



UNITED NATIONS APPEALS TRIBUNAL TRIBUNAL D'APPEL DES NATIONS UNIES

Case Nos.: 2020-1438, 2020-1447, 2020-1448, 2020-1449, 2020-1450, 2020-1470, 2020-1471, 2020-1472, 2020-1473, 2020-1474, 2020-1475 & 2020-1476

Abd Al-Shakour *et al.*
Andres *et al.*
Angelova *et al.*
Andreeva *et al.*
Bozic *et al.*
Aksioutine *et al.*
Aligula *et al.*
Alsaqqaf *et al.*
Avognon *et al.*
Bettighoffer *et al.*
Correia Reis *et al.*
Doedens *et al.*

(Appellants)

v.

Secretary-General of the United Nations

(Respondent)

ORDER No. 403 (2021)

1. The United Nations Dispute Tribunal in Nairobi has issued 19 Judgments relating to the Administration's decision to implement a post adjustment multiplier resulting in a pay cut with regard to the United Nations staff members based in Geneva. These 19 Judgments are referred to as the "salary scale" Judgments.

2. The United Nations Appeals Tribunal (Appeals Tribunal) has received twelve appeals against the salary scale Judgments and registered each appeal with its own Appeals Tribunal case number as set forth below. In the interest of justice, the Appeals Tribunal consolidates these twelve appeals into seven Appeals Tribunal cases as follows:

- a. **Case No. 2020-1438** (*Abd Al-Shakour et al. v. Secretary-General of the United Nations*)¹ shall be consolidated with **Case No. 2020-1470** (*Aksioutine et al. v. Secretary-General of the United Nations*)² as both cases involve staff members serving at the United Nations Office at Geneva (UNOG);
- b. **Case No. 2020-1447** (*Andres et al. v. Secretary-General of the United Nations*)³ shall be consolidated with **Case No. 2020-1475** (*Correia Reis et al. v. Secretary-General of the United Nations*)⁴ as both cases involve staff members serving at the United Nations Office for Project Services (UNOPS);
- c. **Case No. 2020-1474** (*Bettighoffer et al. v. Secretary-General of the United Nations*)⁵ shall be consolidated with **Case No. 2020-1449** (*Andreeva et al. v. Secretary-General of the United Nations*)⁶ as both cases involve staff members serving at the United Nations Development Programme (UNDP);
- d. **Case No. 2020-1450** (*Bozic et al. v. Secretary-General of the United Nations*)⁷ shall be consolidated with **Case No. 2020-1472** (*Alsaqqaf et al. v. Secretary-General of the United Nations*)⁸ as both cases involve staff members serving at the United Nations Entity for Gender Equality and the Empowerment of Women (UNWOMEN);

¹ The appeal in Case No. 2020-1438 was filed on 28 August 2020 against UNDT Judgment Nos. UNDT/2020/106, UNDT/2020/107 and UNDT/2020/133.

² The appeal in Case No. 2020-1470 was filed on 16 October 2020 against UNDT Judgment No. UNDT/2020/154.

³ The appeal in Case No. 2020-1447 was filed on 8 September 2020 against UNDT Judgment Nos. UNDT/2020/117 and UNDT/2020/131.

⁴ The appeal in Case No. 2020-1475 was filed on 16 October 2020 against UNDT Judgment No. UNDT/2020/149.

⁵ The appeal in Case No. 2020-1474 was filed on 16 October 2020 against UNDT Judgment No. UNDT/2020/150.

⁶ The appeal in Case No. 2020-1449 was filed on 8 September 2020 against UNDT Judgment Nos. UNDT/2020/122 and UNDT/2020/132.

⁷ The appeal in Case No. 2020-1450 was filed on 8 September 2020 against UNDT Judgment Nos. UNDT/2020/114, UNDT/2020/115 and UNDT/2020/129 Corr.1.

⁸ The appeal in Case No. 2020-1472 was filed on 16 October 2020 against UNDT Judgment No. UNDT/2020/152.

- e. **Case No. 2020-1473** (*Avognon et al. v. Secretary-General of the United Nations*)⁹ shall be consolidated with **Case No. 2020-1448** (*Angelova et al. Secretary-General of the United Nations*)¹⁰ as both cases involve staff members at the United Nations High Commissioner for Refugees (UNHCR);
- f. **Case No. 2020-1476** (*Doedens et al. v. Secretary-General of the United Nations*) involving an appeal filed by staff members serving at the United Nations Population Fund (UNFPA) on 16 October 2020 against UNDT Judgment No. UNDT/2020/148 shall not be consolidated; and
- g. **Case No. 2020-1471** (*Aligula et al. v. Secretary-General of the United Nations*) involving an appeal filed by staff members serving at the United Nations International Children’s Emergency Fund (UNICEF) on 16 October 2020 against UNDT Judgment No. UNDT/2020/153 shall not be consolidated.
3. Under Article 18*bis*, subsection 1, of the Appeals Tribunal Rules of Procedure, “[t]he President may, at any time, either on a motion of a party or on his or her own volition, issue any order which appears to be appropriate for the fair and expeditious management of the case and to do justice to the parties”.
4. In light of the fact that the above appeals before us challenge similar issues, and raise the same questions of fact and law seeking the same remedies, it is “appropriate for the fair and expeditious management of the case and to do justice to the parties” to consolidate these appeals for all purposes.

⁹ The appeal in Case No. 2020-1473 was filed on 16 October 2020 against UNDT Judgment No. UNDT/2020/151.

¹⁰ The appeal in Case No. 2020-1448 was filed on 8 September 2020 against UNDT Judgment Nos. UNDT/2020/118 and UNDT/2020/130.

IT IS HEREBY ORDERED that the twelve appeals shall be consolidated into seven cases as listed above for all purposes.

Original and Authoritative Version: English

Dated this 9th day of March 2021
in Juiz de Fora, Brazil.

(Signed)
Judge Martha Halfeld,
President

Entered in the Register on this 9th day
of March 2021 in New York, United States.

(Signed)
Weicheng Lin, Registrar