm/regionalgroups/> (in French).

#### **Remuneration package and additional information**

As per General Assembly resolution [63/253](#), the UNDT judges are remunerated at a level equivalent to D-2 step IV on the United Nations salary scale for the Professional and higher categories. (For indicative purposes, the monthly net salary levels at D-2 step IV, including post adjustment, in effect as from 1 January 2019, are as follows: \$15,945.42 (New York), \$16,480.50 (Geneva) and \$13,007.34 (Nairobi)). Other benefits and entitlements of the UNDT judges may include: annual leave, dependency allowances, medical and dental insurance, rental subsidy, education grant for children, home leave, paid sick leave; maternity/paternity/adoption leave. The half-time judges are remunerated for each month of their deployment (if any) in a calendar year. Transportation costs and daily subsistence allowance may be covered if deployment requires travel.

The qualifications and terms of judicial office of the judges and the articles governing the operation of the UNDT are set out in the Statute of the UNDT available at <http://www.un.org/en/internaljustice> (in English) and <http://www.un.org/fr/internaljustice> (in French).

Judges are bound by the Code of Conduct adopted by the General Assembly which is available at <http://www.un.org/en/internaljustice/undt/conduct.shtml> (in English) and <http://www.un.org/fr/internaljustice/undt/conduct.shtml> (in French).

Half-time judges may practice law or work in other capacities in their national or international jurisdictions when they are not deployed by the UNDT, consonant with the provisions of the Code of Conduct.

A judge of the UNDT shall not be eligible for any other appointment within the United Nations, except another judicial post, for a period of five years following his or her term of office.

The judges shall be appointed by the General Assembly from a list of two or three candidates recommended for each vacancy by the IJC.

Due to the volume of expected applications, the IJC will not be able to respond to any enquiries regarding the selection process. Only those candidates who will have moved forward in the selection process will be contacted further.



More information on the system of administration of justice can be found at <http://www.un.org/en/internaljustice> (in English) or <http://www.un.org/fr/internaljustice> (in French). The candidates are encouraged to familiarize themselves with the jurisprudence of the UNDT which is available on the website.

## Annex II

### **Curricula vitae of candidates recommended for the four half-time judicial positions in the United Nations Dispute Tribunal\***

#### **Francis Belle (Barbados)**

<b>Date of birth</b>	3 December 1955
<b>Present position</b>	Judge of the High Court
<b>Education (degrees)</b>	
2002	Master of Science in Conflict Resolution and Analysis, Nova South Eastern University
1984	Bachelor of Laws, University of the West Indies
1979	Bachelor of Arts, History and Social Science, University of the West Indies
<b>Professional experience</b>	
2010–present	Chairman of Court Connected Mediation Committee, St. Lucia High Court
2003–present	High Court Judge, Eastern Caribbean Supreme Court
2015–present (part-time)	Acting High Court Judge, Cayman Islands Grand Court
1998–2003	Litigation Partner, Hewlett Beck & Arad
1997–1998	Director of Public Prosecutions, Government of Federation of Saint Christopher and Nevis
1980–1984 (part-time)	Part-Time Tutor, University of the West Indies
1979–1981	Research Officer, Barbados Workers Union
<b>Publications</b>	
	Opportunities under the CPR 2000, Judge's Forum (Online) Eastern Caribbean Supreme Court, 2008
	Getting Started with Court Connected Mediation, The Commonwealth Judicial Education Institute (CJJI) Report CJJI, December 2008
	Why Mediation Works, CJJI Report, Summer 2009
	Do you know your court's culture? Summer 2011, CJJI Report
	The Use of Admissions and Agreed Facts in Criminal Cases, The Brief, Volume 5, September 2018, Publication of the Bar Association of Saint Lucia

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\* Curricula vitae are issued without formal editing.

**Associations**

Caribbean Association of Judicial Officers

Senior Fellow of the Weinstein International Foundation (Fellowship of International Mediators; Weinstein Jams International Fellow, 2014–2018 and Senior Fellow Weinstein International Foundation, 2018–present)

Fellow of the Commonwealth Judicial Education Institute (2008–present)

**Languages**

English (native language)

**Eleanor Donaldson-Honeywell (Trinidad and Tobago)**

<b>Date of birth</b>	27 January 1966
<b>Present position</b>	Puisne Judge of the High Court of Justice, Judiciary of Trinidad and Tobago
<b>Education (degrees)</b>	
2010	Executive Master of Business Administration (with distinction), University of the West Indies, Arthur Lok Jack Global School of Business
1989	Legal Education Certificate, Hugh Wooding Law School
1987	Bachelor of Law, University of the West Indies
<b>Professional experience</b>	
2015–present	Puisne Judge, High Court of Justice, Trinidad and Tobago
2014–2015	Attorney-at-Law, Sole Practitioner
2010–2014	Solicitor General
2006–2010	Chairperson, Essential Services Division, Industrial Court of Trinidad and Tobago
2003–2006	Member, General Services Division, Industrial Court of Trinidad and Tobago
2003	Legal Officer, Ministry of Finance of Trinidad and Tobago, Divestment Secretariat
1999–2003	Resident Magistrate, Kingston Corporate Area Criminal Court, Jamaica
1995–1999	Director Legal Services and Enforcement, Securities Commission of Jamaica (currently Financial Services Commission)
1995	Sole Practitioner, Pollard, Lee-Clarke and Co.
1995 (part-time)	Business Law Tutor at College of Arts Science and Technology (currently UTECH)
1993–1995	Legal Officer, Fair Trading Commission of Jamaica
1990–1993	Associate Attorney at Law, Clinton Hart and Co, Jamaica
<b>Publications</b>	2010, UWI Arthur Lok Jack GSB Practicum paper on <i>The Industrial Court of Trinidad and Tobago – Promoting Good Industrial Relations by the Communication of Industrial Relations Practices in the context of Contemporary HR Management – A Social Marketing Intervention</i>  May 2015, Sailor Dance, <i>John Stanley Donaldson – The Story</i> , Plain Vision Publishing

<b>Associations</b>	Caribbean Association of Judicial Officers (member)
	Caribbean Association of Women Judges (member)
	Trinidad and Tobago Association of Women Judges (member)
	Adult Literacy Association of Trinidad and Tobago (member)
<b>Languages</b>	English (native language)

**Heinrich Glasser (Germany)**

**Date of birth** 23 August 1964

**Present position** Judge of the Court of Appeals

**Education (degrees)**

1995 Doctor of Laws (doctor iuris), Ludwig-Maximilian-University of Munich, Germany (Faculty of Law)

1993 2nd Legal State Examination, Bavaria, Germany

1991 Master of Comparative Jurisprudence (M.C.J.), University of Texas at Austin, USA (Law School)

1989 1st Legal State Examination, Ludwig-Maximilian-University of Munich, Germany (Faculty of Law)

1986 Ruprecht-Karls-University of Heidelberg, Germany (Faculty of Law) (no degree obtained)

**Professional experience**

2012–present (part-time) Member of the Judicial Council, Court of Appeals, Berlin

2008–present (part-time) Judge of the Court for attorneys' professional and disciplinary cases, Berlin

2007–present (part-time) Judge of the Court of Appeals (public procurement cases), Berlin

2007–present (part-time) Judge of the Court of Appeals (civil cases), Berlin

2007–2010 (part-time) Judge of the Court of Appeals (cartel/antitrust cases), Berlin

2003–2007 Seconded Judge/Senior Civil Servant, State Ministry of Justice, Berlin (legislation of civil law)

1997–present (part-time) Lecturer for law school graduates prior to their 2nd Legal State Examination, Court of Appeals, Berlin (civil procedural law, civil law)

1997–2000 (part-time) Associate Lecturer, Freie-University of Berlin (Faculty of Law) (civil procedural law, bankruptcy law)

1996–2003 Judge of the Regional Court (6 years civil cases, 1 year criminal cases), Berlin

1994–1995 Judge, Small Claims Court of the central district of Berlin

1994 Associate Attorney, Droste law firm (today: Hogan Lovells International LLP), Frankfurt office, Germany (civil law)

1992–1993	Foreign Associate/Associate Attorney, Haynes & Boone, LLP law firm, Austin/Texas office, USA (civil and administrative law)
<b>Publications</b>	<p><i>Bank Interest Rates After Foreclosure</i>, published Nov. 1989 by International Financial Law Review, page 42 – co-authored, ISSN 0262-6969 (in English)</p> <p><i>West German Private Company Law</i>, chapter of <i>Guide to World Equity Markets 1990</i>, published Oct. 1990 by Prentice-Hall, New Jersey, USA, ISBN-10: 1855640414 (in English)</p> <p><i>Der Gesamtschulderausgleich zwischen deliktisch haftenden Schuldern. Eine Untersuchung nach U.S.-amerikanischem und deutschem Recht</i> (translation <i>Contribution and indemnity. An analysis under US American and German law</i>), 280 pages, published 1995 by Verlag V. Florentz GmbH, Munich, Germany, ISBN: 3-89481-145-5 (in German)</p> <p><i>Die durch Grundschuld gesicherte Gesellschaftsforderung und der Konkurs der Gesellschaft</i> (translation <i>A company's claim secured by land charge and the bankruptcy of the company</i>), published 1996 in the German law journal "Betriebs-Berater", page 1229, ISSN 0340-7918 (in German)</p> <p><i>Besonderheiten einzelner nationaler Kaufrechte: England und Wales, Frankreich, Spanien und Italien</i> (translation <i>Specialities of certain national laws on sales of goods: England and Wales, France, Spain and Italy</i>), 57 pages, as part of <i>Handbuch der europaeischen Rechts- und Wirtschaftspraxis</i> (translation <i>Manual of European Law and Economics</i>), pages 265–321, published 1996 by Verlag für die Rechts- und Anwaltspraxis, Herne/Berlin, Germany, ISBN: 3-927935-53-0 (in German)</p>
<b>Associations</b>	<p>German Association of Judges (member)</p> <p>New York State Bar Association, USA (inactive member)</p>
<b>Languages</b>	German (native language), English (fluent), Spanish (confident), French (confident)

**Ole Jan van Leeuwen (Netherlands)**

<b>Date of birth</b>	1 May 1960
<b>Present position</b>	Senior Judge (Vice-President), of the District Court of Amsterdam, civil law department
<b>Education (degrees)</b>	
1984	Master of Laws, University of Utrecht, the Netherlands
<b>Professional experience</b>	
2006–present	Senior Judge (Vice-President), Amsterdam District Court, Civil Law Department and Cantonal Court (i.e. the department that addresses exclusively, among other cases, employment and labour law disputes)
2010–present (part-time)	President/Chairperson (since 2015; Judicial Member 2010–2015), Disciplinary Court for the Public Notaries
2013–present (part-time)	Member of the Grand Recusal Chamber, Amsterdam District Court
2015–present (part-time)	Core Team Member of the project team for improvement of the governance and efficiency of the judiciary in Bosnia and Herzegovina, Amsterdam District Court in cooperation with the Dutch, Norwegian and Bosnian Councils for the judiciary
2000–2006	Attorney/Solicitor and Barrister, Loyens & Loeff attorneys, tax advisers and notaries
1996–2000	Legal Counsel, PriceWaterhouseCoopers
1991–1996	Attorney/Solicitor and Barrister and Partner, Van Mens & Wisselink (presently Taxand Netherlands)
1986–1990	Attorney/Solicitor and Barrister, Stibbe
1985–1986	Registrar and Legal Assistant to the court-martial (military court), Dutch Ministry of Defense
<b>Associations</b>	Netherlands Association of the Judiciary (member)
<b>Languages</b>	Dutch (native language), English (fluent), French (confident), German (fluent), Italian (confident), Spanish (basic)



**Rachel Sikwese (Malawi)**

<b>Date of birth</b>	9 February 1970
<b>Present position</b>	Judge of the High Court
<b>Education (degrees)</b>	
2001	Master of Laws, Indiana University, Bloomington
1997	Bachelor of Laws with honours, University of Malawi
<b>Professional experience</b>	
2012–present	Judge of High Court
2004–2012	Chairperson, Industrial Relations Court of Malawi
2002–2004	Deputy Chairperson, Industrial Relations Court of Malawi
2001–2002	Assistant Registrar of Supreme Court of Appeal of Malawi and High Court
1998–2001	Resident Magistrate
<b>Publications</b>	<p>2014: Labour Law and Industrial Relations, International Encyclopaedia of Laws Series (Kluwer Law International, The Netherlands).</p> <p>2014: Labour Law in Malawi, LexisNexis (Durban, South Africa).</p> <p>2009: HIV and AIDS in the World of Work: Legal Instruments for Judicial Use (ed.), (Assemblies of God Press, Limbe, Malawi).</p> <p>2008: Sources and Institutions of Labour Law in Malawi (ed.), (Montfort Press, Limbe, Malawi).</p> <p>2007: Access to Labour Justice (Ed.), (LexisNexis, Durban).</p> <p>2007: Unfair Labour Practices in Malawi: A Guide to Relevant Cases and Materials, (LexisNexis, Durban).</p> <p>2006: Protection and Promotion of Labour Rights; A Judges' Perspective (Montfort Press, Limbe).</p> <p>2005: Industrial Relations Court; Creating a more conducive legal framework for the Industrial Relations Court (Montfort Press).</p>
<b>Associations</b>	<p>Magistrates and judges Association of Malawi (MAJAM) Executive Committee Member (Treasurer)</p> <p>Women Judges Association of Malawi (WOJAM) Executive Committee Member (Director of Resource Mobilisation)</p> <p>Association of Magistrates in Malawi (AMA) (National Patron)</p>

**Languages**

Commonwealth Magistrates and Judges Association  
(CMJA) (individual member)

International Association of Women Judges (IAWJ)

English (native language), Chichewa (fluent),  
Chitumbuka (fluent)

## Cristiane Souza de Castro Toledo (Brazil)

<b>Date of birth</b>	5 March 1973
<b>Present position</b>	Labour Judge of the Regional Labour Court
<b>Education (degrees)</b>	
2018	Master of Laws, Syracuse University College of Law
2006	Specialization in Labour Economics for Magistrates and Government Employees, Campinas State University
2005	Master of Laws, Pontifical Catholic University of São Paulo
1995	Bachelor of Laws, Pontifical Catholic University of Campinas
<b>Professional experience</b>	
2010–present	Labour Judge, Regional Labour Court of the 15th Region
1998–2010	Labour Judge, Regional Labour Court of the 3rd Region
1993–1998	Clerk, Regional Labour Court of the 15th Region
<b>Publications</b>	<p><i>Is Expanding Right to Work a Solution to the Current European Refugee Crisis?</i>  <a href="http://portal.trt15.jus.br/web/biblioteca/teses-e-dissertacoes/-/asset_publisher/wEADP4koI0bt/document/id/6848279">http://portal.trt15.jus.br/web/biblioteca/teses-e-dissertacoes/-/asset_publisher/wEADP4koI0bt/document/id/6848279</a>).</p> <p><i>In the American Law, is the Standard Rule of Employment at Will Still Applied?</i> (article published in Portuguese as “No Direito Estadunidense, prevalece a Regra Padrão de que o Contrato de Trabalho Pode ser Rescindido pela Vontade de uma das Partes, Sem Aviso, Sem Causa e Sem Indenização” in “Revista do Tribunal Regional do Trabalho da 15ª Região nº 53”, Campinas/SP – 2018, pages 187/194 – also available at <a href="http://portal.trt15.jus.br/web/biblioteca/revista-do-tribunal">http://portal.trt15.jus.br/web/biblioteca/revista-do-tribunal</a>).</p> <p><i>Enforced Execution of Money Against the Public Employer</i> (book published in Portuguese as “Execução Forçada Contra a Fazenda Pública”, São Paulo: Ltr, 2006).</p> <p><i>Suggestions for Enforcing Judgment Against the Employer</i> (article published in Portuguese as “Sugestões para a Efetivação da Penhora” in “Revista do Tribunal Regional do Trabalho da 3ª Região nº 70”, Belo Horizonte/MG, 2005, pages 79/91 – also available at <a href="https://www.trt3.jus.br/escola/institucional/revista/paginas_rev/rev_70_1.htm">https://www.trt3.jus.br/escola/institucional/revista/paginas_rev/rev_70_1.htm</a>).</p>

**Associations**

AMATRA XV – Association of Labour Magistrates of the 15th Region (member)

ANAMATRA – National Association of Magistrates of Labour Justice (member)

**Languages**

Portuguese (native language), English (fluent), French (confident)

**Margaret Tibulya (Uganda)**

<b>Date of birth</b>	14 August 1966
<b>Present position</b>	Judge of the High Court
<b>Education (degrees)</b>	
2012	Master of Business Administration, East and Southern African Management Institute (ESAMI)
1998	Master of Laws (Law and Development), School of Oriental and African Studies
1991	Diploma in Legal Practice, Law Development Centre
1990	Bachelor of Laws, Makerere University
<b>Professional experience</b>	
2013–present	Judge of the High Court
2009–2013	Deputy Registrar in Commercial and Criminal Divisions of the High Court
2000–2008	Chief Magistrate, Chief Magistrates court's/Iganga, Masaka, Mbarara and Buganda road courts
1992–1999	Magistrate Grade 1, Chief Magistrates courts/Buganda Road and Mengo Courts
1992–1993	Pupil State Attorney
<b>Publications</b>	The guide book on domestic violence in Uganda, NAWJ (U)
<b>Associations</b>	<p>The Commonwealth Magistrates and Judges Association (CMJA) (member)</p> <p>The International Association of Women Judges (IAWJ) (member)</p> <p>The East African Judges and Magistrates Association (EAMJA) (member)</p> <p>The Association of Women Lawyers (FIDA) (U) (member)</p> <p>The Association of Women Judges (NAWJ) (U) (member)</p> <p>The Uganda Judicial Officers Association (UJOA) (member)</p>
<b>Languages</b>	Lusoga (native language), English (fluent)