



COMMUNICATION

Ask the FICSA Expert session on:

22/24

The ICSC Global Out-of-area Survey

Geneva

3 October 2024

Monday 7 October, 14:30 -15:30 CET

To: FICSA members – Please distribute widely to staff members in your organizations especially those targeted by the survey (International Professionals and higher categories).

From: Irwan Mohd Razali, Information Officer

Dear colleagues,

The International Civil Service Commission (ICSC) is conducting a global out-of-area survey which is addressed to staff of United Nations Common System organizations at all duty stations in the Professional and higher categories (P-1 to D-2). The survey runs from 1 to 31 October 2024. Eligible staff members should have already received the email directly from abdio@un.org via research.net_member@outbound.research.net

The purpose of the survey is to identify countries or areas where UN Common System staff members incur expenditures outside of the country or area of their duty station. The goal is to update the list of countries, and their respective weights used for the determination of the out-of-area index, one of the major components of the Post Adjustment Index (PAI). The out-of-area index is a global index common to all duty stations.

The out-of-area component is a unique feature of the PAI designed to reflect the fact that a portion of the remuneration of international staff is normally spent outside the country or area of assignment. Such expenditures include:

- a. Expenditures on items that staff import directly because of limitations of the local market or out of personal choice;
- b. Costs of private travel outside the country of the duty station (home leave – net of any subsidy or reimbursement received from the organization -, vacations, etc.).
- c. Fees for education and remittances for support of other dependents living abroad.
- d. Costs for the maintenance of a dwelling in the home country; and
- e. Other financial commitments outside the country of the duty station (so-called nonconsumption commitments (NCCs)), such as mortgages, homeowner's insurance, property taxes, national insurance, savings, life insurance and income tax, etc.

We are pleased to invite you to a session presented by Mr. Omar Abdi from the ICSC Cost-of-Living Division.

The presentation will cover the below topics:

- What is the Out-of-Area component and how is it determined?
- How will this global survey be used to establish or update the list of countries and weights to determine the out of area index, and subsequently, how will it impact existing Post Adjustment?
- What is the timeline of the survey, survey results and implementation of its outcome(s).

If you have other related questions, please submit them through ficsa@un.org prior to the session.

International Civil Service Commission
Serving the United Nations common system

GLOBAL OUT-OT-AREA SURVEY

- 1 Who is eligible to participate?**
All UN common system staff at all duty stations in the grades P1-D2 and FS6-FS7
- 2 Why is the survey important?**
The results of the survey will be used for the determination of the out-of-area index component of the Post Adjustment Index
- 3 In what languages is the survey available?**
English, Spanish and French
- 4 How can the survey be completed?**
It is available online and can be completed on phone, tablet or computer. A link to the questionnaire will be sent to your official email address on 1 October 2024.
- 5 Where can I find more information about the survey?**
Please visit the dedicated microsite at International Civil Service Commission - Cost-of-Living Survey Management System (unicss.org)

Your feedback **MATTERS** for your pay!

Related resources:

- [ICSC Microsite for the Global Out-of-Area Expenditure Survey](#)
- [ICSC Post Adjustment Manual](#)
- [Survey questionnaire \(in pdf\)](#) – please use the online actual survey to respond.
- [Ask the FICSA Expert – ICSC Cost of Living Surveys](#)
- [Ask the FICSA Expert – ICSC Post Adjustment System](#)
- [Ask the FICSA Expert – Professional Salaries](#)

Microsoft Teams meetings link:
