

Geneva, 12 February 2020

Dear Madam President of the UN Dispute Tribunal,

On 2nd September 2019 I contacted the then President of the UNDT on behalf of the UNOG Staff Coordinating Council regarding the status of the judicial proceedings concerning the Geneva post-adjustment. For your ease of reference, you may find the email exchange following [this link](#).

It is now two years since the ICSC implemented a 5.2% pay cut on UN employees working in Geneva and the effect on individuals, families, lifestyles, and morale has been significant. In November 2019 we conducted a comprehensive survey of staff on the matter and here are just a few of the damning headlines –

95% believe it is unfair that they are paid less for the same value work than others in Geneva-based Common System international organizations.

Nearly three-quarters of staff say the 5.2% pay cut has had 'a great deal' of impact on them.

80% say the pay cut has affected their morale at work.

95% want UN management to recognize the ILOAT judgement and reverse the pay cut.

50% of people say they are considering new employment outside of the UN.

The President of the UNDT at the time kindly replied to our enquiry that the Judge handling the post-adjustment issue believed she would be able to handle the relevant cases “by the end of this year”, meaning 2019. The then President also remarked on the resources available to the Nairobi Registry and we appreciate any impact this may have on the process. However, every day that passes without a decision on this issue ensures that staff become ever more disenchanted with life at the UN. Such a corrosive atmosphere is extremely unhealthy for the UN as an organisation on and the fine people who work here.

You may also recall that the hearing on the Geneva post-adjustment cases took place on 22 October 2018. We regret that to this date, one year and three months after the hearing took place, no judgment has been rendered despite what the Code of Conduct for the judges of the UNDT establishes in its article 7 whereby “judgements should be given no later than three months from the end of the hearing or the close of pleadings”.

On behalf of Geneva-based UN staff, could you please let me know of the latest position regarding a decision on this crucially important issue? I am sure you understand that after two long, unhappy years, people here are desperate to see a resolution to this situation.

Thank you for your efforts in considering this contentious matter and for listening to this request.

Yours sincerely,



Prisca Chaoui
Executive Secretary

Ms Joëlle Adda
President of the United Nations Dispute Tribunal