

Combien coûte un poste à GE par rapport aux autres lieux d'affectations de l'ONU...

Standard Salary Cost - in thousands of US dollars - 2012 - UN Common System**

Analyse : Si on ne considère que les postes de P1 à USG, Genève est en moyenne, par poste (Total Net Salary), plus chère de 21% par rapport à New York, 27% par rapport à Vienne, 29% par rapport à Santiago et 44% par rapport à Nairobi. C'est la composante "Post adjustment" (*) (=allowances) qui fait la grande différence, avec en un coût d'environ 50% plus élevé que New York et 70% que Vienne. Si la composante "Common Staff Costs" (coût du poste pour le Secrétariat) est ajoutée au "Total Net Salary", l'écart relatif baisse pour New York (+16%), Vienne (+25%), Santiago (+25%) et considérablement pour Nairobi (+24%).

Enfin, relevons que pour les catégories de poste de type administratif qui sont en bas de l'échelle et ne comprennent pas de "Post adjustment" (ex: PL - Principal Level - et OL - Other Level), la différence entre GE et les autres duty stations se fait au niveau du "Net base salary" et est considérable : un PL ou OL coûtera 80% plus cher à GE qu'à NY, et environ 50% plus cher qu'à Vienne !

	Geneva	New York	Vienna	Chili	Nairobi
	x 1000\$	x 1000\$	Si NY est 100%, GE est ...	Si Vienne est 100%, GE est ...	Si le Chili est 100%, GE est ...
			x 1000\$		x 1000\$
		
					Si Nairobi est 100%, GE est ...
USG					
Net base salary	142.9	147.9	97%	131.3	108.83%
Post Adj. *	145	99.2	146%	78.1	185.66%
Total Net Salary	287.9	247.1	117%	209.4	137.49%
Common Staff costs	99.8	101	99%	77.9	128.11%
Grand Total	387.7	348.1	111%	287.3	134.95%
ASG					
Net base salary	133.8	131.8	102%		131.8
Post Adj.	135.8	88.4	154%		71.3
Total Net Salary	269.6	220.2	122%		203.1
Common Staff costs	93.4	90	104%		77.8
Grand Total	363	310.2	117%		280.9
D-2					
Net base salary	117.3	115.6	101%	118.5	98.99%
Post Adj.	119.1	77.5	154%	70.5	168.94%
Total Net Salary	236.4	193.1	122%	189	125.08%
Common Staff costs	81.9	78.9	104%	70.3	116.50%
Grand Total	318.3	272	117%	259.3	122.75%
D-1					
Net base salary	107.9	107.6	100%	108	99.91%
Post Adj.	109.5	72.2	152%	64.3	170.30%
Total Net Salary	217.4	179.8	121%	172.3	126.18%
Common Staff costs	75.4	73.5	103%	64.1	117.63%
Grand Total	292.8	253.3	116%	236.4	123.86%
P-5					
Net base salary	96.3	94.8	102%	95.9	100.42%
Post Adj.	97.7	63.6	154%	57.1	171.10%
Total Net Salary	194	158.4	122%	153	126.80%
Common Staff costs	67.2	64.7	104%	56.9	118.10%
Grand Total	261.2	223.1	117%	209.9	124.44%
P-4					
Net base salary	81.4	80.9	101%	83.7	97.25%
Post Adj.	82.6	54.3	152%	49.8	165.86%
Total Net Salary	164	135.2	121%	133.5	122.85%
Common Staff costs	56.8	55.3	103%	49.7	114.29%
Grand Total	220.8	190.5	116%	183.2	120.52%
P-3					
Net base salary	68	66.7	102%	68.2	99.71%
Post Adj.	69	44.7	154%	40.6	169.95%
Total Net Salary	137	111.4	123%	108.8	125.92%
Common Staff costs	47.5	45.5	104%	40.5	117.28%
Grand Total	184.5	156.9	118%	149.3	123.58%
P2/1					
Net base salary	53.6	53.8	100%	54.7	97.99%
Post Adj.	54.4	36.1	151%	32.5	167.38%
Total Net Salary	108	89.9	120%	87.2	123.85%
Common Staff costs	37.4	36.7	102%	32.4	115.43%
Grand Total	145.4	126.6	115%	119.6	121.57%
PL					
Net base salary	128.9	71.9	179%	87	148.16%
Post Adj.	0	0		0	
Total Net Salary	128.9	71.9	179%	87	148.16%
Common Staff costs	44.7	29.4	152%	32.4	137.96%
Grand Total	173.6	101.3	171%	119.4	145.39%
OL					
Net base salary	102.3	55.8	183%	67.8	150.88%
Post Adj.	0	0		0	
Total Net Salary	102.3	55.8	183%	67.8	150.88%
Common Staff costs	35.5	22.8	156%	25.2	140.87%
Grand Total	137.8	78.6	175%	93	148.17%
► De P1 à USG: Genève est plus chère de...		(NY)	21%	(Vienne)	27%
► Grand Total (inclus le Common Staff Costs) ...			16%		25%
				(Santiago)	28.82%
				(Nairobi)	43.81%
					23.84%

* **Post adjustment** = is designed to ensure that no matter where the UN common system staff work, their net remuneration has a purchasing power equivalent to that at the base of the system, New York. It deals with the relative difference in the cost of living between a specific duty station and the base city, New York. It does not take into account hardship or hazardous conditions, which are dealt with by separate provisions. Post adjustment is computed on the basis of four elements: 1. differences in prices between the given location and New York; 2. local inflation; 3. exchange rate; 4. average expenditure pattern at a given location.

** The **UN common system** represents common standards, methods and arrangements being applied to salaries, allowances and benefits for the staff of the United Nations, those specialized agencies which have entered into a relationship with the United Nations, the International Atomic Agency and a number of other international organizations. The common system is designed to avoid serious discrepancies in terms and conditions of employment, to avoid competition in recruitment of personnel and to facilitate the interchange of personnel. It applies to over 52,000 staff members serving at over 600 duty stations.