Introduction

1.   The Applicants, four local-level General Service category 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 2019, which concluded that salaries for the local-level staff were above the labour market.

Facts

2.   A Comprehensive Salary Survey was conducted in New Delhi in June 2019. The results of it were published by OHRM in its website, as reflected in its case dated 1 October 2014, that reads as follows;

> Subject: New Delhi (India) local salaries
>
> "AAA" Following the comprehensive salary survey conducted in New Delhi in June 2019, this is to advise you that the results of the survey indicate that salaries for local-level staff are above the labour market when compared with the remuneration package of the retained comparators by 19.4 percent for General Service ("GS") category and 19.4 percent for National Officer category. Accordingly, the following salary scales are issued

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    +.   27,156 a##$%&a+$e to sta!! mem+e's !o' 1 "om t"e a$$o 1 an&e +e&omes #a(a+$e #'%o' to one No*em+e' 2014@

,2/   =%'st $anguage

    a.   29,592 a##$%&a+$e to sta!! mem+e's !o' 1 "om t"e a$$o 1 an&e +e&omes #a(a+$e on o'

6.   =u't"e' to t"ese a##ea§s, t"e A##ea§s T'§+una§ §ssued Judgment Taneja et al. 2016)UNAT)62в, on 24 5 a'&" 2016, 1 "e'e+(t"e !%'st

Entered in the Register on this 6th day of July 2017

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René M. Vargas M., Registrar, Geneva