
UNITED NATIONS DISPUTE TRIBUNAL

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Before: Judge Teresa Bravo

Registry: Geneva

Registrar: René M. Vargas M.

CHAWLA ET AL.¹

v.

SECRETARY-GENERAL
OF THE UNITED NATIONS

SUMMARY JUDGMENT

Counsel for Applicant:
Self-represented

Counsel for Respondent:
UNDP

Notice: This Judgment has been corrected in accordance with ar

Introduction

1. In August 2016, the Applicants, 19 locally-recruited General staff members of the United Nations Development Programme (“UNDP”) based in India, filed separate applications challenging the adoption of the new salary scales posted on 1 October 2014 on the website of the Office of Human Resources Management (“OHRM”), and entailing the freeze of the salary scales for staff on board prior to 1 November 2014. This measure resulted from the Comprehensive Local Salary Survey conducted in India in June 2013, which concluded that salaries for the locally-recruited staff were above the labour market.

Facts

2. A Comprehensive Salary Survey was conducted in New Delhi in June 2013. The results of it were published by OHRM in its website, as reflected in its cable dated 1 October 2014, that read as follows:

Subject: New Delhi (India) local salaries

(AAA) Following the comprehensive salary survey conducted in New Delhi in June 2013, this is to advise you that the results of the survey indicate that salaries for locally-recruited staff are above the labour market when compared with the remuneration package of the retained comparators by 13.4 percent for General Service (GGSS) category and 19.4 per cent for National Officer category. Accordingly, the following salary scales are issued:

- (1) GS 62 and NO 22, both effective 1 June 2013, payable only to staff recruited on or after one November 2014, revised net salaries reflect downward adjustment of (-)13.4 per cent for GGSS and (-)19.4 per cent for NNOO.
- (2) Amend. one to GS61 and NO 21, effective 1 July 2012, payable to eligible staff already on board prior to one November 2014, the amendments are issued to reflect revised allowances.

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Entered in the Register on this 4th day of November 2016

(Signed)

René M. Vargas M., Registrar, Geneva

