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Geneva, 5 March 2020

Dear Mr Secretary-General,

We are deeply concerned to discover that you are applying pressure in the pay dispute at the World Meteorological Organization (WMO), which is due to be heard at the United Nations Appeal Tribunal (UNAT) in the next few months.

We have been informed that you have applied to give testimony at the appeal. For the Secretary-General to interfere in an appeal of this nature is a highly unusual and disturbing step.

WMO staff are fighting against the implementation of the 2018 pay cut which has already been ruled illegal by the International Labour Organization Appeals Tribunal (ILOAT).

As the UN Appeals Tribunal is senior to the UN Dispute Tribunal, we can only assume that your active interference in the WMO case is in order to negatively influence the outcome for UN staff in Geneva whose case is currently at the UNDT. UNAT has the authority to settle the WMO case quickly and your interference can only cause further delay.

We remind you that UN staff are currently paid 5.2% below staff on the same grades in UN specialized agencies which have already reversed the illegal 2018 pay cut.

Staff have waited for more than a year for their case to be heard at the UN Dispute Tribunal and have been told that the delay is because there is a shortage of judges. You must surely agree that justice delayed is justice denied.

It is in the interests of the Common System that pay is equalized as quickly as possible. We call on you to stop your interference in the WMO pay appeal and urge you to do everything in your power to bring about a rapid resolution of this case.

Mr Secretary-General, when you stood before UNOG staff at the Town Hall meeting in December 2019 you said:

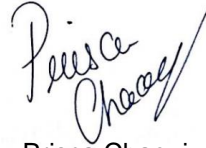
*"Equal pay is obviously a norm that should be respected everywhere. I fully understand that this system of unequal pay is unacceptable, and it will have to be solved. I will do everything I can for that to happen. I fully understand how angry you are with this situation that is unfair, and I'm interested in solving it."*

Mr Antonio Guterres  
UN Secretary-General

CC: Ms Maria Luiza Ribeiro Viotti, Chef de Cabinet  
Ms Tatiana Valovaya, UNOG Director-General  
Ms Catherine Pollard, USG for Management Strategy, Policy, Compliance  
Mr Larbi Djacta, ICSC Chairman

For UNOG staff, these now appear to be hollow words and the anger we feel is heightened as we see you promoting UN International Equal Pay Day at the same time as acting to deny equal pay for your own staff.

Please be in no doubt - UNOG staff will keep fighting for the reversal of the illegal 2018 pay cut every day until we are given equal pay.

A handwritten signature in black ink, reading "Prisca Chaoui". The signature is written in a cursive style with a large initial "P" and a long, sweeping underline.

Prisca Chaoui  
Executive Secretary