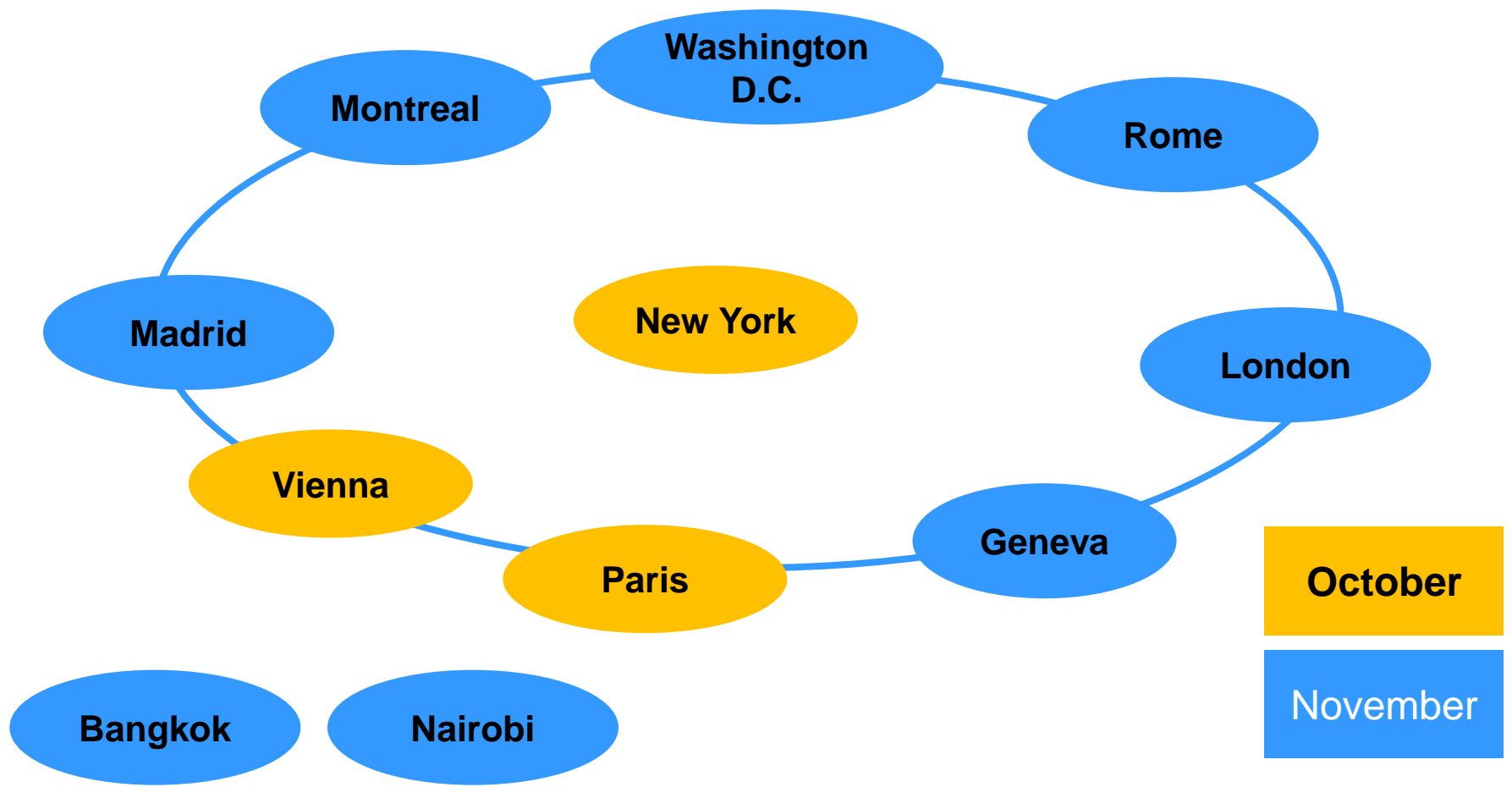


2021 Baseline Place-to-Place Surveys

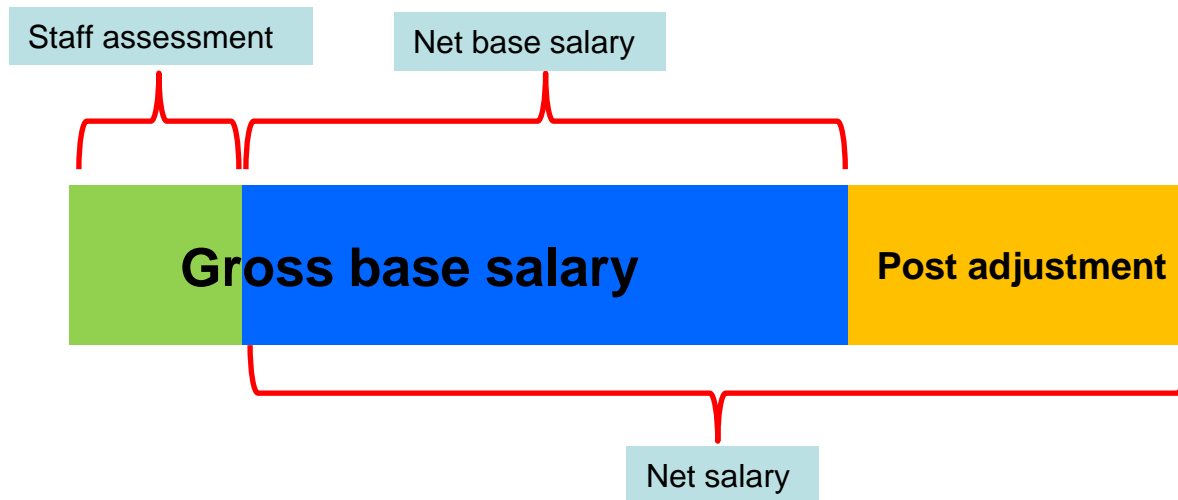
Pre-survey consultations



What is Post Adjustment?

Post Adjustment is an amount paid in addition to net base salary, to ensure that no matter where United Nations common system staff work, their net remuneration has a **Purchasing Power** equivalent to that at the **base of the system**, New York.

UN Salary Structure

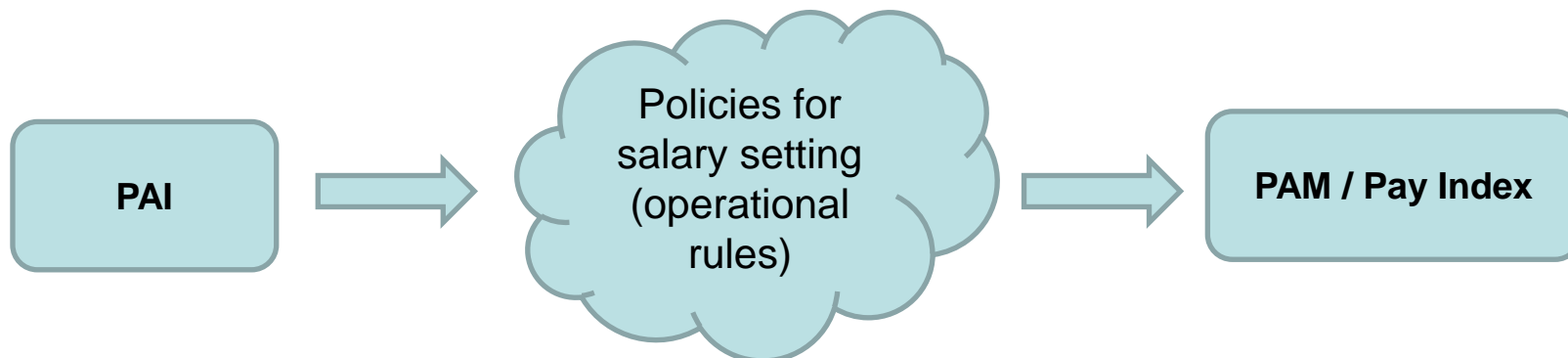


PA is a significant component of UN salary structure:

- System-wide ~ 30% of net base salary
- In September 2021 PA ranged from 8.9% to 112.1%

PAI versus PAM

- The **Post Adjustment Index (PAI)** is a cost-of-living index measuring the living costs of staff at any given duty station compared to that at the base (New York).
 - ✓ Periodic cost-of-living surveys: provide duty station cost-of-living data for comparison with New York (*Household, Housing, Prices*).
 - ✓ Updated over time (*to capture local inflation, movements in exchange rate and other component indices*).
- The **Post Adjustment Multiplier (PAM)**, also known as post adjustment classification (PAC) determines salary: 1 multiplier point = 1% of Net base salary.



Components of the PAI

Major Components (Montreal)

In-Area (excluding Housing)

Housing

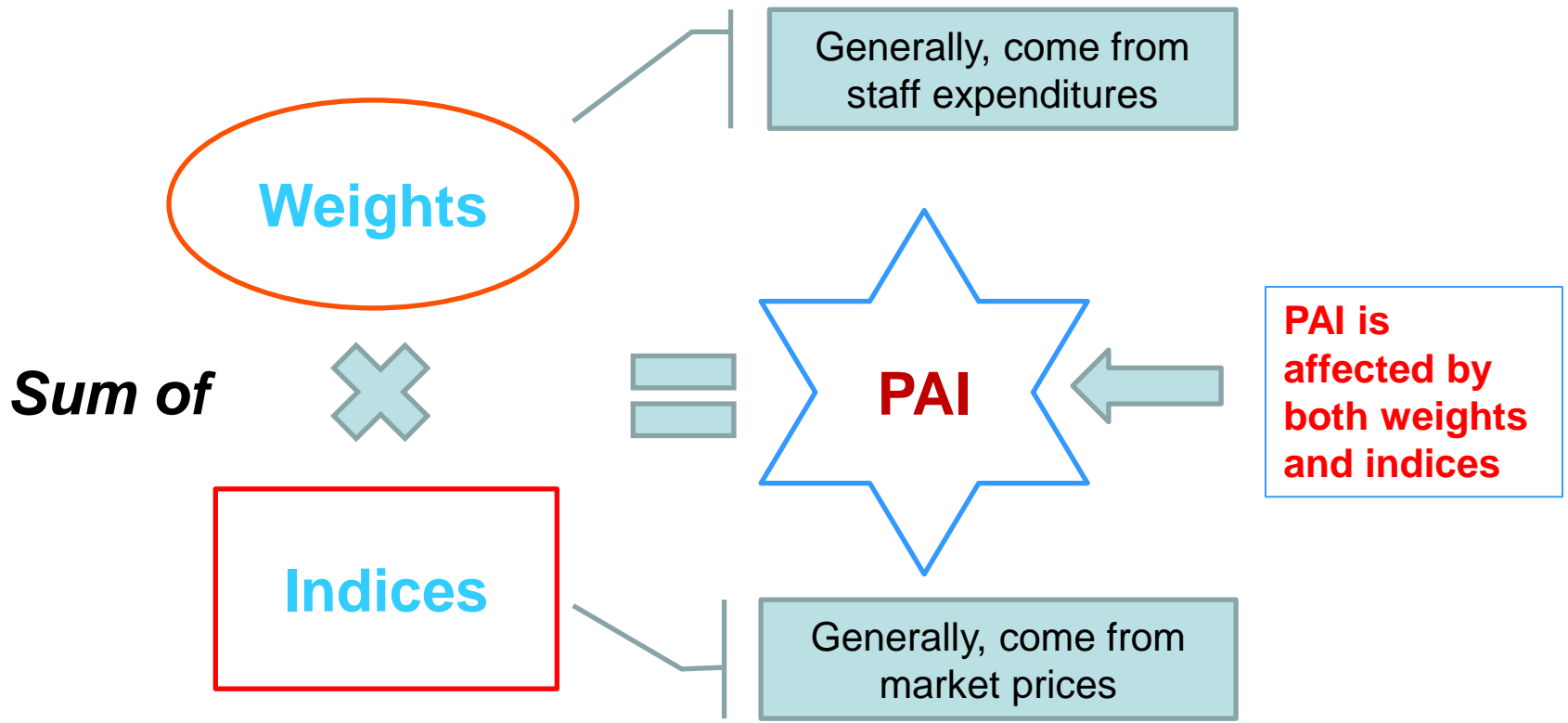
Out-of-Area

Pension Contribution

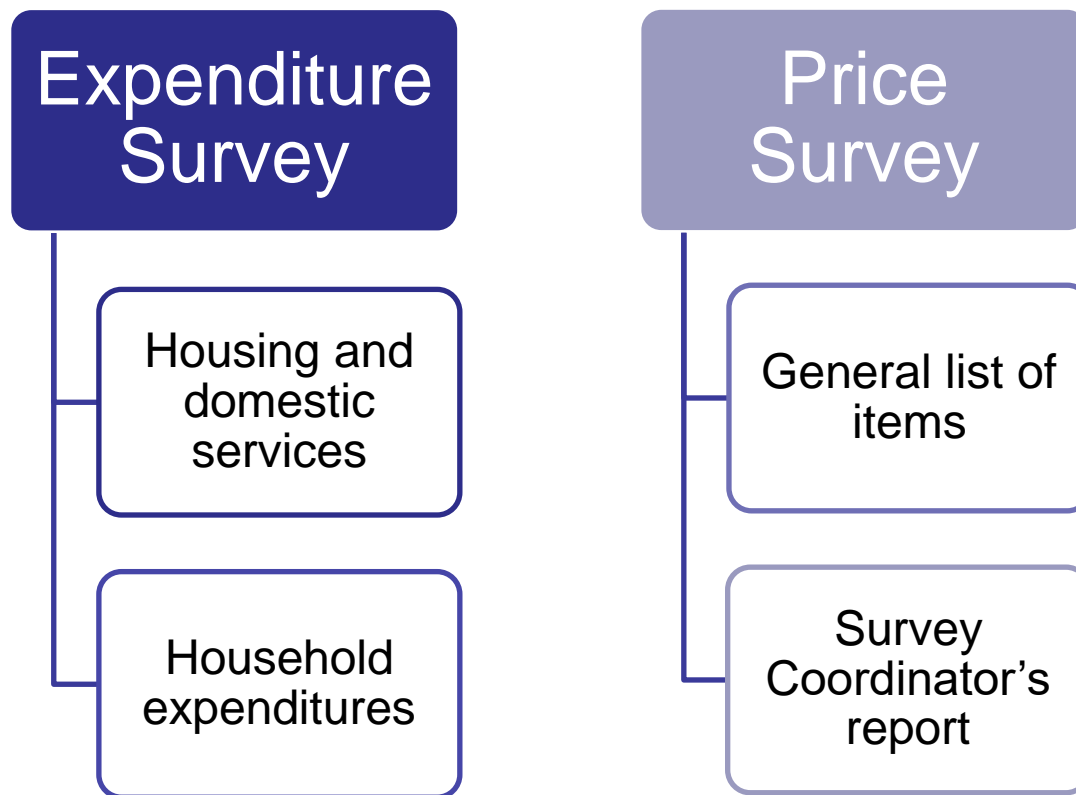
Medical Insurance

Calculation of the Post Adjustment Index

- Interaction between weights and indices



Components of the Cost-of-Living Survey



Participation in the Staff Expenditure Survey

Q. Who can participate in a survey?

- All professional staff (P1 – D2) as well as Field service staff (FS-6 and FS-7)
- Staff of non-UN common system organizations that use the UN common system compensation package

Staff not eligible for the surveys:

- ✓ Above D2
- ✓ Living in a hotel or a lodging house
- ✓ Sharing rent with others
- ✓ With contracts shorter than 1 year with no reasonable expectation of renewal

Reason: *their expenditure pattern is not representative or typical*

Why Participate?

- Contribute to up-to-date expenditure weights
- More accurate PAI for your duty station
- **Contingency:** Updated 2010/2016 expenditure weights
 - Updated weights only an approximation of reality; may generate distorted results

Why survey during pandemic?

- Changes in expenditure patterns and price structures
- To capture current reality
 - Align changing expenditure patterns with changing price levels;
 - Avoid distorted results
- Current data is outdated; doesn't reflect reality
- Other organizations conducting surveys during pandemic
- Others such as ICSC, suspended because of lockdowns, but resumed as soon as practicable

What's New for the 2021 Round?

