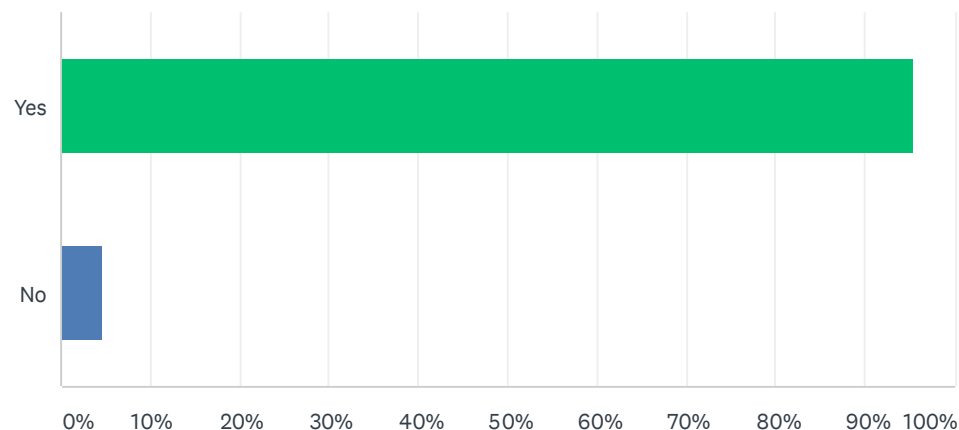


Q1 Did you join the United Nations Common System before 2017?Avez-vous intégré le Système Commun avant 2017?¿Se incorporó al sistema común de las Naciones Unidas antes de 2017?

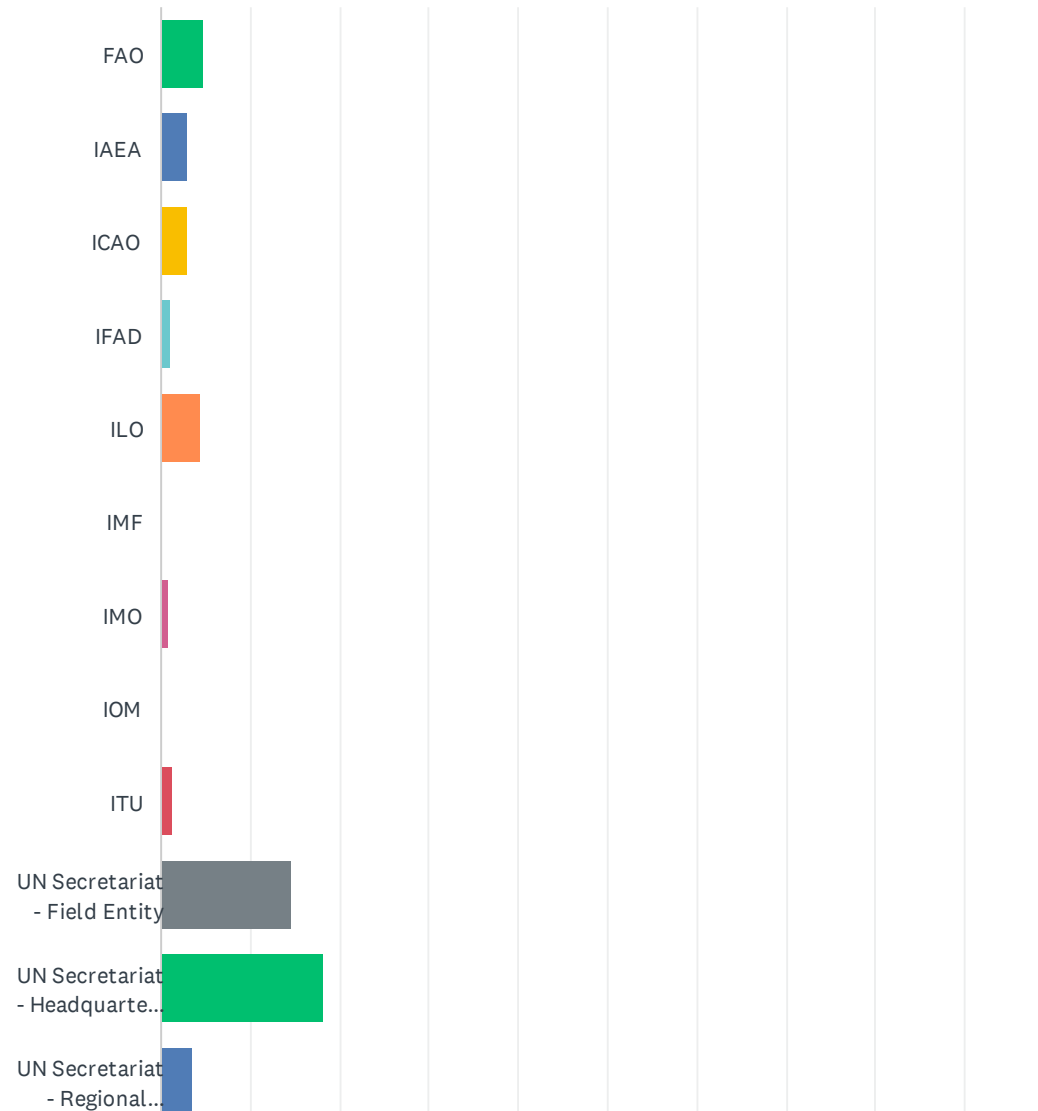
Answered: 4,591 Skipped: 0



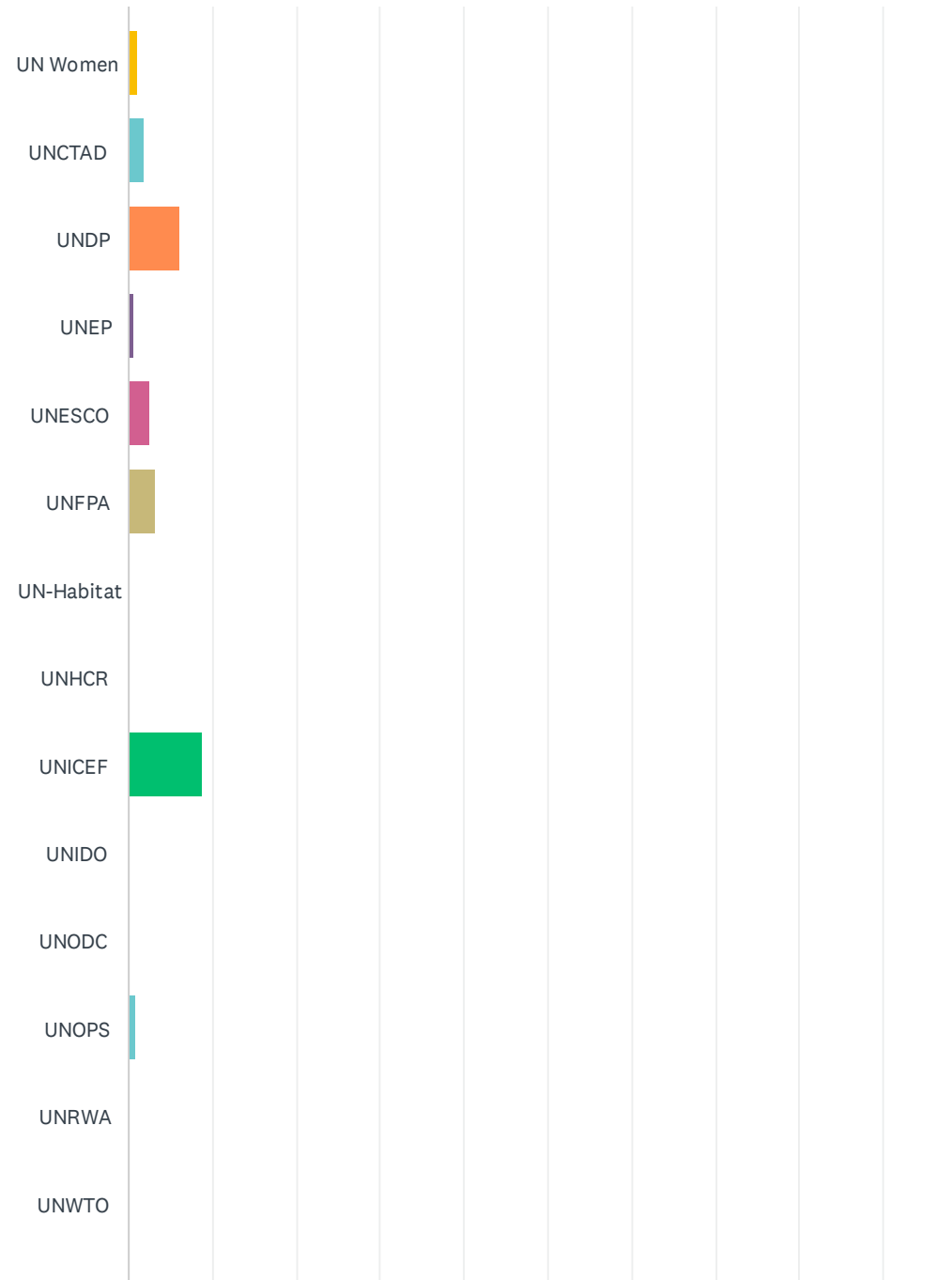
ANSWER CHOICES	RESPONSES	
Yes	95.49%	4,384
No	4.51%	207
TOTAL		4,591

Q2 In which organization do you work? Dans quelle organisation travaillez-vous ? ¿En qué organización trabaja?

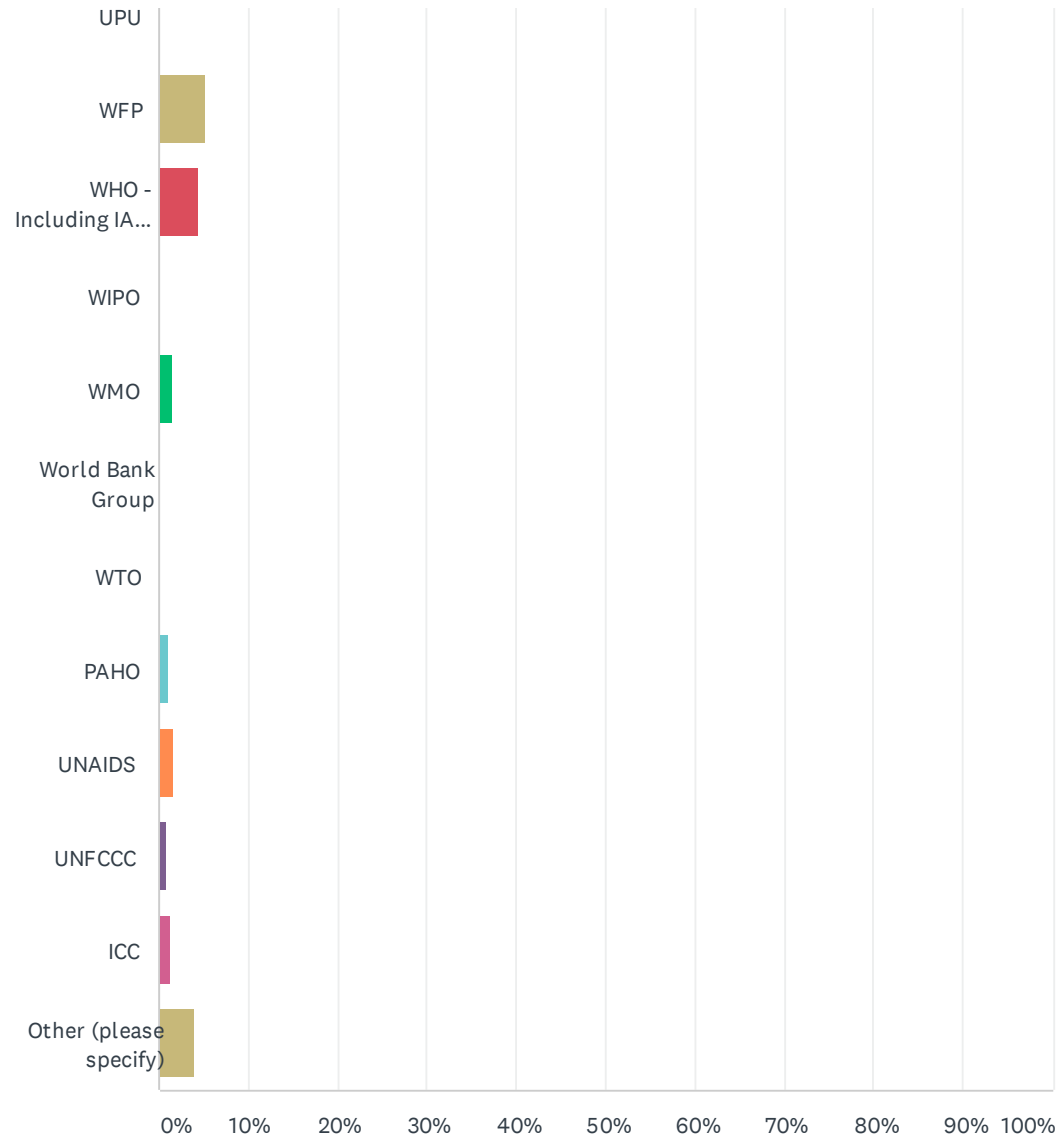
Answered: 3,091 Skipped: 1,500



Pulse check about the changes to your compensation package



Pulse check about the changes to your compensation package



Pulse check about the changes to your compensation package

ANSWER CHOICES	RESPONSES	
FAO	4.82%	149
IAEA	2.88%	89
ICAO	2.98%	92
IFAD	0.97%	30
ILO	4.30%	133
IMF	0.03%	1
IMO	0.94%	29
IOM	0.10%	3
ITU	1.16%	36
UN Secretariat - Field Entity	14.66%	453
UN Secretariat - Headquarters office	18.18%	562
UN Secretariat - Regional Centre or Commission	3.56%	110
UN Women	1.10%	34
UNCTAD	1.81%	56
UNDP	6.08%	188
UNEP	0.68%	21
UNESCO	2.59%	80
UNFPA	3.20%	99
UN-Habitat	0.06%	2
UNHCR	0.16%	5
UNICEF	8.70%	269
UNIDO	0.03%	1
UNODC	0.06%	2

Pulse check about the changes to your compensation package

UNOPS	0.78%	24
UNRWA	0.03%	1
UNWTO	0.00%	0
UPU	0.29%	9
WFP	5.14%	159
WHO - Including IARC & UNICC	4.43%	137
WIPO	0.06%	2
WMO	1.39%	43
World Bank Group	0.00%	0
WTO	0.00%	0
PAHO	0.97%	30
UNAIDS	1.71%	53
UNFCCC	0.81%	25
ICC	1.36%	42
Other (please specify)	3.95%	122
TOTAL		3,091

#	OTHER (PLEASE SPECIFY)	DATE
1	CTBTO Preparatory Commission	8/25/2021 2:14 PM
2	CTBTO	8/25/2021 12:59 PM
3	CTBTO	8/25/2021 12:54 PM
4	CTBTO	8/25/2021 12:07 PM
5	ITC	8/25/2021 10:48 AM
6	CTBTO	8/23/2021 11:23 AM
7	CTBTO	8/23/2021 10:44 AM

Pulse check about the changes to your compensation package

8	CTBTO	8/23/2021 10:18 AM
9	CTBTO	8/23/2021 9:29 AM
10	International Trade Centre	8/23/2021 8:19 AM
11	MONUSCO	8/23/2021 8:11 AM
12	CTBTO	8/22/2021 11:04 PM
13	UNFCCC	8/16/2021 3:35 PM
14	ITC	8/16/2021 10:28 AM
15	UN DGC	8/14/2021 3:31 PM
16	JIU	8/13/2021 3:33 PM
17	UNTSO	8/13/2021 9:04 AM
18	UNJSPF, previously UNICEF	8/12/2021 7:08 PM
19	ITC	8/12/2021 12:48 PM
20	WFP	8/12/2021 11:02 AM
21	OHCHR	8/12/2021 10:36 AM
22	UNFCCC	8/12/2021 10:09 AM
23	UNFCCC	8/12/2021 9:41 AM
24	ITC	8/11/2021 6:05 PM
25	UNITAR	8/11/2021 5:21 PM
26	OHCHR	8/11/2021 4:19 PM
27	STL	8/11/2021 4:09 PM
28	OHCHR	8/11/2021 3:39 PM
29	OHCHR	8/11/2021 3:39 PM
30	UNRISD	8/11/2021 3:35 PM
31	OHCHR	8/11/2021 3:35 PM
32	ITC	8/11/2021 2:13 PM
33	ITC	8/11/2021 2:11 PM
34	ITCILO	8/11/2021 1:54 PM

Pulse check about the changes to your compensation package

35	ITC	8/11/2021 1:53 PM
36	ITC	8/11/2021 1:24 PM
37	ITCILO	8/11/2021 11:52 AM
38	Kuwait Joint Support Office	8/11/2021 11:31 AM
39	UNDSS	8/10/2021 6:27 PM
40	ITC	8/10/2021 12:00 PM
41	ICC	8/10/2021 10:58 AM
42	UNITAR	8/9/2021 3:37 PM
43	ITC	8/9/2021 3:29 PM
44	ITC	8/9/2021 2:45 PM
45	UNFICYP	8/9/2021 1:26 PM
46	UNESCAP	8/9/2021 12:40 PM
47	UNAIDS	8/9/2021 12:22 PM
48	OHCHR	8/9/2021 12:13 PM
49	UNAIDS	8/9/2021 11:59 AM
50	UNAIDS	8/9/2021 11:55 AM
51	UNAIDS	8/9/2021 11:49 AM
52	ITC	8/9/2021 11:27 AM
53	ITC	8/9/2021 11:03 AM
54	MINUSCA	8/9/2021 10:57 AM
55	UNITAR	8/9/2021 10:22 AM
56	UNITAR	8/9/2021 9:54 AM
57	UNITAD	8/9/2021 7:44 AM
58	RCS	8/9/2021 5:34 AM
59	UNV	8/8/2021 8:33 AM
60	UNSOM	8/7/2021 9:32 PM
61	UNICEF	8/7/2021 5:20 PM

Pulse check about the changes to your compensation package

62	United Nations Office of the Resident Coordinator	8/7/2021 1:13 PM
63	UNSOS	8/7/2021 11:29 AM
64	UNSOS	8/7/2021 11:13 AM
65	International centre for genetic engineering and biotechnology	8/7/2021 4:15 AM
66	UNDSS	8/6/2021 8:47 PM
67	ITC	8/6/2021 6:54 PM
68	OHCHR	8/6/2021 6:49 PM
69	ITC	8/6/2021 6:36 PM
70	UNODA	8/6/2021 5:11 PM
71	UNOG	8/6/2021 4:55 PM
72	UNDRR	8/6/2021 4:44 PM
73	UNDRR	8/6/2021 4:32 PM
74	OHCHR	8/6/2021 4:03 PM
75	UNMIT	8/6/2021 3:48 PM
76	ITC	8/6/2021 3:41 PM
77	OHCHR	8/6/2021 3:37 PM
78	UNDRR	8/6/2021 3:12 PM
79	UNOCT	8/6/2021 2:51 PM
80	UNITAR	8/6/2021 2:37 PM
81	ITC	8/6/2021 2:33 PM
82	UNDRR	8/6/2021 2:32 PM
83	UNCTAD	8/6/2021 2:22 PM
84	IIIM Syria	8/6/2021 2:17 PM
85	OHCHR	8/6/2021 2:17 PM
86	ITC (WTO/UNCTAD joint venture)	8/6/2021 2:16 PM
87	International Trade Centre - ITC	8/6/2021 2:14 PM
88	UNITAD	8/6/2021 12:33 PM

Pulse check about the changes to your compensation package

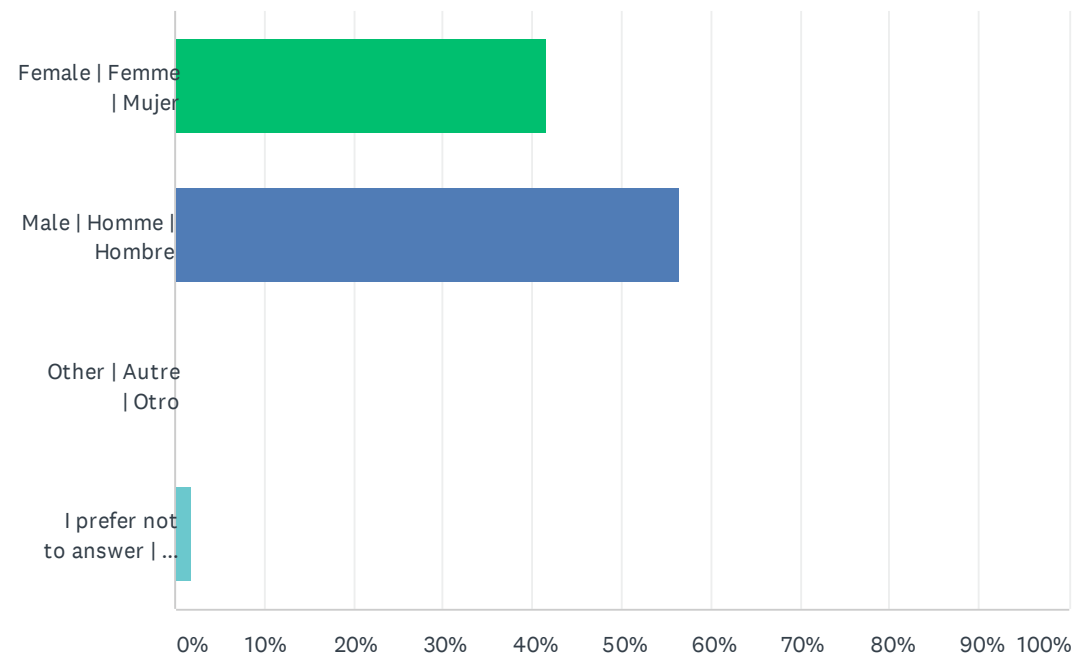
89	UNAIDS	8/6/2021 11:16 AM
90	UNFCCC	8/6/2021 10:56 AM
91	UNFCCC	8/6/2021 10:13 AM
92	ICC	8/6/2021 8:48 AM
93	UNFCCC	8/6/2021 8:32 AM
94	UNFCCC	8/6/2021 8:25 AM
95	UNFCCC	8/6/2021 7:54 AM
96	UN Pension Fund	8/6/2021 12:29 AM
97	UNFCCC	8/6/2021 12:29 AM
98	UNFCCC	8/5/2021 11:57 PM
99	UNFCCC	8/5/2021 11:06 PM
100	UNFCCC	8/5/2021 10:40 PM
101	UNFCCC	8/5/2021 10:38 PM
102	UNFCCC	8/5/2021 9:38 PM
103	UNFCCC	8/5/2021 8:41 PM
104	UNFCCC	8/5/2021 7:24 PM
105	UNFCCC	8/5/2021 7:21 PM
106	UNFCCC	8/5/2021 7:21 PM
107	UNFCCC	8/5/2021 7:19 PM
108	DSS	8/5/2021 7:12 PM
109	UNFCCC secretariat	8/5/2021 7:04 PM
110	RCO	8/5/2021 7:01 PM
111	UNJSPF	8/5/2021 6:54 PM
112	CTED	8/5/2021 5:51 PM
113	UNAMID	8/5/2021 5:51 PM
114	UNJSPF	8/5/2021 5:42 PM
115	UNAMI	8/5/2021 2:41 PM

Pulse check about the changes to your compensation package

116	UNIFIL	8/5/2021 1:42 PM
117	UNITAMS	8/5/2021 1:06 PM
118	Monusco	8/5/2021 1:02 PM
119	UNSOM	8/5/2021 12:16 PM
120	minusma	8/5/2021 12:10 PM
121	UNITAD	8/5/2021 12:05 PM
122	UNSOM	8/5/2021 12:01 PM

Q3 You are:Vous êtes :Usted es:

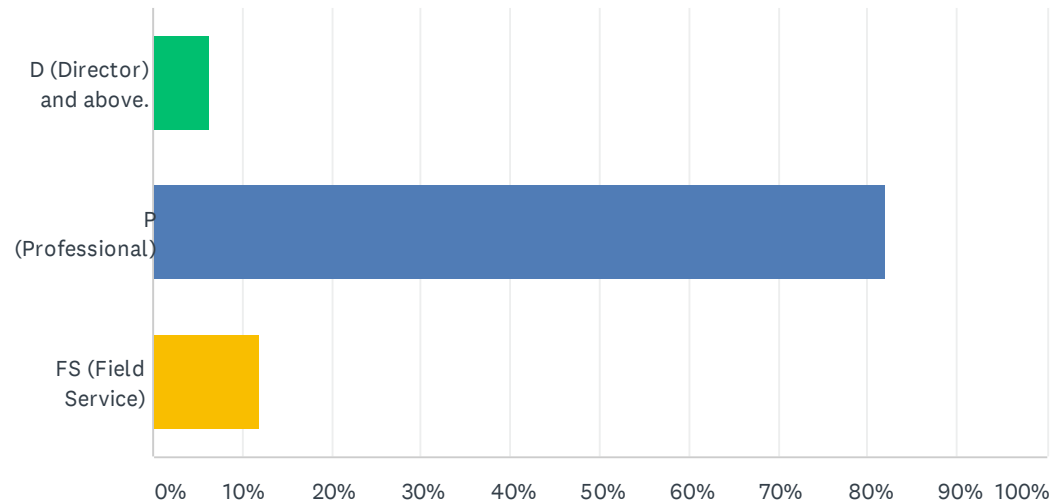
Answered: 3,091 Skipped: 1,500



ANSWER CHOICES	RESPONSES	
Female Femme Mujer	41.60%	1,286
Male Homme Hombre	56.39%	1,743
Other Autre Otro	0.19%	6
I prefer not to answer Je préfère ne pas répondre Prefiero no responder	1.81%	56
TOTAL		3,091

Q4 What is your category?Quel est votre catégorie ?¿Cuál es su categoría?

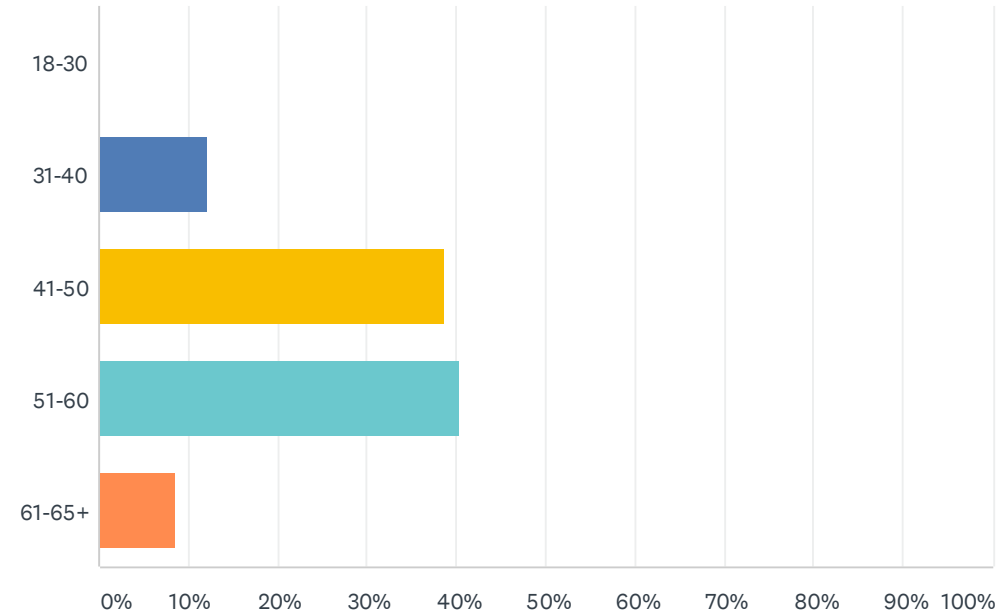
Answered: 3,091 Skipped: 1,500



ANSWER CHOICES	RESPONSES	
D (Director) and above.	6.24%	193
P (Professional)	81.92%	2,532
FS (Field Service)	11.84%	366
TOTAL		3,091

Q5 How old are you? Quel âge avez-vous ? ¿Qué edad tiene?

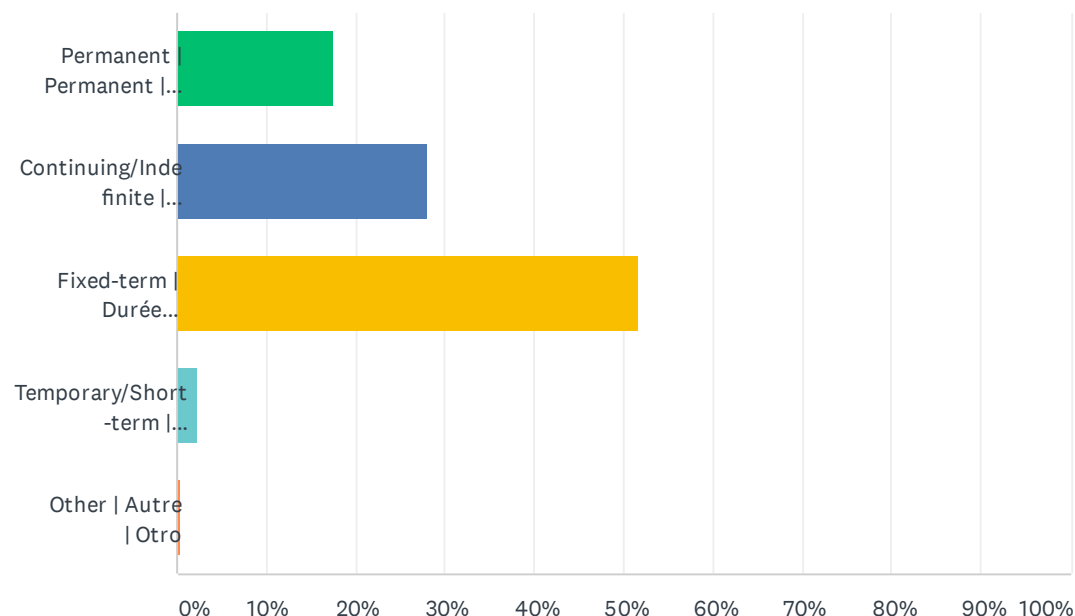
Answered: 3,091 Skipped: 1,500



ANSWER CHOICES	RESPONSES	
18-30	0.23%	7
31-40	12.03%	372
41-50	38.76%	1,198
51-60	40.31%	1,246
61-65+	8.67%	268
TOTAL		3,091

Q6 What is your type of contract? Quel type de contrat avez-vous? ¿Qué tipo de contrato tiene?

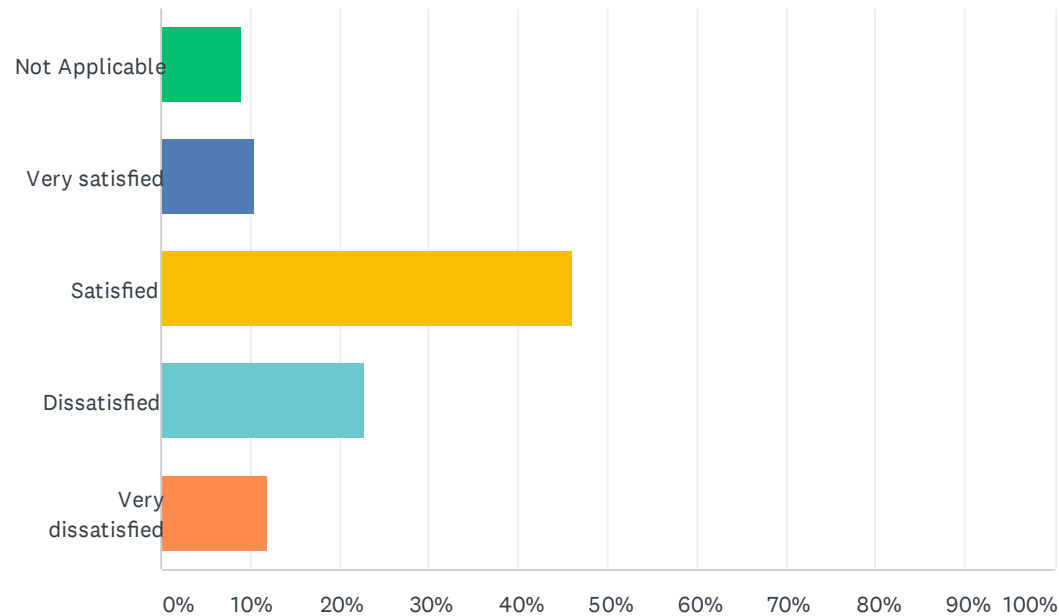
Answered: 3,091 Skipped: 1,500



ANSWER CHOICES	RESPONSES	
Permanent Permanent Permanente	17.60%	544
Continuing/Indefinite Continu/Indéterminée Continuo/Indeterminado	28.02%	866
Fixed-term Durée déterminée Plazo fijo	51.67%	1,597
Temporary/Short-term Temporaire/Court durée Temporal/Corta duración	2.26%	70
Other Autre Otro	0.45%	14
TOTAL		3,091

Q7 Introduction of a unified salary scale without reference to dependency statusIntroduction d'un barème des traitements unifié sans référence au statut de dépendanceIntroducción de una escala de sueldos unificada sin referencia a la situación de dependencia

Answered: 3,091 Skipped: 1,500



ANSWER CHOICES	RESPONSES	
Not Applicable	8.90%	275
Very satisfied	10.51%	325
Satisfied	45.97%	1,421
Dissatisfied	22.74%	703
Very dissatisfied	11.87%	367
TOTAL		3,091

Pulse check about the changes to your compensation package

#	COMMENTS:	DATE
1	Es muy importante tener en cuenta los subsidios para los dependientes. Estos se han reducido en los últimos años acompañados con una menor capacidad de compra de los salarios fijados en dolares.	9/6/2021 3:33 PM
2	I am a staff member with no dependents, and it is clear to me that the old system of valuing my work and input lower than a colleague doing the same job who happens to be more fertile or more sexually productive through the payment of a higher SALARY scale was unjust. This is what the whole range of dependency BENEFITS are for.	8/30/2021 7:06 PM
3	The salary is not equivalent to the salaries for professionals with same level of expertise outside the UN system	8/30/2021 2:27 PM
4	Post adjustment, has been a decrease on the normal salary	8/27/2021 10:54 PM
5	Reference to dependency status should be done.	8/27/2021 5:50 PM
6	This change together with introduction of the spouse allowance probably changed the amount I receive, but the change is insignificant for me.	8/25/2021 2:14 PM
7	It resulted in reduction of salary for those, having non-dependent spouses. That gave negative message of not appreciating of that family situation.	8/25/2021 2:05 PM
8	I receive less money for my dependent children than before.	8/25/2021 10:48 AM
9	The benefits of that change to me were/are very minor	8/24/2021 8:24 PM
10	I moved from step 9 to 13 in order to keep my salary, and thus my salary did not change since then.	8/24/2021 2:36 PM
11	Mobility allowance cut when moving to HQ does not make sense, costs are the same, if not higher. Changes to steps within salary category have further decreased moral in view of less/no opportunities for promotions.	8/24/2021 10:26 AM
12	It is not clear, however, if there were any changes to the net financial outcome for me.	8/23/2021 11:23 AM
13	I preferred the old salary scale with a dependency status.	8/23/2021 10:18 AM
14	I'm the sole stable income in my family. The number of dependents has a strong impact on how far a salary can go, especially in a duty station as expensive as Geneva.	8/23/2021 9:57 AM
15	The transitional allowance is not covering my dependency expenses	8/20/2021 3:41 PM
16	No dependents	8/18/2021 5:53 PM
17	I think Dependents should be counted	8/18/2021 4:36 AM
18	i don't know what changes were occurred from this issue.	8/18/2021 3:49 AM
19	Confusing in general	8/17/2021 2:59 PM
20	n/a	8/17/2021 8:56 AM
21	Dependency reduced; single parent allowance discriminated against single parents with 50/50 care schedules or other common permutations, reverse education grant abolished; much was lost.	8/17/2021 1:41 AM

Pulse check about the changes to your compensation package

22	It resulted in a reduction in salary overtime.	8/16/2021 7:24 PM
23	My salary has remained constant (in monetary amount), in fact decreased since 2016. Reasons are the loss of dependency salary scale and reduced number of step increments.	8/16/2021 5:59 PM
24	In my case, the salary decreased as a result of this measure.	8/16/2021 5:08 PM
25	While the children maintenance costs increase with the age I now earn less.	8/16/2021 2:38 PM
26	i dont have an opinion on this.	8/16/2021 1:51 PM
27	not fair from my point of view	8/16/2021 12:02 PM
28	is not fair that someone with 0 dependents (i.e. a single person with no children) be ranked in the same category of someone who has dependents and therefore much more responsibilities and things to worry about. Although the choice to have or not dependents is individual, the collectivity cannot be judged and ranked in the same way	8/16/2021 11:43 AM
29	It needs to differentiate the dependency status! Maybe the policies on how to identify dependent, stipulate the maximum number of dependents, etc, but it needs to be have this differentiation.	8/16/2021 10:02 AM
30	The salary for higher-level staff with non-dependent spouses has decreased.	8/16/2021 9:09 AM
31	I did not have a dependent until after the change but from what I gather, it was better before.	8/16/2021 7:46 AM
32	We already had a unified salary scale. The only difference was the uniform dependency aspect irrespective of whether you were single or married.	8/15/2021 7:47 PM
33	I am indifferent to this	8/15/2021 7:25 PM
34	This introduction while removed anomalies between married and unmarried staff rather focused on the contribution of the person, but it totally negated the family responsibility of a human being. It worked towards a method that denounces human family and their rights and responsibilities.	8/15/2021 4:35 PM
35	Putting out the spouse and dependent, do not allow for post adjustment in various D/S for these spouse and dependent allowance. Hence more cost not adjusted or taken into consideration	8/15/2021 1:09 PM
36	Nil comments	8/14/2021 6:53 AM
37	My salary was reduced by over 10,000 USD and it has taken years to return to a similar level. As one of the few multilingual women of color with a Ph.D. in the organization at this time (and with a family), this has been a huge hit to my moral, motivation, and belief in the UN System's values of fairness and respect.	8/14/2021 4:31 AM
38	The post adjustments do not take into account the cost of living in duty stations, which seems counterintuitive to the very purpose of post adjustment.	8/13/2021 11:58 PM
39	post increment is now every 2 years, and the cost of living in NY is increasing but the salary isn't adjusted. For example school tuition (UNIS) is going up, and up but not the education grant.	8/13/2021 11:01 PM
40	salary is not sufficient in some expensive capitals especially in Africa	8/13/2021 4:54 PM
41	Only because my dependency status has just been changed to S as my children were above 21. Then when the unified salary	8/13/2021 4:43 PM

Pulse check about the changes to your compensation package

scale was implemented, my salary ever so slightly increased.

42	Dissatisfied regarding: Limitation in step increment Home leave travel package Non reimbursment of some items related to Education grant (transportation, books)	8/13/2021 3:06 PM
43	Every survey question should offer the option to answer 'I don't know' or 'No opinion!' In fact, this question is applicable to me, but I have no opinion on the matter.	8/13/2021 2:38 PM
44	Dependency status should be taken into consideration, especially considering the high cost of living in certain duty stations.	8/13/2021 11:03 AM
45	My children are grown but it seems like a good change	8/13/2021 9:54 AM
46	I felt that as a childless person I should not be penalised for having no children and should get a similar grant as those with children. Why should those with children get so much extra money to look after them? At least the equivalent of what they get for one child at the VIS.	8/13/2021 9:46 AM
47	There should be more flexibility when staff OPT to take all benefits without Lump Sum within a shorter payment period not more than 3 months	8/13/2021 9:04 AM
48	Not sure WFP has implemented yet.	8/13/2021 7:43 AM
49	the expenses of staff with dependency is more than staff without dependency, need to realistic when comparing two different status	8/13/2021 6:39 AM
50	It seems that single staff with no qualifying dependent child are penalized by a lower package.	8/13/2021 5:52 AM
51	The transition and adjustment of steps within seemed unequal. Steps and pay decreased overall.	8/12/2021 11:39 PM
52	The introduction of the new compensation package is de facto a violation of the salary conditions. My salary has practically not increased since 2017, but all my costs have increased. The de facto cut in education grant is also impacting staff. It is regrettable that women have been most affected. Every time I have a step increase, I know my salary will be cut a few months later because the provisional allowance will decrease. It has created demotivation and mistrust. Why do more for the UN when the UN cuts your salary, despite the fact there was no economic crisis and you were exceeding expectations ?	8/12/2021 9:55 PM
53	this has resulted in a loss of money as the new system does not cover all of the original benefits	8/12/2021 7:42 PM
54	I don't have any dependents. But those who don't have any dependents shouldn't be disadvantaged because of that.	8/12/2021 7:08 PM
55	It did not change anything for my specific situation.	8/12/2021 6:34 PM
56	The introduction of the unified salary scale had a direct and negative effect on me. It resulted in a loss of several thousands of dollars per year, even during the transition period.	8/12/2021 6:26 PM
57	I have no dependents	8/12/2021 6:19 PM
58	P1 and P2 grades are the most affected with unified salary scale. I remember doing mapping of P1 and P2 grades in 2016 preparing for the go live Jan 2017 with unified scales, and some of staff got 4-5 steps more - to equal their salaries. Therefore, I find it very unfair now that P1 or P2 joins on steps 1 or 2, it is almost 5 steps less compared to previous salary scale.	8/12/2021 5:41 PM
59	I can understand the logic, however while the salary is not to compensate for the fact that due to the nature of our work including the regular moving and working in remote and underdeveloped places quite often the spouse does not end up having employment, so having a special compensation for dependents can help a bit to soften the blow. Further, when you have dependents you end up	8/12/2021 5:35 PM

Pulse check about the changes to your compensation package

covering much higher cost travelling to visit family at home; while the system seems to think that even a C or D hardship duty station is so nice you want to only see your family every 2 years (2 year homeleave cycle), in reality you travel regularly; that costs. Also the hardship classification of duty stations is often a joke. Many B, C, D so-called family duty stations are family and don't have R&R but there is nothing to really have a family there (schools, healthcare, jobs for spouses) so it de facto is a non family duty station - again extra burden to those with families and a small compensation is always a bit better.

60	Never paid attention	8/12/2021 4:28 PM
61	Es necesario entender y contribuir dependiendo de cuántas ubicaciones y responsabilidades ineludibles tiene el personal que trabaja para la organización.	8/12/2021 4:27 PM
62	we have different financial needs based on the number of dependencies	8/12/2021 4:17 PM
63	For some duty stations with high expenses, low post adjustments, this saw alot of loss in income for familied	8/12/2021 4:01 PM
64	The new system is not equitable and does not recognize the great sacrifice that staff members with dependents undertake to work in the UN	8/12/2021 4:01 PM
65	It seems fair and aligned to the corporate sector that the salary scale does not take into account the number of dependents but is instead a reflection of the amount payable for the work done. There are other benefits such as education grant that deal with allowances.	8/12/2021 3:31 PM
66	It is not faire to unified the salary scale for the one has dependence and without dependence	8/12/2021 3:08 PM
67	I think remuneration should be determined on the basis of work done and not social status. This is line with the principle of equal pay for work of equal value.	8/12/2021 3:02 PM
68	The rationale to change the salary scale which maintained the competitive attractiveness after many years; the civil service can not compete with the private sector in this regard.	8/12/2021 2:45 PM
69	We have lost too many benefits overall (not only from 2017) and moreover for these in non family D/S , where staff are no longer applying , unless there is a four (6) weeks R&R cycle.	8/12/2021 2:30 PM
70	The impact of one's dependency status on their final take-home cannot be ignored. Single staff do not have the same expenses as those with dependents.	8/12/2021 1:53 PM
71	it makes sense to me	8/12/2021 1:45 PM
72	Have no dependents	8/12/2021 1:41 PM
73	The dependency status has to be taken into consideration because the living requirements may differ according to the marital/dependency status , therefore this element has to be taken into consideration when setting the salary scale.	8/12/2021 1:07 PM
74	Field staff in hardship duty stations are very penalized in relation to various changes to UN compensation package	8/12/2021 12:47 PM
75	supporting staff with dependents is helpful but we should not privilege them over those who decided not to have dependents because at the end of the day it's their choice (i have dependents by the way but i advocate for equal treatment)	8/12/2021 12:06 PM
76	I am single parent of one child, so no impact (as far as I understand from what has been communicated).	8/12/2021 11:59 AM
77	I could not see why married staff gained more than single ones. Marital status is a choice and treating differently those two	8/12/2021 11:49 AM

Pulse check about the changes to your compensation package

categories is discrimination.

78	La possibilité de travailler pour les conjoints n'est pas facile voir impossible dans certains pays. Il est donc nécessaire d'avoir une aide importante pour faire vivre sa famille correctement. Il y a eu une perte de salaire pour certains membres du personnel. Cela n'incite pas à aller dans des pays où il est difficile de trouver un travail pour les conjoints.	8/12/2021 11:40 AM
79	Not sure in my case	8/12/2021 11:39 AM
80	The UN should not give incentives to staff to have numerous children. We should be advocating for zero growth.	8/12/2021 11:37 AM
81	Cannot really calculate see the impact as I am single	8/12/2021 11:36 AM
82	Overall package has been drastically dropped down while family composition/dependents impact has not been taken into consideration resulting to a significant troubles while dealing with family costs.	8/12/2021 11:33 AM
83	Comparing to the similar positions in other than UN non-government organisations and private businesses, the UN salary level is quite low	8/12/2021 11:15 AM
84	The removal of the Alternate Place of Appointment whereby staff serving in non-family stations can have their families living nearby is simply idiotic.	8/12/2021 11:08 AM
85	neither	8/12/2021 11:01 AM
86	My salary has been deceasing every year. While I appreciate that it is gradual, it still results in a large reduction in payroll since that has been brought in.	8/12/2021 10:58 AM
87	The allowances are not high enough, especially in very expensive duty stations, especially with very young children and newborns.	8/12/2021 10:54 AM
88	I think that all professionals should be paid equal based on the duties they carry out, irrespective of their dependency status. Payment someone a higher salary because they have dependents would be discriminatory against those who don't. It is fairer to provide additional compensation for staff with dependents through the dependency benefits.	8/12/2021 10:53 AM
89	Much easier to understand!	8/12/2021 10:52 AM
90	Cette approche vise à tirer la rémunération vers le bas par un mécanisme de moyenne	8/12/2021 10:47 AM
91	Big loss for staff without dependent spouse but with dependent children	8/12/2021 10:45 AM
92	I fully understand the principle of equal pay for equal work BUT having a unified salary scale is placing an extra burden on staff with families, whose income is de facto reduced.	8/12/2021 10:08 AM
93	Benefits have been constantly being eroded over time since I joined.	8/12/2021 9:57 AM
94	The unified salary scale resulted in noticeable direct and personal financial harm. As a P2 I suffered a loss of income amounting to around 71.920,80 Eur in total, based on the conditions of pay when the changes were implemented. But I was promoted to a P3 in the meantime and as a result have suffered even more loss of pay.	8/12/2021 9:45 AM
95	This change invalidated the initial contract and constitutes a breach of the employment contract. It should not have been applied for staff who were already serving.	8/12/2021 9:16 AM
96	no differences as long as my status does not change and stable duty station	8/12/2021 9:11 AM

Pulse check about the changes to your compensation package

97	it was nice to see the changes due to dependency	8/12/2021 8:14 AM
98	My net income untill retirement went down because of this.	8/12/2021 8:07 AM
99	UN staff receive significantly higher compensation than so many other personnel	8/12/2021 2:04 AM
100	The introduction of a unified salary scale without reference to dependency status is fair, especially in taking into account the global situation.	8/11/2021 11:34 PM
101	Very concerned about omitting the family dependency status	8/11/2021 10:20 PM
102	My job is incredibly complex and time-consuming; I work hard at it. I have not been through the changes that were introduced in great detail. What I can say is that my take-home salary today provides less real-world purchasing power than it did when I joined WHO in 2014. I came because I believed that I would do a job that needed to be done well and that I could do that job, but I would prefer that commitment to have come at less financial and personal cost. Despite being a fully accredited attending physician / consultant in infectious diseases with a PhD from a great university, 22+ years of full-time formal education and unique experience, I now live in a 19-square-meter apartment and cannot afford to have my wife and kids join me in Geneva. That does not seem right.	8/11/2021 9:41 PM
103	Just realized we earned less after the application of that scale.	8/11/2021 9:06 PM
104	Not clear what was done in the area. Go for simplification. Yes, one salary for all.	8/11/2021 8:47 PM
105	I don't see any benefit of the unified salary scale for myself or my dependants. My overall costs have increased.	8/11/2021 7:50 PM
106	Education grant changes are harsh	8/11/2021 7:43 PM
107	I have not had dependents so I don't know the difference	8/11/2021 6:45 PM
108	Staff doing work graded at the same level should be paid the same, irrespective of having dependants or not.	8/11/2021 5:08 PM
109	I simply lost 13% of my net salary, because of the lost of the dependency status for my first child.	8/11/2021 4:50 PM
110	I don't have dependents...	8/11/2021 4:44 PM
111	With my spouse not earning money to contribute in the expensive living in Geneva, dependency rate would have better worked for me but I am ok with moving into an unified salary scale for greater good for the organization.	8/11/2021 4:18 PM
112	Dependents are expensive and should be recognized accordingly.	8/11/2021 4:12 PM
113	Overall there is a reduction of dependency benefit in the name of unification.	8/11/2021 4:12 PM
114	The salary scale does not take into account technical vs non-technical professions, and in my home country, I would be paid significantly more on the basis of my expertise.	8/11/2021 4:03 PM
115	Unclear what this question is asking. Are you referring to the changes made in 2016 or to teh principle of unified salary scale	8/11/2021 3:58 PM
116	I am separated from my partner. As a single parent of two dependent children, the unified salary scale has reduced my ability to provide extra curriculum activities to my children afterschool. I need these activities as they complete their school day at 1500.	8/11/2021 3:51 PM
117	The level of work increased while the salary decreased. The cost of living increased.	8/11/2021 3:44 PM

Pulse check about the changes to your compensation package

118	Unfair reduction of salary against a rise in cost of living in Geneva	8/11/2021 3:35 PM
119	I am not aware	8/11/2021 3:20 PM
120	This is my first international posting and I see no issue with this	8/11/2021 2:41 PM
121	Most of the entitlements related to dependency and salary were changed and there was no justification for supporting the dependence	8/11/2021 2:39 PM
122	Unfair to pay differently because you have dependents or not. Salary is based on work and should follow the principle of Equal pay for equal work.	8/11/2021 1:54 PM
123	Not sure I understood this - I assume it refers to cuts in dependency benefits, which of course make it harder to function in Geneva.	8/11/2021 1:53 PM
124	The two scales should be maintained. Staff members with no dependents incur lower expenditures	8/11/2021 1:53 PM
125	Was glad to note that the disparity in salary between single and married was addressed. Marital status should not determine the salary one gets for performing tasks and work for an Organization. It should be based on the value of the job.	8/11/2021 1:47 PM
126	There should be no difference between those with dependants and those without dependants because the work and the exposure to some of the more harzard stations does not matter whether you are single or married, you will all be exposed to the same harzards	8/11/2021 1:11 PM
127	Ant fiscal system considers the family situation.	8/11/2021 1:02 PM
128	salary should also consider the number of dependents	8/11/2021 12:09 PM
129	We have more responsibilities as staff with children compared to those single with no children	8/11/2021 11:51 AM
130	In Filed missions there is no mobility systems, you cannot move within 5 years therefore you lose all your entitlements like mobility etc. and your salary is reducing every month.	8/11/2021 11:11 AM
131	an important step towards addressing discrimination regarding marital status	8/11/2021 11:10 AM
132	I felt that single employees were discriminated against due to lifestyle choice, especially unmarried females.	8/11/2021 11:08 AM
133	Not sure I am aware of the changes that have been introduced	8/11/2021 10:55 AM
134	what unified salary scale is it talking about when there are clearly two salary scales for P staff even within the UN in Geneva	8/11/2021 10:53 AM
135	I did not notice this change.	8/11/2021 10:52 AM
136	It was not fair than a staff without dependent should be treated differently than a staff with dependent when doing the same job	8/11/2021 10:46 AM
137	Just because my Children education Grant was paid fully in 2014-2015, de contrary from partially paid in 2015-2016, non was paid in 2015-2016, 2016-2017,2017-2018, all was paid from my pocket because I requested advance payment and it was not given ,After this first EG the next one got missing In RSCE during the transfer the the new building,& i was asked to justify On time i use this reimbursement to pay the next fees paid everything needed and the executor said that the can't pay anything if the 2015/2016 is not paid it have never been easy for me because I have in both family to send all the the children. to school I am only dissatisfy for this aspect but all the benefits . I appreciate. i have paid all my children to School . In fact i was told in Liberia that only 2 children was allowed for every staff, so i paid from my pocket staff most of them i took loan Thanks to the Commission who treated this issues . i wish all the best for all implicataed	8/11/2021 9:45 AM

Pulse check about the changes to your compensation package

138	Whether or not you have dependents makes a huge difference in what you are able to save or not. The dependency allowance doesn't even come close to covering the costs of children, which also vary widely by location.	8/10/2021 11:28 PM
139	I think is fair	8/10/2021 6:07 PM
140	Not applicable to me but happy for this system	8/10/2021 5:47 PM
141	IT provides equity amongst staff members	8/10/2021 4:57 PM
142	This in itself resulted in a pay cut for me. What is more, because one of my children reached the age of 21 during the intermediary period, the UN took advantage of this fact to completely remove the transitional allowance, despite the fact that I still have 2 other dependents. It's unfair. It's bad management. As a result I have no feeling of devotion to the administration and fully understand anyone who would "interpret" rules against its interests.	8/10/2021 4:40 PM
143	Need to consider family obligations/commitment in deciding package	8/10/2021 3:35 PM
144	However as a single person I lost a step in terms of my seniority when the pay scale was realigned, which I believe was unfair.	8/10/2021 3:27 PM
145	As GS not many support for scholarship.	8/10/2021 3:02 PM
146	I have dependents and the dependency allowance is helpful to cover their expenses.	8/10/2021 2:51 PM
147	Let's not forget the scandalous ICSC decision in 2017 concerning the implementation of the revised post adjustment in Geneva, set aside by the ILO Administrative Tribunal in July 2019. The degree of satisfaction would certainly look very different for many colleagues, had this decision been entered into force.	8/10/2021 2:45 PM
148	only 13 steps for P4 is two few because normally these staffs are very earlier (around 55 - 60 years old) to reach the roof and have no room to increase the salary if he cannot get promotion to P5 or higher (most staffs are the case because very few P5 or higher position in the Union) considering the retirement age is 65. It cannot against the inflation of 2% each year. Propose to keep 15 steps for P4.	8/10/2021 2:28 PM
149	Less steps for my Grade	8/10/2021 2:10 PM
150	I request reassignment to Non family duty station as the salary at the family duty station was not enough to live correctly.	8/10/2021 2:06 PM
151	The costs of living for expats in an overseas country has substantially risen leading to very low savings. Housing consumes a significant proportion of salaries nearly 25% and other living expenses over 50%...leaving not enough for savings, family visits, etc. Pension and CIGNA contributions also take a substantial chunk of salary.	8/10/2021 1:04 PM
152	My net income has been lowered significantly while cost of living have increased. As a single mother of 2, I can't even afford to rent a decent apartment in Geneva, which would consume almost half of my salary. It's a disgrace to treat staff in this manner, who provided loyal service for many years, risk their lives on mission and live disconnected from their families. This does nothing to increase motivation. Shame on you.	8/10/2021 12:54 PM
153	The UNGSC is considered as the HQ, and having a son who has to attend University in Rome, I was not entitled to Boarding	8/10/2021 12:32 PM
154	Salary scale should be simplified. I welcome anything that goes in this direction.	8/10/2021 12:00 PM
155	An employee with a family should be given adequate support to take care of the spouse and children as dependants and so there should be reference to dependency status	8/10/2021 11:57 AM

Pulse check about the changes to your compensation package

156	Me parece que me ví afectado económicamente.	8/10/2021 11:21 AM
157	General Service Level staff are not as well compensated as other levels.	8/10/2021 11:11 AM
158	The change has been at my disadvantage.	8/10/2021 10:58 AM
159	When you move to other country, your partner cannot work and there is a loss of money in the family in almost all countries (I think only 5 countries accept partners of UN staff to allow them to work))	8/10/2021 10:41 AM
160	Not sure why pay increments reduce to biennial after 6 steps, feels a bit demotivating.	8/10/2021 10:30 AM
161	This is similar to many countries salary determination for work done. Social benefits given by States Social schemes should be separate form the salary scale.	8/10/2021 10:07 AM
162	In my experience, finding a job for a spouse of an IP is extremely difficult and severely impacts the income as a family. It is important to be clear from the outset what the differences between single and dependency is. Also for dependent parents this may be an issue for taking a job internationally.	8/10/2021 9:59 AM
163	The scale does not take into consideration staff member's family status. Married and unmarried are treated the same in all entitlements : salary, repatriation grant, etc...	8/10/2021 9:24 AM
164	I am service provider under service contract. My salary scale is in normal range to maintain the living cost and expenses of dependents. As an UN services provider, my expectation is higher based on my responsibility and duties.	8/10/2021 8:19 AM
165	I am braodly in agreement - salary scale should be same - dependency issues should be dealt with through separate & additional allowance(s)	8/10/2021 8:02 AM
166	I didn't see much difference	8/10/2021 7:05 AM
167	The change in the step increase happened when I was about to receive P IV Step 6. I ended up getting no salary increase, which I counted on. The change was introduced without much prior notice.	8/10/2021 6:50 AM
168	Don't know	8/10/2021 12:53 AM
169	Does not account for family welfare and costs, adequately.	8/9/2021 11:40 PM
170	I don't know the changes	8/9/2021 11:01 PM
171	1) Home leave should be annual entitlement , as the meeting with family can't be once in 2 years 2) PA never meet the needs of SM due inflation at the ground , travel expenses etc 3) WGI should be annual entitlement , 4) No gain no loss principle with the salary increase and PA decrease is not fair , as there is stagnation and no grow /progress in monthly take-home , which is unacceptable	8/9/2021 10:49 PM
172	I wanted to choose "neutral" here but that wasn't an option	8/9/2021 9:05 PM
173	same work should be paid the same. dependency can be addressed through allowance.	8/9/2021 8:55 PM
174	the salary scale, delayed step increments and post adjustment don't allow to keep up with expenses and inflation.	8/9/2021 8:32 PM
175	c'etait discriminatoire	8/9/2021 8:16 PM

Pulse check about the changes to your compensation package

176	Didn't even know it was implemented	8/9/2021 6:46 PM
177	This is the most unfair act and I lost 6 per cent of my salary by removing the dependency salary. It may have been right to stop the two salary scales but it was not right to cut the basic salary of existing staff due to this change. Spreading it out over several years did not make it any less just.	8/9/2021 6:29 PM
178	No idea how this works, since dependency allowance is still offered	8/9/2021 6:27 PM
179	Income has shrnk due to inflation.	8/9/2021 6:14 PM
180	It is a fair and professional system. People should not earn extra money for being married or having children.	8/9/2021 5:58 PM
181	biannual increments with no performance bonus	8/9/2021 5:40 PM
182	Those with family members shoulder more responsibilities	8/9/2021 5:30 PM
183	FAO continues to allow secondary dependents with additional health insurance and small compensation salary which I support as part of the package to compensate salary which is not that high for international work. Same or higher salaries can be got at national level but the same packages for health / education insurances not. This is the package that attracts people to leave home and come to work in an international agency such as FAO.	8/9/2021 5:24 PM
184	Though am still observing since it's introduction	8/9/2021 5:20 PM
185	See response to Q. 9 below.	8/9/2021 5:16 PM
186	The amounts are way too low.	8/9/2021 4:32 PM
187	fair to all staff	8/9/2021 4:26 PM
188	It seems more transparent, though there is the annual task of renewing everyone's dependency status	8/9/2021 4:10 PM
189	This system should have been introduced even earlier than 2017, as I know being single I personally was disappointed with the differed salary scale and I know many other other colleagues who have been single during their entire UN career were also not satisfied. So Yes I would say this was a positive outcome. Thank you.	8/9/2021 4:09 PM
190	The change that was introduced led to a significant reduction in my take-home salary. This has impacted my lifestyle and family life in an important way. The change was unexpected and we had, unfortunately, planned important life investments based on the earlier salary level and expected increases and benefits. The changes forced us to disinvest with significant sunk costs involved.	8/9/2021 4:00 PM
191	Unacceptable as we are left suffering alone	8/9/2021 3:58 PM
192	Paying for large families should not be not of the package.	8/9/2021 3:53 PM
193	sometime salary adjustment is not correctly reflecting the leaving conditions at duty station	8/9/2021 3:51 PM
194	This change was in line with "equal pay for equal work".	8/9/2021 3:45 PM
195	This has led to a progressive reduction in my net earnings.	8/9/2021 3:39 PM
196	It is very difficult for me to assess the changes to the overall package - the education grant seems higher, but does not compensate the exclusion of transportation, lunches and extra-curricular. The Rental Subsidy scheme is practically non-existent	8/9/2021 3:38 PM

Pulse check about the changes to your compensation package

due to applying the threshold to the net base + allowances instead of the gross base. Increases in Post Adjustment result from increases in inflation but do not result in increases in take-home pay.

197	There are two (02) aspect of the reasons for been very dissatisfied. For staff living under austere conditions that have to pay rent for three (03) homes - country where family is based, UN provided accommodation and rental in country identified as "Administrative Place of Assignment." These living arrangement, without reference to dependency status, when introducing a salary scale, have not only cause us to take on added costs of living, but have also created hardship in maintaining family away from duty station. The fact that they might be living in different economic environment, makes it even more challenging.	8/9/2021 3:33 PM
198	one fit does not fit all	8/9/2021 3:32 PM
199	it discourages family life which is not natural	8/9/2021 3:28 PM
200	With the number of dependants, usually big portion of salary is usually utilized with no savings	8/9/2021 3:09 PM
201	Boarding at a school outside the staff member's duty station: tertiary level schools should be considered for boarding expenses and corresponding round trip for travel of the child to school. This is because all duty stations do not have schools for tertiary level education that match with all children aspiration. In some cases, one may not even find appropriate schools for tertiary level education.	8/9/2021 3:05 PM
202	The most basic principal of UN (supposedly!) is fairness, this takes it as far as possible from being fair!	8/9/2021 2:46 PM
203	I dont understand the concept. Deoendants should always be considered	8/9/2021 2:41 PM
204	I have two dependents family members and my salary dropped...	8/9/2021 2:02 PM
205	Finalement la dépendence est prise en compte par le payment des indemnités	8/9/2021 1:32 PM
206	A single staff member's expenses cannot be compared to those of a staff with several family members, especially if they follow the staff to locations or close to the s/m's duty station.	8/9/2021 1:26 PM
207	According to the market payment , our salary are lower.	8/9/2021 1:05 PM
208	My salary has remained the same for 14 years despite inflation. Steps within grade have been removed so in effect one whole grade has disappeared.	8/9/2021 12:54 PM
209	Le coût de la vie augmenté avec la pandémie de Covid-19, ceci exige une augmentation à la hausse du barème salarial en faveur des staffs des Nations Unies pour atténuer ce choc.	8/9/2021 12:38 PM
210	My first salary in April 2005 was higher and with 16 years in UN system, with increasing family needs, the salary has rather gone down.	8/9/2021 12:18 PM
211	I am leaving in USA since 2011, working in South Sudan , recruited in DR Congo. All my family members have US citizenship . I can't take home leave. Very complicate to change the status of home leave. I am spending the money for travel, no home leave and family visit need memo,... With two days as travel days , means I am spending my leave days by traveling. I am wasting money and leave day by traveling. The living expense in US is different with D.R.Congo; my salary has been calculated base on living expense of D.R.Congo .	8/9/2021 12:17 PM
212	My children are grown up and no longer dependents.	8/9/2021 12:15 PM

Pulse check about the changes to your compensation package

213	RAS	8/9/2021 12:13 PM
214	Equality in practice	8/9/2021 12:11 PM
215	NA	8/9/2021 12:07 PM
216	My Salary does not correspond to the amount of work i do.	8/9/2021 12:04 PM
217	From a principled position, a person should not earn more because s/he is married. The job is the same regardless of marital status, so I support the unified salary scale.	8/9/2021 11:57 AM
218	not sure what this means	8/9/2021 11:39 AM
219	Significant disadvantage to those with dependents	8/9/2021 11:39 AM
220	UN should be pro family	8/9/2021 11:38 AM
221	I'm OK with this. The privilege of having an extra benefit for family members is not something you find normally in the real job market. The focus should be on more job options and full working flexibility for spouses and adult children.	8/9/2021 11:36 AM
222	I just was applied to P categories	8/9/2021 11:24 AM
223	I don't understand the impact of this on me	8/9/2021 11:11 AM
224	Equal pay for equal work, I help support a handicapped nephew and do not get any allowances for that. Children are a personal responsibility.	8/9/2021 11:05 AM
225	Huge disparity between NO and Gs and does not reflect the inflation rate	8/9/2021 11:03 AM
226	It is easier to understand and fairer I would think	8/9/2021 11:03 AM
227	I acknowledge it is simpler to apply but I also acknowledge that for staff who do not have children and are not married, it is now less advantageous.	8/9/2021 10:53 AM
228	I have no particular view on this.	8/9/2021 10:48 AM
229	IN the end this did not change much for married staffers. It benefitted young single staffers who now make more money than before.	8/9/2021 10:14 AM
230	Within grade increments were reduced to biennially, Mobility allowance for 7 or more moves was reduced, 2nd lump sum portion of Settling-in Grant was removed; accelerated home leave travel removed for non-family duty stations. It seems that all these "saving" were introduced at the detriment of field staff and lower level staff to finance the introduction of a recruitment incentive and, to finance the Education Grant of H-duty station staff going on mission assignment. The latter allows H-duty station staff to go on a few years mission assignment, leaving their dependents at their H-duty station (even G4 visa and other visa continue to be issued for the dependents while the staff member's duty station is elsewhere) to continue their studies at that H-duty station and be reimbursed for the high education costs. All this at the detriment of Field Staff	8/9/2021 9:15 AM
231	But we need more .	8/9/2021 9:14 AM
232	No comment	8/9/2021 9:05 AM

Pulse check about the changes to your compensation package

233	I think it is good to stop excessive discrepancy between staff who are single and those who are married and or have children. We all do the same job and often single staff will informally do more work, in order to allow colleagues with families to balance responsibilities.	8/9/2021 8:37 AM
234	N/A	8/9/2021 8:33 AM
235	I do not think that marital status should influence salary per se, even if there are other "perks", as salary should be based on the job and the experience of the candidate, not his or her sexual life.	8/9/2021 8:25 AM
236	Not fair	8/9/2021 8:11 AM
237	In the year 2021 it does not make sense to link salary to dependency status	8/9/2021 7:58 AM
238	No comments	8/9/2021 7:54 AM
239	none	8/9/2021 7:53 AM
240	Beaucoup de changements sont dans le sens de reduire les avantages accordés au Staff	8/9/2021 7:43 AM
241	It has meant significant adjustments.	8/9/2021 6:31 AM
242	Not really when comparing to other COs	8/9/2021 5:20 AM
243	The link does not provide clear explanation as to if the changes implied increase for single staff and reduction for staff with dependents.	8/9/2021 4:21 AM
244	It was actually a very arbitrary way of changing terms of an already signed contract.	8/8/2021 9:29 PM
245	Didn't know about it	8/8/2021 6:58 PM
246	It is not fair for person without dependency to be paid the same salary as a person with dependency. In the end, he/she would be paid less.	8/8/2021 6:10 PM
247	may not be beneficial for staff	8/8/2021 2:39 PM
248	it is a fair system to both SMs with dependency and those without.	8/8/2021 1:15 PM
249	It is not staff friendly comparing with the previous one.	8/8/2021 11:34 AM
250	one could say that salary should reflect the work done, but since many UN posts require families to move (or at least this happens in most cases), the dependency situation should be reflected in the salary	8/8/2021 9:25 AM
251	Makes it clearer that salary is based on demands of the job	8/8/2021 3:56 AM
252	I trust my organization-	8/7/2021 9:32 PM
253	While appreciated that there was a simplification to the emolument structure, there remain elements where the difference between 'dependent' and 'non-dependent' entitlement are unwarranted.	8/7/2021 6:47 PM
254	this recognises that the payment for a job done is independent of the family status	8/7/2021 3:42 PM
255	This is equalizing for the SMs that do not have dependents.	8/7/2021 2:54 PM

Pulse check about the changes to your compensation package

256	This is clearly prejudicial for married couples with a working spouse. The spouse cannot receive any benefits from his employer and we end up receiving less per child than the rest of the population.	8/7/2021 1:32 PM
257	Staff with dependency need more support from the organization.	8/7/2021 12:48 PM
258	RAS	8/7/2021 11:30 AM
259	It equalizes uses the package for singles.	8/7/2021 10:32 AM
260	This makes sense, staff should receive a unified compensation package regardless of their family situation.	8/7/2021 9:50 AM
261	Equality is observed	8/7/2021 8:29 AM
262	I have several dependents (biological children) including one that is severely disabled making this unified scale unfavorable for me	8/7/2021 8:08 AM
263	There need for consultations	8/7/2021 7:12 AM
264	We are in General staff category and United nation was not reviewed the salary revision since 2017 for india. It is very disappointed, people should understand how the employees can live without revision.	8/7/2021 4:15 AM
265	This is a huge disadvantage for staff with families. Our expenses are much higher when we have families	8/7/2021 3:30 AM
266	Taking into account the global situation, we should be satisfied with our employment and remuneration. It is a fact that only 20 cents or less in development money flows as benefits to the end target groups especially in LDCs.	8/7/2021 2:59 AM
267	If there were any changes, I was not made aware of it. It would have been beneficial if UNDP country office were able to provide some awareness via emails, staff meetings, etc.	8/7/2021 12:33 AM
268	I'm not familiar with this change. Does it mean that before officials with dependants were paid more in terms of salary (not benefits) than officials without dependants? It does not make sense to me to pay different wages based on the dependency status but it does make sense to pay dependency benefits.	8/6/2021 10:54 PM
269	I don't think is right to classified all in the same category...staff with dependents have more expenses on a daily basis.	8/6/2021 10:34 PM
270	A unified salary scale is more equitable without distinction by family status and thus paying people for the work that they do and not their marital/family/dependency choices.	8/6/2021 9:30 PM
271	Dependants are part of those working therefore, they should be considered as well.	8/6/2021 9:28 PM
272	IT IS RIDICULOUS THAT THIS SURVEY IS AIMED ONLY TO CATEGORIES WHERE GENERAL SERVICE STAFF ARE NOT INCLUDED. WHOEVER IS CONDUCTING THIS STUPID SURVEY DOES NOT REALISE THAT GENERAL STAFF ALSO HAVE A LIFE WHERE FAMILIES NEED TO BE FED, EDUCATED PLUS THE NEED TO LOOK FOR A BETTER FUTURE FOR THEM THAT DEPENDS ALSO FROM THEIR SALARIES. THIS ORGANIZATION ONLY AIMS FOR A BETTER LIFE TO THOSE REGISTERED IN THE CLUB OF SO CALLED PROFESSIONALS OR DIRECTORS. TOO SAD THAT THERE ARE SO CALLED SDGs CREATED BY THE ORGANIZATION WHERE GOAL 8 CALLS FOR DECENT WORK AND ECONOMIC GROWTH BUT IT IS NOT APPLIED BY ITS OWN DRAFTER. WHERE IS THE ECONOMIC GROWTH AIMED FOR GENERAL SERVICE STAFF? THAT ECONOMIC GROWTH IS AND HAS BEEN SINCE ITS FOUNDATION DESIGNED ONLY TO THE CLUB OF Ps and Ds. TOO SAD!	8/6/2021 9:11 PM
273	I have been worked for Undp/Clinic morethan 12 years since that time i am Sc2 step 1 i maging morethan 12 years most of the	8/6/2021 8:53 PM

Pulse check about the changes to your compensation package

ather drivers were getting fixed before five years while The ather drivers were getting Very good steps step 5 with out advertising in November 2018 that is fare

274	despite the changes, I still feel as a single woman with no dependents, I am more expendable to the org. I am cheaper but not remunerated for this. I have had primarily only emergency E duty stations and a medically required hysterectomy at the age of 41. I am deeply concerned for my retirement years as I do not have any dependents who will care for me and am 100% reliant on my UN pension.	8/6/2021 8:26 PM
275	NO	8/6/2021 8:19 PM
276	I am very disappointed.	8/6/2021 8:14 PM
277	honestly, as my status and duty station changed, i did not notice much of a difference	8/6/2021 8:07 PM
278	The UN has for too long given too many privileges' for staff members with children without a comparable advantage to staff without children and by doing so it created an impression that families with children are valued more than families without	8/6/2021 8:02 PM
279	While I welcome increase for single colleagues, I do not think equating the salary with those with dependants, or probably I should say those with children is correct as those with children by default have higher expenses. I am ok with introducing spouse allowance but disagree with eliminating the differential rate for those with dependant children.	8/6/2021 7:05 PM
280	NA	8/6/2021 6:59 PM
281	9	8/6/2021 6:05 PM
282	People that take care of both parents or other family members (siblings, nieces) were not contemplated properly. The costs that I incur to support my parents and sister are comparable or even exceed those of staff members with children. Appropriate allowances are required in these cases.	8/6/2021 5:56 PM
283	I earn less money	8/6/2021 5:50 PM
284	Expense for one person cannot be the same as that of two or more therefore there should be a great difference.	8/6/2021 5:44 PM
285	Expenses of single parents and different family arrangements vary widely. It is also difficult for an accompanying spouse to find jobs and build a career. This should be taken into consideration as well.	8/6/2021 5:30 PM
286	Having dependents, in particular children is a huge expense which should be taken into account.	8/6/2021 5:27 PM
287	NA	8/6/2021 5:10 PM
288	There is a very wide disparity between international and those of national staff.	8/6/2021 5:07 PM
289	No objection to a unified salary scale for staff members, but staff with dependents should be compensated with more robust, accessible and durable dependency benefits.	8/6/2021 5:02 PM
290	I have no dependents.	8/6/2021 4:53 PM
291	I'm satisfied but expenses at the duty station and for travel especially during this time of the COVID-19 does not allow savings.	8/6/2021 4:49 PM
292	Cela permet de jouer sur les niveaux d'indexation et de réduire la prise en charge des familles.	8/6/2021 4:48 PM

Pulse check about the changes to your compensation package

293	the remuneration should not be related to the marital status of the staff member but to the competencies.	8/6/2021 4:47 PM
294	I honestly don't know what this means.	8/6/2021 4:43 PM
295	I am making less and spending more on my kids	8/6/2021 4:43 PM
296	This is a negative message for family life. Maintaining a family has complexities and costs often not captured by UN surveys.	8/6/2021 4:41 PM
297	I am not affected with the changes in most of the cases.	8/6/2021 4:38 PM
298	The previous scale was bizzare	8/6/2021 4:35 PM
299	I don't have dependents so it does not make a difference to me	8/6/2021 4:34 PM
300	we are not aware of the old system calculators of benefits and dependents rates to compare with the new system.	8/6/2021 4:31 PM
301	It is a disincentive for staff with children.	8/6/2021 4:28 PM
302	I believe it is a fairer system across all staff members, regardless of dependency status.	8/6/2021 4:28 PM
303	This led to a big salary cut. I got divorced in February 2017, and didn't qualify for transitional allowance. I initially received single parent allowance, which was not discontinued. The dependency allowance was not increased since 2011, and is about 50% short of what it should be according to the ICSC methodology.	8/6/2021 4:21 PM
304	Neither satisfied nor dissatisfied (unfortunately, this category has not been foreseen). I find it more complicated to understand my Statement of Earnings now.	8/6/2021 4:20 PM
305	There is no fairness or sensible logic in the revisions	8/6/2021 4:18 PM
306	As a staff member with a non-dependent spouse and three kids, my salary was effectively reduced due to this change.	8/6/2021 4:15 PM
307	Even though it affected me, I am ambivalent to the change. The survey does not allow for the neither satisfied, nor dissatisfied option	8/6/2021 4:13 PM
308	Compared to the private sector, our salary is not competitive in New York and promotion opportunities are nearly 0.	8/6/2021 4:06 PM
309	It is the heart of the remuneration system that clearly underscores the protection of spouse and dependents.	8/6/2021 4:01 PM
310	Some of us have heavy personal commitments. Reflection of that in the pay scale was the norm, and in my view, that was the right approach.	8/6/2021 4:00 PM
311	Our salaries have plunged with all these changes. Not to mention the additional pay cut some of us had now being caught in a 2 system pay scale for the same work done by our colleagues at the same level...	8/6/2021 3:59 PM
312	I have two dependent children and a non-dependent spouse and the change led to a significant reduction in monthly salary. Since 2017, my salary has been decreasing every year.	8/6/2021 3:57 PM
313	--	8/6/2021 3:54 PM
314	I have no dependents.	8/6/2021 3:54 PM
315	I don't have dependents	8/6/2021 3:45 PM

Pulse check about the changes to your compensation package

316	Even if the amount of money is the same, it is not the same if it is salary vs allowance	8/6/2021 3:44 PM
317	Consideration should be given to dependency, but perhaps there should be a cap to limit the max amount possible.	8/6/2021 3:41 PM
318	The salary should include family benefits	8/6/2021 3:41 PM
319	i am single. I feel discriminated against because i dont have kids.	8/6/2021 3:37 PM
320	For those that take their work with the UN serious mobility is part of the job. Having moved four times I am aware that this has repercussions on the employability of my spouse. Hence, she had to give up her employment decades ago and we have been living on one salary. UN salaries for professionals should take this into account and assume that the couple will have to survive on one salary.	8/6/2021 3:34 PM
321	What the key difference between TA (1200 USD) and FT (15000 USD) about the relocation grant? Because in the field particularly about the house local fees and conditions, it is no difference. The both staff in face the same situation or conditions to acces the housing situation	8/6/2021 3:31 PM
322	deprive people with children and this is discriminatory to the children - this need to be inline with social welfare system in countries that value children	8/6/2021 3:23 PM
323	Not sure what this mean	8/6/2021 3:12 PM
324	It would be good if it was explained here what this means. Does it mean that since the introduction single staff members without dependents are way better off than before and/or than staff who are parents and/or staff with spouses? Then I am very dissatisfied as the dependency allowance barely pays the diapers.	8/6/2021 3:05 PM
325	My salary has effectively decreased despite the dependant child allowance.	8/6/2021 3:04 PM
326	As a single employee I used to feel discriminated against based on my marital status.	8/6/2021 2:51 PM
327	Unfair to large families	8/6/2021 2:51 PM
328	It creates a level playing field for all staff.	8/6/2021 2:47 PM
329	I think that for staff hired before 2017, the indemnity should have remained until the youngest child turned 21 not the eldest.	8/6/2021 2:37 PM
330	The fact that childless staff without dependent spouses continue to be paid significantly less than staff with children (through allowances and education grants) remains highly discriminatory.	8/6/2021 2:21 PM
331	I think it makes sense for hte long run, but for me it reduced my salary even with the temporary adjustments (as DSA is calculated based on a lower initial salary)	8/6/2021 1:59 PM
332	Dependence and responsibility of staff is directly linked to duty of care and functionality of staff	8/6/2021 1:40 PM
333	Executive office tries systematically to not offer the correct compensation for employees, trying to reduce years of experience counted for step, withholding education grant payments, etc	8/6/2021 1:32 PM
334	I never thought it was fair that someone with kids got paid more for the same work so I think it's good they got rid of that.	8/6/2021 11:57 AM
335	Family size ought to be kept under consideration.	8/6/2021 11:43 AM

Pulse check about the changes to your compensation package

336	The whole concept of dependencies is outdated and patriarchal. The unified system is a welcome change that is line with the gender equality agenda.	8/6/2021 11:24 AM
337	Although the unified salary scale has brought many advantages such as same number of grades through P1 to D1, however change in the dependency allowance has resulted in reduction in net salary for many staff members. In virtue of this (unified salary scale) it required to increase the base salary so there will be no net reduction in the staff member's salary.	8/6/2021 10:58 AM
338	Why should salary be linked to dependents. Eligible dependents should of course get other benefits like health insurance and educational grant	8/6/2021 10:41 AM
339	Dependency status should be considered.	8/6/2021 10:26 AM
340	We are expected to do a job and we all should receive the same the pay for the same work.	8/6/2021 10:13 AM
341	Single staff with no dependents are receiving less salary when second dependant charges are higher than we receive..	8/6/2021 9:58 AM
342	It is a fact that with dependents the living costs are higher than for single staff. The proposed changes are not reflecting reality. The spouse allowance does not consider other dependents who will count for nothing in the new system.	8/6/2021 9:56 AM
343	It should be reviewed and improved	8/6/2021 9:52 AM
344	I was P2 step 10 and with the new system I became suddenly P2 step 13 earning a lot less	8/6/2021 9:31 AM
345	No children	8/6/2021 9:26 AM
346	Salary should rewarded based on job descriptions and not on the personal status of the individual occupying the post (i.e. gender, religion, number of dependents, etc.)	8/6/2021 8:25 AM
347	I have reached the maximum increment 4 years ago. My salary will never reach the level it would have with the ancient system	8/6/2021 7:54 AM
348	It would have been good to understand the pros and cons of such change, not just what was changed	8/6/2021 7:08 AM
349	If we are field based, our spouses will not be able to work if they are accompanying us and have therefore sacrificed having a salary so as to support UN personnel	8/6/2021 6:23 AM
350	it simplified the salary structure and also coincided with the launch of the single parent allowance which I am in receipt of - dependency benefits are still in place just not part of the salary but reflected separately so it is all good for me	8/6/2021 3:30 AM
351	life is getting more expensive and salary smaller...not to mention that the workload has increased exponentially without equivalent compensation....I get it that we need to do more with less, but this is a sweatshop....EVERY DAY I work 4 extra hours with no compensation because I am at the professional level (I would not get it even if I were at the GS level). However, 1/2 day extra every day is not healthy or humane....	8/6/2021 2:48 AM
352	some reduction in compensation	8/6/2021 1:38 AM
353	My spouse does not work end loosing the dependent benefit impacted the family resources	8/6/2021 12:56 AM
354	This is a welcome change. Optically, it seems fairer than a system in which staff salaries change based n the number of dependents.	8/5/2021 11:48 PM
355	Not fair when you are a single parent and not receive benefit for the child as you do when is married with a dependent spouse.	8/5/2021 11:42 PM

Pulse check about the changes to your compensation package

356	No son sinceros de las razones que motivan la decisiones.	8/5/2021 11:12 PM
357	As a P4, I lost two steps previously available	8/5/2021 10:38 PM
358	I am already P4 step 14. Will there be no increases after the last step even if I am doing the same job after nine years?	8/5/2021 10:33 PM
359	Constituye una pérdida de derechos ya otorgados y por otro lado implica beneficios orientados a la equidad	8/5/2021 10:24 PM
360	The modification of this scale does not take into consideration the circumstances of international civil servants, which frequently require mobility of staff, and should therefore take into consideration the impact on dependent's careers	8/5/2021 9:48 PM
361	I suffered a significant cut in take home pay as a result of this change.	8/5/2021 9:20 PM
362	I firmly believe a unified salary scale is the right way to go to give equal pay for the same category/grade/step. However, the spouse allowance for a dependant spouse should be assessed with the same calculation system that was previously in place. It currently equals to a salary decrease in comparison.	8/5/2021 9:15 PM
363	I lost a significant amount in salary and annual step increments which continues since 2017. My loss is a win for staff at D-1 and above!	8/5/2021 9:11 PM
364	Those with dependents have some additional burden that the Organization shall cater for.	8/5/2021 9:08 PM
365	Not well explained to Field Staff	8/5/2021 8:50 PM
366	La familia es importante y esto la desconoce	8/5/2021 8:34 PM
367	I am working as Stand Alone FSA in my duty station with managerial responsibilities equivalent to the CSA role. I am not even at G7 which at least the National Staff holding Managerial Position could be for additional supervisory and accountabilities. I am G6 lowest in the region. Upon entry into my post, my salary scale was stated from the first step, but other FSAs recruited in the region after my recruitment were not started at the first step. My country is more troubled than the rest who are paid better. I believe National Standalone Secretariat FSAs should be given National Officers Position at least at entry level for the responsibilities and accountabilities with work load and stress levels on us. If this is not possible an under negotiations, at least we should be at G7 step 6 and above closer to the last step steps towards NOA Entry Level. I have never had time to even take leave. I take my leave days just so that the system does swallow them. I only feel better now because I am working from home due to current situation just so I am able to also take care of family. Services Contract Holders and NPSAs: I also speak for my staff who are on SC Contract one for 13 years and another 7 without their contract being changed. I have tried several managerial remedies since 2017 to 2021, in vain without success. According to the provisions of the NPSA, Rule 10 (a), Regula NPSA are to be used when services are required on a longer or more continuous basis throughout the project periods. This means that they are used for projects not programmes or specific units with substantive continuous function. Regular NPSAs are issued for up to a year at time and used on a continuous basis throughout the period of a minimum of six months continuously. Longer-term can be hired for continuous use of a minimum period of 6 months without mentioned time to end rendering this provision unfairly drafted likely to me improperly, irregularly, and procedurally used. The provisions of Rule 13 of these rules subjects the the delegation to the effect of improper use of authority when assessing the local operational context with current experiences and levels of abuse, hate and discrimination subjected to SC/NPSAs under this category. Instate, there is a mention to get them to NPSA which only gives them additional responsibilities without benefits and career progression and are excluded from participation in UN staff pension fund. They are also disadvantaged for being solely responsible and accountable for claims by third parties. They must indemnify UNDP and its officials, agents, employees and contractors from and against all suits, proceedings, claims, demands, losses and liabilities of any kind or	8/5/2021 8:18 PM

Pulse check about the changes to your compensation package

nature, including, but not limited to, all litigation costs and expenses, attorney fees, settlement payments and damages. There are significant limitations in respect of assigning them responsibilities if they are not protected.

368	Sufficient information	8/5/2021 7:40 PM
369	Indifferent	8/5/2021 7:40 PM
370	I do not have dependents	8/5/2021 7:30 PM
371	There does not seem to be a reduction in the amount of my monthly pay.	8/5/2021 7:24 PM
372	All staff should have the same compensation and entitlements irrespective of the number of children or other dependents including spouse. This comments applies to applicable questions below.	8/5/2021 7:22 PM
373	Se ha dejado por fuera la consideración de dependientes que estudian a tiempo completo: se ha deteriorado el paquete de beneficios (incluyendo el home leave); se ha limitado las posibilidades de educación superior para los hijos de expatriados; no se actualizan los rangos salariales con base en la inflación, particularmente en los EE.UU.	8/5/2021 7:17 PM
374	My purchasing power decreased a lot	8/5/2021 7:13 PM
375	my total salary reduced.	8/5/2021 7:06 PM
376	SMS with families have much higher costs than those without, especially when living abroad. This change ignores this reality.	8/5/2021 7:04 PM
377	This is common sense approach and remuneration should be based for work, not dependency status.	8/5/2021 7:03 PM
378	As a single, unmarried staff member with no dependents, I did not like the dual scale which seem to offer better benefit to persons with children. I have dependents but not in any of the categories mentioned.	8/5/2021 6:57 PM
379	My salary has been cut	8/5/2021 6:52 PM
380	Despite the cost of living study leading to a salary decrease, cost of living in Geneva has increased over the years. It was shocking to see that the child care cost - one of the biggest expenses and one such expense which has gone up significantly- was not adequately taken into account	8/5/2021 6:36 PM
381	I guess it is fair for those who do not have children not to be "penalised" for that.	8/5/2021 6:35 PM
382	Transparent and democratic	8/5/2021 6:33 PM
383	There is no recognition of difference levels of performance. Even if the staff is rated as "Exceed the expectations" at the end of the performance cycle, there is no accelerated step increments or significant salary increase. The annual salary and step increase cannot catch up with inflation.	8/5/2021 6:32 PM
384	About time this was adopted as salary received should be a reflection of the professional discharge of duty of the post encumbered without any link to the family/dependents status, the latter of which is a personal choice. When dependents are brought into the equation, it discriminates against those without an dependents. It should be equal pay for equal work done.	8/5/2021 6:32 PM
385	It has resulted in a significant reduction in my pay package because of the disappearance of the dependent rate for my child	8/5/2021 6:24 PM
386	As a single staff member, I think it is important that there is equal pay for equal work. Having dependents is a personal choice and should not, as far as the salary scale is concerned, disadvantage single staff members with no primary dependents. The previous	8/5/2021 6:24 PM

Pulse check about the changes to your compensation package

scale based on dependency status does not take into account single staff members who also care for other family members such as parents, siblings, etc. This is also important for HR benefits that are based on net salary such as commutation of annual leave, etc. - dependency status should not factor into this.

387	Does not reflect reality	8/5/2021 6:22 PM
388	unaware of the change	8/5/2021 6:21 PM
389	Despite being super stingy with expenses we live on a shoestring in NYC.	8/5/2021 6:08 PM
390	To reflect equal pay for equal work.	8/5/2021 6:06 PM
391	Dependents constitute additional financial burden. It should be recognized in the compensation structure.	8/5/2021 6:04 PM
392	I agree with the unified salary scale in principle. However, it should have been introduced in a manner that those who had been on the dependency scale would be grandfathered until the end of their career.	8/5/2021 6:03 PM
393	Discrimination entre les locaux et internationaux	8/5/2021 6:02 PM
394	Overall, my compensation is lower by 6000 a year with the new scheme.	8/5/2021 6:01 PM
395	The goal was to diminish the remuneration, not to reflect the Noblemaire principle in the reality. The worst was the diminishing of steps periodicity.	8/5/2021 6:00 PM
396	I consider this an unfortunate erosion of entitlements a trend that we can have seen increasing over the past 20 years and accelerating over the last 10 years	8/5/2021 6:00 PM
397	UN being a model international government organization, the staff working in it should demonstrate a model international character. Independent of their cultural background, they should have one spouse and in average two children. No benefits for more than two children. This should be discouraged. UN pay scale independent of size of the family or dependency is very good.	8/5/2021 5:59 PM
398	The ostensible reason for the introduction of the unified scale was to simplify it. Of course it is not. The reason was to cut costs, as we all know. as a result, my family has lost hundreds of USD monthly in the difference between the dependency rate and the current child allowance. Over the course of the childhood, that amounts to thousands of dollars. I have three children, so naturally I am dissatisfied.	8/5/2021 5:58 PM
399	I had no idea	8/5/2021 5:57 PM
400	I have not had any increment in salary for 5 years. Incentive is not addressed and it seems out of touch with the rest of the world.	8/5/2021 5:55 PM
401	People without children should not make less than people with children.	8/5/2021 5:54 PM
402	Quite frankly, having children is a choice and people should assume that choice. I don't see why staff members without children should be penalized for their choice not to have children.	8/5/2021 5:52 PM
403	NO COMMENT	8/5/2021 5:51 PM
404	I really wish the Organization could withhold my Social Security portion on a monthly basis and submit quarterly.	8/5/2021 5:48 PM
405	I have a small child in New York city. The unified salary scale has significantly affected my purchasing power as well as my ability to pay for childcare. I do not know if I will be able to remain in New York because I cannot afford to provide for my child on my	8/5/2021 5:46 PM

Pulse check about the changes to your compensation package

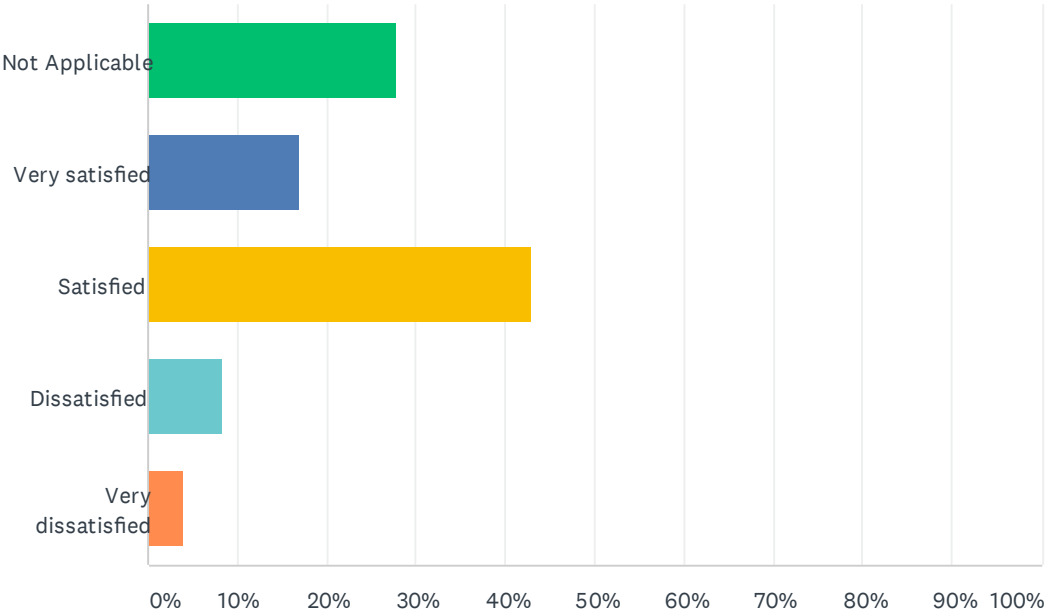
	salary.	
406	As in many duty stations a spouse cannot work, the UN employee becomes the sole breadwinner which is challenging with children. The dependency allowance is not enough to compensate for this.	8/5/2021 5:25 PM
407	After climbing increments for many years at P3 I reached the now top increment just as the two above were cancelled out	8/5/2021 5:22 PM
408	International personnel who join UN are well qualified and have made a choice to forego alternative opportunities, which are often likely of higher remuneration, and have made other compromises, e.g. living outside their country of origin among family and friends, in order to dedicate their time and energy as civil servants for the global collective good. As such they are funders and contributors to the outcome and results of the UN system. These decisions effect their lifetime and career path and thus they should be awarded every possible encouragement, not undercut midway through their careers. The reductions in support for higher level education, which is the key investment UN personnel make in their families, is in my view disrespectful of our sacrifices and of all the other compromises we have made, undercutting the most important benefit area for an international staff.	8/5/2021 5:07 PM
409	Status conditions should be considered while determining salary. I am in agreement with different rates for singles or staff with dependents	8/5/2021 4:48 PM
410	While this is not advantageous to me personally, logically it makes a great deal of sense.	8/5/2021 4:47 PM
411	it is a blessing to continue receiving salary during covid despite the new changes	8/5/2021 4:30 PM
412	Salary levels for FS were not included	8/5/2021 2:53 PM
413	Being in field missions should have more compensation than being in HQ or established offices away from HQ. There are more sacrifice and expenses being away from home countries, away from families as well as risks.	8/5/2021 2:45 PM
414	It is due to now with the new system we have only one ticket paid to home as Home leave each 02 years , for the single staffs that are not married that means we have the benefit of the ticket one time each 02 years (or 24 points). The staffs with family can use the Family visit but the single one no.	8/5/2021 1:55 PM
415	I believe that the changes should not have negatively impacted take home salary.	8/5/2021 1:47 PM
416	I have reached the step ceiling and not received any salary increase for a long time. This is not motivating. The salary itself is relatively good.	8/5/2021 1:46 PM
417	I have yet to understand how the organization is trying to find way to cut on our take home but expect more from the staff and life is getting more expensive everywhere. we staff in the field are maintaining 2 household and it is very difficult to adjust from salary of H to A duty station	8/5/2021 1:23 PM
418	Dependency benefits are insufficient	8/5/2021 1:19 PM
419	With the unified salary scale and dependent Spouse and four children I became like a social case in my country.	8/5/2021 1:15 PM
420	Staff should be compensated based on their output in the workforce not by how many children they have and all their dependents, real and fake. Why should colleagues performing the same function be compensated differently. Seems unfair	8/5/2021 1:01 PM
421	i DON'T SEE WHY PEOPLE SHOULD GET A HIGHER SALARY/ENTITLEMENTS JUST BECAUSE THEY ARE MARIED OR HAVE KIDS ON THEIR OWN OR ADOPTED NO MATTER HOW THEY PERFORM	8/5/2021 12:52 PM

Pulse check about the changes to your compensation package

422	NSR	8/5/2021 12:46 PM
423	The term 'Dependents' is not limited to the UN definition, in many cultures extended family is included in the dependents thus a staff without UN recognized dependents still bears that responsibility. Thus salary scale should not depend on dependency status	8/5/2021 12:34 PM
424	I earned more money with the inclusion of dependency in the unified salary scale	8/5/2021 12:33 PM
425	In my opinion, the salary scale has nothing to do with number of dependents one has, but rather the job being undertaken. Other incentives can take care of the dependency status.	8/5/2021 12:31 PM
426	I think it is important to acknowledge the extra burden of having dependents. The current shift has much benefited those without dependents.	8/5/2021 12:27 PM
427	I have submitted many request for claim without reply	8/5/2021 12:19 PM
428	N/A	8/5/2021 12:17 PM
429	I'm not married	8/5/2021 12:13 PM
430	Equal pay for equal work	8/5/2021 12:10 PM
431	not fair	8/5/2021 12:10 PM

Q8 Introduction of a spouse allowance for a dependent spouseIntroduction d'une indemnité pour conjoint à chargeIntroducción de un subsidio por cónyuge a cargo

Answered: 3,091 Skipped: 1,500



ANSWER CHOICES	RESPONSES	
Not Applicable	27.73%	857
Very satisfied	17.02%	526
Satisfied	42.90%	1,326
Dissatisfied	8.44%	261
Very dissatisfied	3.91%	121
TOTAL		3,091

Pulse check about the changes to your compensation package

#	COMMENTS:	DATE
1	perhaps could be more location-specific (given different costs of living)	9/6/2021 12:04 PM
2	Salaries should be based on duties assigned to the position and not according to family status. The previous scale was discriminatory and not equal pay for equal job.	8/31/2021 4:37 PM
3	This is a joke and is likely rooted in sexism where the dependent spouse is a woman who's not able to work because she's busy having babies all day.	8/30/2021 7:06 PM
4	Sounds fair but i dont use it	8/25/2021 10:48 AM
5	Calling the payment to very partially compensate for the reduced work opportunities for spouses an allowance is fine. However, the amount is too low. I am also not sure whether that reform kept payments and future pensions at the same level. Importantly, the new policy of not paying the dependency allowance for the first child in case of a working spouse created a clear barrier against future spouse employment.	8/24/2021 8:24 PM
6	The spouse dependency allowance was cut-off after 2014	8/24/2021 3:14 PM
7	Not sure if the spouse allowance is the same as the dependency rate salary scale in terms of the total amount of the payroll.	8/24/2021 11:25 AM
8	The allowance is welcome, but is only symbolic, and in no way covering the costs for a spouse that is deprived from income opportunities due to the nature of our appointments and related limitations as an expat.	8/24/2021 10:26 AM
9	It is not clear, however, if there were any changes to the net financial outcome for me.	8/23/2021 11:23 AM
10	No spouse	8/18/2021 5:53 PM
11	i don't know what changes were occurred from this issue.	8/18/2021 3:49 AM
12	This is necessary for people to be mobile and to move into areas where the trailing spouse cannot work. Should apply for homosexual couples (who may not be able to be married), as well.	8/17/2021 9:52 PM
13	n/a	8/17/2021 8:56 AM
14	not considering that the staff is the only earning of the family and the spouse is not working. not covering 10% of the spouse expenses.	8/16/2021 12:02 PM
15	I don't support the introduction of a spouse allowance for a dependent spouse. This is an unnecessary expense for the UN system and disincentivize that spouses look for job opportunities.	8/16/2021 11:21 AM
16	The spouse allowance is very low.	8/16/2021 9:50 AM
17	As we move towards encouraging recruitment of female staff, most spouse (male) have to move and leave their workplace . In addition to spouse allowance if we could find a way to ensure they also find work would be most beneficial	8/16/2021 7:29 AM
18	By having a dependent spouse under the new system, I cannot claim secondary dependents. This affects many who care for elderly parents.	8/15/2021 7:47 PM
19	I am indifferent to this	8/15/2021 7:25 PM

Pulse check about the changes to your compensation package

20	This allowance treats spouse responsibilities as insignificant, merely a appendix of the family body than as a responsible role of family builder.	8/15/2021 4:35 PM
21	Fix amount, not adjusted over time nor when reassigned in D/S where cost of living might be higher (or lower)	8/15/2021 1:09 PM
22	My wife is working full time, without her working we will not be able to live in NYC on one person salary! I have two kids and education and day care are very expensive!	8/13/2021 11:01 PM
23	See my comment under question 7.	8/13/2021 2:38 PM
24	Female staff members where husband leave career/job to join family, they can be supported better.	8/13/2021 10:46 AM
25	As a single person why am I penalised for not having a spouse, shouldn't I get the money anyway?	8/13/2021 9:46 AM
26	More should be done especially when benefits of EG for university is seriously cut	8/13/2021 9:04 AM
27	It's discriminates against single staff who do not deserve any less for for the same work done.	8/13/2021 5:52 AM
28	spousal status should not affect compensation	8/13/2021 12:00 AM
29	I don't have any spouse either. But those who don't have any dependents shouldn't be disadvantaged because of that - essentially I am a cheaper cost to the Organization!	8/12/2021 7:08 PM
30	It did not change anything specific for me.	8/12/2021 6:34 PM
31	Staff without a spouse are disadvantaged because in other careers it is easier to get married locally and benefit from a share of spouses income. This does not apply to international posts subject to mobility so the % of households on one persons income may be higher. But cost of living of unmarried or married people is not that different. Interesting to look at what % of UN staff are unmarried.	8/12/2021 6:33 PM
32	My spouse is not a dependant	8/12/2021 6:19 PM
33	But the system is a nightmare to get it. My spouse did not have her job extended due to COVID, but HR did not want to register her as dependent without a certificate of the former employer. She never got that (other country), so no allowance and now already for two years.	8/12/2021 5:35 PM
34	The amount can be increased	8/12/2021 5:11 PM
35	Needs to be increased based on immigration restrictions that prohibits dependent spouse from working in the destination State	8/12/2021 4:36 PM
36	Para personal casado que le sigue en sus reasignaciones y no está en grado de trabajar en esa ubicación.	8/12/2021 4:27 PM
37	Should into account that in some locations spouses cannot work. Or that highly mobile staff generally have an impact on spouses capacity to work. But should not apply if not working is a choice	8/12/2021 3:31 PM
38	most of the spouse are staying home to take care of their children, while their husband are always in the mission, therefore spouse allowance should be increased.	8/12/2021 3:08 PM
39	Not a major change, and the benefit for the staff or the Organization is not demonstrated	8/12/2021 2:45 PM
40	how does one qualify for this anyway? I have no details	8/12/2021 2:41 PM

Pulse check about the changes to your compensation package

41	I am indifferent as it is not applicable to me. I'd have preferred this allowance to be transferred to a child allowance review, in those cases where one's spouse is not considered a dependent, but they have children.	8/12/2021 1:53 PM
42	it makes sense to me	8/12/2021 1:45 PM
43	Have no dependent spouse	8/12/2021 1:41 PM
44	Same comment as above	8/12/2021 1:07 PM
45	Makes sense - there was no reason for increase % on an increased salary.	8/12/2021 12:34 PM
46	this has been a good motivating factor to support our spouses without whom we couldn't achieve much, professionally, socially and emotionally	8/12/2021 12:06 PM
47	I do not understand the reason behind it, unless inciting to get married so staff gets more money. Marital status is a choice, and shouldn't lead to additional money. This opens the door to abuse.	8/12/2021 11:49 AM
48	Cela est lié à la question précédente si je comprends bien. Donc, cette indemnité n'est pas assez importante pour inciter les gens à entrer à l'UNESCO et à bouger dans d'autres pays.	8/12/2021 11:40 AM
49	the UN salary is more than enough to support a whole family.	8/12/2021 11:37 AM
50	Cannot really calculate see the impact as I am single	8/12/2021 11:36 AM
51	None	8/12/2021 11:33 AM
52	In many countries spouses of UN international personnel are not allowed to work, leaving the support of the household to just one person. Considering that the spouse allowance is an extremely small amount, for many families working in a family duty station is a really massive challenge.	8/12/2021 11:15 AM
53	The spouse allowance for a fully-dependent (non-working) spouse is way too low.	8/12/2021 11:08 AM
54	It seems that staff who have dependent spouses did not have a reduction in salary but those with a non dependent spouse did (without any regard to the salary of the spouse	8/12/2021 10:58 AM
55	I would have preferred to see more efforts towards supporting career optiins for spouses, eg field offices based in countries who provide work permits rather than giving some money as compensation for an abandoned career and psychological consequences	8/12/2021 10:56 AM
56	The allowances are not high enough, especially in very expensive duty stations.	8/12/2021 10:54 AM
57	Makes sense although I still think that the dependency allowance should be the same for everyone, and not a percentage of the salary (why would a D-2, who already earns a huge amount of money, need an even bigger 'compensation' for their spouse than a P-1?)	8/12/2021 10:52 AM
58	The system has become intransparent	8/12/2021 10:30 AM
59	Very satisfied because spouses dont have work permit for working in the country of detination (in case of Italy) so there is no chance that a spouse will be able to work as it was the case in our home country, that should be taken in consideration, UN should ask the host government to provide work permits to spouses of UN personnel.	8/12/2021 9:50 AM
60	For the same reason indicated for question 7.	8/12/2021 9:16 AM

Pulse check about the changes to your compensation package

61	I am single.	8/12/2021 8:57 AM
62	This change did not pertain to me, as my spouse is working.	8/12/2021 8:38 AM
63	It's lower than previously	8/11/2021 9:41 PM
64	This wasn't different to the earlier allowance, not sure if this is a change	8/11/2021 9:18 PM
65	I don't claim it.	8/11/2021 7:50 PM
66	Don't know if it makes a difference	8/11/2021 7:35 PM
67	In view that that D rate has been removed.	8/11/2021 7:23 PM
68	I don't have a spouse so not sure what difference has been	8/11/2021 6:45 PM
69	The fact that I am not entitled to a dependency allowance for my husband, meant a significant decrease in my salary in the first place. My husband is a retiree (not of the UN system) with a low pension, but because of that can no longer be considered as dependent. The dependency benefit for the spouse I was receiving before was significant for the family's finances, also given the other cuts implemented	8/11/2021 6:36 PM
70	Should only be a temporary measure.	8/11/2021 5:08 PM
71	The threshold amount to qualify for spouse allowance is so varied between duty stations, in particular between Geneva and New York, although the living costs are similar, that it does not make many sense.	8/11/2021 4:50 PM
72	Don't have a spouse either...	8/11/2021 4:44 PM
73	it compensates for the lowered salary in unified scale	8/11/2021 4:18 PM
74	Overall there is a reduction of dependency benefit in the name of unification.	8/11/2021 4:12 PM
75	Not aware of this	8/11/2021 3:58 PM
76	It is very small . Some missions offer the possibility to employ the spouse	8/11/2021 3:58 PM
77	The salary sealing for the dependent spouse is too strict	8/11/2021 3:20 PM
78	I am a widow but taking care of 2 children.	8/11/2021 2:39 PM
79	My spouse\husband has no earned income, only a UN pension. The changes to the spousal allowance removed my eligibility for the spousal allowance and effectively reduced my income by 6%. When I joined the organization this was a benefit that has been withdrawn despite terms of appointment that provided for it. I also believe this change adversely affected women.	8/11/2021 2:29 PM
80	The amount is very small.	8/11/2021 1:53 PM
81	If there is plan to introduce an additional rate, it should be for everyone. Staff may have other commitments for individuals, not just a spouse. So equal pay for all with an additional allowance which is applicable for all.	8/11/2021 1:47 PM
82	Never received any though my spouse is dependants	8/11/2021 11:56 AM
83	Need to look into increase of spouse allowance. Families sustain financial losses when spouse become dependents and unable to	8/11/2021 11:13 AM

Pulse check about the changes to your compensation package

	earn income.	
84	I did not know it was introduced	8/11/2021 10:55 AM
85	Because I was sending money from pocket also when he did not want to work at 55 year after retirement even I have to help the build our home in Cameroon & i was taking care of the our Helper salary until he decided to change	8/11/2021 9:45 AM
86	I have never understood why just because someone is married they should get paid more.	8/11/2021 8:06 AM
87	Equal pay for equal work. No reason for staff with dependent spouses to be compensated more than staff without dependent spouses.	8/10/2021 6:11 PM
88	Not applicable to me but happy for this system	8/10/2021 5:47 PM
89	It compesates on case by case baisis and depending on the situation of each staff member	8/10/2021 4:57 PM
90	The change "For staff members without a dependent spouse, who are not single parents, the dependency rate is NOT paid in respect of the first dependent child." causes a loss income.	8/10/2021 4:08 PM
91	Currently it is just about 5% of take home....it should be increased to at least 10%.	8/10/2021 1:04 PM
92	My org (ITU) continues to flagrantly discriminates when "spouse" is same sex as staff.	8/10/2021 1:00 PM
93	Dependency allowances are subject to abuse and hence, should be removed.	8/10/2021 12:00 PM
94	As above	8/10/2021 11:57 AM
95	Me parece que se redujo el subsidio, afectandome directamente.	8/10/2021 11:21 AM
96	widowed	8/10/2021 10:47 AM
97	As mentioned above, very important, as in many duty stations it is very difficult or impossible for the spouse to have a job, severely impacting the current and future family income (loss of experience). The allowance should stay and the amount reconsidered for increase.	8/10/2021 9:59 AM
98	Although it does not compensate the loss incurred by the unified salary scale	8/10/2021 9:24 AM
99	I am not getting the spouse allowance for a dependent spouse. I hope, Competent authority will allow the spouse allowances in future.	8/10/2021 8:19 AM
100	certainly since singles get singles payment - only logical that as family members increase, allowances should be added to take care of additional expenditure/family;	8/10/2021 8:02 AM
101	For many years I was a divorced working mom and benefited from many allowances designed for dependent children, but not for dependent husband. Now I got married for 2nd time and happy to see that an allowance for a dependent husband is there, but it has been reduced. It used to be higher previously and the reduction was due to the change in the pay system. Changes in the education grant have not affected my daughter, who graduated in 2016 from the Uni.	8/10/2021 6:50 AM
102	Don't know	8/10/2021 12:53 AM
103	the monthly amount is low	8/9/2021 8:56 PM

Pulse check about the changes to your compensation package

104	bonne resolution pour diminuer les charges de la famille	8/9/2021 8:16 PM
105	seems like benefits have gone down	8/9/2021 6:57 PM
106	Could be updated value wise	8/9/2021 6:46 PM
107	This was already offered by UNICEF prior to the ICSC changes	8/9/2021 6:27 PM
108	People should not earn extra money for being married, they are already privileged for having someone to share expenses with and who helps them out in their daily lives.	8/9/2021 5:58 PM
109	I'm single.	8/9/2021 5:24 PM
110	My spouse has never earned such an allowance before	8/9/2021 5:20 PM
111	Never had a dependent spouse.	8/9/2021 4:00 PM
112	Spouse allowance should be indeed different from Child allowance whereby requirements are not the same	8/9/2021 3:51 PM
113	Not sure whether the allowance is lower than the dependency status?	8/9/2021 3:38 PM
114	cost of living in locations vary	8/9/2021 3:32 PM
115	It is reasonable	8/9/2021 3:05 PM
116	Current dependent spouse allowance calculation is better that what is proposed	8/9/2021 2:46 PM
117	I believe this decreased though my spouse did not gain work. The lack of employment opportunities is attributed to accompanying me on field assignments.	8/9/2021 2:18 PM
118	Cela permet de savoir le droit de la femme	8/9/2021 1:32 PM
119	The spose allowance should be paid in addition to the salary at dependency rate.	8/9/2021 1:26 PM
120	I don't see any benefit.	8/9/2021 12:54 PM
121	Cela n'est pas suffisant par rapport aux contributions des staffs	8/9/2021 12:38 PM
122	The new system still fails to address the needs of the family when you are internationally mobile, managing two careers. When you accompany your spouse to a new location, it is disruptive and can hurt your career prospects. The UN has not adopted the best practices found in a number of foreign services, or other global employers, to ease career transitions and support the accompanying spouse.	8/9/2021 12:24 PM
123	These are too low	8/9/2021 12:18 PM
124	Living expense is high in US where my family but the salary scale is for R.D.Congo and I have submitted the request of change of the place of home leave, no success till now.	8/9/2021 12:17 PM
125	Motivating and recognition of unemployed spouse or with lower earning if i employment	8/9/2021 12:11 PM
126	NA	8/9/2021 12:07 PM

Pulse check about the changes to your compensation package

127	I am satisfied with the concept and the approach, but the amount went down, and this is not suitable. We all know that it is very difficult for trailing spouses to find work at duty stations (and often they are not allowed to do so), and at the same time, living apart causes other expenses 6% is insulting. The amount needs to increase to reflect reality.	8/9/2021 11:57 AM
128	no spouse	8/9/2021 11:39 AM
129	Financial disadvantage for those with a dependent spouse	8/9/2021 11:39 AM
130	As indicated in the comment above, I don't think this is the right way to do it, but it was good for my family.	8/9/2021 11:36 AM
131	frustrated with calculation when spouse getting small pension	8/9/2021 11:35 AM
132	Again, I do not know if this had a positive impact on me	8/9/2021 11:11 AM
133	Spouse is jobless and UN did not provide allowance	8/9/2021 11:03 AM
134	While not applicable to me, it makes sense to call it "spouse allowance" and it does make sense to have it as the same percentage irrespective of the grade (why would it be more for higher levels??)	8/9/2021 11:03 AM
135	This maintains the benefit, although I understand the current benefit is lower for higher posts. My opinion is that spouses should get to work as soon as possible! especially now that the UN has negotiated work permits for spouses of UN staff, what is the excuse.	8/9/2021 10:53 AM
136	I have no particular view on this.	8/9/2021 10:48 AM
137	This did not change much for married staffers.	8/9/2021 10:14 AM
138	Strangely, higher paid staff members receive a higher amount than lower paid staff members at the same duty station. It should be the other way around, lower paid staff members should receive a higher amount.	8/9/2021 9:15 AM
139	An additional aid for the spouse.	8/9/2021 9:14 AM
140	No comment	8/9/2021 9:05 AM
141	Not enough for the region	8/9/2021 8:54 AM
142	only benefits those with dependents	8/9/2021 8:39 AM
143	N/A	8/9/2021 8:33 AM
144	many spouses are homemakers or on low income	8/9/2021 8:11 AM
145	none	8/9/2021 7:53 AM
146	The amount allocated for spouses is really minimal and does not reflect the reality of the needs of families in the field.	8/9/2021 7:15 AM
147	Not really when comparing to other COs	8/9/2021 5:20 AM
148	The link does not provide a clear explanation on the threshold when a spouse is categorized as 'dependent', including in cases where the spouse earns a low wage.	8/9/2021 4:21 AM
149	we are national staff and access to this is very limit, moreover I am still not married	8/8/2021 10:03 PM

Pulse check about the changes to your compensation package

150	Neutral	8/8/2021 9:15 PM
151	however the rate is too small	8/8/2021 7:26 PM
152	I didn't know about it	8/8/2021 6:58 PM
153	Common law partners or same sex partners in countries where same sex marriage is not yet legalized is not considered.	8/8/2021 3:44 PM
154	this was highly welcome as it offers support to SMs with dependant spouses who don't earn so much.	8/8/2021 1:15 PM
155	Amount is not realistic for the field where spouse can not find a work and staff salary is covering all family financial needs plus home back up arrangements.	8/8/2021 11:34 AM
156	one could say that salary should reflect the work done, but since many UN posts require families to move (or at least this happens in most cases), the dependency situation should be reflected in the salary	8/8/2021 9:25 AM
157	I am not aware of this.	8/8/2021 9:11 AM
158	Ok in the context of mobile careers	8/8/2021 3:56 AM
159	RAS	8/7/2021 11:30 AM
160	The UN salary is already more than enough - why should someone receive more money just because they have a spouse? A spouse can arrange the cleaning, do the shopping, run errands, pay bills etc with their time. A single person, while working still has to arrange for cleaning (either by themselves or pay someone to do it), do the shopping, cook for themselves (or buy dinner because they have no time to cook) and still pay rent on a place to live, which would be the same size whether it was was one or two people. This all costs money and time. I find the spouse dependency and rental allowance completely discriminatory against single people.	8/7/2021 11:19 AM
161	It advantages those who have dependent spouse.	8/7/2021 10:32 AM
162	I do have a dependent spouse, and I appreciate having this allowance applied with minimal bureaucracy.	8/7/2021 9:50 AM
163	It's ok	8/7/2021 8:29 AM
164	As I am a mother, working outside my country meant that my spouse quit work to focus on child care, hence this is very helpful	8/7/2021 8:08 AM
165	Good	8/7/2021 7:12 AM
166	The definition of dependent spouse has changed and is more restrictive	8/7/2021 3:30 AM
167	It is adequate	8/7/2021 2:59 AM
168	I would like to know more. Do I reach my UNDP HR to find out about this spouse allowance?	8/7/2021 12:33 AM
169	I have nothing against the allowance for a dependent spouse, but this seems to be the place to indicate my dissatisfaction at the way a group of staff were treated as a result of the new system. Staff whose parter/spouse are not dependents actually lost money. This is not fair. As far as I know, the reform did not intend to decrease the salary of staff whose spouse works and increase the salary of single staff. Apparently this was the result. My single colleagues were very happy with their over \$4,000 increase, which is what I lost.	8/6/2021 9:48 PM

Pulse check about the changes to your compensation package

170	The spouse allowance recognizes the social benefits of best practice tax systems	8/6/2021 9:30 PM
171	Spouse's allowance should not be given to them because some spouse are selfish.	8/6/2021 9:28 PM
172	IT IS RIDICULOUS THAT THIS SURVEY IS AIMED ONLY TO CATEGORIES WHERE GENERAL SERVICE STAFF ARE NOT INCLUDED. WHOEVER IS CONDUCTING THIS STUPID SURVEY DOES NOT REALISE THAT GENERAL STAFF ALSO HAVE A LIFE WHERE FAMILIES NEED TO BE FED, EDUCATED PLUS THE NEED TO LOOK FOR A BETTER FUTURE FOR THEM THAT DEPENDS ALSO FROM THEIR SALARIES. THIS ORGANIZATION ONLY AIMS FOR A BETTER LIFE TO THOSE REGISTERED IN THE CLUB OF SO CALLED PROFESSIONALS OR DIRECTORS. TOO SAD THAT THERE ARE SO CALLED SDGs CREATED BY THE ORGANIZATION WHERE GOAL 8 CALLS FOR DECENT WORK AND ECONOMIC GROWTH BUT IT IS NOT APPLIED BY ITS OWN DRAFTER. WHERE IS THE ECONOMIC GROWTH AIMED FOR GENERAL SERVICE STAFF? THAT ECONOMIC GROWTH IS AND HAS BEEN SINCE ITS FOUNDATION DESIGNED ONLY TO THE CLUB OF Ps and Ds. TOO SAD!	8/6/2021 9:11 PM
173	We have nothing because of my cotract is not fixed	8/6/2021 8:53 PM
174	this is not an allowance that applies to me	8/6/2021 8:26 PM
175	NO	8/6/2021 8:19 PM
176	NA	8/6/2021 6:59 PM
177	Subsidy is too low. Spouses can't work due to local legislations	8/6/2021 6:36 PM
178	the amount is far too low.	8/6/2021 6:24 PM
179	That's great help to a dependent staff and it relieves the dependent needs load or challenges.	8/6/2021 5:44 PM
180	It is necessary but the amount is insufficient and cannot compare to having a spouse working, which would be possible if they were not relocated.	8/6/2021 5:27 PM
181	However not satisfied with the fact that when you have a dependant parent you cant also have your spousal allowance	8/6/2021 5:24 PM
182	In 2021 there is no place for spouse allowances anymore.	8/6/2021 5:08 PM
183	This discriminate against those who do not have spouse. The UN is an integrity institution that preaches non-discrimination.	8/6/2021 5:07 PM
184	Why should people with a spouse be paid more than those without for the same work?	8/6/2021 4:57 PM
185	Dependency allowance stopped if spouse is receiving a pension.	8/6/2021 4:54 PM
186	No spouse.	8/6/2021 4:53 PM
187	Même réponse : les salaires évoluent désormais différemment que le niveau de prise en charge des familles, ce qui me semble injuste au regard de la contrainte exigée par la mission sur ces dernières.	8/6/2021 4:48 PM
188	the remuneration should not be related to the marital status of the staff member but to the competencies. the spouse allowance assumes 1) that the spouse is not working outside the home; 2) correctly assumes that an additional person related to some additional living costs; 3) incorrectly that a single person would not incur such costs; the costs for a couple or for a single person are not that different - both need a place to sleep, to eat/ relax and a bathroom. A single person will buy services possibly undertaken by a spouse - at his/her own costs. there is therefore an imbalance which favors non-single people for the same job.	8/6/2021 4:47 PM

Pulse check about the changes to your compensation package

189	Previous system was better.	8/6/2021 4:41 PM
190	Should be a uniform amount	8/6/2021 4:35 PM
191	The dependent spouse is marked by default (Not Applicable) even if justified, reconsidering in the new system is very appealing.	8/6/2021 4:31 PM
192	I never utilized it so it is difficult to comment.	8/6/2021 4:28 PM
193	A spouse allowance is unheard of in the private sector so happy that something extra is provided to UN staff as a social benefit.	8/6/2021 4:17 PM
194	I don't think there should be an allowance for dependent spouses.	8/6/2021 4:15 PM
195	I am dissatisfied with the way the system changed the eligibility. In the new system the pensions received by spouses count towards the income ceiling. This does not take into consideration that if one spouse is still working for the Organization, it has to pay insurance for the retired spouse because the Administration would not accept placing the retired staff member in ASHI.	8/6/2021 4:12 PM
196	The capacity of our partners to be economically active is hampered when we accept to be internationally mobile. I'm pleased to see that reflected in the pay scale.	8/6/2021 4:00 PM
197	les rémunérations ont été diminuées	8/6/2021 3:58 PM
198	--	8/6/2021 3:54 PM
199	I have no dependent spouse.	8/6/2021 3:54 PM
200	I am not married	8/6/2021 3:45 PM
201	The concept of dependent spouse continues to ignore the situation of staff with partners who cannot be legal spouses, which is common for LGBT+ staff.	8/6/2021 3:45 PM
202	too little for the location	8/6/2021 3:45 PM
203	Again, it is not the same even if the amount of money is the same. One thing is to take something away from salary to change it into an allowance.	8/6/2021 3:44 PM
204	The allowance should be called "dependent allowance" regardless of spouse or child.	8/6/2021 3:41 PM
205	How does the ICSC pretend to have qualified staff when their spouses need to reallocate with them and ICSC is unable to offer career development pathways for said spoused? Foregone income is usually higher than the dependent spouse income.	8/6/2021 3:35 PM
206	The fact that it is lower than in the old system makes the UN a less family-friendly employer. The type of work we do seldomly allows for a spouse to have a career, so this reduction means it is harder to attract qualified staff with a family.	8/6/2021 3:35 PM
207	For those that have a fully dependent spouse because of current or past mobility this has been a punishment. For those that are not mobile a reward.	8/6/2021 3:34 PM
208	insufficient spouse allowance	8/6/2021 3:31 PM
209	There should not be a spouse allowance	8/6/2021 3:09 PM
210	The amount is low though	8/6/2021 3:04 PM

Pulse check about the changes to your compensation package

211	High cost of living for family with child under 4 years	8/6/2021 3:03 PM
212	It is extremely difficult for a spouse to find an employment in Geneva.	8/6/2021 2:48 PM
213	It is often difficult for partners or spouses to find work at duty stations that restrict foreigners from being employed.	8/6/2021 2:47 PM
214	Paying staff different amounts based on family status - to do the same amount of work - is per se discriminatory.	8/6/2021 2:21 PM
215	Too low	8/6/2021 2:14 PM
216	Makes sense in the long run, but the criteria for being dependent are very difficult now that income from capital is included (or was it not on the end?).	8/6/2021 1:59 PM
217	There should be one salary, married or not	8/6/2021 1:30 PM
218	I still don't understand what a person's marital status has to do with the work they do, but given we should move and a spouse can't work in every duty station I suppose this is a good recruitment tool.	8/6/2021 11:57 AM
219	A spouse can choose to work, there is no need for an allowance unless there is an additional reason.	8/6/2021 11:27 AM
220	It should be abolished. See above comment on the concept of dependancies. The UN should promote family friendly lifestyles, where both spouses work.	8/6/2021 11:24 AM
221	There is no introduction to the spouse allowance for dependent spouse in fact it (spouse allowance) was already included under dependency allowance. Separating it from dependency allowance has resulted in reduction in salary for many staff members.	8/6/2021 10:58 AM
222	It could be more than 6% of the net salary.	8/6/2021 10:26 AM
223	Same comments as a above. What about other dependents?	8/6/2021 9:56 AM
224	This should be improved for dependent spouses	8/6/2021 9:52 AM
225	not married	8/6/2021 9:26 AM
226	Equal pay for equal work. Your spouse is not my single person's problem.	8/6/2021 3:40 AM
227	The sudden change in the definition of dependent spouse to incorporate pension and investments was unfair. All other changes with negative impacts were gradually implemented (xx years transition), but this change had NO transition. It went into effect immediately, the systems were not ready to implement resulting in recoveries in the amount of thousands of dollars.	8/6/2021 3:07 AM
228	Se debe apoyar para que los conyugues con un perfil profesional buenos, puedan trabajar en los países de destino.	8/5/2021 11:12 PM
229	The ceiling for dependent spouse is very low and does not encourage career advancement for spouses.	8/5/2021 10:28 PM
230	I don't have a dependent spouse.	8/5/2021 9:50 PM
231	Its too small amount	8/5/2021 9:29 PM
232	This was a small compensation for the pay cut I experienced.	8/5/2021 9:20 PM
233	I believe the fact it was turned into a separate item resulted in a loss of income. Many UN staff have a trailing spouse who left a previous job so that their partner could develop their career in the UN. This should be factored in and should not warrant a reduction	8/5/2021 9:15 PM

Pulse check about the changes to your compensation package

as was the case with the changes.

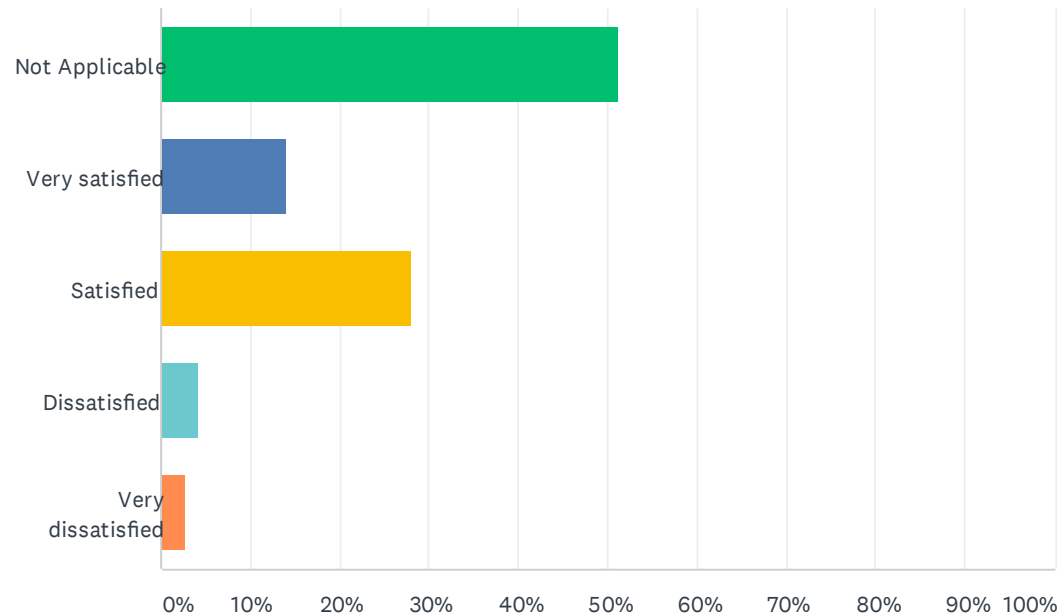
234	The amount of spousal allowance is also reduced compared to the previous dependency allowance.	8/5/2021 9:11 PM
235	My Spouse and Dependents are covered, although under provisions of the same contract that is not satisfactory to the effect of confusion into my satisfaction over coverage.	8/5/2021 8:18 PM
236	Explorar un posible incremento	8/5/2021 7:51 PM
237	6% is too low a percentage, I'm not sure on what bases this percentage was identified, as it doesn't make a difference in real terms for a spouse to forgo employment opportunities to support staff members in familial duties.	8/5/2021 7:48 PM
238	My spouse is not dependent	8/5/2021 7:30 PM
239	The rules for determining dependency are too strict to allow this benefit to be of any actual support.	8/5/2021 7:23 PM
240	Not enough comparing the cost of living, and the total takeaway before the change.	8/5/2021 7:06 PM
241	It is good to have, but it is complicated to get it !	8/5/2021 6:35 PM
242	Transparent and promotes equality and equity	8/5/2021 6:33 PM
243	Having a spouse or partner is a personal choice and should not be a criterion for consideration in a salary. Likewise with dependents. The organization should not incentivize for having dependents. Individuals need to make decisions on having dependents based on salary they receive for work done.	8/5/2021 6:32 PM
244	Does not reflect reality	8/5/2021 6:22 PM
245	unaware of the change	8/5/2021 6:21 PM
246	Pay should be based on our work inputs, not whether we are married to people who do not earn a certain amount.	8/5/2021 6:12 PM
247	Why did this happened. The setup system was working, no gain to the UN, but loss on working hrs for implementing it	8/5/2021 6:11 PM
248	It is critical that the Organization provide a spouse allowance for dependent spouses. However, the Organization's income ceiling for an employed dependent spouse is too low. The Organization's emphasis on mobility makes its difficult for a spouse to have a well-renumerated career of her/his own and limits their earning potential.	8/5/2021 6:06 PM
249	Not reflect the principle of "equal pay for equal work". A spouse allowance for a dependent spouse is unfair to staff members who are single.	8/5/2021 6:06 PM
250	Discrimination entre les locaux et internationaux	8/5/2021 6:02 PM
251	It did not change much from the previous system.	8/5/2021 6:00 PM
252	Very good.	8/5/2021 5:59 PM
253	I had no idea	8/5/2021 5:57 PM
254	The spouse allowance could be higher given the cost of living in NYC.	8/5/2021 5:53 PM
255	NO COMMENT	8/5/2021 5:51 PM

Pulse check about the changes to your compensation package

256	I do not have a dependent spouse.	8/5/2021 5:46 PM
257	This disproportionately benefits men.	8/5/2021 5:45 PM
258	Although it is still not enough to compensate for the fact that many spouses are not allowed to work in the duty stations, so we are forced to become a single income family.	8/5/2021 5:25 PM
259	Men and women are equal. I do not see any reason to introduce allowances for dependent spouses. This is a personal choice which should have no effect on a salary whatsoever.	8/5/2021 4:50 PM
260	As we contract as individuals, any allowances should be uniform. A spouse allowance if given should be for all and not only those that are dependent.	8/5/2021 4:45 PM
261	UN provides many benefit to married or parent colleagues. Nothing for single and without children staff.	8/5/2021 4:21 PM
262	Should have gone up too	8/5/2021 2:53 PM
263	The inability of the organisation to regularly advertise GJO's does not allow staff members to complete and attain rostering for professional progression.	8/5/2021 2:31 PM
264	The Spouse allowance is not sufficient to cover the expenses. Especially if it is not increased for years, while you are facing high inflation rate globally, regardless of the country where you are. If you are based in a mission working for the UN you have to maintain a second household back home, while the UN invented something to save money on the staff like "Family Duty Station", which is not serious if you are in a peace-keeping mission.	8/5/2021 1:15 PM
265	That always existed. What does introduction mean in this context?	8/5/2021 1:01 PM
266	PLEASE REFER TO MY COMMENT ABOVE. FOR ME, SUCH ALLOWANCE SHOULD BE DISCONTINUED	8/5/2021 12:52 PM
267	amount to be reviewed	8/5/2021 12:46 PM
268	its not clear what this compensation really covers. its too small and its impossible to to tell what is being compensated	8/5/2021 12:37 PM
269	I received more before the introduction of the spouse allowance for a dependent spouse.	8/5/2021 12:33 PM
270	However, that you have to specify the sex of your spouse/partner is discriminating, especially difficult when you live in same sex relations and work in field station countries where this is not accepted.	8/5/2021 12:16 PM
271	Should be equal pay for equal work	8/5/2021 12:10 PM
272	definition of spouse excludes unmarried partners	8/5/2021 12:10 PM
273	Single and married staff should be treated equally.	8/5/2021 12:02 PM

Q9 Introduction of a single parent allowanceIntroduction d'une indemnité de parent isoléIntroducción de un subsidio prestación por progenitor sin cónyuge

Answered: 3,091 Skipped: 1,500



ANSWER CHOICES	RESPONSES	
Not Applicable	51.18%	1,582
Very satisfied	13.94%	431
Satisfied	27.95%	864
Dissatisfied	4.17%	129
Very dissatisfied	2.75%	85
TOTAL		3,091

Pulse check about the changes to your compensation package

#	COMMENTS:	DATE
1	The status of a parent is irrelevant for job and its performance. Allowance for a parent (single or not) should be unified, as it was for family with dependent or without. That allowance has a fraud possibility: in any not-married couple a parent could claim the status of a single parent, while having a partner.	8/25/2021 2:05 PM
2	Sounds fair but i dont use it	8/25/2021 10:48 AM
3	Being a single parent with one child, I am disadvantaged.	8/24/2021 2:36 PM
4	same as above	8/24/2021 10:26 AM
5	It is a real support to single parents	8/23/2021 8:22 PM
6	Je ne suis pas concernee mais soutiens cette initiative	8/23/2021 12:01 PM
7	I have a dependent spouse but feel unequipped to comment on this since I'm not a single parent.	8/23/2021 9:57 AM
8	Helps to support my child as a single parent	8/18/2021 7:32 PM
9	No children	8/18/2021 5:53 PM
10	Not aware of this allowance!	8/18/2021 1:05 PM
11	This will help women and retain talent.	8/17/2021 9:52 PM
12	NA to me however it is a good policy.	8/17/2021 10:07 AM
13	n/a	8/17/2021 8:56 AM
14	i say satisfied, but i dont remember what was there before.	8/16/2021 1:51 PM
15	this is fair and in line with modern tendencies worldwide	8/16/2021 11:43 AM
16	This should be equivalent to those that are married with kids. It does not cost less to raise a child, married or as a single parent. The previous system did not discriminate based on your marital status.	8/15/2021 7:47 PM
17	not relevant to me	8/15/2021 7:25 PM
18	It recognizes diverse forms of current social lives and therefore important.	8/15/2021 4:35 PM
19	Same as previous, such allowance is not adjusted by D/S cost of living	8/15/2021 1:09 PM
20	However the fact that it includes 1 child allowance and may not apply if a divorce triggers payment of a pension by the former spouse is unacceptable and extremely unfair	8/14/2021 7:50 AM
21	I am not sure if this single parent allowance is applied and HR people are aware. When I divorced I contacted my HR to know if I was eligible and nobody was able to give me appropriate answer. It was difficult to find in the system how to apply. Nothing has changed in my payroll. Information is confusing	8/13/2021 3:51 PM
22	I am single parent with two teenager children. I find that the allowance is low given all what I have to contribute, including my time. I am in a C duty station and my children do not go to school there, so I have a lot of high expenses. Suggest this be increased.	8/13/2021 7:58 AM

Pulse check about the changes to your compensation package

23	Single parents also have financial responsibilities that are not defined by blood relations.	8/13/2021 5:52 AM
24	The single parent allowance is discontinued at age 21, yet as single parent i will still be solely responsible for my children's education costs at least through undergraduate university degree as well as my childrens' health insurance while still studying. It would be good if the single parent allowance is at least aligned with eligibility period for education grant.	8/12/2021 7:25 PM
25	Should also consider single carers (unmarried staff with caring responsibilities for parents or other relatives)	8/12/2021 6:33 PM
26	I am not aware of this change and what it means for single parents. So I have no opinion.	8/12/2021 6:19 PM
27	Unclear of the rationale for limiting to first dependent child only.	8/12/2021 4:32 PM
28	Atleast some additional income for a single parent to pay for needed household support, maids, cleaning, nannies, etc	8/12/2021 4:01 PM
29	Difficult to assess who is a single parent. not married? married but no receiving support of father/mother of children? having a new partner who is helping taking care of children?	8/12/2021 3:43 PM
30	The definition of single parent needs to be established. Some married couples do not find employment at the same duty station, resulting in the parents living in separate loctions and the child or children living with one or the other parent. Technically, that parent is not "single" but is effectively a single parent.	8/12/2021 3:34 PM
31	Not really sure that this is a sound practice	8/12/2021 3:31 PM
32	I lost money	8/12/2021 3:28 PM
33	Yes, for the single parents there should be allowance.	8/12/2021 3:08 PM
34	I think that's good, however, it doesn't mean that couples have better salary either. what's the difference between a couple where the non-UN staff spouse works in a developing country and earns less than USD500 a month? what's the rationale anyway?	8/12/2021 2:41 PM
35	It is extremely unfair to withdraw dependence allowance of a child for single parent with one child specially when there is no additional financial support	8/12/2021 2:21 PM
36	while this will be controversial: this kind of measure encourages single motherhood which contravenes to the establishment and maintenance of a solid family structure , necessary to healthy societies. (pls see ref to studies of single motherhood on child development and societal cohesion).	8/12/2021 2:05 PM
37	In some cases, we are single parents even when indicated as married in terms of paperwork e.g. not yet divorced by law). Physical circumstances could be very different.	8/12/2021 1:53 PM
38	it makes sense to me	8/12/2021 1:45 PM
39	Takes into account realities .	8/12/2021 1:07 PM
40	Single parents are more in need/ Disadvantaged than Parents who depend on each other	8/12/2021 12:34 PM
41	High time single parents were assisted.	8/12/2021 12:34 PM
42	this is a strong support to women and a motivation to stay on the job as they are the most affected after a divorce or when the father runs away	8/12/2021 12:06 PM

Pulse check about the changes to your compensation package

43	See also comment above.	8/12/2021 11:59 AM
44	I do not know any employer who pays its staff more because they are alone to raise their children. We earn far more money than hundreds of millions of people in the world: we shouldn't get even more because we are single parents.	8/12/2021 11:49 AM
45	A UN salary is enough to support a whole family and to hire help if needed	8/12/2021 11:37 AM
46	Single mother of 2	8/12/2021 11:35 AM
47	None	8/12/2021 11:33 AM
48	I have lost a bit on the salary income since the change.	8/12/2021 10:57 AM
49	Same comment as above: allowance should be the same for everyone, and not a percentage of the salary	8/12/2021 10:52 AM
50	The single parent allowance should be maintained in case of a new wedding after a divorce	8/12/2021 10:45 AM
51	Contractual changes should not be applied retrospectively.	8/12/2021 9:16 AM
52	This entitlement is not sufficient. There is an impression that there is a gendered approach in the new compensation package: all entitlements that are more often needed by women, i.e. single parent allowance is affected. But hardship entitlements where considerable more men serve has been increased. There is also a decrease of post adjustment in family duty stations (more women serve in these DTs) than in non-family duty stations. There is also an increase in the base salary for D level positions (more men) a decrease in the lower P levels (more women) and we kept the education grant for university for kids but no support exists for child care for kids under six years of age. Again, this proportionally serves higher level staff and men more than women. Incredible in the 21st century.	8/12/2021 9:05 AM
53	I do not have children.	8/12/2021 8:57 AM
54	This change did not pertain to me, as I am not a single parent, therefore I can't comment.	8/12/2021 8:38 AM
55	Note that more and more women are single parent in our days	8/12/2021 5:06 AM
56	The single allowance didn't make any difference, in my case the single allowance replaced the child allowance which was removed and yet it was lower than the child allowance its self. This was not an acceptable practice.	8/12/2021 1:04 AM
57	I'm not a single parent.	8/11/2021 7:50 PM
58	But how single parents are different from those whose spouses do not work and not necessarily looking after children at home which will be the same as single parents in the sense that the need for paying for child care would be the same.	8/11/2021 7:40 PM
59	In view that that D rate has been removed.	8/11/2021 7:23 PM
60	I have adult children and I don't get single parent allowance	8/11/2021 6:45 PM
61	Not suit	8/11/2021 5:47 PM
62	Good for single parents...	8/11/2021 4:44 PM
63	Unfortunately, as I do not have official separation papers, I am not eligible for the single parent allowance (although this would equal the previous dependency allowance that I used to receive).	8/11/2021 3:51 PM

Pulse check about the changes to your compensation package

64	My children are above 18 years but still my dependent and are studding, the single parent allowance is discontinued without I used it for even 2 years.	8/11/2021 2:39 PM
65	Staff members should be entitled to single parent benefit when living alone with children at the duty station independently of his/her marital status. Not every partner is leaving his/her career to follow UN staff member.	8/11/2021 12:33 PM
66	Allowances are only for children up to 21 years. My daughter is still dependant on me, but older than 21.	8/11/2021 11:27 AM
67	Not enough. Putting single parents at a disadvantage. No enough to compensate, particularly ini HQ duty stations	8/11/2021 11:18 AM
68	I did not know it was introduced	8/11/2021 10:55 AM
69	It will help those those mother in need or abandon by husband or divorced	8/11/2021 9:45 AM
70	What about separated parents, shouldn't this be considered when the staff member is custodian of the children bearing the majority of the costs?	8/10/2021 11:28 PM
71	Not applicable to me but happy for this system	8/10/2021 5:47 PM
72	I never got it	8/10/2021 3:02 PM
73	Your definition of a "single parent" is prejudicial and does not account for parents who are in joint custody agreements and single parents for half the year. The only way to be a "single parent" is if one survives one's spouse, or if one conceives a family alone.	8/10/2021 1:27 PM
74	Not enough	8/10/2021 1:04 PM
75	I did not receive the single parent allowance until last year, after I was informed - by coincidence! that I had to fill out a specific form to request it. Apparently, there was one single broadcast years ago... Even though I made requests through the CSC and UMOJA, I never received the info, until I was informed by a colleague last yer. Nice try to hide this form us!	8/10/2021 12:54 PM
76	I believe single parents should receive an even higher single parent allowance, as their expenses for raising a child are higher then when a staff member has a spouse that does or does not work. Single parents have costs associated with the fact that they cannot rely on another parent in the household to provide occasional child care, help with other child related activities etc.	8/10/2021 12:26 PM
77	As above. A single parent is still a parent.	8/10/2021 11:57 AM
78	I have struggled as a single parent in a foreign country with short term contracts, unable to know if the children should be educated in the local language when we could leave at any point. As a result I incurred huge costs unassisted sending my children to local international schools. Any UN Common system staff member who is not living or working in their domestic work environment should be assisted with child education. Considering their lower pay scales GS staff more than anyone need this service the most. I have struggled with children who have chronic life long illnesses without monetary support from my employer because there is no such provision for GS staff. The system is skewed against GS level staff	8/10/2021 11:11 AM
79	The current allowance does not cover basic needs of the child.	8/10/2021 11:10 AM
80	This doesnt affect me but I fully support it.	8/10/2021 10:30 AM
81	it should not have been in lieu of a first dependent child allowance, but in addition	8/10/2021 9:51 AM
82	At least the UN recognized their status	8/10/2021 9:24 AM

Pulse check about the changes to your compensation package

83	Pour tenir compte des staffs non encore mariés	8/9/2021 8:16 PM
84	This helps when you are the main provider and the public health system is not so good in your country. Not so much the salary but the health coverage.	8/9/2021 5:24 PM
85	No comment	8/9/2021 5:20 PM
86	I receive this allowance which appears to compensate for the removal of the dependency allowance. However this has represented a big difference in take-home pay for colleagues I know.	8/9/2021 5:16 PM
87	I did not know about this	8/9/2021 4:00 PM
88	does not affect me personally, but seems fair.	8/9/2021 3:38 PM
89	agreed - single parents should be compensated	8/9/2021 3:32 PM
90	I don't see the rationale of the single parent allowance	8/9/2021 3:05 PM
91	So the proposal is to provide allowance for "single parent" but reduce the allowance for an existing spouse !!? how is this even logical	8/9/2021 2:46 PM
92	This has been of great help to me as a single parent with 2 dependants	8/9/2021 2:33 PM
93	On m'a dit que je ne peut pas demander l'assurance pour ma maman malgré que elle est à ma charge à 100% Dieu Merci.	8/9/2021 12:51 PM
94	Je ne sais rien sur cela	8/9/2021 12:38 PM
95	This is a very important aspect of the new package - to not address it would have been a very significant gap and oversight.	8/9/2021 12:24 PM
96	Encouraging family relationship and parental responsibility and support	8/9/2021 12:11 PM
97	not a single parent	8/9/2021 11:39 AM
98	Great for the UN to appreciate the challenges of single parenthood	8/9/2021 11:27 AM
99	This is applicable to me - I probably would have received a higher rate in the old system but I find it fairer to have the same (percentage) allowance across grades	8/9/2021 11:03 AM
100	It does not forget single mothers, and that is good. Married staff who cannot claim dependency on behalf of their spouses because they already earn a lot, should never have received this allowance.	8/9/2021 10:53 AM
101	I have no particular view on this.	8/9/2021 10:48 AM
102	Best idea	8/9/2021 9:14 AM
103	No comment	8/9/2021 9:05 AM
104	It is good to recognise different types of families	8/9/2021 8:37 AM
105	N/A	8/9/2021 8:33 AM
106	I am generally supportive of additional aid for single parents, although i think many would be much more helped by a mobility	8/9/2021 8:25 AM

Pulse check about the changes to your compensation package

scheme allowing people to juggle between family and non-family d/s so that they actually have parts of their career where they see their child. I also think that exceptions should be granted in some non-family d/s that do not experience high level of violence (there is a significant qualitative difference between Bamako/Port-au Prince and Kaboul or Tripoli in terms of the feasibility for a single parent - or even a couple, to have a child with them)

107	An increasing numbers of staff are falling into this category	8/9/2021 8:11 AM
108	This would have applied to me, if introduced earlier; I think this an appropriate measure, and one which recognizes the changing circumstances of international civil servants.	8/9/2021 7:53 AM
109	as above.	8/9/2021 7:15 AM
110	This excludes de-facto single parents - i.e. the UN staff who live apart from their spouse due to dual career (outside of the UN system). The issue is that there are no benefits that cover these families while the financial (as well as physical and psychological) burden is enormous - especially for child-rearing age women - especially during the pandemic where international travel is restricted and often comes with costly quarantine requirements while the UN system does not provide a systematic approach to ensure staff can be re-assigned to avoid family separation. I have lived apart from my husband for more than 10 years caring for 3 children while serving for UNICEF in the past and the financial burden was significant - on top of the fact that my husband was not entitled to home leave because he could not be installed in the duty station due to his professional duties requiring him to work full time.	8/9/2021 4:21 AM
111	I have adopted son - but not legally bind	8/8/2021 10:03 PM
112	Didn't know about it	8/8/2021 6:58 PM
113	unfair for married couples	8/7/2021 2:32 PM
114	Living apart from a family, having double living expences	8/7/2021 1:28 PM
115	Ceci n'est pas pris en compte pour moi	8/7/2021 11:30 AM
116	This is discriminatory to non parents.	8/7/2021 10:57 AM
117	My son is already 31 too late.	8/7/2021 10:32 AM
118	I have not used this.	8/7/2021 9:50 AM
119	They have alot of responsibilities as single parents	8/7/2021 8:29 AM
120	Good	8/7/2021 7:12 AM
121	No conozco ni he recibido este subsidio	8/7/2021 1:12 AM
122	Basically, my salary has not changed since I started my position in 2013. So I'm not sure what you're referring to.	8/7/2021 12:33 AM
123	the allowance given to single parents is too low and is not commesurate with the expenses of child care	8/6/2021 10:34 PM
124	Same as above	8/6/2021 9:30 PM
125	This can add to the allowance to make it enough to help carry out the responsibilities.	8/6/2021 9:28 PM
126	IT IS RIDICULOUS THAT THIS SURVEY IS AIMED ONLY TO CATEGORIES WHERE GENERAL SERVICE STAFF ARE NOT	8/6/2021 9:11 PM

Pulse check about the changes to your compensation package

INCLUDED. WHOEVER IS CONDUCTING THIS STUPID SURVEY DOES NOT REALISE THAT GENERAL STAFF ALSO HAVE A LIFE WHERE FAMILIES NEED TO BE FED, EDUCATED PLUS THE NEED TO LOOK FOR A BETTER FUTURE FOR THEM THAT DEPENDS ALSO FROM THEIR SALARIES. THIS ORGANIZATION ONLY AIMS FOR A BETTER LIFE TO THOSE REGISTERED IN THE CLUB OF SO CALLED PROFESSIONALS OR DIRECTORS. TOO SAD THAT THERE ARE SO CALLED SDGs CREATED BY THE ORGANIZATION WHERE GOAL 8 CALLS FOR DECENT WORK AND ECONOMIC GROWTH BUT IT IS NOT APPLIED BY ITS OWN DRAFTER. WHERE IS THE ECONOMIC GROWTH AIMED FOR GENERAL SERVICE STAFF? THAT ECONOMIC GROWTH IS AND HAS BEEN SINCE ITS FOUNDATION DESIGNED ONLY TO THE CLUB OF Ps and Ds. TOO SAD!

127	Nothing	8/6/2021 8:53 PM
128	this is not an allowance that applies to me	8/6/2021 8:26 PM
129	Although more thought should be given to single parents	8/6/2021 8:02 PM
130	This appears to be more equitable	8/6/2021 7:01 PM
131	It's motivational for balancing development across nations and despite the family total number.	8/6/2021 5:44 PM
132	As a widow and single parent I think this is fair and welcome	8/6/2021 5:33 PM
133	This is not applicable to all staff and establish a label	8/6/2021 5:07 PM
134	Why should people with children be paid more than those without for the same work? Environmentally and ecologically speaking fewer children are better for the planet and align with greening the blue	8/6/2021 4:57 PM
135	No children.	8/6/2021 4:53 PM
136	même remarque sur les barèmes. La notion de dépendance, éventuellement majorée en cas de parentés isolée, aurait été plus en mesure de répondre sur le long terme à l'investissement nécessaire pour un enfant qu'on élève seul.	8/6/2021 4:48 PM
137	A social benefit	8/6/2021 4:35 PM
138	Not applicable but I think it is great and fair for single parents.	8/6/2021 4:34 PM
139	great deal	8/6/2021 4:31 PM
140	While it is not applicable, it appears to be a good initiative.	8/6/2021 4:28 PM
141	I initially received single parent allowance, from February 2017, date of my divorce. I am now asked to repay single parent allowance for at least the past two years. The UN changed the criteria for single parent allowance, in a way that only those parents with who their children reside qualify will receive single parent allowance. Those, whose children do not reside with them, only qualify if the alimony they pay is at the amount of G1-1 gross salary, which is almost never the case, while you may as a matter of fact definitely provide main and continuous support for your children and have an increased financial burden, as a divorced parent.	8/6/2021 4:21 PM
142	Not eligible for this but this makes sense given the spouse allowance for other staff	8/6/2021 4:17 PM
143	This is a very supportive and helpful allowance.	8/6/2021 4:15 PM
144	It is a fair consideration for colleagues who are single parents.	8/6/2021 4:13 PM

Pulse check about the changes to your compensation package

145	--	8/6/2021 3:54 PM
146	I am not a single parent.	8/6/2021 3:54 PM
147	I don't have children	8/6/2021 3:45 PM
148	I dont know what this is	8/6/2021 3:37 PM
149	It's a minimal compensation considering the costs; also non-monetary considerations are missing. Single parents NEVER have leave just commute between one work and another.	8/6/2021 3:37 PM
150	Satisfied, however, was unable to benefit from as was not legally separated and thus did not benefit for 4 years.	8/6/2021 3:12 PM
151	There should not be a single parent allowance	8/6/2021 3:09 PM
152	Single parent's should not be discriminated against!	8/6/2021 2:47 PM
153	most of women are single with one or two children, it is a very good initiative	8/6/2021 2:40 PM
154	We should be able to receive from the Swiss government independently that from the organisation. My wife pays local taxes	8/6/2021 2:16 PM
155	I have not seen this single parent allowance fir a while	8/6/2021 1:08 PM
156	Inadequate. There should be greater allowances for single parents with no other supporting parent.	8/6/2021 11:27 AM
157	it makes sense.	8/6/2021 10:26 AM
158	Not applicable	8/6/2021 9:52 AM
159	I am not married but leaving with the father, so the new policy is very inconvenient for me, I do not have double rate, I do not have single parent allowance and I do not have home leave for the father.	8/6/2021 9:31 AM
160	Its a good move and recognizes that families are not all comprised of two parents	8/6/2021 7:08 AM
161	Equal pay for equal work. I did not choose to have your kids.	8/6/2021 3:40 AM
162	Staff choose to be single parents. Likewise staff choose to be parents, with certain understandings of how to afford their children. Changes part way through are unfair, as one cannot unchoose a child who is already born. The changes should only have been put in effect for any 'new' children.	8/6/2021 3:07 AM
163	Don't have one as national staff but it would be great as I was a single parent and it would have really helped	8/6/2021 1:17 AM
164	While I am not a single parent, this seems like a modern feature	8/5/2021 11:48 PM
165	Why the single parent not receive the child allowance? We actually spend much more being single parent, living in different duty stations. We need to pay for someone watch the kids.	8/5/2021 11:42 PM
166	Muy poca información se da al respecto.	8/5/2021 11:12 PM
167	The criteria for this allowance should be expanded to apply to the UN working parent who financially supports the child on her own, irrespective of whether the child lives with her.	8/5/2021 11:09 PM

Pulse check about the changes to your compensation package

168	I was told I am not eligible despite being a single mother	8/5/2021 11:02 PM
169	Parent allowance should be discontinued as staff with no immediate parents also spend huge sums supporting other relatives. A fair deal is to increase salary across board with the parent allowance.	8/5/2021 10:28 PM
170	The amount of single parent allowance is also reduced compared to the previous dependency allowance.	8/5/2021 9:11 PM
171	That is very important	8/5/2021 9:08 PM
172	Justo	8/5/2021 8:34 PM
173	As a long-term staff and single parent, I received only dependency allowance and by time the single parent allowance was introduced, I was no longer eligible for it. No compensation was made retroactively sadly.	8/5/2021 8:18 PM
174	Single parents under SC/NPSAs are not UN Official. Under MIP, their dependents children are not covered.	8/5/2021 8:18 PM
175	but not enough	8/5/2021 7:33 PM
176	I am not a (single) parent	8/5/2021 7:30 PM
177	Transparent and adaptive to new family models	8/5/2021 6:33 PM
178	Dependency and marital status are personal choices and should not come into the calculations of a salary for work done. Further, having such allowances, it also encourages "unethical" practices of staff adopting family members and/or for individuals not to solemnize their relationship for this additional monetary incentive.	8/5/2021 6:32 PM
179	I think it is fairer.	8/5/2021 6:24 PM
180	Definitely does not reflect reality and high-living costs for single parents in NYS	8/5/2021 6:22 PM
181	unaware of the change	8/5/2021 6:21 PM
182	Pay should be based on our work inputs, not whether we are single parents.	8/5/2021 6:12 PM
183	many of us moving and our spouse can not work at the duty station. So we are becoming a single source of income. So why that is not figured in?	8/5/2021 6:11 PM
184	Not reflect the principle of "equal pay for equal work".	8/5/2021 6:06 PM
185	Two parents sometimes are the same as a single parent in terms of income. It's often hard for spouses to find and hold stable jobs.	8/5/2021 6:04 PM
186	Discrimination entre les locaux et internationaux	8/5/2021 6:02 PM
187	I had no idea	8/5/2021 5:57 PM
188	This is a modern feature and highlights the importance of different family types	8/5/2021 5:51 PM
189	NO COMMENT	8/5/2021 5:51 PM
190	I am not a single parent.	8/5/2021 5:46 PM
191	Same as before, single parent or not should not have any effect on the salary which is for work provided and not for the personal	8/5/2021 4:50 PM

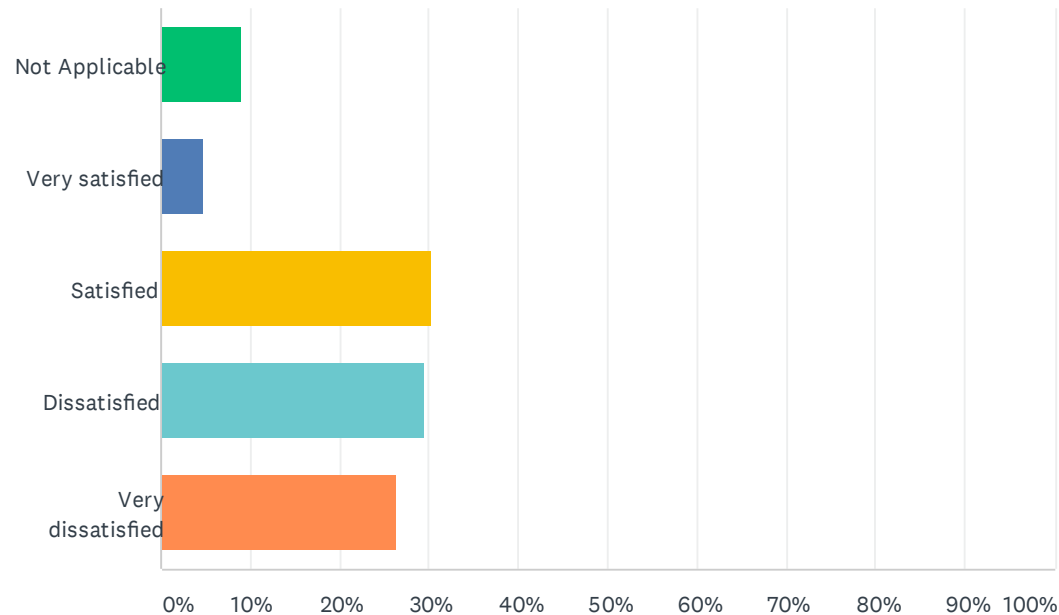
Pulse check about the changes to your compensation package

choice of family circumstances.

192	I'm not sure whether this really achieves what is intended, and I'm not sure how relevant it is to the more modern family unit which is perhaps less often based on marriage. It perhaps needs some further thought. Again, for me personally it is advantageous, but I'm not sure it is the right approach.	8/5/2021 4:47 PM
193	Once a parent, we all have responsibilities towards the dependent children whether married or single. allowances can be targeting the children rather than the status of the parent.	8/5/2021 4:45 PM
194	Same as above	8/5/2021 4:21 PM
195	This has encouraged to be single parents	8/5/2021 2:53 PM
196	It is a ridiculous amount to cover for a single parent	8/5/2021 1:19 PM
197	Same as paying staff for having children.	8/5/2021 1:01 PM
198	PLEASE REFER TO MY COMMENT ABOVE. FOR ME, SUCH ALLOWANCE SHOULD BE DISCONTINUED	8/5/2021 12:52 PM
199	Should be equal pay for equal work	8/5/2021 12:10 PM
200	Staff with and without children should be treated equally.	8/5/2021 12:02 PM

Q10 Changes in granting within grade incrementsModification de l'octroi d'augmentation de traitement
sans changement de classeCambios en la concesión de aumento de sueldo dentro del grado

Answered: 3,091 Skipped: 1,500



ANSWER CHOICES	RESPONSES	
Not Applicable	9.06%	280
Very satisfied	4.82%	149
Satisfied	30.28%	936
Dissatisfied	29.54%	913
Very dissatisfied	26.30%	813
TOTAL		3,091

Pulse check about the changes to your compensation package

#	COMMENTS:	DATE
1	Salary has not move in more than 15 years, every year we earn less and, even worse, not step increment has been worse	9/2/2021 2:28 PM
2	Short Team Contracts do not allow for grade increments	9/2/2021 11:16 AM
3	Taking away accelerated step increment is an disincentive for good performance.	8/31/2021 5:46 PM
4	In the same way with provided more equality	8/31/2021 4:37 PM
5	For short term contracts, we are stuck in our level/grade with little room for development. it would be better to have the ability to be able have grade increments with contract renewals.	8/31/2021 4:07 PM
6	It is very frustrating to not have annual increments and that increments are not linked to performance. It is a disincentive for good work. The increments in practice are also a way to keep up with local inflation which outpaces by far the inflation correction in my duty station (Montreal), so my salary effectively has decreased over the years.	8/30/2021 9:48 PM
7	These should be annual. One could argue that in the later stages of being at the same grade your value is even higher because you're becoming an expert at that level, so why now bi-annual increments?	8/30/2021 7:06 PM
8	loss of annual step increase. does it mean the experience gained in that year that I bring into my work is of no value?	8/30/2021 11:57 AM
9	Very negative and de-moralizing: cutting of a maximum steps number for P3 and P4 and adding to D1 and D2! Strong message of abusing of power by supervising management, maximizing profits for themselves, while cutting last opportunity of sort of "promotion" from professionals.	8/25/2021 2:05 PM
10	Less progress in time	8/25/2021 1:50 PM
11	I reached maximum of 13 steps and have no increments	8/25/2021 10:48 AM
12	The harmonization across grades part of that reform has been fine. But the main aspect has been deferring increments. Hence, this an example where 'simplification' has been used as pre-text for simple wage cutting.	8/24/2021 8:24 PM
13	Even in D categories, there should be annual increments, particularly as promotion does not exist, also to compensate for inflation	8/24/2021 4:51 PM
14	Totally unnecessary. There is no career incentives already, my salary basically stays the same no matter what. This is just mean spirited.	8/24/2021 11:59 AM
15	I am at the highest step and this does not affect me.	8/24/2021 11:25 AM
16	increments granted every 2 years after step 7 are lowering staff moral and effectiveness.	8/24/2021 11:12 AM
17	In view of limited carrier prospects in the UN this has not been helpful.	8/24/2021 10:26 AM
18	It seems unfair to staff achieving dgood and great results	8/23/2021 8:22 PM
19	Perhaps I misunderstood , but in the accompanying explanation, it indicated that no steps were removed from the P3 and P4 grades. This is not true. They are now capped at 13 instead of 15, and because of the way it was implemented at my organization, I ended up paying back overpayments as I was put back from 14 to 13 (or similar). So, I am pretty certain that the steps were abolished.	8/23/2021 5:46 PM

Pulse check about the changes to your compensation package

20	Promotion opportunities in the UN system are few and far between and bonuses don't exist. This is the only thing that would resemble a financial incentive or rewards seniority in the organization.	8/23/2021 9:57 AM
21	Once locked into the grade, there are already very few financial incentives and these changes further stifle growth in remuneration	8/22/2021 3:59 PM
22	Learning a second (or third) language, which was an incentive to go through steps faster, has been discouraged, since the step incentive was removed. I recently had to take a pay cut because of a low post-adjustment, and the fact that it will take me two years to move to the next step is demotivating.	8/22/2021 10:38 AM
23	Considering the fact that the NY salaries are NOT adjusted to the cost of living in NY, the within grade increments should have remained every year and not every two.	8/20/2021 3:41 PM
24	No actual difference so far for me, given that I've always changed grades before step increments became biennial.	8/18/2021 5:53 PM
25	Directors seems to get more incremental steps than before	8/18/2021 5:41 PM
26	I don't know what this means	8/17/2021 9:52 PM
27	if the question means that we now have step increments every two years because I am not clear about the question	8/17/2021 5:53 PM
28	Promotions should be better managed	8/17/2021 2:59 PM
29	n/a	8/17/2021 8:56 AM
30	the yearly grade increment served as a motivator especially given the limited promotion possibilities.	8/16/2021 7:24 PM
31	Devaluing the effort and contribution of long serving staff.	8/16/2021 5:59 PM
32	In my case, it doesn't make a difference.	8/16/2021 5:08 PM
33	Increments should be given every year and not every second year.	8/16/2021 3:35 PM
34	The career progress opportunities become more limited in the higher grades. The only incentive used to be to get at least a salary step increment each year.	8/16/2021 2:38 PM
35	Don't understand this question	8/16/2021 2:29 PM
36	i dont recall what the change was. i think there were more increments put in place at only once every 2 years. not nice.	8/16/2021 1:51 PM
37	would like to know more as information is very scarce on this subject	8/16/2021 11:43 AM
38	There is no incentive to keep motivation at work: no pay raise, no promotions. We are just numbers in individual boxes and that is cast in stone until retirement.	8/16/2021 10:22 AM
39	increment in every two years is not satisfactory	8/16/2021 9:50 AM
40	Basically this means that irrespective of what the inflation rate may be, I earn less. The entire package plus this reduced my earnings considerably.	8/15/2021 7:47 PM
41	I am very dissatisfied with increases only every 2 years at top step levels	8/15/2021 7:25 PM
42	It limits staff compensation not only financially but strengthens a barrier in this UN climate of cut down on all career prospects of	8/15/2021 4:35 PM

Pulse check about the changes to your compensation package

those staff who focus on working for people in the ground rather than enhancing their careers.

43	Lower intensives as either longer to get a rise in salary. Knowing that changing level is extremely difficult as promotion take years	8/15/2021 1:09 PM
44	do not have information on this measure	8/15/2021 9:09 AM
45	People who are single lose on a lot, there should be some way to compensate.	8/14/2021 3:57 PM
46	For staff getting stuck at higher steps due to lack of promotion opportunities the system is not fair and in any case the increment too slow	8/14/2021 7:50 AM
47	it take twice as long now	8/13/2021 11:01 PM
48	I had come to the maximum step of my grade and extra steps were removed.	8/13/2021 4:43 PM
49	1. People staying in TA for several more than year not been considered to be added 2. Two years is too long for step increment changed	8/13/2021 4:11 PM
50	In the private sectors where I used to work before an increase in salary was given on a yearly basis and it was based on performance. In the UN it is very difficult to advance in career already and in addition a salary increase is every two years after step 7.	8/13/2021 3:52 PM
51	See my comment under question 7.	8/13/2021 2:38 PM
52	Geler les salaires à un échelon donné est une véritable aberration et une injustice qui n'a aucune justification. Comment peut-on vouloir que le personnel travaille de manière engagée et productive si dans le même temps le salaire n'augmente plus et en l'absence de toute politique de promotion au mérite ? On marche sur la tête.	8/13/2021 12:51 PM
53	The new systems with six biennial increment is very depressive. The mostly yearly increase in step was good for staff's morale (not very significative, economically). After the change it feels like long serving staff are 'stuck', and remuneration frozen. Very disappointing.	8/13/2021 11:44 AM
54	Changes in granting within grade increments, and in particular, P-1 to P-5 levels with six annual step increments and six biennial, does not provide a good incentive to competent and performing staff who have not been able to access grade promotions. The old system provided a greater incentive.	8/13/2021 11:03 AM
55	This represented some level of loss for all grades in relation to the step periodicity, with P4 being the most disadvantaged grade.	8/13/2021 10:52 AM
56	More to be done	8/13/2021 9:04 AM
57	This question is badly formulated as it assumes staff are fully aware of the details of the changes done.	8/13/2021 5:45 AM
58	Basically a disguised salary cut over the long term.	8/12/2021 9:55 PM
59	reduction in the amount of steps that can be accrued, as well as additional time required for those step increases results in loss of salary	8/12/2021 7:42 PM
60	Admittedly this has a somewhat demotivating effect when combined with loss of steps due to mobility.	8/12/2021 7:25 PM
61	The increment is not that substantial.	8/12/2021 7:08 PM

Pulse check about the changes to your compensation package

62	Introduction of biennial increments after level 09 is not correct in my view.	8/12/2021 6:34 PM
63	I'm top of scale	8/12/2021 6:33 PM
64	This simply translates into a lot of cumulative income lost over time. As I joined the UN system late in life I must make savings for my pension beyond my contributions to the UNJSPF, and the step increments I am missing out on reduce my ability to put money aside for this purpose.	8/12/2021 6:19 PM
65	Seems to disregard the tendency for people to be "parked" at senior P levels (P4 P5) for long enough to max out the step increments while having no opportunity for advancement. Maxed-out P2 and P3 are very rare. The old system of having more steps for P4 P5 made lots more sense than what there is now.	8/12/2021 6:11 PM
66	I worked for some organizations who had every step assigned biennially, however, having it assigned biennially after step 7 is still ok, but would prefer not to have this rule, and only to have it for the last steps (i.e. if you are step 12 and scale has 13 steps, then you get your step 13 biennially).	8/12/2021 5:41 PM
67	Is this the delays in WIGSI when you are higher in the grades? Sucks!	8/12/2021 5:35 PM
68	The increase is not as significant as needed	8/12/2021 4:36 PM
69	There is limited mobility between grades especially as staff progress. There is a risk of "capping out" and lack of within grade increments and limited opportunities for career advancement could be de-motivating for staff.	8/12/2021 4:32 PM
70	Not fair for long time staff who have stagnated in Grades.	8/12/2021 4:01 PM
71	The process disproportionally affected staff members at P3 and P4 posts	8/12/2021 4:01 PM
72	the problem of having staff getting to the top level and being stuck there for years has not been solved. no reward for experience.	8/12/2021 3:43 PM
73	I lost money	8/12/2021 3:28 PM
74	Within certain year, the staff should automatically move to the next higher grade.	8/12/2021 3:08 PM
75	It is altogether contradictory to destroy means of motivation and pretend to increase motivation. After all the strongest and base motivation for workers is the salary.	8/12/2021 2:45 PM
76	the increment looks like it's about \$200. uhhu	8/12/2021 2:41 PM
77	I'm not aware of these changes.	8/12/2021 2:35 PM
78	International staff serving away from families with high responsibilities and accountability are given increment ranging between \$150-\$200 whereas local gets 2 increments (almost same amount annual step increment and different annual salary increase as a result of salary survey)	8/12/2021 2:21 PM
79	more steps within grade for (P3-P4) category was more aligned to the reality of staffs that elect to remain to a certain level (for family or other reasons). These staffs incremental contribution to the organisation is often times continuing beyond the cap. The cap becomes a demoralizing factor.	8/12/2021 2:05 PM
80	I still prefer to maintain the annual within grade increments at the discretion of supervisors and where that is not granted, the automatic bi-annual increment offered.	8/12/2021 1:53 PM

Pulse check about the changes to your compensation package

81	it makes sense to me	8/12/2021 1:45 PM
82	Should be restored to annual increments to be synchronised with annual inflation increments.	8/12/2021 1:07 PM
83	To begin with our salaries are non competitive. With steps increase every two years our salary doesnt catch up with inflation	8/12/2021 12:55 PM
84	The new steps penalize the majority of staff whose careers are below P5 level, and favoritises P5 and above who are in any case well paid. It is has become very difficult financially for international families below P5 level to live in Geneva.	8/12/2021 12:34 PM
85	Not sure why those staying longer (and being more loyal) in a grade should be "punished" by slower grade increases. It is difficult to advance in the system when one works in a very specialized field and management tends to select external candidates for higher positions.	8/12/2021 11:59 AM
86	If I understand the question, it is about getting higher salary as we grow in our career and move to the next grade. I find that is ok.	8/12/2021 11:49 AM
87	Cette modification dans l'octroi des échelons à un impact sur le niveau de vie du membre du personnel et de la famille. Vivre dans certaines capitales comme Paris coûte de plus en plus cher. Ce coût augmente tous les ans et non pas tous les 2 ans comme dans le système U.N.	8/12/2021 11:40 AM
88	A yearly grade increment was better	8/12/2021 11:39 AM
89	increments should be annual	8/12/2021 11:37 AM
90	not clear how this affected me	8/12/2021 11:35 AM
91	Old process was more fair.	8/12/2021 11:33 AM
92	Dissatisfied with biennial within grade step increases after a certain number of years. With many agencies slow to recognize/promote staff, this is one of the few opportunities to recognize continued good performance.	8/12/2021 11:22 AM
93	Not fair that STP get stuck in the same step 1 each time their contract is reviewed (I have basically been stuck with the same salary for four years now).	8/12/2021 11:20 AM
94	With steps coming in every 2 years instead of annually, this is slowing down the recognition of our work, particularly in hardship locations, which seems very unfair	8/12/2021 11:20 AM
95	Grade increments are minimal, providing no real difference, hence very dissatisfied	8/12/2021 11:15 AM
96	Reduction in number of of P4 step increases have negatively affected satisfaction and earnings.	8/12/2021 11:15 AM
97	I don't know what granting is	8/12/2021 11:13 AM
98	Deferral of step within grade increment to 2 years instead of 1 years, means that our pay is further behind the very high inflation rates.	8/12/2021 11:08 AM
99	STEP increases should reflect increases in seniority and experience but this change does not reflect that	8/12/2021 10:58 AM
100	Biennial should be removed; only annual across all steps	8/12/2021 10:58 AM
101	Not sure what changes occurred.	8/12/2021 10:56 AM
102	I am not aware of the change	8/12/2021 10:54 AM

Pulse check about the changes to your compensation package

103	This change should have been applied to staff joining the organization after the change. For someone like me who is now reaching the top of my grade, it is frustrating to have to wait two years for a step and having had a reduction in the total amount of steps to be received until I reach the end of my career, particularly, when more steps were added to the D-2 level. It is demotivating.	8/12/2021 10:53 AM
104	Much easier to understand	8/12/2021 10:52 AM
105	Reduced number of steps under P3 is a disincentive for people on positions that cannot be upgraded	8/12/2021 10:50 AM
106	Cette approche implique une non-reconnaissance de l'ancienneté	8/12/2021 10:47 AM
107	By reducing the frequency (from one year to two years), the measure is reducing the staff member's income. Also, having the same number of steps in all grades does not take into consideration the fact that some staff are stuck at certain grades (e.g. G6) for much longer than others (e.g. P1).	8/12/2021 10:08 AM
108	there are so few ways to incentivize good work in the UN, this was one rare option: to withhold step increments to poor performers. but when step increments were cut in half, it seemed like we were all deemed to be poor performers	8/12/2021 9:57 AM
109	One step every 2 years in combination with reduction in child allowance resulted in a significant loss of income.	8/12/2021 9:45 AM
110	Globalement la performance, même si exceptionnelle, a un impacte voisin de zero sur l'avancement dans les échellons. ceci n'encourage pas l'efficacité	8/12/2021 9:31 AM
111	See comment above (9).	8/12/2021 9:16 AM
112	P4 and below grade increments is recommended to maintain annually instead of biennium. As consumer price index does apply to all levels without discrimination	8/12/2021 9:11 AM
113	Very demotivating	8/12/2021 9:05 AM
114	It is somewhat difficult to answer since I have only been on staff since 2015 and I did not know the older system very well.	8/12/2021 8:57 AM
115	Stuck at step 99 for some time now.	8/12/2021 8:26 AM
116	My net income untill retirement went down because of this.	8/12/2021 8:07 AM
117	didn't understand this well.	8/12/2021 5:06 AM
118	I do not understand what this is?	8/11/2021 10:01 PM
119	The changes are so small they don't keep up with the inflation.	8/11/2021 9:55 PM
120	Please see above	8/11/2021 9:41 PM
121	After many years in the same P level, I simply lost any increase	8/11/2021 9:06 PM
122	Tere should be higher increments and no ceiling.	8/11/2021 8:47 PM
123	Unfair	8/11/2021 8:28 PM
124	No benefit	8/11/2021 7:50 PM

Pulse check about the changes to your compensation package

125	Remember our salary scale never changes while so much changes in the world. The yearly steps are helpful but now you made them in 2yrs!	8/11/2021 7:43 PM
126	Having annual WIGI was at least an incentive in the system which does not allow upgrading easily. But without that there is no incentive at all, especially in the environment where various entitlements are being cut, such as education grant coverage etc.	8/11/2021 7:40 PM
127	I do not like the general tendency to gradually undermine our entitlements	8/11/2021 7:35 PM
128	Indifferent.	8/11/2021 7:23 PM
129	It makes no sense to do salary increments biannually for D staff. Everyone needs some level of motivation annually, just as done in the private sector.	8/11/2021 6:45 PM
130	I am at the top of the scale with no chance of any salary increase. The problem for me is not the change of this but the fact that my salary is not corrected annually for inflation but remains the same until I can move to a higher grade (not possible within FAO)	8/11/2021 6:36 PM
131	Blocked more quickly at the last step of P3 and P4 in organizations with limited opportunities for development.	8/11/2021 5:14 PM
132	Increments within grade should be derived every year without any limit	8/11/2021 5:04 PM
133	I will never been able to reach step 15 at P3 , which means that I have been stuck in the same step for the past three years. Today my only option to get financial incentive in my work would be to get a promotion. It also means that I may not get any salary increase until my retirement which will happen in 20 years, given that I entered young in the system through the NCE (now YPP- at age 26).	8/11/2021 4:50 PM
134	Going to take me forever..	8/11/2021 4:44 PM
135	my in step grade was discontinued in 2015. With the other measures referred to above, I will retire in July 2023 with the salary I had in early autumn 2008. How is this meant to foster motivation?	8/11/2021 4:37 PM
136	Question is about?	8/11/2021 4:14 PM
137	This is frustrating to wait for 2 years for step increment, where as there is no promotion or performance incentive like private companies. UN has become less attritive for career.	8/11/2021 4:12 PM
138	We cannot reduce our salary. We have commitments for the family and loan from the bank base on the previous salary. By reducing our salary, you are putting people in bad situation regarding their finance.	8/11/2021 4:12 PM
139	Since I was at a very high step at the time of the change, after the change I had very few increments and then no increments at all.	8/11/2021 4:00 PM
140	It is a given that if the grade increases the salary should too. In other organizations as well as in many ministries, staff goes directly from P4 to P5 and career increments are automatic. We only get a pitiful increase	8/11/2021 3:58 PM
141	did not notice anything	8/11/2021 3:53 PM
142	I honestly do not know and therefore cannot comment on this.	8/11/2021 3:51 PM
143	Increments within grades should be yearly	8/11/2021 3:44 PM
144	For all of the above it always feels like things are being reduced or taken rather than added. It's not like a normal organization where we can ask for a pay grade. With promotion in the P grades so difficult unless you know someone we all rely on the increment. I	8/11/2021 3:43 PM

Pulse check about the changes to your compensation package

have been at the same grade for ten years with no where to climb to. It's a disincentive to work hard or improve.

145	This is unfair for the simple reason that you work hard for a year without any monetary rewards. It may be noted that the UN has no monetary reward system for good performers unlike in the corporates where performance is linked to early salary increment. Therefore, annual increment is the only consolation for IP staff in the UN.	8/11/2021 2:39 PM
146	Not justified, why after 7 step we have to get the entitlement of step increase once in two years?	8/11/2021 2:39 PM
147	Not sure why as a D1 step increases are only every 2 years. Regardless of grade all staff face the same cost of living increases.	8/11/2021 2:29 PM
148	It seems a bit unfair that this is now on a 2-year basis when generally, such pay raise is something you see on an annual basis within all organizations outside of the UN.	8/11/2021 1:54 PM
149	Considering that I have not received a promotion since 1995, it would be nice to have some kind of compensation for what I do. This situation is probably a bit extreme, but job stagnation is a fact in the UN. There should be excellence awards.	8/11/2021 1:53 PM
150	Within grades increments are an incentive to good performance and should be reinstated	8/11/2021 1:53 PM
151	This is fine	8/11/2021 1:47 PM
152	It only benefits D staff	8/11/2021 1:02 PM
153	Honestly don't know about this	8/11/2021 12:46 PM
154	Previously step increments were annual.	8/11/2021 12:33 PM
155	I am stuck in step 13 more than 6 years, no promotion no increment etc.	8/11/2021 11:11 AM
156	I believe that they have worsened	8/11/2021 10:55 AM
157	I did not notice this change.	8/11/2021 10:52 AM
158	It does not motivate staff to have no reward for their work	8/11/2021 10:46 AM
159	Not a motivational step- The staff members get stagnant somehow.	8/11/2021 10:40 AM
160	The increase in the amount of steps is welcome but the biennial steps don't fit well with ePas/appraisal and don't feel as consequent as annual steps money wise. Either revert to annual steps or increase the money granted for biennial steps (1.5 times the amount granted for annual step? of course 2x would be better...)	8/11/2021 10:17 AM
161	Well done	8/11/2021 9:45 AM
162	Don't like that I only get a WIGI every two years.	8/11/2021 9:04 AM
163	Positions that were normally at higher grade are currently being downgraded. Staying in the same grade level is more likely to happen. WIGI would take longer	8/11/2021 7:29 AM
164	Unsure of what changes are being introduced.	8/11/2021 7:15 AM
165	If at all possible, there should be no limit on within grade increase even though one has reached the maximum step already since this is an incentive for hard working staff as evidenced by a satisfactory PMDS	8/11/2021 6:51 AM

Pulse check about the changes to your compensation package

166	Why 2 years in between grades? This penalizes those of us working in very specific jobs within our organizations, where there is limited possibility to apply to higher grade posts because there are very few, and rarely vacant, posts in those areas, even as our responsibilities grow.	8/10/2021 11:28 PM
167	Haven't really noticed the difference	8/10/2021 6:31 PM
168	Can't decide	8/10/2021 6:22 PM
169	This doubling of duration between steps from one to two years has negatively impacted my income and pension level!!!	8/10/2021 5:59 PM
170	I have reached my mid-level ceiling from annual to biannual WIGI, this is a bit demoralizing	8/10/2021 5:47 PM
171	It has shorten the periods for grade increments, before it was buanannual only for the last 4 steps	8/10/2021 4:57 PM
172	I was near the top of P4. For some reason, people at that level were particularly hard hit by the change. No more grade increments for me...	8/10/2021 4:40 PM
173	In my role, this will cause a loss of a significant amount of money over my career. Also bi-annual increments is a reduction in morale and feel of progress within the organization.	8/10/2021 4:08 PM
174	I am dissatisfied simply because I have no idea what impact it had, what it entails, and what it means. Please see final comments to the survey.	8/10/2021 4:01 PM
175	Would be great if increments can be reviewed especially for the staff who are stuck at the last increment without career advancement opportunities.	8/10/2021 3:41 PM
176	The removal of this incentive and the lack of an alternative one (which was left open for study and never implemented) makes it discouraging to improve performance.	8/10/2021 3:29 PM
177	the increase was not significant.	8/10/2021 2:06 PM
178	there are no incentives in UN apart from the grade increments and these are every 2 years after some steps	8/10/2021 1:51 PM
179	Salary increment should at least be in line with inflation	8/10/2021 1:04 PM
180	I'm step 99 anyway. Shall I start a rant on possibilities to have a career in the UN as a single mom? Go to the field, alright, and what shall I do with the children? So it's P3 forever.	8/10/2021 12:54 PM
181	Some of these changes should have been explained using a small help narrative text next to the question.	8/10/2021 11:57 AM
182	Biennial increments are very slow and disincentivize long-term retainment of staff within the UN system.	8/10/2021 11:53 AM
183	This has not been a fair change in situations where a staff reaches the ceiling of steps within the grade (i.e. Step 13).	8/10/2021 11:46 AM
184	Sinceramente creo que el nuevo sistema me ha desmotivado, y no veo realmente algo positivo para mi persona.	8/10/2021 11:21 AM
185	The grade increments have moved to every 2 years - it is inconcistent and unfair that the one benefit assoicated with the actual work of staff is limited, but all teh other unrelated vbenefitst assoicated with dependents, spouses etc continue.	8/10/2021 11:12 AM
186	GS staff often hit the glass ceiling quickly and there needs to be examination of the remuneration	8/10/2021 11:11 AM
187	I find this very unfair. The changes came after I had 5-6 years of working in my institution, which effectively means that my salary	8/10/2021 10:58 AM

Pulse check about the changes to your compensation package

increase is slowing down for the most efficient years of my working for the organisation. Also, juniors who arrived after me have already 'catch up' with me, while it will take me years to reach my senior colleagues, who were already at the top step when I arrived. - They also had language insentive benefits (speeding up their increments), while I did not get them (even if I use 3 languages in the context of my work). I am very unhappy about these changes.

188	I started as P4 Level 8, I arrived to the maximum in few years and i have bene already stacked in the same level for 5 years and no perspective of any increase until my retirement in 5 more years. So in 10 year no increase of salary that in actual terms is money losing	8/10/2021 10:41 AM
189	Not sure why pay increments reduce to biennial after 6 steps, feels a bit demotivating.	8/10/2021 10:30 AM
190	Without career growth options as in several UN agencies, one at P3/P4 will remain stuck in last step more rapidly, considering that getting higher positions, P-5 and above, is more difficult.	8/10/2021 10:07 AM
191	Not sure what this means. Would have been good to have an info button in this survey for a quick explanation.	8/10/2021 9:59 AM
192	I reached the last step and so cannot move on anymore..very frustrating	8/10/2021 9:59 AM
193	jumping one year to get a step increase is not fair considering that the increase is supposed not only to recognize staff members' additional year of service but also their performance.	8/10/2021 9:24 AM
194	annual increment is anormal practice in every private and public organization - why in UN it has become 2 yearly exercise?	8/10/2021 8:02 AM
195	The biennial salary step increments seem to delay the increases although I am not sure if the rates are the same in every second step maybe that balances out.	8/10/2021 7:39 AM
196	This has affected me since I was already past the yearly threshold (P3 step 7). Therefore since the changes I have only received 2 WIGSI instead of 4. There is little prospect of promotion within my current position therefore I will continue to receive WIGSI only every 2 years while new staff are catching up fast with me despite their limited of experience. The UN should not be punishing long term staff and rewarding new staff in such a way.	8/10/2021 6:26 AM
197	There should be annual increases at P level, especially given difficulties switching jobs	8/10/2021 4:12 AM
198	At FAO there is very limited career advancement for professional staff and steps are the only compensation we get get	8/9/2021 11:04 PM
199	HQ GS increase is almost non-existing, not alined at all with the increase of gas, transporation cost, food, etc	8/9/2021 8:56 PM
200	Reducing the number of steps lead to a staff member stay in the same step for too long while promotion is at the mercy of the selection decision maker.	8/9/2021 8:55 PM
201	the delayed step increments don't allow to keep up with expenses and inflation.	8/9/2021 8:32 PM
202	This has not been fair at all, in addition pas expérience before joining the UN was only counted for 6 years. This means salary increments come very slowly.	8/9/2021 8:26 PM
203	c'est le changement de classe qui compte. en effet, a la retraite cela est important que lóctroi de traitement. cela doit aller en ensemble	8/9/2021 8:16 PM
204	Don't know about this	8/9/2021 8:05 PM
205	The change in granting within grade increments (from 11 annual step increments to 6 annual step increments) acts as an	8/9/2021 7:15 PM

Pulse check about the changes to your compensation package

disincentive.

206	there do not seem to be any benefits to staff members to implement this	8/9/2021 6:57 PM
207	I don't know what change has been implemented	8/9/2021 6:46 PM
208	Would have preferred more frequent change in grades.	8/9/2021 6:39 PM
209	As I am at the top of my grade level, I am not directly affected but my increment level no longer exists.	8/9/2021 6:29 PM
210	Any changes should not be applied retrospectively- Start such changes with newcomers	8/9/2021 6:27 PM
211	It is extremely unfair that people who are in step 6 or above only get a step increase every two years instead of annually, particularly because promotions in the UN system are very slow and difficult to get. The step increases are the only opportunity to get some sort of cost of living adjustment to your salary	8/9/2021 5:58 PM
212	It reduces the incentive for hard work	8/9/2021 5:30 PM
213	If this refers to the current policy in FAO to have small increase in salary every year according to the years I'm very satisfied. If this refers to the possible removal of this allowance I will not support, especially in view of extremely limited career opportunities for job growth in FAO.	8/9/2021 5:24 PM
214	I am in level "G2" and nothing has been mentioned nor indicated	8/9/2021 5:20 PM
215	As the Organization does not maintain staff career management system, there should however be a recognition - in the form of annual step increases or similar - for gaining experience in a given post/horizontal appointments.	8/9/2021 5:11 PM
216	why do we have to wait 2 years for increase	8/9/2021 4:26 PM
217	The reduction of the number of steps for e.g P3 while not providing opportunities for career development ' e.g. de facto abolishment of growth in the job practice at FAO' has meant that many well performing staff members are stuck at the same payment level despite that managers agree that the staff member delivers at a higher step or grade than they are paid.	8/9/2021 4:23 PM
218	I still don't understand how contract conditions can be changed unilaterally after contract was signed.	8/9/2021 4:19 PM
219	However biennial increments in the step is longer	8/9/2021 4:09 PM
220	Because there is now a ceiling and as there are no career options due to high specialization this means a total stop in salary development	8/9/2021 4:06 PM
221	Same as above, part of the broader trend of reductions. Nowadays, I get an increment every two years and even that is almost entirely eroded by increments in various payments that are automatically retained from the salary such as pension, health insurance, etc.	8/9/2021 4:00 PM
222	I am stuck at the same grade / step (P4 - 13) for seven years, while responsibilities continually grow and experiences is valued by colleagues and managers.	8/9/2021 3:54 PM
223	I am stuck at P4 since 5 years without possibility to any upgrade.... at least salary increase should be foreseen for similar cases	8/9/2021 3:51 PM
224	Since the implementation of every 2 years increment within-grade, it has been very frustrating as the increment doesn't follow inflation or the fact that I have been in the same grade for the last 12 years	8/9/2021 3:46 PM

Pulse check about the changes to your compensation package

225	The loss of total steps per grade and increased time between steps was unfair, particularly to staff who have been serving competently at the same grade for many years.	8/9/2021 3:45 PM
226	after step 7 it takes two years for p4 to get additional steps	8/9/2021 3:41 PM
227	I now have less grade increments available	8/9/2021 3:39 PM
228	Increases are already small. Protracting them only means they are barely felt. Length of service has a minimal impact on salary.	8/9/2021 3:38 PM
229	I was deprived of my only salary advancement possibility.	8/9/2021 3:37 PM
230	all increment steps should be annually granted.	8/9/2021 3:37 PM
231	breach in contract terms and conditions of service - I did not agree to that change when I signed my contract	8/9/2021 3:32 PM
232	Limiting the grade increment should be abolished.	8/9/2021 3:05 PM
233	The introduction of more biennial increments de facto amounts to a reduction in the effective salary scale.	8/9/2021 2:44 PM
234	I worked at the highest P4 level and at the P5 level before the changes now I work at the highest P3 level.	8/9/2021 2:18 PM
235	Very demotivating to wait for two year before increment is given; does not support good productivity and motivated work force.	8/9/2021 2:16 PM
236	deux ans, c'est trop pour le changement d'échelon	8/9/2021 1:32 PM
237	The within grade increments are now 2 years for most staff as you are recruited above 6th step.	8/9/2021 1:31 PM
238	In view of having to take care of divorce and children, I have not applied to other jobs. I have been stuck at Step P-4-98 since 2016.	8/9/2021 1:04 PM
239	The ladder has been shortened and the pay decreased. There is no feeling for progression financially or career wise. The system is made harsh by a bias against men that was never explained upon joining thereby leading to a false hope of a career.	8/9/2021 12:54 PM
240	Je n'ai pas d'information sur cela	8/9/2021 12:38 PM
241	Most important is to recognize and value a staff member's growing contribution to the organization - through their experience and development of new skills and capabilities.	8/9/2021 12:24 PM
242	I started as L-4 stage 9 and still P-4 stage 12 after 16 years	8/9/2021 12:18 PM
243	My grade and steps can't move till now and no one can explain to us about it but the responsibilities are increasing years by years.	8/9/2021 12:17 PM
244	A positive improvement from the old increment circle	8/9/2021 12:11 PM
245	The reduction in annual step increments, joined with very limited availability of D1 positions, has only negatively affected my salary.	8/9/2021 12:03 PM
246	I do not agree with the approach to only pay step increases every other year for most staff. This is not motivating and also makes performance management more difficult. There is a disconnect between this obviously cost-savings approach and the emphasis on performance management and also discipline, which may allow loss of a step in such cases. It would be better to use the step increase as a motivator, and to pay it each year commensurate with satisfactory performance.	8/9/2021 11:57 AM
247	haven't experienced this	8/9/2021 11:39 AM

Pulse check about the changes to your compensation package

248	The old system was quite random. There seemed to be no justification for the wild differences between categories.	8/9/2021 11:36 AM
249	Did this change our step increases to every two years? Or something else?	8/9/2021 11:11 AM
250	Did not reflect the local inflation rate	8/9/2021 11:03 AM
251	Taking away the accelerated rate of increments will have the effect of disincentivising the learning of languages, something I have noticed through the years, especially among English speaking colleagues who seem to be unable to learn another language. Such a pity.	8/9/2021 10:53 AM
252	Biennial steps are not motivating.	8/9/2021 10:48 AM
253	The policy changed - being a TA for many years I was getting my step increment on an annual basis. Unfortunately, the rules changed and as a result I will be a P3 step 06 for nearly 2.5 years. It doesn't feel right at all...	8/9/2021 10:39 AM
254	I am neutral concerning this question.	8/9/2021 10:21 AM
255	If you have a lot of years of experience within your grade the biennial step increases considerably slows down the salary increases.	8/9/2021 10:14 AM
256	I would have hoped that grade increments continued. At grade seven not only rental subsidy stops, but also increment stops. It should probably considered at different times from when the rental subsidy stops (maybe stop increment at grade 8?!)	8/9/2021 9:26 AM
257	The reduced periodicity really has a negative impact on my income and, on the longer term, on my pension benefits.	8/9/2021 9:15 AM
258	You must increase the grade increments also. The case of staff who spent more ten years in the same grade.	8/9/2021 9:14 AM
259	I'm very upset and frustrated about the cut of Steps 14 and 15 in the salary scale. Under current circumstances when DPKO Mission are under downsizing exercise and many of them are closing down, its not easy/possible to find a way for promotion from P4 to P5 level even if you have the required roster. Therefore, I'm already 4 years at the step 13 of P4 without any options for salary increment. It's also very unfair that after step 7 the increment is coming after 2 years.... I'm sure the steps 14 and 15 should be reinstated in the scale salary and the increment should come in one year for all steps.	8/9/2021 9:08 AM
260	No comment	8/9/2021 9:05 AM
261	Inflation changes every year !	8/9/2021 8:54 AM
262	This change serves the organization (money saving), not the staff. Progression is too slow.	8/9/2021 8:49 AM
263	There are many staff members like me who are stuck in the P3, step 15 for over 10 to 15 years, receiving the same salary, no increments, no promotions, etc. It is highly discriminatory.	8/9/2021 8:40 AM
264	up to step 15 was better	8/9/2021 8:39 AM
265	I find this so unfair. I started as a temporary P2 step 6 in 2015. I gained steps annually to reach p2, step 9 before separating to re-join the organization on a fixed term basis less than a month later. I lost all my steps and under the new system it is taking six years to re-gain them. As a junior staff member, in an expensive duty station, which faced significant cuts to the post allowance, this has been challenging. It also has meant I earn significantly less than peers who started at the same time on a fixed term basis.	8/9/2021 8:37 AM
266	N/A	8/9/2021 8:33 AM

Pulse check about the changes to your compensation package

267	The two years wait for within grade increment is long. Can it be reviewed?	8/9/2021 8:31 AM
268	There are already so few grades in the UN that more steps and with more regular moves were compensating for the limited career progression (theoretically most of us might reach, as a result of both luck and work, a P-5 grade before things become more political...)	8/9/2021 8:25 AM
269	Necessary	8/9/2021 8:11 AM
270	Pay cut now that increments are delayed to every two years.	8/9/2021 7:56 AM
271	none	8/9/2021 7:53 AM
272	I have been stuck at the top of my grade for 4 years since he changes and no prospect of promotion to a high grade mainly due to gender parity policy	8/9/2021 6:31 AM
273	not fully aware of the changes but if I am correct in understanding the incremental increase in step is not reflected in the salary increase, it is not satisfying for the staff members.	8/9/2021 5:32 AM
274	Not really when comparing to other COs	8/9/2021 5:20 AM
275	Discouraging and demotivating	8/9/2021 5:12 AM
276	The step increments are not incentives once you reach a period when it becomes a biennial increment. We would rather move to the next level but currently, there are limited opportunities.	8/9/2021 4:21 AM
277	Accelerated increment should have been maintained or an equivalent incentive could have been introduced.	8/8/2021 9:15 PM
278	Don't know about it	8/8/2021 6:58 PM
279	It is now less than it should be.	8/8/2021 6:10 PM
280	the biennial increments are a bit unfair as someone has to go for 2 years in the same step. This misrepresents a SMs years of experience in the system depending on which step grade they entered the system and will undercut the years of experience significantly. Year increments should be applied at least for the first 10 years.	8/8/2021 1:15 PM
281	There should be a linkage with performance and outstanding performance should be linked to an additional increase in step.	8/8/2021 12:50 PM
282	Staff could be locked on the same level post due to any not depending on staff circumstances. Salary is stopped to be increased on the certain level of taps what is looks like unreasonable and not recognition of staff efforts approach. Staff could be on the same post level without steps level salary increase for years.	8/8/2021 11:34 AM
283	takes longer to move between steps	8/8/2021 10:29 AM
284	I get annual increment. Not aware of any changes here.	8/8/2021 9:11 AM
285	There already was no performance-based pay. Now there's even less of an incentive to even stay on the job.	8/8/2021 3:56 AM
286	I am an elections technology specialist working for UNDP since 2006. Electoral appointments typically run for 6 months to 18 months. The higher step increments only increase every 2 years. My last Step-increment to P4/9 was in September 2013. Over these last 8 years I have worked for approximately 6 years now. I should be nearing the end of my P4/11 and moving on to P4/12. Instead I have been left at P4/9... With every new UNDP contract, OHR resets my experience at P4/Step9 back to ZERO months. I	8/8/2021 3:56 AM

Pulse check about the changes to your compensation package

have never resigned from a UNDP/UN contract... instead, after elections were over my contract was no longer extended by UNDP. I have repeatedly protested against this unfair treatment that has resulted in me being left to stagnate at P4/Step9 for 8 years now! It was referred to OHR and the response was simply something along the lines that these were unfortunately the rules. Clearly, common sense and an ethical sense of decency is not a prerequisite for high-level, decision-making appointees at OHR. Considering OHR's actions, my higher-level of rated performance throughout these years has been for nought. I honestly feel that my commitment to the organisation is not being reciprocated. Thank you UN/UNDP OHR for making me (and other colleagues working on 1 to 2 year contracts) feel unappreciated. I am nearing retirement age. Every year I am now being short-changed \$19,880 against the P4/11 that I should have already been at. By the time I retire I will have been short-changed well in excess of \$150,000 in total. Not to worry... thanks to OHR's callousness I am now curbing my enthusiasm to achieve beyond my contracted responsibilities. UN/UNDP's "Gold Standard" is "Good Enough"... In the past, I was too enthusiastic and took great pride in my work by targeting and often achieving well-above the run of the mill average performance. No more... Thank you Office of Human Resources... you are doing an outstanding job of managing the HR rules and regulations... regretfully, IMHO, you are MISMANAGING the very thing you are meant to manage -- e.g., me... a simple Human Resource! ... a specialised human resource with exceptional expertise in his area of speciality that is well-known by many electoral experts! ... sadly not recognised by our HR overlords in some far away HQ.

287	do not know about that change	8/7/2021 6:31 PM
288	Within grade increases after step six, payable every two years do not adequately compensate for the changes in the cost of living in the duty station, especially with a post adjustment that is unchanged.	8/7/2021 5:40 PM
289	its too long to take too years. inflation creeps in yearly	8/7/2021 2:32 PM
290	Two years waiting is too long. It should apply from step 14 and not so early in the scale.	8/7/2021 1:47 PM
291	the biannual increment in step, coupled to the other measures has resulted in an important decrease of the purchase power.	8/7/2021 1:32 PM
292	Have reached last step of the grade several years ago	8/7/2021 1:28 PM
293	Accelerated step incrementation is motivating staff and should be maintained.	8/7/2021 12:48 PM
294	What does it mean?	8/7/2021 10:32 AM
295	My step increments are slower now, but I don't think this is unfair.	8/7/2021 9:50 AM
296	This area needs lot of improvement and reform particularly for long serving staff in one grade and who reached their max level within the same grade	8/7/2021 9:12 AM
297	Equality not observed	8/7/2021 8:29 AM
298	Every year staff should receive WIGSI	8/7/2021 8:08 AM
299	Good	8/7/2021 7:12 AM
300	Since the person has reached its 10 th steps so it should be automatically promoted to the next grade but it is not happening. People are stuck in the last step.	8/7/2021 4:15 AM
301	Another measure to save money. It has no connection whatsoever with performance	8/7/2021 3:30 AM
302	Reduces salary significantly in the long run.	8/7/2021 2:42 AM

Pulse check about the changes to your compensation package

303	A change in grating of within grade increments is another concealed way of short changing staff and to further reduce remuneration.	8/7/2021 1:55 AM
304	I have no seen any change in grade increments since I started in 2013.	8/7/2021 12:33 AM
305	It resulted in me receiving no increments since 2017	8/6/2021 11:20 PM
306	The only increment we may have for some time and now we are stuck.	8/6/2021 11:06 PM
307	Pay scale does not take into consideration people who are denied promotions for long periods of time. Many people max out.	8/6/2021 10:57 PM
308	I don't know what changes were applied.	8/6/2021 10:54 PM
309	this change is an additional discouragement as it reduces the step progresses at certain P post level.	8/6/2021 10:49 PM
310	I believe that the merit increases should be paid on an annual basis based on meeting performance goals/results. The absence of rewards and recognition to incentivize high performance impacts negatively on engagement and retention.	8/6/2021 9:30 PM
311	IT IS RIDICULOUS THAT THIS SURVEY IS AIMED ONLY TO CATEGORIES WHERE GENERAL SERVICE STAFF ARE NOT INCLUDED. WHOEVER IS CONDUCTING THIS STUPID SURVEY DOES NOT REALISE THAT GENERAL STAFF ALSO HAVE A LIFE WHERE FAMILIES NEED TO BE FED, EDUCATED PLUS THE NEED TO LOOK FOR A BETTER FUTURE FOR THEM THAT DEPENDS ALSO FROM THEIR SALARIES. THIS ORGANIZATION ONLY AIMS FOR A BETTER LIFE TO THOSE REGISTERED IN THE CLUB OF SO CALLED PROFESSIONALS OR DIRECTORS. TOO SAD THAT THERE ARE SO CALLED SDGs CREATED BY THE ORGANIZATION WHERE GOAL 8 CALLS FOR DECENT WORK AND ECONOMIC GROWTH BUT IT IS NOT APPLIED BY ITS OWN DRAFTER. WHERE IS THE ECONOMIC GROWTH AIMED FOR GENERAL SERVICE STAFF? THAT ECONOMIC GROWTH IS AND HAS BEEN SINCE ITS FOUNDATION DESIGNED ONLY TO THE CLUB OF Ps and Ds. TOO SAD!	8/6/2021 9:11 PM
312	I did comments uper line	8/6/2021 8:53 PM
313	Il y a une injustice en ce qui concerne le changement de grade dans le système. Après une étude si on obtient un diplôme supérieur, il n'y a pas d'accompagnement pour changer de grade ni même pour postuler facilement à un poste de grade supérieur	8/6/2021 8:47 PM
314	Changes in granting within grade increments were applied once every two years . And for promotion for the next level we didn't have any assessment.	8/6/2021 8:19 PM
315	I now only get a step every 2 years. Rent in NYC goes up a lot every year, in the past when I got a step every year that covered my increase in rent. Now I can barely afford to live here anymore.	8/6/2021 8:14 PM
316	Step increments are one of the few merit based aspects of the compensation package. By not allowing supervisors and staff members to link their performance to step increments every year reflects the stronger focus to reduce compensation. And the change in granting the step annually vs biannually at the upper end of the grade level introduces disparity to existing staff.	8/6/2021 7:09 PM
317	Amount and time are not reasonable. It doesn't work as an incentive	8/6/2021 6:36 PM
318	The frequency is longer and it takes more time with the biennual increments.	8/6/2021 6:34 PM
319	Not fair to have increments every two years, they were already small but at least it came every year. Revert to previous practice.	8/6/2021 5:56 PM
320	For the past 6 years that I do not have any grade increment	8/6/2021 5:50 PM

Pulse check about the changes to your compensation package

321	A motivational performance incentive to all grades.	8/6/2021 5:44 PM
322	It is very unfair given limited promotion opportunities.	8/6/2021 5:26 PM
323	By eliminating the top steps of each grade, I will reach the top of grade sooner with little opportunity for advancement.	8/6/2021 5:08 PM
324	I do not know much about this	8/6/2021 5:07 PM
325	This is not very clear to me.	8/6/2021 4:58 PM
326	Waiting for 2 years is too long , like all our efforts are not recognized. Furthermore the bonus aspect remain unclear!	8/6/2021 4:55 PM
327	No increments left.	8/6/2021 4:53 PM
328	For the biannual step increments, the motivational and incentives aspect is lost. Staff members shall have a step increase every year regardless of steps.	8/6/2021 4:52 PM
329	Je ne vois pas comment on peut être satisfait de voir le temps nécessaire pour passer d'un échelon à l'autre multiplié par deux (de un an à deux ans).	8/6/2021 4:48 PM
330	was at maximum of scale in own category before the change to be in the middle of the new scale after	8/6/2021 4:47 PM
331	don't know what this means.	8/6/2021 4:43 PM
332	Biennial step increments instead of annual is disheartening. Also does not seem to apply for the first six years of the individual being in that grade. As an example, in my situation I achieved P4/6 in 2015 but immediately found that the upgrade was on a biennial basis, whereas my reading of the new policy is that it should apply for six steps annually before moving to the biennial cycle.	8/6/2021 4:42 PM
333	Gaining step every second year disincentivize further performance in the system which provides no reward for outstanding performance.	8/6/2021 4:41 PM
334	Stifles incentive for taking more responsibilities .. one remains stagnant for a long time.	8/6/2021 4:41 PM
335	Reduced incentives for staff performance	8/6/2021 4:28 PM
336	I think it is a more streamlined system.	8/6/2021 4:28 PM
337	It removes the only incentive for better performance we had so far	8/6/2021 4:21 PM
338	The bi-annualization and abolishment of steps is a disaster. The UN is known for slow promotion paths, compared to national civil service, which is probably a reason why these steps were introduced in the first place. This is a huge disincentive and results in a feeling of being stuck in the same spot, without recognition.	8/6/2021 4:21 PM
339	Neither satisfied nor dissatisfied (unfortunately this category was not foreseen). I am at the maximum possible since years.	8/6/2021 4:20 PM
340	It doesnot recognise differentials	8/6/2021 4:18 PM
341	No increments are granted in the private sector and progression is by performance only. That should be the future direction.	8/6/2021 4:17 PM
342	I don't know anything about this.	8/6/2021 4:15 PM

Pulse check about the changes to your compensation package

343	A step increase only every two years means that we have static salaries for a long period of time while the cost of everything continues to rise.	8/6/2021 4:15 PM
344	Staff members do not perceive productivity bonus, with annual minimal annual salary increments, the changes in the within grade increments are detrimental to staff members.	8/6/2021 4:12 PM
345	Grade increments should be granted every year (not in two years) upon the good PAS (solid achievement)	8/6/2021 4:09 PM
346	It takes us so much more time to get to the next step. For instance, I have been on step 7 for my last three contracts in three different countries and just this last June when I thought I would climb to step 8, HR told me I didn't qualify because my contract ended just a few days to end of month! It's not fair especially for temporary contractors to remain in the same step for long in between several contracts	8/6/2021 4:09 PM
347	The changes came in the year I would have been granted step 14. Step 14 was eliminated. This seems unfair as I was hired with a sixteen step scale. So I remain step 13 and will always remain so unless I find a post at the next grade.	8/6/2021 4:03 PM
348	I have no seen that yet however. But when we are stuck in the maximum level until retirement (many years to come) and really happy with our job and without possibility to find similar within the UN, it would be a motivation to have an increase of salary	8/6/2021 4:01 PM
349	These incentives to be multilingual, mobile etc should have been retained.	8/6/2021 4:00 PM
350	Yet another cut which we can feel strongly and is regrettable.	8/6/2021 3:59 PM
351	--	8/6/2021 3:54 PM
352	It seems as though we lost steps because of this change.	8/6/2021 3:54 PM
353	A yearly step increment reflects better the exposure to seniority built in the organization	8/6/2021 3:53 PM
354	Taking longer to reach top step is unfair	8/6/2021 3:52 PM
355	It is not fair to have six biennial step increments for the same work.	8/6/2021 3:45 PM
356	its is so tokenistic and hardly anything	8/6/2021 3:45 PM
357	Not fair in limiting grade increments say P4 -P5 while giving more steps for D level staffs under the new system	8/6/2021 3:43 PM
358	Not sure what those changes would bring about.	8/6/2021 3:41 PM
359	dont know what this is.	8/6/2021 3:37 PM
360	I haven't felt much difference.	8/6/2021 3:37 PM
361	ICSC is oblivious to the fact career progression is a key element for commitment and consistency	8/6/2021 3:35 PM
362	The introduction of biannual increments is a demotivating factor for me as P2. It does not reflect the level of effort that goes to do the work. A biannual increment is more meaningful for positions where the impact of work can only be measured through a longer period of time, not at operational level where the deliverables are fairly visible.	8/6/2021 3:35 PM
363	Effectively a pay cut in the longer term, as progression takes longer	8/6/2021 3:31 PM
364	The organization needs to have the option of additional increments within grade, as opportunities for promotion are not always	8/6/2021 3:30 PM

Pulse check about the changes to your compensation package

available to staff.

365	two year period is not appropriate	8/6/2021 3:23 PM
366	Very dissatisfied as the increments are only every two years. I just got another step in February 2021, and, except for the first month, I have had less money in my pocket since the rental subsidies decreased at the same time and also the dependency allowance. That's nonsense. I would have been better off without the next step.	8/6/2021 3:05 PM
367	Not sure what this refers to	8/6/2021 3:04 PM
368	Considering the very limited opportunities for career progression/movement in certain work areas of my organization, these changes devalue experience in post and, thus, experienced staff members' contribution to the organization's work.	8/6/2021 3:04 PM
369	This is a money saving tactic that impacts staff with long service on their pensionable remuneration. There should be positive incentives and recognition of dedicated, long service.	8/6/2021 2:47 PM
370	It removes part of the motivation because one can get very quickly to step 7 and the selection process is often rigged in favour of internal candidates (e.g. the hiring manager shortlist the internal candidate and a bunch of other people without a proper profile to favour his/her candidate).	8/6/2021 2:39 PM
371	So far I have only seen a salary decrease, as I'm not entitled to anything as I'm unfortunately too much from here, too single and I don't have kids	8/6/2021 2:33 PM
372	It disincetivizes long-term engagement	8/6/2021 2:26 PM
373	sucks. free work after 6 years, stuck in same grade	8/6/2021 2:12 PM
374	I think adding steps on senior levels and educing the on junior levels does not make sense when most staff are at junior levels and often get stuck at P3 and p4 for very long time.s	8/6/2021 1:59 PM
375	There is no logic to limit the step increments once every two years after step 7. Moving from Step 1 to 2 will take 1 year, where as from 8 to 9 will take two years. This does not make sense. Either all steps should take 2 years or increase the number of step (beyond 13).	8/6/2021 1:40 PM
376	The UN should recognise and promote career advancement	8/6/2021 11:24 AM
377	Although the new system brought same number of steps through P1 to D1, in my opinion annual step increment should have been kept untouched. The present system is not in favour of those who are at higher step level in any of the Grades.	8/6/2021 10:58 AM
378	do not know	8/6/2021 10:41 AM
379	I found this to be unfair.	8/6/2021 10:12 AM
380	the current practice of granting accelerated step increments is discontinued: it is difficult to assess, without being subjective, whether accelerated step increments should be granted. But the decreased number of step increments for P3-P4 (from 15 to 13) to ensure uniformity in steps across all grades disadvantage those in the P3-P4 levels, particularly long serving staff, with little opportunity to rise in the system (not because of poor performance but due to simply being no higher post available).	8/6/2021 10:04 AM
381	Totally wrong. The costs are not relevant to the grade	8/6/2021 9:56 AM
382	The annual step increments are an incentive for motivation and can positively affect enhanced job performance and could be linked	8/6/2021 8:25 AM

Pulse check about the changes to your compensation package

to a satisfactory annual performance review. The change to more biennial step increments within a grade level has been demotivating.

383	Annual step increases are an important component in having real pay keep pace with inflation.	8/6/2021 3:40 AM
384	with fewer and fewer higher level posts, recruitment freezes resulting in less mobility, the biennial steps are a further hardship imposed on staff who are being asked to 'do more with less'	8/6/2021 3:07 AM
385	IT IS SIMPLY UNACCEPTABLE. Life is more expensive why are we not compensated accordingly?	8/6/2021 2:48 AM
386	P3-D1 Should have stayed at Step 15	8/6/2021 2:12 AM
387	Should be annual	8/6/2021 1:38 AM
388	I used to get step incremental every 10 months since I passed 3 Language proficiency exams. With these changes I only get a step after 24 months, thus, this measure had the effect of salary cuts, while on the other hand we are constantly requested to do more with less, more work because management, in particular DMSPC, keeps inventing new tasks and reporting requirements, while taking out staff positions by sacrificing posts on the so called Umoja efficiencies, while implementing Umoja in the field actually resulted in increased workloads.	8/6/2021 1:15 AM
389	The post adjustment system as I understand it adjusts for the increase in COL. So, the increments basically are a recognition of log service which is unfortunate. It would have been better to introduce a performance based system of horizontal progression within a grade.	8/5/2021 11:48 PM
390	Debe haber más información sobre método de cálculo.	8/5/2021 11:12 PM
391	I am an NCE , passed a proficiency, and am no longer getting my step increment every 10 months	8/5/2021 11:02 PM
392	There should be P4 step 25. Not stop at 14.	8/5/2021 10:33 PM
393	It is not clear why the increments become biennial? If the performance warrants an increase, this causes a disincentive for staff to stay within the UN system.	8/5/2021 9:48 PM
394	As someone in the higher steps it can be a bit demotivating to only slowly go up the steps every other year. It is afterall the increase in pay we get unless there is a post adjustment.	8/5/2021 9:45 PM
395	It is not significant to me; so I am indifferent.	8/5/2021 9:33 PM
396	My in grade increments slowed down as a result of this change.	8/5/2021 9:20 PM
397	While unifying the grade increment scale is a welcomed change, given the current context where vacancies for promotion are rare and usually the result of staff retirement rather than new posts opening, many staff members find themselves locked within a grade for longer periods of time. In that sense, having annual step increases up to a high step within a grade was fairer and also more gratifying/encouraging. Turning the step increase to every two years after step 6 in practice means loss of quality of live, difficulty facing cost of living (inflation, increasing rent, increasing school tuition).	8/5/2021 9:15 PM
398	Grade increments are quite insignificant.	8/5/2021 9:10 PM
399	Staff shall not be stuck after reaching their highest grade increments, they shall be promoted to the next grade.	8/5/2021 9:08 PM
400	It is not propotional to the Salary.	8/5/2021 8:50 PM

Pulse check about the changes to your compensation package

401	Yearly increments only serve to protect against inflation. Biennial increments result in eroding the real salary	8/5/2021 8:41 PM
402	It is not clear how UN salaries re keeping up with inflation. The step change seems to be the only way to really adjust for inflation	8/5/2021 8:36 PM
403	Imperceptible. No favorece la retención	8/5/2021 8:34 PM
404	The old system was more motivating	8/5/2021 8:25 PM
405	I see no reason for two-year system, it implies that the career and salary progress are not linked. The only purpose of this is to save money, without regard to the staff interests or their performance.	8/5/2021 8:18 PM
406	The current increment have been very unfair in my duty station. The Professional categories and National Officers' Position usually gets higher increment during salary review. This year they got 25% while the G Categories got 15%. The communication response that were initially used were that Professional Categories got higher increment because their contracts managed at HQ level. When a question was put on the National Officers' increment as to why it is equal to the Professional Category, it was responded that it is the data collected by the methodology used in that in the country such disparities exist. This meant that, the methodology can violate the equity principles enshrined within the human rights principles for equal opportunities within the operating employment environment. I belief there should be a way to correct the error created by the data collected through looking at the two or three review periods to correct these inconsistencies as staff are afraid to air their views in fear for retaliation to loos their jobs and the Staff Association is not therefore functional to speak in one voice. Country Offices without active staff associations should be held accountable especially at high level and a survey should be run on all those countries to ascertain why staff are afraid to represent their rights. Hypothetically, the results might present abuse of authority, discriminations and harassments of staff as well as lack of respect to junior staff who are stressed.	8/5/2021 8:18 PM
407	In December 2016 the UN secretariat decided to streamline the salary scales, and converted all FS-4 step 15 to Step 99. This came into effect in January 2017. This means that I am locked in at Step 99 with no grade increments. At all. Forever.	8/5/2021 8:07 PM
408	Don't know.	8/5/2021 8:04 PM
409	I'm not sure whether I reached the max grade step that could be given as it is 98. What ever it means I'm not aware.	8/5/2021 8:01 PM
410	I have to wait 2 years to get a new step, I think one year was better.	8/5/2021 7:59 PM
411	It was a double hit, on one hand reducing the increments from 10 months to 12 months for those with language incentive, and again for more experienced and established colleagues in their posts. increments should be an entitlement.	8/5/2021 7:48 PM
412	Not sure which these are	8/5/2021 7:40 PM
413	We should receive greater increases to reflect rise in food prices, living expenses, property/rental costs	8/5/2021 7:30 PM
414	I at step 11 and can only have a step increment every two years. Makes me feel I am stranded.	8/5/2021 7:25 PM
415	It takes a longer time now to get an in-grade increase.	8/5/2021 7:24 PM
416	Unfair practice to have increments once every 2 years after the 8th year. Earlier staff didn't experience this.	8/5/2021 7:21 PM
417	Los salarios y aumentos en categorías parecen no ser competitivos en el mercado de organismos multilaterales.	8/5/2021 7:17 PM
418	Very unfair and damaging for staff	8/5/2021 7:13 PM

Pulse check about the changes to your compensation package

419	It's very sad that UN changed the grade increment negatively. In UN, the only way for any staff to get pay increment is either getting a promotion or through grade increment. Now, the staff have to wait for two years to get the increment in salary. How competitive is that and how much does it motivate the staff who work hard and contribute to organization? This kind of negative action will only result in culture that encourages Bare Minimum work.	8/5/2021 7:07 PM
420	Within grade increments should be increased, not removed as what occurred for P3 & P4 level posts at the last review, to increase motivation, especially when promotion (particularly for male staff) is unlikely during the current gender parity initiative	8/5/2021 7:00 PM
421	I am at the point where I am only receiving the grade-increments every two years. Between this and a lack of career progression in the Organization (I've been a P-3 for over 10 years, with consistently "exceeds expectations" on my performance appraisals, I feel that my net remuneration has completely stagnated.	8/5/2021 7:00 PM
422	The biennial is earlier than it was in the old scale.	8/5/2021 6:57 PM
423	There should be no more than 2 biennial step per grade	8/5/2021 6:55 PM
424	i have not had a pay rise in years.	8/5/2021 6:54 PM
425	I don't fully understand the biennial increments. For me, the most important thing is for the staff member to experience a real increase in their take-home each year.	8/5/2021 6:44 PM
426	It's good to be on the same pay scale. However, some categories and grades now have less levels so more staff are stuck in long steps.	8/5/2021 6:41 PM
427	Increments do not even match inflation	8/5/2021 6:36 PM
428	Cost effective and transparent	8/5/2021 6:33 PM
429	I am at step 13 P4 since 2018 with no increase of salary and no further steps to expect before I retire which in total will represent 7 years. This is unacceptable given the amount of work and the shortness of resources that are increasing significantly over the years.	8/5/2021 6:33 PM
430	Within grade increments should be automatic as long as a satisfactory performance at the minimum has been received, particularly since the civil service sector does not have a bonus for exceptional service performance. All that a staff could look forward too is an annual increment. Perhaps, for those that get a performance of rating of below satisfactory, there is the penalty of loss of grade increment. Caution though, it should not be seen as a punishment but rather a consequence of low performance that carries a penalty that will keep the staff motivated to perform well in their post to earn the annual increment.	8/5/2021 6:32 PM
431	I see no reason for the biennial step increments within grade. Cost of living increases each year, so over time by doing biennial increments the staff members salary in effect falls because the purchasing power decreases over time.	8/5/2021 6:29 PM
432	This is the hidden cut that most staff members will only notice over time, not only because it slows down the progression on a level, but because in order to qualify for something more than step I upon promotion, you need to have spent a significant number of years at the lower level, as the scales do not overlap as much as they did. This puts us at a severe disadvantage when we are promoted, as our step will now be significantly lower than that given to external candidates. With the same number of years of experience, externals will get higher steps than internals who have stayed at the lower level for 3 or 4 years, let alone if you stay longer.	8/5/2021 6:24 PM
433	unaware of the change	8/5/2021 6:21 PM

Pulse check about the changes to your compensation package

434	No idea what these were!	8/5/2021 6:19 PM
435	Because promotions from one P level to another do not exist, we need a robust inter-scale movement system.	8/5/2021 6:12 PM
436	on a P level we lost quite a big amount with eliminating steps. No if not promoted, you will remain working for the rest of your life for the same amount of salary, irrespective of you performance and gained experience.	8/5/2021 6:11 PM
437	With health insurance and related expenses going up every year, the 2-year-step-increase does not even guarantee that I maintain the same salary level.	8/5/2021 6:08 PM
438	It affected me, I guess, as I am stuck in step 12 or 13 instead of going up to 15 ... but I feel my salary is good, I have no complaints.	8/5/2021 6:05 PM
439	Extremely demoralizing. Cannot understand why steps in lower grade were cut to allow more increments for people at D level and above, who already earn way more than people of lower grade.	8/5/2021 6:04 PM
440	It was not fair to be applied to the existing staff.	8/5/2021 6:03 PM
441	No comment	8/5/2021 6:02 PM
442	The goal was contrary to the statute of the Commission. It was done to pay staff less, not to reflect the Noblemaire principle in the reality.	8/5/2021 6:00 PM
443	Step increases should be tied to performance, with exceptional performance resulting in accelerated step increases.	8/5/2021 6:00 PM
444	Not satisfied as many staff members reach a plateau due to lack of opportunities for promotion or development yet their salaries are kept at a particular grade and the constrains of a scale that does not appropriately reflect their years of service and level of contribution	8/5/2021 6:00 PM
445	This is again based on cutting costs and it is simply unfair to staff who have reached higher steps and have no opportunities for promotion, as so many of us don't. It would be more fair to do this at lower steps, before staff can prove themselves in a role. But then slow it down after staff are established is not right. If we had better chances of moving elsewhere, then it would make sense as an incentive to move. This way it does not.	8/5/2021 5:58 PM
446	Never notice this.	8/5/2021 5:57 PM
447	When I joined the UN the salary at the time provided for within-grade increment annually. The change is disappointing considering the high cost of living in NYC.	8/5/2021 5:53 PM
448	NO COMMENT	8/5/2021 5:51 PM
449	preferred when it was only annual step increments	8/5/2021 5:51 PM
450	The change to a biennial step increase system beyond Step 6 is detrimental. It is more and more pronounced given the lack of promotions, particularly among men. The previous annual increase was of value not only from a monetary standpoint, but also one for morale, a reward for increased experience and a consolation for a system which narrows as one rises higher in terms of the number of available opportunities.	8/5/2021 5:50 PM
451	Within-grade increments now take a longer period to accrue.	8/5/2021 5:49 PM
452	We have to wait 2 years now to get a step increase but before it was one year.	8/5/2021 5:48 PM

Pulse check about the changes to your compensation package

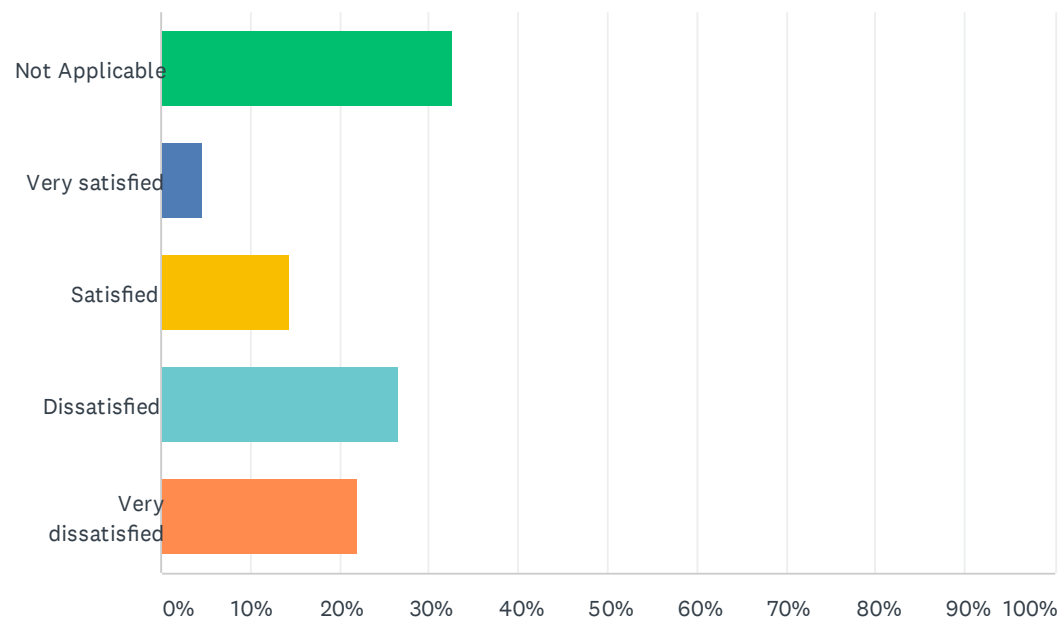
453	Salary in New York is a problem relative to the cost of living. Anything that decreases the amount of cash flow I receive hurts my quality of life.	8/5/2021 5:46 PM
454	Given that opportunities for promotion have basically ground to a halt with the various freezes, policies etc., a two-year in grade increment is not competitive with comparators and really does not incentivize retention.	8/5/2021 5:44 PM
455	I am still smarting from having a step (and a part of my salary) actively taken away	8/5/2021 5:43 PM
456	Increases are too low, compared to the raise of the cost of living.	8/5/2021 5:43 PM
457	i dont understand when i should get grade increments everytime I ask I am told not this year next year	8/5/2021 5:38 PM
458	The higher you go, the less increments there should be. the lower in the scale, you should go up a step every year.	8/5/2021 5:25 PM
459	Already you can barely get promoted, so removing annual increments is demotivating	8/5/2021 5:18 PM
460	I am not aware what impact this has	8/5/2021 5:02 PM
461	I don't understand why there should be a two year lag beyond highest steps especially as it is an indication of lack of career growth and mobility- not lack of performance or growth on the job.	8/5/2021 4:35 PM
462	For those who do not have opportunities to be promoted, longer we work on the same level less we receive within grade increments. Those who have promotion opportunities often have other development opportunities. Need to address structural problems.	8/5/2021 4:21 PM
463	If is unconventional. Is unfair and does not motivate good performance.	8/5/2021 3:10 PM
464	FS grades were not mentioned in the comparison	8/5/2021 2:58 PM
465	Not really affecting FS Levels	8/5/2021 2:53 PM
466	Another way for the UN to take away from staff to save money.	8/5/2021 2:45 PM
467	The years of the grade increments penalizes staff not able to be rostered or progress within grade and would be better set at 15 years (+ 2 years).	8/5/2021 2:31 PM
468	Very little movement in steps and increments	8/5/2021 2:29 PM
469	The ceiling was reduced and increment for my grade is done only after two years.	8/5/2021 1:57 PM
470	What happens when I arrive to step 13? There will be no more increments?	8/5/2021 1:55 PM
471	There should be no upper limits to within grade increments because staff who reach the top increment receive no further recognition for additional experience or dedication to service.	8/5/2021 1:47 PM
472	The change in grade is punitive for staff who are not able to get promotions or reassignment to other missions. Reassignment and promotion systems are not fair especially because of the Roster regulations. Many staff are stuck in same position and same duty stations for years, some as long as 16 years.	8/5/2021 1:11 PM
473	More info would be required to comment on this. What would be the changes?	8/5/2021 1:01 PM
474	We don't have the system works, should more simplify and clarify.	8/5/2021 12:46 PM

Pulse check about the changes to your compensation package

475	The capping penalizes those who would like to apply for higher posts but are not given a chance (e.g. gender). So there is a double 'penalization'. One because gender drives promotions and secondly because increase in steps have been limited.	8/5/2021 12:45 PM
476	two years in the same grade isn't motivational.	8/5/2021 12:42 PM
477	The whole thing was very underhanded and left many people feeling disappointed, with no real demonstrable saving to the Organization.	8/5/2021 12:38 PM
478	The within grade increments are so negligible that they really make no impact in as far as year to year inflation is concerned.	8/5/2021 12:37 PM
479	I am satisfied but how about those who have reached the ceiling? Does it mean no more increments?	8/5/2021 12:34 PM
480	It does not make sense to have to wait two years to receive a step increment when at a higher step	8/5/2021 12:33 PM
481	Mobility in the UN Secretariat is very difficult. As someone who has been at P4 for 7 years with stellar performance and yet no opportunities to advance in grade, it is disappointing to not be able to have the annual recognition for my performance.	8/5/2021 12:27 PM
482	Once you reach the top of the scale there should be a system for upgrading to next salary grade.	8/5/2021 12:10 PM

Q11 Discontinuation of the language incentiveSuppression de l'incitation à l'étude des languesSupresión del incentivo para el aprendizaje de idiomas

Answered: 3,091 Skipped: 1,500



ANSWER CHOICES	RESPONSES	
Not Applicable	32.55%	1,006
Very satisfied	4.59%	142
Satisfied	14.49%	448
Dissatisfied	26.50%	819
Very dissatisfied	21.87%	676
TOTAL		3,091

Pulse check about the changes to your compensation package

#	COMMENTS:	DATE
1	If the language used is necessary for the performance of the duties it should be recognised.	8/31/2021 4:37 PM
2	That was opportunity to show appreciation to the staff, taking its time to learn an additional UN official language to be able to perform better in the multilingual international environment. It looks as another message to staff that any effort has no value.	8/25/2021 2:05 PM
3	Languages are key for the UN system results	8/25/2021 1:50 PM
4	Language allowanxe was a beautiful possibility for staff to leanr new UN languages, promote movement and plavement of staff across regions. This was also important as a key principle of UN to have staff that can communicate on languages apart frpm English, which currently is now the case. Even in french speaking regions, you hear more and more UN staff communicating on English. Also proper french, spanish etc language key on diplomatic environments	8/24/2021 4:51 PM
5	As a G staff member I worked hard to pass the language exams. When becoming a P, loosing this benefit was as if languages no longer mattered.	8/24/2021 11:12 AM
6	This one pulled the rug out from under me -- my Spanish LPE certificate suddenly lost most of its value. :(8/23/2021 3:17 PM
7	Very unfair for the organization to have encouraged staff members to become proficient in several official languages and take the UN LPEs, but then not implement the language incentive	8/23/2021 12:32 PM
8	Je ne suis pas concernee mais soutiens cette initiative	8/23/2021 12:01 PM
9	Someone joining the UN should be open to learning new cultures and be enticed to learn new languages.	8/22/2021 11:04 PM
10	As UN Staff we should not need incentives to be multi-lingual, we should be self motivated to obtain training in additional languages but the Organization should ensure this is at no cost to staff.	8/22/2021 5:47 PM
11	A multilateral body that disincentivizes learning languages?!	8/22/2021 10:38 AM
12	The organisation should encourage multilingualism. Staff with LPE should get recognised.	8/18/2021 5:41 PM
13	withdrawn incentive to excel in languages that are key tool to communicate with other countries. The requirement of language skills remains but not the associate remuneration leven it was small...)	8/18/2021 1:05 PM
14	This is a major impediment to language learning, cultural self-awareness, humility, and inclusion at the UN. It also triggers a series of undesirable side effects such the growing dominance of English, as well as daily breaches to equality of the working languages, deteriorated international/local staff relationships in field locations during the deepening language gap. As imperfect as the language incentives were, they did encourage language learning and cultural awareness, supported cultural exchanges, and better relations with local staff, Member States, civilian populations and host countries authorities after deployment in the field. COVID-19 is offering new learning opportunities for staff away from HQ or OAH but there is a lack of a reward system for the efforts that are being made to acquire a new language or deepen language competence. The discontinuation of the incentive has severely hit multilingualism at the UN and its ability to serve the people of the world.	8/17/2021 7:44 PM
15	multilingualism is a cornerstone of the UN and staff that invests in this should be valued	8/17/2021 5:53 PM
16	It is extremely disappointing that the language incentive was discontinued for P staff, yet still continues for G staff.	8/17/2021 4:42 PM
17	much time is spent on learning a language. If it is a UN working language and is something that will help us in our work, then it	8/17/2021 2:29 PM

Pulse check about the changes to your compensation package

should be acknowledged and rewarded. It is one of the few possibilities of staff development that staff can actually make use of.

18	n/a	8/17/2021 8:56 AM
19	Language incentive was openly favorizing staff who are native speakers of one of official languages.	8/16/2021 5:59 PM
20	I think it is important to provide some incentives for staff to acquire new languages.	8/16/2021 5:08 PM
21	language incentive should have been granted to all categories of staff, not only for local or assistant levels. that was wrong from the beginning	8/16/2021 11:43 AM
22	This was very useful and needed for all of us working in the UN and moving often to different countries during our career. It would be great if it could be reconsidered.	8/16/2021 11:21 AM
23	no incentive for staff to improve their value for their Organization	8/16/2021 10:22 AM
24	For UN system this is a pity that of not continuing this. Unfortunately for P staff at FAO this has been removed some years ago.	8/16/2021 10:02 AM
25	the incentive was lost with this change. normally the previous system was more encouraging and appreciative of the additional efforts made by the staff member	8/16/2021 9:50 AM
26	learning a new language is very good but difficult and because of the change, it is less motivating now	8/16/2021 7:46 AM
27	irrelevant for P staff in my organization	8/15/2021 7:25 PM
28	Horrible dis-incentive.	8/15/2021 4:35 PM
29	Minimum 2 UN language should be a hard selction criteria for UN personel and language skills not beeing a bonus/incentive. If so, then should include intensives for all other skills (from driving, computer skills or specialized expertise/skills	8/15/2021 1:09 PM
30	For P staff, ICAO did not even provide any language incentive, which is more than disappointing.	8/15/2021 12:18 PM
31	indifferent	8/15/2021 9:09 AM
32	It creates a real issue as English speakers are not obliged to learn another UN language but non English speakers can hardly survive in the system without English	8/14/2021 7:50 AM
33	People should be encouraged for speaking and learing more UN languages	8/13/2021 4:11 PM
34	Never bebenefitrd from my 2 LPE...	8/13/2021 3:33 PM
35	Ce genre de politique aboutit nécessaire à un monolinguisme où l'anglais prime et appauvrit la diversité et l'inclusion au sein des Nations Unies.	8/13/2021 12:51 PM
36	Multilingualism is a key for United Nations System and UNESCO, in particular. Proving a language incentive was a great way to encourage staff members to continue learning different languages and the overall promotion of language diversity.	8/13/2021 11:03 AM
37	I thought the language incentive only came with G posts	8/13/2021 9:54 AM
38	Multilateralism discussions should not only take place in the English language. As UN, it is important to promote diversity in general. Multilinguism should be promoted as part of this diversity agenda. The incentive might be more useful is it will be about the utilization of languages in the day-to-day work rather than just partly knowing languages.	8/13/2021 9:03 AM

Pulse check about the changes to your compensation package

39	Our diversity is a strength. In the same way those with multiple degrees are not necessarily paid more even if they have expanded competencies. Languages are the same. Lack of an additional language discriminates against nationals of certain regions.	8/13/2021 5:52 AM
40	Le travail à l'organisation nous oblige d'apprendre des langues pour interagir avec nos partenaires. Il faut que l'organisation encourage ces formations	8/13/2021 12:26 AM
41	Unfortunate.	8/12/2021 11:39 PM
42	Since i first joined WHO 20 years, i find that several factors have contributed to an increasingly anglicized organization, even in the regional offices. WHO should strive to recruit, retain and incentivize people who can effectively work in more than one UN language.	8/12/2021 7:25 PM
43	I don't think this applies/applied at the P-level.	8/12/2021 6:19 PM
44	I speak 3 UN languages and a bunch of other languages, never saw one extra dollar though	8/12/2021 5:35 PM
45	don't know what it is	8/12/2021 5:25 PM
46	It is important to recognize the effort and motivate the learning of an additional language	8/12/2021 4:36 PM
47	As a UN organization we should pride ourselves in "multilingualism" and reward/incentivize staff accordingly.	8/12/2021 4:32 PM
48	En una organización multicultural y multilinguaje, no incentivar el dominio de idiomas adicionales es un despropósito.	8/12/2021 4:27 PM
49	we have great difficulties filling positions for languages other than English !!	8/12/2021 4:17 PM
50	I lost money	8/12/2021 3:28 PM
51	While I am not a recipient of a language allowance I think this should be encouraged.	8/12/2021 3:19 PM
52	Another measure playing against staff motivation	8/12/2021 2:45 PM
53	we all live elsewhere, so if it should be paid it should be for all and not being selective. Even national staff work in cities they are not born and raised and can rarely speak native language. so I think abolishing this was an equalizer	8/12/2021 2:41 PM
54	I was not aware of any language incentive.	8/12/2021 2:35 PM
55	it makes sense to me	8/12/2021 1:45 PM
56	Agree with the suppression. UN employees should be intrinsically motivated to learn languages	8/12/2021 1:41 PM
57	it was a great incentive, we need staff who can speak many languages! In case of administartion we have to deal with so many local people and it helps to have staff who are fluent in many languages	8/12/2021 12:55 PM
58	I am a firm believer in multilingualism as a part of multiculturalism.	8/12/2021 12:34 PM
59	It should be imperative for the UN to reward those who decides to make an effort to study to proficiency levels in other UN languages. I am myself a native non-UN language speaker, but studied and took test for both English and French. I then fell off the Spanish studies, mainly due to lack of time due to high work load and being a single mum, but my dropout coincided with the withdrawal of incentives, which might have had motivated me further.	8/12/2021 11:59 AM
60	Everyone in the UN system should at least speak 2 languages, a big minimum. We are the UN, we should be the best of the best in	8/12/2021 11:49 AM

Pulse check about the changes to your compensation package

the world. We are paid well enough not to expect additional incentives because we speak a second or third language.

61	Si vous voulez avoir des personnes motivées qui peuvent progresser dans leur carrière, il est important d'avoir des incitations financières.	8/12/2021 11:40 AM
62	the rule of 2 UN languages is mandatory and should be fully implemented, which it is not anymore. With this rule applied, the incentive to learn UN languages should be kept, as it also fosters mobility.	8/12/2021 11:37 AM
63	Mobility requires several languages. Also it is an added value to have several languages to support operations.	8/12/2021 11:34 AM
64	None	8/12/2021 11:33 AM
65	Knowing other UN languages should be compulsory, no need to pay extra.	8/12/2021 11:20 AM
66	UN personnel must be many-lingual, knowing 2 UN languages is not enough anymore in many cases. Discontinuation of the language incentive definitely won't help the situation.	8/12/2021 11:15 AM
67	I think it is key that international staff learn local languages and it is quite a time and cost commitment to do this next to work, especially in hardship duty stations. So this should be recognized and supported by a compensation or at least reimbursement of language class costs.	8/12/2021 11:10 AM
68	Gives no recognition of language proficiency	8/12/2021 10:58 AM
69	It is very disappointing that within the UN system (with one of the main assets being knowledge of and effort to learn multiple languages) the incentive for and recognition of multilingualism is not recognized anymore.	8/12/2021 10:57 AM
70	I wish professional staff had these incentives	8/12/2021 10:54 AM
71	to my understanding, wasn't applicable to P staff (at least not at UNESCO)	8/12/2021 10:52 AM
72	I was not aware of any language incentive for P staff. Maybe I should be dissatisfied.	8/12/2021 10:50 AM
73	UN Staff must be multilingual. The motivation through accelerated increments was a good motivation. Instead now money is wasted on repetitive "zero tolerance" trainings that serve window dressing and cost time - though the harassment continues and the harassers are hard to "capture"	8/12/2021 10:30 AM
74	Also, transiting to online courses decreased efficiency in my view, as in group courses, one could also learn from listening to others.	8/12/2021 10:22 AM
75	Having worked with many English-only native speakers who have a significant professional advantage over non-native speakers in many aspects, it is disappointing that multilingualism is not prioritized or incentivized. I know a number of units that are English-only speaking. Staff who are able to work in various languages, including official and other languages, are a valuable asset to their organization as their language skills enable them to engage with Member States in a more culturally appropriate manner. I have experienced many times how appreciative in-country colleagues (government or other) are if you make an effort at speaking their or a common language.	8/12/2021 10:21 AM
76	I was benefitting of an accelerated WIGI (ie every 10 months) because I'm multilingual. Now this is not the case anymore (ie every two years). Member States should realise that they're removing the only existing incentive to multilingualism at a time where all agencies are asked by the Member States to strengthen their efforts towards multilingualism (resolutions in this sense are being adopted by various agencies).	8/12/2021 10:08 AM

Pulse check about the changes to your compensation package

77	it is very disappointing to see any measure that reduces incentives to learn new languages in an international organization	8/12/2021 9:57 AM
78	that was not significant and it is our duty to have two or more UN languages	8/12/2021 9:50 AM
79	In my opinion there shouldn't be extra pay for speaking two languages.	8/12/2021 9:45 AM
80	I understand that language incentive does not apply for P staff. Hence, I am dissatisfied about that.	8/12/2021 9:17 AM
81	As indicated above.	8/12/2021 9:16 AM
82	This enhances the non-language diversity and the dominance of anglo-saxon/English mother tongue colleagues. Do we not want MORE diversity?	8/12/2021 9:05 AM
83	A discontinuation of one benefit should be replaced with another of equal monetary value unless the budget must be cut due to pressures from member states.	8/12/2021 8:57 AM
84	I was not aware there was a language incentive prior to 2017. When I moved from G to P in early 2000s, I lost my language allowance.	8/12/2021 8:26 AM
85	It doesn't affect me but it's not consistent with the principle of multilingualism.	8/11/2021 11:36 PM
86	The discontinuation of the language incentive is justified given current global circumstances.	8/11/2021 11:34 PM
87	flattens the UN into an organisation where only english culture is relevant.	8/11/2021 10:01 PM
88	We are an intensional organization where we don't encourage people to learn other languages? Very counter productive and short sighted	8/11/2021 9:55 PM
89	I'm sure that this reduces the incentive for multi-lingualism	8/11/2021 9:41 PM
90	Why only the 6 official languages? With technology changes this is not very relevant. If it should be there it should be for languages by population coverage	8/11/2021 9:18 PM
91	that was a positive incentive, many lost it	8/11/2021 9:06 PM
92	The organization doesn't have to teach staff languages.	8/11/2021 8:47 PM
93	This is important and should be continued	8/11/2021 8:35 PM
94	Poor judgment	8/11/2021 8:28 PM
95	Appalling considering the UN is a multi- lingual environment.	8/11/2021 7:50 PM
96	This is a grave mistake making the UN world less diverse and less free in independent thought and expression	8/11/2021 7:35 PM
97	I haven't taken this so not sure about the changes.	8/11/2021 6:45 PM
98	This remove any incentives, in particular for english speaking colleagues to get interested in another language.	8/11/2021 4:50 PM
99	You should learn it because you want to...	8/11/2021 4:44 PM
100	Languages are an important skills for UN staff and those who are fluent in more languages should be more valued as staff member,	8/11/2021 4:16 PM

Pulse check about the changes to your compensation package

as happens in any job market

101	An incentive to multilingualism has been removed.	8/11/2021 4:12 PM
102	I have staff members who hardly speak the required languages and they do not care to learn.	8/11/2021 3:58 PM
103	Some of us spent a lot of time and sacrifice to learn new languages and achieve proficiency. now this motivating factor is not present anymore	8/11/2021 3:52 PM
104	A big thank you from those who managed to get two LPEs for accelerated in grade steps and are now left with nothing at all!	8/11/2021 3:52 PM
105	As a multi-lingual organization and as language skills are important aspect of staff development, I find this decision very unfortunate.	8/11/2021 3:51 PM
106	They should be reinstated. It is a guarantee for our stakeholders that we have obtained the highest levels of experience in the UN working languages. It is a guarantee for the donors and those benefiting of the UN's work.	8/11/2021 3:44 PM
107	there should be a reason for the discontinuation.	8/11/2021 2:41 PM
108	This should be done at the discretion of the staff to maintain your position and incentives should not be provided other than you keep your job and advance.	8/11/2021 1:54 PM
109	It didn't bring much to my salary but that is not the point. The UN is too anglophone and should be putting a priority on this.	8/11/2021 1:53 PM
110	Language should be a pre-requisite for all recruits	8/11/2021 1:53 PM
111	Yes, these incentives should be reviewed for all categories. The relevance of such an incentive in this day and age is questionable. It should be removed for all.	8/11/2021 1:47 PM
112	THE multicultural aspects of the Organizations should be taken care off, and languages is one of them.	8/11/2021 1:02 PM
113	I found very disappointing the fact that being able to work in more languages than some of my colleagues was not incentivized any longer. Besides, for staff not working in NY or Europe, learning a new language means sometimes, doing so late in the evening far after working hours.	8/11/2021 12:33 PM
114	Although I am not personally affected, the language issue is a discrimination for people whose mother tongue is not an official language (and in very many instances for non anglophones). This perpetuates the colonial heritage within the UN system, which is inconsistent with the UN principles. Significant corrections should be introduced.	8/11/2021 10:55 AM
115	I did not notice this change.	8/11/2021 10:52 AM
116	I think it was an important incentive for staff to obtain fluency in a UN language. staff that are more qualified by speaking several UN languages should also be compensated for it.	8/11/2021 10:33 AM
117	My opinion is to give a chance to those who love it it is important not for Jealous who failed sick when the see other speak what the can understand	8/11/2021 9:45 AM
118	It discourages the improvement initiatives for some of the staff.	8/11/2021 12:07 AM
119	I wasn't aware this ever applied to Professional staff.	8/10/2021 11:28 PM

Pulse check about the changes to your compensation package

120	This removed a key incentive for encouraging staff to master other official UN languages	8/10/2021 6:11 PM
121	Why stop it for Professionals but keep it for GS. That's discrimination!!	8/10/2021 5:59 PM
122	I had already enrolled in additional language lessons with a view toward taking this exam, was a bit disappointed that this was discontinued	8/10/2021 5:47 PM
123	I do not understand the rationale here in discontinuing the language incentive.	8/10/2021 4:01 PM
124	Both IP and GS should have fair treatment when it comes to language incentives.	8/10/2021 3:48 PM
125	The removal of this incentive and the lack of an alternative one (which was left open for study and never implemented) makes it discouraging to learn new languages.	8/10/2021 3:29 PM
126	Didn't know there was one for P-staff.	8/10/2021 3:15 PM
127	The decision does not seem compatible with the aim of having staff be functional in several of the UN official languages	8/10/2021 2:35 PM
128	It must be continued	8/10/2021 2:06 PM
129	staff who speaks more than one language is put in an unfair position	8/10/2021 1:51 PM
130	Some people get motivated by such concrete rewards, others by the beauty of the language and yet others for promotion opportunities. There should still be a minimum monetary incentive.	8/10/2021 11:57 AM
131	Se asume que el personal domina el idioma de su duty station pero esto no es asi. En mi caso, fue una gran ventaja la posibilidad de aprender italiano en mi primer contrato en HQ.	8/10/2021 11:21 AM
132	It is just another skill.	8/10/2021 11:12 AM
133	Just keep it.	8/10/2021 11:10 AM
134	I understand this was one way to make 'cuts' without 'cutting'. But I do feel the cut... I am essential in my work because I am a native French and English speaker, but never received compensation for it. However, my senior colleagues (who speak average French) benefited from these - even if it is ultimately me who has to do the work in French because my level is higher.	8/10/2021 10:58 AM
135	I didnt know about this one. I have been trying to build up my language skills, working towards this. To be fair it was never very widely advertised anyway.	8/10/2021 10:30 AM
136	At least there should have been a malus for the ones who speak only English (and they are way too many in the UNs).	8/10/2021 10:07 AM
137	In many duty stations, especially where English is difficult to find, this would help.	8/10/2021 9:59 AM
138	would like to know more what are the cash or non-cash awards and how to apply for those	8/10/2021 9:51 AM
139	At the same time we promote multilingualism....	8/10/2021 9:24 AM
140	UN was et up in 1945 - where politically important states spoke English, French and spanish - dont you think it is time UN recognised and accorded equal treatment to all languages? or atleast added few more ? UN operates in different countries and regions where languages other than these three are spoken - atleast by the people - why should language incentive not be extended to learning other languages? (if it is, then I withdraw my comment)	8/10/2021 8:02 AM

Pulse check about the changes to your compensation package

141	This goes against the UN's foundational principle to promote multilingualism in the Organization. While some incentives remain for GS staff, it is critical to recognize multilingual P staff in order to promote multilingualism in the UN.	8/10/2021 3:15 AM
142	I missed seeing this in the comparison table	8/9/2021 11:47 PM
143	At FAO there is very limited career advancement for professional staff and the Organization requires knowledge of a second language (mandatory)/ The second language is used on a daily basis.	8/9/2021 11:04 PM
144	If some people are still getting the benefit, it's not fair...	8/9/2021 11:01 PM
145	acquiring more than one official language should be encouraged through an incentive.	8/9/2021 8:55 PM
146	It is unfortunate that learning of official languages is not promoted this way.	8/9/2021 8:53 PM
147	There is no longer any incentive to have at least 2 official languages which has decreased diversity and even understanding of other cultures.	8/9/2021 8:26 PM
148	c'est vrai les UN utilisent trois langues. cette partie permettait aux staffs d'apprendre les autres langues pratiquées par le UN	8/9/2021 8:16 PM
149	That doesn't make any sense - UN should promote learning other languages - It is even surprising that this is not promoted !!!	8/9/2021 6:46 PM
150	Only applicable to GS staff in UNICEF	8/9/2021 6:27 PM
151	This is ridiculous! It takes a lot of hard work, time and dedication to learn another official language. People who speak multiple official UN languages often end up working longer hours as they tend to be requested to do informal translation tasks, etc. The language incentive was the LEAST the Organization could do to support them. Also, now there is no point in taking the LPE.	8/9/2021 5:58 PM
152	It reduces the motivation to learn new UN languages	8/9/2021 5:30 PM
153	A person working in an international agency should have a good command of at least 2 of the six official languages of the organizations. Otherwise this put extra work on colleagues who in view of their language skills can take work other than English. This should also be taken in account for job growth within the full package that a employee offers to the Organization. Should not be a factor of exclusion but should form part of the package that contribute to job growth.	8/9/2021 5:24 PM
154	Not sure of this incentive	8/9/2021 5:20 PM
155	I studied hard on my free-time to elevate my language skills to such that in 2010 was able to pass UNLPE in French and in 2011 in English language; just to notice that the incentives were subsequently taken away. I believe it goes against the purpose of the Organization not to incentivize staff to acquire professional language skills in multiple languages of the Organization.	8/9/2021 5:11 PM
156	As a UN member must know languages I do not see why this should be paid.	8/9/2021 5:06 PM
157	I think this is applicable only to the G staff. However, it would be very useful also to have this applicable to the P staff.	8/9/2021 4:42 PM
158	This goes against the UN's multilingualism mandate. We should be incentivizing a multilingual organization and this change will have the opposite effect.	8/9/2021 4:31 PM
159	Professionals don't have language incentive	8/9/2021 3:46 PM
160	Multilingual should be promoted in UN system.	8/9/2021 3:43 PM

Pulse check about the changes to your compensation package

161	Language incentive must be maintained to encourage multi-lingual UN environment.	8/9/2021 3:37 PM
162	It is fair	8/9/2021 3:05 PM
163	There is no longer any incentives for staff to learn languages including the languages of the country where they are posted which considerably limits the effectiveness of the interactions with local communities	8/9/2021 2:51 PM
164	This was an important incentives to learn another UN language and use it for our work; it helped build bridges when working with MSs all over the world; now, it's not regarded as a special skill anymore	8/9/2021 2:49 PM
165	Language incentives are something from a very old era, and is no longer applicable. If there is an incentive to learn a new language and pass its exam, then there should have been an incentive for learning other (much more difficult) skills and pass their exams!	8/9/2021 2:46 PM
166	I dont understand this concept	8/9/2021 2:41 PM
167	Staff should be encouraged to improve their respective UN official languages and pass language proficiency exams.	8/9/2021 1:26 PM
168	reduction to salary since 2016	8/9/2021 1:04 PM
169	Pas d'information sur cette opportunité	8/9/2021 12:38 PM
170	The language incentive was a concrete expression of the organization's commitment and value placed on multilingualism.	8/9/2021 12:24 PM
171	I have 2 LPE examinations that were NEVER taken into account.	8/9/2021 12:13 PM
172	Should be reinstated as it encourages learning new languages	8/9/2021 12:11 PM
173	As a manager with responsibility for recruitment, it is useful to know when a staff member has passed the language proficiency test, and a language incentive is useful in this respect. Once again, this obviously cost savings change is at odds with recruitment, principles which emphase language abilities in UN languages.	8/9/2021 11:57 AM
174	don't know what this is	8/9/2021 11:39 AM
175	Cette décision va à l'encontre des mandats de multilinguisme de l'Assemblée générale de l'ONU, it is detrimental to the management capacity of international organizations y desincentiva el estudio y el esfuerzo del personal internacional.	8/9/2021 11:36 AM
176	This does not encourage new people to study other working languages. I am one of the few in my department who has the three working languages (UN/UNESCO proficiency). Many new P/D staff are using a working language as a second language. Perhaps accelerated step increases would be a motivating factor and it would benefit the Office.	8/9/2021 11:05 AM
177	I am satisfied with this because the way it was implemented was absolute nonsense. Too many colleagues got their mother tongue "certified" to receive the increments - they did not learn any new language, so it was just all handled badly. I think the UN system better incentivizes / recognizes the learning of languages differently (e.g. through continuing the free courses, positive performance reviews etc.)	8/9/2021 11:03 AM
178	This is only for G staff, I think. Same comment as above, it is a pity.	8/9/2021 10:53 AM
179	We have lost a motivator to follow language courses.	8/9/2021 10:48 AM
180	n/a for UNITAR, we still have option to attend language courses with costs covered by UNITAR.	8/9/2021 10:22 AM

Pulse check about the changes to your compensation package

181	Never benefited of this incentive.	8/9/2021 10:21 AM
182	Short sighted	8/9/2021 10:20 AM
183	The language incentive was taken away without the introduction of any other incentive for staffers of the most international organization in the world to be multi-lingual. I never understood this change. I think the organization should appreciate staff members who make an effort to be able to communicate in several languages with Member States.	8/9/2021 10:14 AM
184	I think we should do more to ensure staff have the right incentives to learn more languages	8/9/2021 9:55 AM
185	It shall be considered as an essential part of staff development. Otherwise those coming from one of working languages (eng, spanish, french) have too much comparative advantages for recruitment and promotion.	8/9/2021 9:32 AM
186	the UN promotes multilingualism. french and english are both working languages of thr UN secretariat. however we see more amd more staff not speaking a word of French in francophone coutries where peacekeeping are based. without any incentive, it will on,y get worse and is impacting the work of the Missions	8/9/2021 9:16 AM
187	Why to learn more languages other than the working language? It only costs time and money and provides no incentive.	8/9/2021 9:15 AM
188	You must keep this procedure to encourage staff learning the languages.	8/9/2021 9:14 AM
189	This should be back to encourage SM to gain more languages learning to more effective in some area of work i.e English for GFTTS equipment and Softwares	8/9/2021 9:05 AM
190	Requires a lot of effort from officials	8/9/2021 8:54 AM
191	The organisation needs to limit its obsession with multi-linguism and build the mangerial capacity to draw upon different skills from different staff members. Expecting everybody to be able to do everything tends to support mediocrity and limit diversity. Non-linguistic professional staff should be hired and rewarded for their expertise and performance in their job family not on the ability to be a translator.	8/9/2021 8:37 AM
192	N/A	8/9/2021 8:33 AM
193	There is value added in staff gaining fluency in different languages - I have seen numerous internal meetings start with fights over whether to use English or French in some field postings, and generally think that being able to communicate in some of the official languages that are also one of the officials languages in the d/s (e.g. French in several PK missions or Spanish in LAC) is an important parameter to be able to deliver, maintain situational awareness and connect with national colleagues and interlocutors. An international organisation not supporting multilingualism is a bit of an aberration.	8/9/2021 8:25 AM
194	Was good	8/9/2021 8:11 AM
195	none	8/9/2021 7:53 AM
196	na	8/9/2021 5:20 AM
197	Demotivating	8/9/2021 5:12 AM
198	Not indicated in the table.	8/9/2021 4:21 AM
199	Being multi lingual is very advantageous and is required for optimum performance because of the very nature of our work. This was a big disincentive and demonstrates the lack of commitment to employees.	8/8/2021 9:29 PM

Pulse check about the changes to your compensation package

200	This discontinuation does not support the multilingualism goals. It should be reinstated.	8/8/2021 9:15 PM
201	Didn't know about it but it doesn't sound like a good idea	8/8/2021 6:58 PM
202	This change was not fair to those who did not have English as a mother tongue. Most work is undertaken in English at the UN. Those who were born "Anglophone" have a distinct advantage at work vs those who need to improve their level of English. To be fair, all should be imposed to pass exams for a second UN language. Anglophones included. It should also be a recruitment requirement.	8/8/2021 5:59 PM
203	It is crucial to maintain incentives for employees to improve their language skills to communicate effectively with the people we serve.	8/8/2021 5:53 PM
204	There is need for staff to be able to work comfortably in different locations	8/8/2021 4:29 PM
205	This was never applicable to IPs? Not clear.	8/8/2021 12:50 PM
206	What is the sense in the LPE in this case and coverage of staff efforts.	8/8/2021 11:34 AM
207	It is a disincentive for staff spending time and energy in acquiring new languages. It is also in sharp contradiction with the commitment of the Organization to advance multilingualism.	8/7/2021 5:31 PM
208	Language incentive gives motivation to staff to learn more UN official languages.	8/7/2021 12:48 PM
209	no comments as I never participate in language incentives	8/7/2021 11:29 AM
210	Otherwise they discriminate Japanese who have not been colonized by the countries of UN languages.	8/7/2021 10:32 AM
211	This is reversing progress for multilingualism, and removes all incentives to study and perfect use of the official languages.	8/7/2021 9:50 AM
212	It should be a personal initiative	8/7/2021 8:29 AM
213	Not good	8/7/2021 7:12 AM
214	Another cost saving measure that discourages staff movement between continents	8/7/2021 3:30 AM
215	Not affected by the change	8/7/2021 2:59 AM
216	This is very discouraging for multilingualism.	8/7/2021 2:42 AM
217	Removing incentives for multilingualism will undoubtedly reduce the studying of additional languages, regardless of how many propaganda-drives are issued.	8/6/2021 11:35 PM
218	Helps to learn along that area.	8/6/2021 9:28 PM
219	IT IS RIDICULOUS THAT THIS SURVEY IS AIMED ONLY TO CATEGORIES WHERE GENERAL SERVICE STAFF ARE NOT INCLUDED. WHOEVER IS CONDUCTING THIS STUPID SURVEY DOES NOT REALISE THAT GENERAL STAFF ALSO HAVE A LIFE WHERE FAMILIES NEED TO BE FED, EDUCATED PLUS THE NEED TO LOOK FOR A BETTER FUTURE FOR THEM THAT DEPENDS ALSO FROM THEIR SALARIES. THIS ORGANIZATION ONLY AIMS FOR A BETTER LIFE TO THOSE REGISTERED IN THE CLUB OF SO CALLED PROFESSIONALS OR DIRECTORS. TOO SAD THAT THERE ARE SO CALLED SDGs CREATED BY THE ORGANIZATION WHERE GOAL 8 CALLS FOR DECENT WORK AND ECONOMIC GROWTH BUT IT	8/6/2021 9:11 PM

Pulse check about the changes to your compensation package

IS NOT APPLIED BY ITS OWN DRAFTER. WHERE IS THE ECONOMIC GROWTH AIMED FOR GENERAL SERVICE STAFF? THAT ECONOMIC GROWTH IS AND HAS BEEN SINCE ITS FOUNDATION DESIGNED ONLY TO THE CLUB OF Ps and Ds. TOO SAD!

220	is a comment really needed? those of us who take the time to study UN languages and used to get rewarded for that, do not get any reward anymore.	8/6/2021 8:14 PM
221	This is a skill of high importance to the work of the organization, so to take away the incentive for staff to achieve fluency in at least two working languages of the organizations seems a bit counterproductive	8/6/2021 8:05 PM
222	This incitation was encouraging for the staff to learn a new language and be more competitive for the job.	8/6/2021 6:59 PM
223	Staff should be incentivized for additional languages.	8/6/2021 6:34 PM
224	Incentives are important and UN staff should have them to compensate for extra work and dedication acquiring skills that are put to the service of the Organization.	8/6/2021 5:56 PM
225	It adds discrimination amongst national/international civil servants.	8/6/2021 5:44 PM
226	Multilingualism is one of the assets of international civil servant. There is no longer incentives for staff to learn languages.	8/6/2021 5:27 PM
227	The language incentive is obsolete .	8/6/2021 5:08 PM
228	Reflects poorly on the Organization's commitment to multilingualism.	8/6/2021 5:02 PM
229	Motivation for learning new languages is not supported by the new rule.	8/6/2021 4:52 PM
230	Il me semble évident que le fonctionnaire international doit être incité à parler plusieurs langues.	8/6/2021 4:48 PM
231	It applies to GS who are often stagnant	8/6/2021 4:41 PM
232	I am on project funding and this was only available to regular budget staff so it does not make a difference to me. However i believe that as UN officials it is our duty to speak more than one language. There should be facilities to learn a new language (large offer, flexible schedule), for instance in conjunction with mobility, but there should not be a financial incentive.	8/6/2021 4:34 PM
233	This again sends a wrong signal. Why would anyone invest time in learning a language, if this is not recognized at the end, as higher qualification?	8/6/2021 4:21 PM
234	Without this incentives, why would staff bother to learn other languages? (especially our English-speaking colleagues). This contributes to the perception that the UN is becoming more and English-centric and unilingual.	8/6/2021 4:20 PM
235	I don't know anything about this.	8/6/2021 4:15 PM
236	The entitlements are very generous as they are, as working for the UN typically means staff knows more than one language anyway. It was an unnecessary incentivization.	8/6/2021 4:13 PM
237	As long as staff are hired that only speak one language (E, F, or S, including when it's their mother tongue!) and get away with it or get even promoted, those who have made an effort to learn additional languages (working languages or other) should receive some compensation.	8/6/2021 4:10 PM
238	I don't understand why P sm should be treated differently than G sm	8/6/2021 4:01 PM

Pulse check about the changes to your compensation package

239	Key qualification of two or more languages deserve to be compensated. It also increases and motivates mobility of staff.	8/6/2021 4:01 PM
240	Why should GS staff receive it and not P staff? We all have worked hard to obtain these credentials and should be treated equally.	8/6/2021 3:59 PM
241	--	8/6/2021 3:54 PM
242	with a time in post which has increased and became less flexible an incentive to learn and put to fruition a language course would be important and effective to the organization we serve	8/6/2021 3:53 PM
243	This was an unfair increment - very difficult to apply fairly due to decisions on mother tongue, working language etc. Many people 'gamed' the system with poor language skills while many others were not eligible	8/6/2021 3:52 PM
244	What is the point of having done all the effort to master 4 languages if there is no incentive? Is this the way the organization wants to become multilingual?	8/6/2021 3:45 PM
245	The language incentive was very important. We have too many monolingual staff.	8/6/2021 3:41 PM
246	Diversity and multilingualism should be encouraged also at IP level. Not clear why only local staff should reap the benefits of such. Perhaps for IP it can be for 3rd foreign language, not for 2nd, but it should still be there.	8/6/2021 3:35 PM
247	We should encourage multilingualism	8/6/2021 3:31 PM
248	Staff with knowledge of more UN languages should be compensated.	8/6/2021 3:30 PM
249	language incentive isn't for professionals, is it?	8/6/2021 3:22 PM
250	I understood this does not apply to IP?	8/6/2021 3:12 PM
251	Never understood the rationale behind it. It was an extra incentive and now it's gone. Which staff member now goes out of their way to learn an additional UN language?	8/6/2021 3:05 PM
252	This is definitely a negative trend which poorly reflects on the multi-cultural environment and efforts of staff to serve their Member States in the best way possible.	8/6/2021 2:48 PM
253	The UN needs to encourage multilingualism. This is a step backward.	8/6/2021 2:47 PM
254	English will become the sole official language at the UN de facto, I do not understand why the francophone countries did not make more noise on this.	8/6/2021 2:39 PM
255	I think this goes against the very principle of multilingualism. It was one of the rare incentives that could be used by managers to encourage staff to learn more languages.	8/6/2021 2:37 PM
256	This change is a shame for an organization that would like to pretend to be multilingual (I guess rather on paper than in reality). On the contrary, incentives to language learning must have been increased	8/6/2021 2:26 PM
257	Soon after I passed the LPE in two languages, the accelerated step was discontinued, thus adversely affecting me.	8/6/2021 2:21 PM
258	Although as far back as 2015, it did not apply to all staff - only to those who were on Geographical posts...	8/6/2021 2:17 PM
259	Why keep it for GS and not P - what is the rationale with all the talk about multilingualism?	8/6/2021 1:59 PM

Pulse check about the changes to your compensation package

260	Will not motivate staff to learn new UN languages	8/6/2021 1:40 PM
261	It was unfair that only geographical posts got the accelerated step. Now it is fair	8/6/2021 1:30 PM
262	This used to encourage staff to learn other languages	8/6/2021 11:57 AM
263	Mine was already cancelled so there is no reason why there should be discrimination	8/6/2021 11:41 AM
264	This is contrary to the UN values, does not promote diversity and reduces multilingual character of organisations.	8/6/2021 11:26 AM
265	The UN should promote professional development of staff	8/6/2021 11:24 AM
266	did not know	8/6/2021 10:41 AM
267	Particularly for staff at non-field duty station, much of the work is conducted in the main languages, chiefly English (particularly those involved in document preparation). A staff whose mother tongue is a UN language should not be entitled to special pay compared to other staff that do not speak the language.	8/6/2021 10:04 AM
268	Once again, this is a de-motivator for staff performance and is counter to ensuring that the UN is a people centered organization and an organization striving to attract, recruit, and maintain an excellent work force of qualified and motivated individuals.	8/6/2021 8:25 AM
269	The organisation seems very good at paying lip service to multilingualism without providing either incentives or accessible resources to make it happen.	8/6/2021 3:40 AM
270	would be more likely to try harder to learn other languages if the shorter increments were reinstated; and the annual steps reinstated too.	8/6/2021 3:07 AM
271	THEY TOOK AWAY A NICE INCENTIVE.....SINCE WE HAVE MANY....	8/6/2021 2:48 AM
272	To learn a new language, one will need to go away from his/her work for minimum of 6 months.	8/6/2021 2:12 AM
273	should be continued to encourage more language competence	8/6/2021 1:38 AM
274	The whole system seems to favour staff who speak more than one "official" language. That is unfair.	8/5/2021 11:48 PM
275	Siempre es una oportunidad el completar algun curso de idiomas.	8/5/2021 11:12 PM
276	I am an NCE , passed a proficiency, and am no longer getting my step increment every 10 months	8/5/2021 11:02 PM
277	This change caused my in grade salary increments to happen less frequently.	8/5/2021 9:20 PM
278	Demotivating and does not go with the Secretary-General's initiative on multi lingualism!	8/5/2021 9:11 PM
279	Even though English and French are working languages at the UN, there are fewer and fewer people who speak French and also any other official UN language.	8/5/2021 9:10 PM
280	This shall remain	8/5/2021 9:08 PM
281	I think the UN should look at whether there has been any change with the efforts staff are making to learn additional languages	8/5/2021 8:36 PM
282	Desconoce las necesidades del personal y de la organización	8/5/2021 8:34 PM

Pulse check about the changes to your compensation package

283	Although personally I never received it, I feel it's discriminating towards staff coming from different educational systems where foreign languages are not as widely taught. It should have been, at the very least, offset by the allowance that staff can use to learn a new language.	8/5/2021 8:18 PM
284	Staff are encouraged to take additional language trainings. I have not heard anyone complain of their incentive discontinued. The only problem is too much work that does not make it possible to take language training.	8/5/2021 8:18 PM
285	Not applicable for me but I believe it to be a good incentive for staff to learn other languages aside from their mother tongue	8/5/2021 8:03 PM
286	It's only fair that it was discontinued because some staff which has taken another citizenship, would apply for a language incentive on the language spoken on their origin, e.g. French or Arabic.	8/5/2021 8:01 PM
287	I don't make any efforts to learn a new language anymore. That's as shame in the UN.	8/5/2021 7:59 PM
288	Es necesario contar con este apoyo	8/5/2021 7:51 PM
289	It was a double hit, on one hand reducing the increments from 10 months to 12 months for those with language incentive, and again for more experienced and established colleagues in their posts. Discourages also international experiences and multilingual expertise.	8/5/2021 7:48 PM
290	Having taken and passed the LPE, I was extremely disappointed when the accelerated step was removed and nothing replaced it.	8/5/2021 7:32 PM
291	having an incentive encourages people to learn the 6 UN languages	8/5/2021 7:30 PM
292	I had the language incentive for three UN languages, passed the exams, and now I don't have that right, whereas my national colleagues have it. Why? Because they are national?	8/5/2021 7:25 PM
293	The elimination of this incentive reduces the possibility to recruiting staff with multiple languages, which are key for some posts.	8/5/2021 7:04 PM
294	I never liked this process. I always thought it should have been an allowance and not a step increment. It puts my colleague a whole two steps above me in the pay scale for a language that they do not use on a daily basis. I am glad it was discontinued as it is prejudicial.	8/5/2021 6:57 PM
295	We are in a multilingual organization and the language incentive was the only way to make sure staff consider other languages than English and that other cultures like the American and English ones become the only reference within the Organization	8/5/2021 6:55 PM
296	I'm not sure about my answer	8/5/2021 6:45 PM
297	At the moment I only speak one language fluently and working on my second. The language incentive was one of my motivating factors to really work hard to try and pass the exam. I admire the tenacity of staff members who are able to learn multiple languages and should be able to gain an additional allowance	8/5/2021 6:44 PM
298	I was learning languages in hopes to get the language grant one day.	8/5/2021 6:41 PM
299	Although one does not learn a new language only for this incentive, it is a pity that it disappeared. Learning a new language, or improving it, costs time and money.	8/5/2021 6:35 PM
300	No aware / familiar. But would emphasise importance of multilingualism	8/5/2021 6:33 PM
301	I have never benefited from the exam that I took for the English language, this is unacceptable.	8/5/2021 6:33 PM

Pulse check about the changes to your compensation package

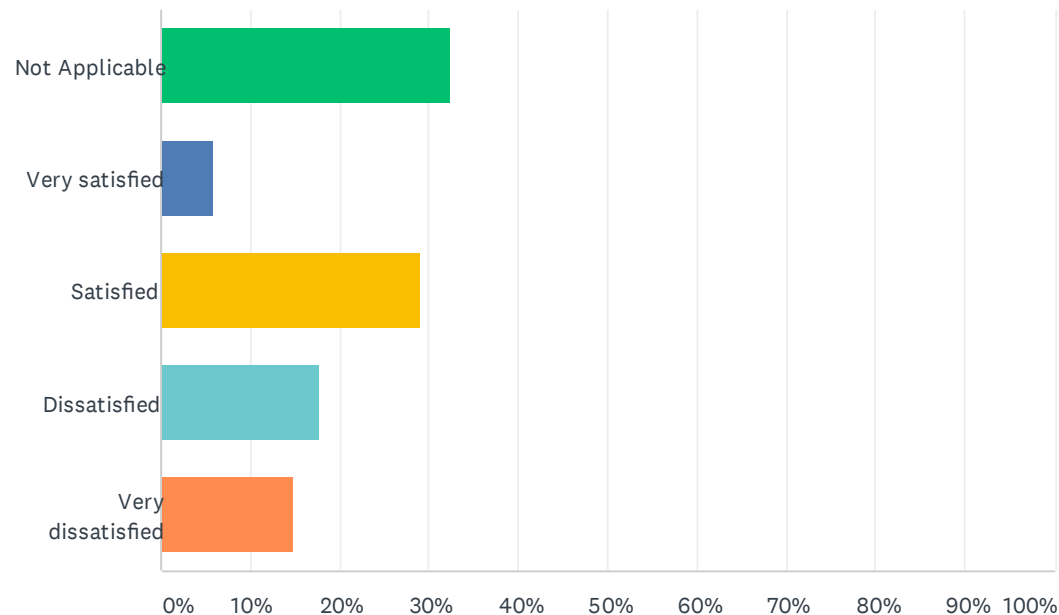
302	Unless the job function requires special language requirement above and beyond what is normally requirement, I found the discontinuation fair.	8/5/2021 6:32 PM
303	This is another stop in the step progression at the same level which, coupled with the prior cut, will have a very adverse impact on the take-home pay of staff members	8/5/2021 6:24 PM
304	While I do not receive such incentive, I think the discontinuation does not provide incentive to staff to acquire new language skills to further multilingualism. However, if this is to be reintroduced, there has to be periodic reassessments of staff member's additional language ability. In the past, if one passes the language proficiency test 20 years ago, the allowance continued indefinitely even if one has already lost that proficiency.	8/5/2021 6:24 PM
305	LPEs were an advantage amidst an already competitive environment	8/5/2021 6:22 PM
306	unaware of the change	8/5/2021 6:21 PM
307	I could not find the information on the language incentive in the comparison table at the link you provided.	8/5/2021 6:14 PM
308	Pay should be based on our work inputs, not whether we speak any specific languages.	8/5/2021 6:12 PM
309	I was not receiving any, however the organization requiring Multilanguage skills, should take this into some financial incentive prospect.	8/5/2021 6:11 PM
310	This has never made sense to me. Faster step increases should be linked to great performance.	8/5/2021 6:08 PM
311	The Organization claims to favor multilingualism and to support staff development. The decision to end financial incentives for staff who speak more than one language or who wish to learn another language puts the lie to this claim.	8/5/2021 6:06 PM
312	No need to provide the language incentive, as multilingualism is a must, not a plus.	8/5/2021 6:06 PM
313	Again, I guess this affected me, but not much, as I was close to the limit in steps, anyway.	8/5/2021 6:05 PM
314	An initiative against multilingualism in a multilateral organization.	8/5/2021 6:00 PM
315	as an organization that encourages multilingualism, this was an unfortunate development	8/5/2021 6:00 PM
316	I got my LPE in French this year and will not get anything for this effort. Again, cutting costs.	8/5/2021 5:58 PM
317	Did not know	8/5/2021 5:57 PM
318	It was not an inclusive process, most people who were granted them were native speakers. It is unfair to expect a UN staff who has a mother tongue that's not an official UN language to master two UN languages.	8/5/2021 5:55 PM
319	I was encouraged by the efforts to increase multilingualism at the UN and I committed a significant amount of time to learning a new language, with the understanding that I would be rewarded with an accelerated step. By discontinuing the language incentive, I felt that the Organization acted in bad faith, as no other incentive was offered.	8/5/2021 5:53 PM
320	This is reprehensible on the part of an organization that supposedly prides itself on multilingualism. To make access to language classes (and, in the case of staff in productive posts, credit for class time and homework) dependent on utility to the staff member's section is plain cheap.	8/5/2021 5:52 PM
321	NO COMMENT	8/5/2021 5:51 PM

Pulse check about the changes to your compensation package

322	We should be encouraging language certification.	8/5/2021 5:50 PM
323	After approving the UN Language Proficiency Exam I was eligible to earn an increment every 10 months instead of 12; this benefit is no longer applicable. This benefit should have been maintained for staff already in the program.	8/5/2021 5:49 PM
324	Performace and motivation to learn should be rewarded.	8/5/2021 5:46 PM
325	Prefer entitlement for language incentives.	8/5/2021 5:44 PM
326	I don't know what this refers to	8/5/2021 5:25 PM
327	Some of us make an effort to be more effective through language development	8/5/2021 5:18 PM
328	Not applicable to P/D	8/5/2021 5:04 PM
329	I am not aware what the language incentive is/was.	8/5/2021 5:02 PM
330	Language requirements should betaken care of in vacancy notices. Any additional languages, if not required for the job, should not have any effect on salaries. Again, to learn languages other than those required is a personal choice.	8/5/2021 4:50 PM
331	Due to the multi- lingual nature of the organization , a language incentive should be continued.	8/5/2021 4:45 PM
332	Language incentive motivated multilingualism which is very good for the UN	8/5/2021 3:10 PM
333	Language is not mentioned in the comparison	8/5/2021 2:58 PM
334	Language exams imply an effort to improvement, why is not recognized?	8/5/2021 1:55 PM
335	Should not be discontinued	8/5/2021 1:19 PM
336	Staff rarely use the languages beyond their diplomas and why are some mother tongues being compensated against others? Seems unfair if one is born speaking the other official languages of the UN as a mother tongue.	8/5/2021 1:01 PM
337	There are people in the system who doesn't speak clearly. Having an incentive might challenge those to improve their language communication	8/5/2021 12:54 PM
338	After all we communicate predominantly in English.	8/5/2021 12:45 PM
339	Should only be applicable for those who are working as Interpreter/Translators or Language assistants.	8/5/2021 12:10 PM
340	The UN should continue to encourage multi-lingualism	8/5/2021 12:06 PM

Q12 Introduction of a streamlined education grant and adjustments to the special education grant entitlement
Introduction d'une indemnité pour frais d'études simplifiée et ajustements du droit spécial à une indemnité pour frais d'études
Introducción de un subsidio de educación simplificado y ajustes en el derecho especial a un subsidio de educación

Answered: 3,091 Skipped: 1,500



Pulse check about the changes to your compensation package

ANSWER CHOICES	RESPONSES	
Not Applicable	32.51%	1,005
Very satisfied	5.79%	179
Satisfied	29.02%	897
Dissatisfied	17.76%	549
Very dissatisfied	14.91%	461
TOTAL		3,091

#	COMMENTS:	DATE
1	New model punish expensive schools which are the only option in some countries. Staff is getting penalized for going those countries	9/2/2021 2:28 PM
2	Education grant is not given to Short Term Contracts	9/2/2021 11:16 AM
3	It remains a very generous system.	8/31/2021 4:37 PM
4	The interpretations of what constitutes an admissible expense by HR partners has let to many inconsistencies and frustration. In Montreal, by law schools are required to breakdown their tuition fees in different categories, rendering them disputedly inadmissible, resulting in a loss of about 40% of EG. Cases are pending at the UNDT. This is the result of a lack of guidance and interpretation during the introduction of the rules.	8/30/2021 9:48 PM
5	This reform included several components, some of them sensible. But the overall impact has been reducing education grant (drastically compounded by the lack of adjustments in recent years). As shifting between private and public education is in many instances (like in my case) difficult, this reform has lead to a significant decline in effective pay.	8/24/2021 8:24 PM
6	Even after payment of the grant, school fees at the International school in Monaco - the only option at this DS - are very expensive. Also the grant system is incompatible with the method the school uses to structure fees - fully inclusive, not itemised for tuition, books, canteen etc.	8/24/2021 4:07 PM
7	The system continues to be unfair depending on where one lives and the options available for schooling, which rarely constitute a real choice. Some costs no longer considered such as transport and mandatory school trips constitute heavy additional burdens to staff.	8/24/2021 10:26 AM
8	The new scheme takes into account the boarding cost for kids up to year 13 which is very helpful.	8/23/2021 8:22 PM
9	Kindly requesting to increase the maximum limit for school fees and boarding after post covid as the costs have gone up. It should be noted that travel and quarantine requirement have also impacted on children over 18 years still in secondary as they have to quarantine for over 10 days in some countries before they join school.	8/23/2021 6:27 PM
10	Unclear what the changes entailed since the education grant became relevant to me only on the birth of my children in 2019.	8/23/2021 11:23 AM

Pulse check about the changes to your compensation package

11	It meant - for me, as a single mother putting my son through school - paying more out of pocket.	8/22/2021 10:38 AM
12	The Education Grant sliding scale HAS NOT been updated since 2015 but the school tuitions keep increasing 2-6% per year. It is unacceptable that the ED grant scale has not been updated every two years as it was said it would. The tuition for the UN school in NY (UNIS) is now above the maximum level of the scale for all Middle and High School students. A school that was created for UN families is now not affordable to them because the ED grant scale has not been updated. This is ridiculous and totally unacceptable. The review of the sliding scale needs to be treated as an urgent matter and needs to be resolved ASAP.	8/20/2021 3:41 PM
13	Very expensive International education in Geneva. Overall benefit is reduced for H Duty Stations	8/19/2021 5:49 PM
14	No opinion, I have not used this grant and have no intention to.	8/18/2021 5:53 PM
15	Books and transports are not included in the new education grant.	8/18/2021 5:41 PM
16	The exclusion of school lunch and school transportation which are very expensive especial here in Europe. Some times they even exclude the cost of books an other essential school activities that are important in the schools.	8/18/2021 2:39 PM
17	some of the expenses such books no longer being cover are necessary to the learning process	8/18/2021 1:05 PM
18	The UN benefits are without a doubt unmatched and so appreciated. However, I don't understand the logic of excluding boarding assistance in HQ stations for university-level education.	8/18/2021 12:01 PM
19	Loss of school transportation allowance was a major challenge.	8/18/2021 4:23 AM
20	I did not know what it was like before since my children only recently are entitled to receive the education grant.	8/17/2021 4:42 PM
21	n/a	8/17/2021 8:56 AM
22	Education does not cost the same in US and other countries. Why was the global reimbursement scheme introduced, it looks like punishment to staff educating their children in developed countries.	8/16/2021 5:59 PM
23	The accommodation and travel allowance for tertiary education should be reintroduced because these are significant expenses, which should be covered.	8/16/2021 3:35 PM
24	Some expenses are not covered by the grant anymore while they are at times not avoidable (transport, food, etc.)	8/16/2021 3:05 PM
25	The new package has impacted me severely at 2 levels. Firstly, I have 3 children studding in France. One at hight school and 2 postgraduate. They are in boarding school. Boarding is expensive and not anymore reimbursed by the UN, nor transportation from/to home. Secondly, education fees are reimbursed up to the first diploma, which is bachelor (3 years postgraduate) in France, instead of 5 years in many other countries. Before the introduction of the new package I was reimbursed the first 5 years. Unfortunately, years 4 and 5 which correspond to Master 1 and Master 2 are the most expensive years. I have evaluated my loss for my 3 children at USD 150,000.	8/16/2021 11:58 AM
26	the EG way of managing is not fair, should be checked and revisited to align it to modern practices and realities including online schooling	8/16/2021 11:43 AM
27	Boarding costs are the highest part of Education expenses and those have been practically abolished.	8/16/2021 10:22 AM
28	A lot has been lost during this change. Coverage for transportation, books, stationary and meals were entirely removed. Most importantly boarding cost coverage were entirely eliminated. With the changes this benefit has been significantly chopped out.	8/16/2021 9:50 AM

Pulse check about the changes to your compensation package

29	My personal grant has decreased slightly, but I prefer this more streamlined approach, as it introduces greater equality.	8/16/2021 9:09 AM
30	Important items dropped including: Daily Transportation to School, Books and other miscellaneous expenses as well as capital assessment fees	8/15/2021 10:35 PM
31	the removal of certain elements (lunch) meant a reduction overall in my education grant	8/15/2021 7:25 PM
32	Removing boarding/accomodations allowances above high school is a non sense. As working in various D/S often without the correct university/higher education facilities, it result in a higher cost as we have no choice to send children in countries out of D/S (alone and therefore with the need for accomodation/dayly expenses) to continue their studies. More over school fees in expatriation are high and not alwasy feasible to find cheaper option, resulting in quite higher costs. International school systems are matching diplomatic or business allowances often covering full costs of school for their employees.	8/15/2021 1:09 PM
33	This resulted in an important reduction of benefits for schools in which my children were already enrolled, at great cost to me and my family.	8/14/2021 4:31 AM
34	While the education grant is vital for us in New York, the cost of education is increasing every year and the grant is not. In addition i have a young daughter that goes to daycare because my wife is working and the cost is \$2,600 per month without any help.	8/13/2021 11:01 PM
35	I am a local PS and do not have that benefit. I wish I could have that benefit in the future.	8/13/2021 9:53 PM
36	transportation for education grant must be included if the fees less than 5000 for example!!	8/13/2021 4:54 PM
37	This affected me to the cost of 1 year's unbudgetted university fees - could have been brought in more gradually to allow for plans already made	8/13/2021 4:35 PM
38	No boarding allowance at college/or university removing books and transport	8/13/2021 4:11 PM
39	Many types of expenses are no longer applicable which reduce considerably the financial help to education.	8/13/2021 3:52 PM
40	I find I have lost benefices with the new system	8/13/2021 3:51 PM
41	This was the single largest benefit that was offered to me in the contract I signed with the IAEA in 2009. I did not ask for it; it was offered to me and then years later it was changed unilaterally following a decision by a third party in the UN system on very short notice (about one year, I believe), leaving me no time to build up savings to pay for university. The committee responsible for the decision came to our duty station to answer questions from staff, but they dodged my question as to whether they knew how many people were affected by this cut in benefits. I have three children who are now studying or planning to study at university, and I lost benefits worth up to \$12,000 per year per child.	8/13/2021 2:38 PM
42	Ne rembourser que les frais de scolarité stricto sensus et plus les autres frais tels que les frais de garde et de soutien scolaires me semble trop limiter.	8/13/2021 12:51 PM
43	I think the UN will lose out on talent when paring back education grants	8/13/2021 9:54 AM
44	Transport was excluded, which is essential in the duty station I am currently residing. Different environments for different locations were not considered well.	8/13/2021 9:42 AM
45	A lot has been taken off	8/13/2021 9:04 AM
46	I like the reverse co-financing scale. It promotes value for money without affecting an important right for expat.	8/13/2021 9:03 AM

Pulse check about the changes to your compensation package

47	My child has psychosocial which affects the her learning. She requires support which is not covered by the special education allowance, in order for her to learn.	8/13/2021 7:58 AM
48	Again, discriminatory for those without children.	8/13/2021 5:52 AM
49	Beaucoup de dépenses ont été supprimées, particulièrement le frais de voyage des enfants alors que nous sommes obligés de les envoyer loin de leur parents dans des pays où il y a de bonne universités	8/13/2021 12:26 AM
50	There still feels an inequity for international staff at HQ where they are in home country and have exorbitant university expenses for their children without same support as those on visa. The special needs support is helpful, however covers only a minimal amount of cost of supporting a special needs child.	8/12/2021 11:39 PM
51	College education in the US is getting more and more expensive and UN staff based in NY can no longer afford to send their children to the best schools. In the meantime, over the past few years, the UN has created many D1 and D2 positions...	8/12/2021 9:55 PM
52	reduction in the amount of fees that are covered by the organization	8/12/2021 7:42 PM
53	Overall i agree that the provisions had grown too generous. However combined with the many other cuts to earning resulting from the changes in the compensation package, the cut-backs in education support are an added burden to me as a single parent.	8/12/2021 7:25 PM
54	Education grant is only for P staff! G staff don't have that entitlement	8/12/2021 7:08 PM
55	Earlier system of Education Grant was more appropriate. Some incentives like school transportation and lunch have been taken away which is penalising for people with 3 kids.	8/12/2021 6:34 PM
56	The education costs are very uneven from one duty station to another. The reduction of categories of costs covered (for example obligatory costs such as material, uniforms) is not acceptable: the new system does not promote equity among staff in this sense since the living costs can be highly increased for staff with children. Moreover pre-primary school costs (from 3 to 5-6 years old) is not covered any more whereas the UN are promoting the enrollment at school as early as possible. This also affects gender equality in particular for femal staff members.	8/12/2021 6:31 PM
57	This was one of the most damaging aspects of the reform package. I had two children in school and university outside the duty station. The deletion allowances for living expenses and travel cost me many tens of thousands of dollars. It represents a serious degradation to the UN conditions of service.	8/12/2021 6:26 PM
58	The allowance was reduced however the cost of education has increased, hence loss of disposable income for staff members that are mobile.	8/12/2021 6:25 PM
59	I have no children, so I was not and am not recipient of education support.	8/12/2021 6:19 PM
60	The suppression of the Education Grant lump sum payment has a negative financial impact on staff who have to support kids who are schooled away from home. We find the new rules too exclusionary. It appears that these entitlements are no longer seen in a positive light by the UN and the new rules are no longer aimed at attracting talent to the UN, and dealing with hardship.	8/12/2021 5:40 PM
61	The whole UN education grant system is biased towards people from the US (and partially other anglophone countries). When you are from other - non-anglophone - countries, it is extremely hard to find a school which caters towards your children's education needs in their native language (maybe a bit for the French speakers in some countries). So the children end up studying in English. Sure they can have "mother tongue" education, but will never be good enough in that language to study in it. So like it or not, they have to go to a university in English, i.e. in most cases in another country (e.g. in my home country - Belgium - Bachelor degrees	8/12/2021 5:35 PM

Pulse check about the changes to your compensation package

must be in the regional languages - Dutch or French). This means a lot of extra costs to pay for travel and board. Sure if in my country (assuming they could study there without language issues etc.) they might also have to do boarding, but they would get local rates, not foreigners' rates. And when I went to university, I lived at home and commuted to the university. When forced to study in a foreign country, those are not options and the costs are huge, but now totally on the account of the staff, zero subsidy. Worse, when my children study well, they might get a scholarship, but that is for the tuition - i.e. saves the UN money - and not for the board and cost of living or travel - so my portion is still the same. By the way, why aren't students in university no longer entitled to family visits (education travel)? They have to know now all of use live in the US or UK.

62	Changes in admissible expenses affected the selection of the educational institution	8/12/2021 4:36 PM
63	Issues remain with respect to eligible expenses and what is considered "tuition". Certain "practical" courses are not allowed even if required by the institution for the degree and if it results in "credit" towards graduation. Boarding assistance and change in education grant travel has had a significant impact on financing of first degree education.	8/12/2021 4:32 PM
64	Fair lumpsome for countries paying low school fees	8/12/2021 4:01 PM
65	As international staff in a country where the language is not a UN one, I am obliged to send my children to the international school located 15km away. Transport for my children is essential even more as I travel due to work and when in HQ, due to our working hours I can't take them and pick them up. The school bus charges 7000 euros a year for 2 kids.	8/12/2021 3:43 PM
66	Biggest source of dissatisfaction for me was the change to the education grant. For families with multiple children the costs have become higher because of the removal of the housing allowance for children in their higher level education.	8/12/2021 3:42 PM
67	I lost money	8/12/2021 3:28 PM
68	Boarding allowance for post secondary (university) should be reviewed if the dependent child takes admission outside duty station (HQ locations)	8/12/2021 3:19 PM
69	International mobile staff might happen to spend one assignment in their home country throughout their career: suspending the education grant for their children is unjust as it undermines the education continuity of their dependents	8/12/2021 3:16 PM
70	The education grand should be paid as entitlement and add to the monthly payroll.	8/12/2021 3:08 PM
71	It seems that those who forced this measure have no idea about the increased stress they have put on staff. Just wait in the next five years and you shall see the turnover.	8/12/2021 2:45 PM
72	I don't understand the difference	8/12/2021 2:41 PM
73	The UN seems to waste money with blanket grants to all staff who have children, regardless of whether there is a need caused by employment for private schooling. Meanwhile, staff in some field locations can't get cars which work, office supplies, etc.	8/12/2021 2:35 PM
74	School travel was abolished , as well as the USD 3000 per kid lumpsum for housing	8/12/2021 2:30 PM
75	Considering new trends of early education and where both parents are working, children start going school early so education grant should start from age of 3 for a child.	8/12/2021 2:21 PM
76	removal of transport fees is contrary to the noblemaire principle. Not all duty stations offer similar transport and infrastructure systems. Also, distances to schools vary.	8/12/2021 2:05 PM
77	I still am of the view that the transport allowance removal is one that makes this useful service unaffordable for many, and has	8/12/2021 1:53 PM

Pulse check about the changes to your compensation package

resulted in a lot of parents having to ferry their children personally during the COVID for example. It creates a lot of stress for working parents (especially those single parents), who often have to excuse themselves from work to meet these obligations.

78	I'm dissatisfied with the removal of EGT and boarding expenses for tertiary institutions.	8/12/2021 1:52 PM
79	it makes sense to me	8/12/2021 1:45 PM
80	transport costs tend to be very expensive	8/12/2021 1:39 PM
81	The accommodation/lodging aspect of children while studying is an established reality for most of the children of staff members. The changes in the scales of the education grant for tuition fees by no means compensated for the expenses incurred by parents staff members for accommodation. The absence of such aspect may represent a disincentive for current and future staff members in favour of being hired by private sector offering better educational packages. I would recommend re-examining the current package in this direction.	8/12/2021 1:07 PM
82	Many parents are working away from thier children and therefore they should reintroduce the round trip per annum and the boarding expenses	8/12/2021 12:34 PM
83	Educating children should be a priority of the international organizations, and it is an important factor when deciding to move a family abroad and away from national education system. This combined with the decrease in pay for under P5s makes it difficult for those staff to live reasonably in Geneva.	8/12/2021 12:34 PM
84	a great inconvenience to staff like me, coming from countries where the education system is not in line with the curriculum found in various duty stations, forcing us to place our children in other countries instead of taking them back home; and having to sustain the expensive tuition fees as foreigners, transport and accommodation (no support at all anymore on the last 2) For example in UK, i paid 18,000 GBP where locals and Europeans paid 4,000GBP; I am coming from a French speaking country, i had put my children into British curriculum schools due to my reassignments to English speaking countries where Fr schools were not of good standards; for university i could only take them to En speaking countries	8/12/2021 12:06 PM
85	lunches and transport are integral part of school education	8/12/2021 11:57 AM
86	i was penalized seriously and in debt because of this policy. Education grant is now a nightmare and I have to take loans to cover the education needs of my children. This is an entitlement which other agencies like the World Bank continue to benefit from and not justified to cut it drastically for UN staff	8/12/2021 11:52 AM
87	First, I do not understand why there is an education grant. Having kids and choosing their schools is a personal choice. The employer should have nothing to do with this. Most of the parents I know all have their kids in the US, whereas other (cheaper) countries offer very good education (UK, Australia, France, Spain, ...). If the education grant has to stay, it should be capped at a certain amount/percentage of the education fees: for instance, let's say 5000\$ or 25% of the yearly education costs, whatever is the lowest.	8/12/2021 11:49 AM
88	I believe it is outrageously unfair that as an Italian fixed-term professional based in Italy I am not entitled to education grant for my kids after they have started the schools in the French system while I was assigned to Dakar duty station until 2021. It is particularly unfair for staff working in organizations with high degree of mobility and rotation that wnever they end up working in their home country their kids need to change the school curriculum (e.g. French/international schools in Rome are very expensive/not affordable for a family with 4 kids in my case).	8/12/2021 11:36 AM
89	I don't have children and cannot assess the impact at this stage.	8/12/2021 11:36 AM

Pulse check about the changes to your compensation package

90	not sure how this affects me, as I have not used it yet	8/12/2021 11:35 AM
91	None	8/12/2021 11:33 AM
92	There is an issue with international staff who are working in their country of citizenship with a child holding foreign passport who are not allowed education entitlement thereby forcing children to go to public schools in a language they do not speak. This is wrong and penalizes the child due to the parent's nationality.	8/12/2021 11:32 AM
93	However i am not happy with the exclusion of boarding assistance after secondary school. Parents still meet the accommodation needs of university going students	8/12/2021 11:28 AM
94	Non-rotational staff with one or both parents Italian, should not be entitled to education grants. Plus international schools in Rome know the grants all too well and base their fees on them.	8/12/2021 11:20 AM
95	The discontinuation of support for boarding at the university level was a significant hit to my remuneration, and was not planned for. I had to get loans to support my 3 children at university.	8/12/2021 11:20 AM
96	This has disadvantaged staff members who kids go to schools that pay no tuition fees but high boarding fees. The cap of \$5000 for boarding cost disadvantage staff who kids attend schools with not tuition fees. I propose a review be done to have a cap on boarding fees if your child tuition fees is above a ceiling or if your child school has tuition fees charges. For staff members whose kids school are not charging tuition fees but only boarding fees-A cap of 70=80% should apply as the case of tuition fees.	8/12/2021 11:17 AM
97	I think its been so much a disadvantage to us with smallchildren since the school fees benefit has been reduced to only tuition. The percentage covered for fees if you look at the other costs like transport and food at school leave us as parent requiring to pay more and at the end the school fees benefit not that helpful. This is especially for staff on non-rotational roles who are not allowed to even send their children to teh home countries where the school fees is like a quater of what we pay in these western countries whose education system is not even closer to some like in Africa	8/12/2021 11:15 AM
98	Satisfied, however if an international staff has more than 2 children, even with the education grant the financial burden is quite heavy, again limiting the willingness of experienced personnel to apply for positions in family duty stations	8/12/2021 11:15 AM
99	I don't know what changes have been introduced even though I receive education grants for my two sons	8/12/2021 11:13 AM
100	Much easier to administer and more fair.	8/12/2021 11:09 AM
101	Boarding should never have been removed for the tertiary level as that is where it is most required. It is often possible for children to attend adequate primary and secondary schools in a duty station, but not a university.	8/12/2021 11:08 AM
102	Encourages cheaper education options	8/12/2021 10:58 AM
103	I have no children, not aware of this	8/12/2021 10:56 AM
104	Education grant now stops at first diploma obtained, which negatively affects children that take a succession of short programs.	8/12/2021 10:56 AM
105	Information is hardly available and exclude very young children	8/12/2021 10:54 AM
106	The elimination of boarding expenses and education grant travel for staff in headquarters has been a deterioration of the salary conditions for staff with children who were hired before 2017. As I mentioned previously, I strongly feel that these changes should have applied to those staff members hired afterwards and not throughout the board, also to staff previously hired.	8/12/2021 10:53 AM

Pulse check about the changes to your compensation package

107	Much more equal now, although the payments are still huge (could be further reduced from my point of view)	8/12/2021 10:52 AM
108	My children attend Austrian school, which is free. However, they have to pay for extra books and consumables. It is a small amount, but non reimbursed now. Having saved a lot of Agency money, I am now disadvantaged and have to pay myself. I now have an incentive to apply to a school that would be more expensive, but would provide books and consumables for "free", so that the Agency reimburses me.	8/12/2021 10:50 AM
109	C'est deja fait avec la dernière reforme	8/12/2021 10:47 AM
110	All the educational comittments are longer term commitments. The cuts after having made important educational decisions are a pain, because knowing the new reduced level of allowances choices would have been made differently.	8/12/2021 10:30 AM
111	I am dissatisfied especially with the cost items that could be included for reimbursement. For example, the school my child attends does count mandatory field trips separately - they are mandatory to be attended and paid in lieu of a regular school day, but attracts additional costs that are not reimbursed.	8/12/2021 10:22 AM
112	Many non-eligible costs are mandatory: book, meals, insurance. These costs have to be borne by the staff. Some schools (who are perfectly aware of this) are now grouping together different items in their bills not to risk loosing students given the extra cost for families.	8/12/2021 10:08 AM
113	As a Dutch resident I am not entitled to education grant. This is unfair as I will have to pay full tuition for university where colleagues who live in the same country don't have to. I do not get a subsidy from the Dutch government.	8/12/2021 9:45 AM
114	Removal of cover for meals and commuting was not properly discussed	8/12/2021 9:40 AM
115	It should now be called tuition grant as it only covers a portion of tuition fees - referring to it as education grant is misleading!	8/12/2021 9:28 AM
116	Could not find any reference in the compensation package to assess the difference.	8/12/2021 9:18 AM
117	Again this change adversely affected children enrolled in expensive courses. Encouraging cheap courses is targeted discrimination.	8/12/2021 9:16 AM
118	Ok for come DTs. But for most there is not much choice. What if you have more than one child? I see that colleagues now decide for "cheaper schools" for the younger siblings because they cannot afford an expensive school for all kids...	8/12/2021 9:05 AM
119	I have not used the education grant.	8/12/2021 8:57 AM
120	This resulted in a significant loss of benefits for families with children. Staff signed contracts with the understanding that this entitlement would be reliable.	8/12/2021 8:33 AM
121	Fair.	8/12/2021 8:26 AM
122	As a result of this, I had to cover in full the fees for the secondary education of my children.	8/12/2021 8:08 AM
123	Decisions were taken based on the old system. The new system reduced significantly the entitlement.	8/12/2021 8:07 AM
124	The coverage of unavoidable costs (such as transport, exam fees, books and supplies, mandatory school meals, etc.),should be examined	8/12/2021 5:06 AM
125	Books and technology expenses make up for a significant amount of education costs, particularly in the higher education level, and the fact that they are no longer included is very discouraging. The elimination of boarding expenses at HQ significantly limits the education options for staff member's children in university level.	8/11/2021 11:36 PM

Pulse check about the changes to your compensation package

126	The education grant entitlement is difficult to justify. Relative to the rest of the global workforce, employees of the UN system are already extremely well paid. Therefore, it is difficult to justify requiring the taxpayers of the rest of the world to pay (via assessed contributions) for the education of our children.	8/11/2021 11:34 PM
127	If we want kids to have a bilingual education and be able to study a bit anywhere (because we move them every few years) we are forced to seek private schools. Private Schools in Geneva are very expensive and their fees are not adjusted to our ability to spend. So it is Un staff that, in addition to the reduced salary, has to spend more for education.	8/11/2021 10:01 PM
128	Benefits have been reduced. I struggled to meet my financial commitments to the school in the last academic year	8/11/2021 9:41 PM
129	The amount doesn't change much but the other benefits need to be instated based on schooling systems as it is development of the future family of UN well wishers and promoters	8/11/2021 9:18 PM
130	currently complicated and confusing.	8/11/2021 8:47 PM
131	The exclusion of benefits that are unavoidable such as transportation, books and other school-related fees add a huge burden to families with children	8/11/2021 8:31 PM
132	Fortunately, my kids now attend free Swiss public school. But I'm not sure what to do when they have to go to university outside of Switzerland.	8/11/2021 8:28 PM
133	Personal costs have increased significantly as I have 2 children relying on the education grant.	8/11/2021 7:50 PM
134	Education grant covering only the tuition is very difficult for all families with children.	8/11/2021 7:40 PM
135	This proved a major problem for me as my children were suddenly no longer entitled. I am glad that it only affected me in the post secondary phase, but younger families will be in trouble in Switzerland where only 25% of students in public education system are allowed to obtain a matura (all others being pushed out by ever increasing pressure to be among the top 25%.	8/11/2021 7:35 PM
136	I am satisfied with the streamlined education grant, but dissatisfied with the discontinuation of boarding support and education travel at the university level.	8/11/2021 6:55 PM
137	I haven't taken this so not sure about the effect	8/11/2021 6:45 PM
138	This was a further hit as international schools charge high fees for capital assessment fees and most importantly school transportation. I have no possibility to bring my kid to school myself so I am forced to pay for the school bus, if I want to be on time at work and work the very long hours required. School transportation MUST be reimbursed; it is absurd.	8/11/2021 6:36 PM
139	70% of school fees is not enough, other organizations pay 100% for schooling as in many home countries quality schooling is free (and should be). Also university fees should be paid for 5 years to be able to finance Masters degrees, and not only 4 years.	8/11/2021 6:19 PM
140	It would be fair to generalize the granting of the education grant to all P staff regardless of their citizenship	8/11/2021 5:57 PM
141	As both my children completed their first level university degrees the year before this change took effect, it is not applicable to my situation. However, when I reviewed it we definitely would have been significantly worse off under the revised education grant structure.	8/11/2021 5:20 PM
142	EG should be reviewed and should include transportation/travel and lunch expenses	8/11/2021 5:04 PM
143	It resulted in me paying more for the education of my children, and eventually limiting the choice of schools.	8/11/2021 4:50 PM

Pulse check about the changes to your compensation package

144	I think people are taking the organization for a ride on this one. There are people who are sending their children to 'free' schools in England (or back home living with family members) who are claiming this back and pocketing the money. I think you need to ask people to show the bills and reimburse.	8/11/2021 4:44 PM
145	Staff no longer get reimbursed for accommodation - I send my kids to the home country and accommodation costs more than the fees!	8/11/2021 4:12 PM
146	Meals excluded	8/11/2021 4:12 PM
147	if the education grant do not go lower, yes.	8/11/2021 4:12 PM
148	This led to a net decrease	8/11/2021 3:58 PM
149	This is another unclear question. The changes in the education grant offered greater reimbursements for smaller amounts, so it balances off in the case of children of different age.	8/11/2021 3:58 PM
150	While personally I would welcome a return to the higher percentage of education grants, I understand the importance of the special education grant entitlement.	8/11/2021 3:51 PM
151	Pays no attention to the huge increases the international school make every year for teaching, books, exams, activities etc.	8/11/2021 3:43 PM
152	While the increase of the reimbursement rate of tuition fees is appreciated, the fact that costs associated to books, school materials, food and others was removed from the calculation has had a significant impact on the overall amount of the grant and I am now receiving less, in percentage terms, than before the modification. I may be able to understand why food was removed from the calculation, but not the books and other compulsory costs that are charged by schools.	8/11/2021 3:37 PM
153	It is injustice that P staff recruited as internationals if nationals of the host country are not entitled to the education grant	8/11/2021 3:20 PM
154	I do not know anything about those changes	8/11/2021 3:14 PM
155	Has introduced additional hardship for Large families with Many school going kids. Limiting opportunities	8/11/2021 2:53 PM
156	I don't have experience with this.	8/11/2021 2:41 PM
157	Discontinuation of boarding for post secondary study has put financial strain on may IP staff specially those who are at lower levels, whose children study in boarding schools.	8/11/2021 2:39 PM
158	Having to pay for travel for children in universities that are very far from the duty station is an additional financial burden and a disincentive to pursue positions in hardship and or field missions.	8/11/2021 2:29 PM
159	Makes it much easier to administer.	8/11/2021 1:54 PM
160	Yes, there have been huge cuts, but one needs to cut somewhere.	8/11/2021 1:53 PM
161	The reduced maximum age for education grant and the non consideration of boarding costs as in the past has had a significant financial impact on me.	8/11/2021 1:02 PM
162	reduction in admissible costs (books, transport, boarding etc...)	8/11/2021 1:01 PM
163	I am not affected for this as I have requested it for the first time this year. However, I found that the scope could be extended to daycare and kindergarten children.	8/11/2021 12:33 PM

Pulse check about the changes to your compensation package

164	Education grant should be paid from birth and stop after high school. Financial support is particularly needed form year 0-5, particularly in case of single parents.	8/11/2021 11:18 AM
165	Families pay out-of-pocket expenses for staff in field duty stations, tuition in international schools are high.	8/11/2021 11:13 AM
166	I may have not realized that it was changed	8/11/2021 10:55 AM
167	cannot put everyone on the same boat	8/11/2021 10:53 AM
168	The boarding element have been removed from Graduation whereas it is very important on this stage.	8/11/2021 10:40 AM
169	Accessing the Special Education Grant (and Special Dependency Allowance) is a mess- endless bureaucracy with staff regularly waiting 2-3 years to have their claims accepted and then having to recertify when services are not easily accessible in country, for conditions that do not change such as Downs Syndrome or Autism Spectrum Disorder. This is all unbelievably stressful and shoule be unnecessary.	8/11/2021 9:59 AM
170	Capital assessment fees should not be excluded. Would be good to include transport fees as well.	8/10/2021 11:28 PM
171	it will be nicer if text books are covered.	8/10/2021 7:52 PM
172	Can't decide	8/10/2021 6:22 PM
173	Not applicable to me but happy for this system	8/10/2021 5:47 PM
174	"Streamlined", meaning using a sliding scale with various percentages depending on the total claimed? It's more complicated, not less, and because the EG now only covers tuition, the benefit has shrunk, sometimes massively.	8/10/2021 4:40 PM
175	Loss of financial support for boarding costs for university, and loss of education travel allowance.	8/10/2021 3:39 PM
176	If the use of a consolidated scale was a good idea, the removal of various fees other than tuition, as well of boarding, signified an important increase in education costs, especially at post-secondary level.	8/10/2021 3:29 PM
177	I would have appreciated support with subsistence or accommodation expenses especially during the pandemic when travel was impossible.	8/10/2021 3:28 PM
178	Boarding expenses removal is a huge limitation for one of the most interesting benefits and directly related to the future of family.	8/10/2021 3:27 PM
179	As a Canadian national I am not entitled to education grant and other benefits.	8/10/2021 3:17 PM
180	1. Exclusion of transportation and other fees within the threshold. New 2. York area threshold as tuitions are skyrocketing	8/10/2021 3:10 PM
181	From what I have seen, the end result is that the staff member will end up receiving a lower allowance. From my experience in trying to pay for my children's education, the allowance was a great help and made a huge difference. Unfortunately, in my organization, it stops at 21 years of age.	8/10/2021 2:35 PM
182	Many items such as transportation were not taken into account.	8/10/2021 2:06 PM
183	while education grant % seems fair, there are other entitlements that were discontinued, such as travel and boarding which does not seem fair.	8/10/2021 1:51 PM
184	In addition to lowering the salary, suppressing child benefits, this is also lowering the cost shared by the UN for education. As a	8/10/2021 12:54 PM

Pulse check about the changes to your compensation package

single mom, I have to caught up even more funds for a decent education! Remember, we are expatriates here, our children do not necessarily fit into French or Swiss schools. We don't have grandparents or aunts here to help doing homework. It's a difficult situation for us without the family network, especially for the children.

185	There is no boarding support for students in university anymore!!	8/10/2021 12:52 PM
186	No assistance for boarding expenses	8/10/2021 12:02 PM
187	Education grants make sense in hardship locations. In places like Geneva, public schooling is perfectly fine and there is no reason why UN staff in Geneva should receive support to send their children to private school.	8/10/2021 12:00 PM
188	For those with children, we work to educate them and	8/10/2021 11:57 AM
189	Discontinuing boarding expenses at tertiary level is another disincentive to long-term retainment within the UN system. Removal of the transportation allowance to-from school is also difficult in duty stations where public transport options are limited, especially in large cities with significant traffic congestion.	8/10/2021 11:53 AM
190	Me ví afectado. Desafortunadamente tuve que buscar opciones de estudio dónde mis hijos estuvieran en mi duty station, afectando fuertemente cuando no estuve en HQ.	8/10/2021 11:21 AM
191	Although the reimbursed percentage could be higher, it does not compensate the loss of the transportation and boarding admissible expenses.	8/10/2021 11:15 AM
192	Not sure what it was before, as I only got eligible for education grant recently. The steps in grants seem to disadvantage some families, whose share, especially with more than 1 child, is very high, especially in countries where international schools are very expensive.	8/10/2021 9:59 AM
193	Costs of boarding/lodging, transport, exam fees, books and supplies, mandatory school meals, which in some places are significant and even much higher than school/university fees, should be covered	8/10/2021 9:51 AM
194	My kids already finished school but this could be good for kids attending cheaper schools.	8/10/2021 9:24 AM
195	This change meant a big reduction in the grant for our 2nd daughter which was unfair treatment.	8/10/2021 7:39 AM
196	I'm dissatisfied that the transport costs are not included in the Education Grant.	8/10/2021 5:56 AM
197	Hit hard with non reimbursement of boarding expenses for college students. Boarding expenses are significant in amount.	8/10/2021 5:55 AM
198	It made it very difficult to afford private education in New York where cost of education in most institutions are higher than the new maximum allowances.	8/9/2021 9:05 PM
199	As I was about to register my 2 daughters to an international school- I learnt I was not eligible- which was not the information I had received when I joined	8/9/2021 6:57 PM
200	there seem to be less benefits available. In some countries like mine Education costs are very high beyond what is being compensated for my daughter to attend a good international school. This is very disappointing. I am paying USD 55,000 per year and the reimbursement we receive is not good enough and we have to pay a lot out of pocket. There really is no alternative for my daughter here. Something should be done about this.	8/9/2021 6:57 PM
201	The education grant should ensure that dependent children are brought up till the level of Master or 25 years of age	8/9/2021 6:46 PM

Pulse check about the changes to your compensation package

202	Overall on the education grant entitlement, I am very satisfied. However, I have found that boarding fees are very relevant for families on voluntary separation all the way up to 18 years. Is it possible to look at alternative ways of supporting arrangements for children to live from home (alternative care-giving for school age children as well).	8/9/2021 6:39 PM
203	It is now more difficult to know what education grant you will be getting.	8/9/2021 6:29 PM
204	Quite efficient. However, it is not fair to lump all HQ stations e.g Denmark, where Danish is the main language of instruction in undergrad university studies, yet Danish is NOT a UN language-so, we send our children to Universities outside of Denmark where the language of instruction is more applicable, but we cannot get boarding fees or education grant travel	8/9/2021 6:27 PM
205	Instead of having an education grant and other pocket allowances, it would be better to just have a higher salary for everyone, to reduce the administrative burden and have a more equitable system, like in the World Bank	8/9/2021 5:58 PM
206	N/A to naturalized staff in HQ which is dissapointing	8/9/2021 5:40 PM
207	1) The absence of boarding allowance to university students has brought untold hardships to families with such students especially during the COVID period. 2) Discontinuation of the support for transportation to and from school for primary and secondary school students has brought additional hardship to parents. 3) Non payment of books and meal allowances has brought additional hardship to parents	8/9/2021 5:30 PM
208	There should also be extended to FAO employees to update themselves to better serve a technical agency such as FAO. Specially as new developments in agricultural science and technologies are changing fast. FAO has decreased the ceiling to education to family members but never considered to have a separate line for employees to assist with courses / masters etc. to update themselves neither to provide flexible time to do so.	8/9/2021 5:24 PM
209	I have not benefited before	8/9/2021 5:20 PM
210	a similar amount should be given to staff members without dependent children (equal work = pay)	8/9/2021 4:57 PM
211	For schools in the US, including the UN International School, increases in tuition have been outpacing salary adjustments in years. The change in the education grant entitlement only increases this gap.	8/9/2021 4:31 PM
212	we should not need to subject children to extensive tests every 3 years to get special education grant. these child suffer already and then to subject them to further tests is not useful especially for long term disabilities	8/9/2021 4:26 PM
213	I support the tiered reimbursement, to incentivise lower-cost schooling. But am dismayed that daily transport to school has been removed, and that capital assessment reimbursement is discretionary	8/9/2021 4:10 PM
214	This has resulted in reduction in overall support as items such as the purchase of books, payments for the school bus, school lunches, and often the capital assessment payments were no longer accepted as eligible expenses.	8/9/2021 4:00 PM
215	As kids grow university education becomes more expensive and this is where we were hit hard. Some of us are disadvantaged to have good university education at home and it is not possible to get good university education at certain duty stations; especially in Africa. With no mobility plan we tend to worry and enroll our kids in duty stations high education institutions. It is also unfair not to pay for education travel at least once during the university time leave alone every academic year.	8/9/2021 3:58 PM
216	Lodging fees should be considered or at least lumpsum with different rates by country where study is taking place	8/9/2021 3:51 PM
217	I now received less funding for the education grant of my children than before. In particular, removal of non-tuition related expenses has had a significant impact where I have no options in a city other than to use the bus transport provided by the school.	8/9/2021 3:39 PM

Pulse check about the changes to your compensation package

218	As mentioned above, the exclusion of transfers, lunch and extra-curricular activities cancels means the grant was reduced, not maintained.	8/9/2021 3:38 PM
219	schools at different locations charge / cost differently - and continues to increase - capping in entitlement and then cutting other entitlements - ultimately leads to one having to make a choice with regards educating and providing for family and NOT staying in the UN	8/9/2021 3:32 PM
220	Boarding expenses and travel should be eligible for tertiary level education.	8/9/2021 3:05 PM
221	The elimination of Boarding Expenses for University level dependants is unfounded, specially where Students will be Boarding and is where it is needed the most.	8/9/2021 1:31 PM
222	The current system encourages lower cost education, which is not always available. If s/ms' children are accepted at some of the best higher education establishments, which are also expensive, they should not have to decline such chances, because the UN encourages only lower cost studies.	8/9/2021 1:26 PM
223	Changes introduced whilst children started to attend school outside of duty station, and where I now have both transportation and boarding expenses, which I did not have when children were younger.	8/9/2021 1:04 PM
224	How can education costs increase because of inflation and yet our inflationary adjusted salaries maintain at the same level? Something is clearly wrong with the compensation package.	8/9/2021 12:54 PM
225	Je n'ai jamais bénéficié de cela	8/9/2021 12:38 PM
226	-The revision of the education grant programme missed a huge opportunity to modernize and support the organization's gender equality objectives by providing direct support to child day care and early childhood education. Such additions could have been made with an overall cost-neutral design, evaluating the level and nature of support through compulsory education and post-secondary years. -International schools have put in place various fees, outside of the core tuition, that are mandatory and directly related to the education being provided. If the schools are not willing to roll these into their tuition fee, for whatever reason, the education grant components need to be looked at again.	8/9/2021 12:24 PM
227	The application for special education grant is a complete nightmare and the medical staff looking after it are incompetent and does not care about staff	8/9/2021 12:18 PM
228	With my salary alone I can't afford the education fees for US Universities for three kids. Any modification is welcome.	8/9/2021 12:17 PM
229	Supportive and motivating	8/9/2021 12:11 PM
230	In many duty stations, there are not many educational facilities available to provide a continuity of education system, so staff members have no other options than staying with the expensive facilities and the be penalized by lower coverage of the education grant. Moreover, in many duty stations, public transport is either not available or not recommended by UNDSS for children to use for their transport to school, there is no logic to remove school-provided transport from the education grant.	8/9/2021 12:03 PM
231	haven't used	8/9/2021 11:39 AM
232	UNIS school fees (and school fees of other private schools) are increasing on a yearly basis, yet the education grant is not adjusted, retains a ceiling and remains outdated for current school fees in New York. Efforts to adjust the education grant have been blocked. If this is not changed, the United Nations International School will become unaffordable for UN NY staff	8/9/2021 11:39 AM

Pulse check about the changes to your compensation package

233	I like the simplified method, but I think the grant should cover boarding and travel for university studies as well.	8/9/2021 11:36 AM
234	I strongly support the special education grant. I think there should be limits on the education grant. Schools are excellent in Switzerland and Europe. The taxpayers should not be funding university education in rich countries for fonctionnaires - it is also against equal pay for equal work as those without children do not get this extra perk.	8/9/2021 11:05 AM
235	Local staff do not have this type of entitlement	8/9/2021 11:03 AM
236	I never used any of these (yet) so I cannot judge	8/9/2021 11:03 AM
237	This meant that the cost covered by staff increased dramatically as neither transport nor lunch is being paid. Same for boarding allowance when child is studying abroad. This meant that staff had to pay sometimes several thousands of CHF more. Combining this with the lower post adjustment this amounted to a loss equivalent to more than 2 months salary	8/9/2021 10:57 AM
238	I understand that if you want to put your children in these international schools, the benefits are now lower. This may have the positive effect of taking children out of such stupid schools! especially if the duty station is Geneva, the reform should have reduced the education grant more, given that the public school system is much better than these ridiculously expensive international schools, and it is practically free.	8/9/2021 10:53 AM
239	In particular the change to the boarding allowance.	8/9/2021 10:48 AM
240	I am neutral concerning this question.	8/9/2021 10:21 AM
241	I hope reimbursement of school transportation will be reintroduced as eligible expense	8/9/2021 10:17 AM
242	The situation for staffers in New York and Geneva has deteriorated considerably because the organization and the Member States do NOT abide by the rules set out under the new education grant scheme. The reimbursement brackets under the new scheme are supposedly to be updated every two years, but the GA did not act on the overdue adjustment proposal of the ICSC. As a consequence the reimbursement brackets are now over 6 years old and almost all if not all parents in New York have to pay a considerable part out of pocket which lies above the 25% which should be the maximum under the old and the new system. Also transportation and food, as well as a number of other things are not reimbursed anymore or are irrelevant in New York because the total costs are already above the reimbursement threshold with tuition alone.	8/9/2021 10:14 AM
243	Satisfied for the streamlined process. However, this seems to have been introduced to allow H-duty station staff to go on a few years mission assignment, leaving their dependents at their H-duty station (even G4 visa and other visa continue to be issued for the dependents while the staff member's duty station is elsewhere) to continue their studies at that H-duty station and be reimbursed for the high education costs. All this at the detriment of Field Staff's field related allowances and benefits.	8/9/2021 9:15 AM
244	You must disseminate also to national staff who have also children for their studies.	8/9/2021 9:14 AM
245	Still no under five education grant which disproportionally disadvantages younger and more junior staff while tertiary education is provided for which is unnecessary.	8/9/2021 9:07 AM
246	While I appreciate the sliding scale the leaving the payment of capital assessment fees up to the organization is highly problematic as all staff should receive reimbursement for capital assessment fees similar to tuition costs. For a staff member capital assessment fees are essentially tuition costs as they have to be paid by staff if they wish to have their child educated. It creates unfairness between staff since those with children at schools who integrate all the costs into one rate (from where the school also pays for capital improvements) are treated better than those with children at schools where the school charges tuition and capital assessment fees separately.	8/9/2021 9:05 AM

Pulse check about the changes to your compensation package

247	The new system is not in favour of SM with 1-6 children at school.	8/9/2021 9:05 AM
248	Removal of onboarding was really bad	8/9/2021 8:54 AM
249	N/A	8/9/2021 8:33 AM
250	Easier to complete	8/9/2021 8:11 AM
251	- It will be good to have boarding for children at university living without their parents - Education grant until Master will also be interesting as most of the children study now at least until the Master	8/9/2021 7:57 AM
252	Pay cut to cover costs of transport of children to school	8/9/2021 7:56 AM
253	none	8/9/2021 7:53 AM
254	Education grant for an eligible child (who is less than 25yrs and in the University) that is limited to only 4 years of post secondary school may be challenging for staff whose children are studying courses that are for 6 or more years before the award of first degree.	8/9/2021 7:40 AM
255	I am still very surprised by the fact that the organization does not provide any grants for children below 5 years. This goes against support to new parents who want to continue pursuing their career and continue working.	8/9/2021 7:15 AM
256	Loss of board and lodging allowance for undergraduates has had a significant impact.	8/9/2021 6:31 AM
257	Should introduce for staff development	8/9/2021 5:20 AM
258	The boarding amount only covers a small part of the costs, even for staff in non-family duty stations	8/9/2021 5:12 AM
259	I don't quite understand why staff cannot visit their children. During this pandemic, it could be risky (and in some countries and localities, regulated) for children to travel alone and visit their parents.	8/9/2021 4:21 AM
260	The lack of book, transports and lunch as admissible is a very high cost for one single child. Depending of the duty station and schools, it is mandatory.	8/8/2021 7:56 PM
261	didn't know about it	8/8/2021 6:58 PM
262	The removal of the eligibility majority of other expenses such as exam fees and the compulsory trips, camps etc leads to major extra expense.	8/8/2021 3:55 PM
263	Step children should be acknowldged	8/8/2021 3:44 PM
264	I think it is a real shame that the education grant does not apply to children before primary age. The first few years of parenthood are extremely difficult and I think it would be highly appreciated to receive support for childcare/early child development support. Nurseries and KGs can be as expensive as secondary schools and this is a considerable additional burden - especially when one parent might be on extended parental leave without pay.	8/8/2021 2:25 PM
265	It takes opportunity for competitive education. As well it is not covering a master degree level (fifth year) what is the condition for the employment.	8/8/2021 11:34 AM
266	works very well	8/8/2021 9:25 AM

Pulse check about the changes to your compensation package

267	This has greatly affected ability to pay fees comfortably in some learning institutions.	8/8/2021 8:58 AM
268	Keep boarding assistance and travel assistance for tertiary dependent students (at University)	8/7/2021 8:44 PM
269	Staff with children at university studies loses annually about US\$7000 due to removal of accommodation and travel subsidies.	8/7/2021 5:31 PM
270	Boarding facilities is an important component of the child's education when outside duty station of parent, should be supported	8/7/2021 4:18 PM
271	support to boarding fees for the first 4 years of post secondary was very important for staff who are mobile, yet it was taken out	8/7/2021 2:32 PM
272	mainly for the non payment of books, while the books are free in the public system	8/7/2021 1:32 PM
273	Reimbursement rate to be increased to 90% for staff with low tuition cost.	8/7/2021 12:48 PM
274	I think officials in duty stations with high living costs (= high fees of international schools) are disadvantaged, as the percentage covered by the education grant goes down, the higher the fee gets; kindergarden costs for kids of younger age could be covered as well	8/7/2021 12:01 PM
275	no comments as I have no dependants at present that registered in UN.	8/7/2021 11:29 AM
276	My son is already 31.	8/7/2021 10:32 AM
277	I have not used this.	8/7/2021 9:50 AM
278	The scheme is too complex despite the intent to simplify. Having to select admissible expenses for capital expenditure and other fees is cumbersome. For administrative simplicity, all costs charged by the school should be allowed to be claimed without distinction.	8/7/2021 9:11 AM
279	Good	8/7/2021 8:29 AM
280	Fair	8/7/2021 7:12 AM
281	If students cannot live at duty station because of unsuitable educational institutions, then they have to live overseas. Support for room and board should be provided in addition to support for tuition. One trip home per academic year should be supported.	8/7/2021 4:43 AM
282	Travel allowance not being applied to university level dependents has made it difficult for the family to be together when pursuing is remote, like Fiji.	8/7/2021 4:28 AM
283	It costs me a lot of money as I was in a duty station with expensive schools for four years. Once your child is in a school system (eg IB) you cannot not change them into a new system just because it is cheaper. It shows a total disregard for the best interest of the child, a fundamental principle of the UNCRC	8/7/2021 3:30 AM
284	Providing education to our children is a responsibility, if we get a grant for that it is a bonus	8/7/2021 2:59 AM
285	Some items stopped being reimbursed	8/7/2021 2:42 AM
286	Wow! I didn't know that we could have this!	8/7/2021 12:33 AM
287	These changes have had a significant, detrimental impact on my entitlements as a staff member, in particular when it comes to the cut in special education grant which goes against all of the UN's pronouncements and purported support for staff members with	8/6/2021 11:50 PM

Pulse check about the changes to your compensation package

disabled dependents. Instead of the misleading term 'adjustments', the survey should call them what they are: cuts. This is shameful.

288	Hitting the Special Education Grant presents yet another hurdle to the lives of those who need it, especially where little or no community-based assistance is available or accessible.	8/6/2021 11:35 PM
289	Air travel for students discontinued, as well as room/board for university	8/6/2021 11:33 PM
290	I don't know what the changes are.	8/6/2021 10:54 PM
291	Encouragement to choose less costly education programmes	8/6/2021 10:49 PM
292	Doesn't cover early child education - feels out of keeping with UN (and especially UNICEF) promoting greater focus on early childhood development and gender equality in the workplace.	8/6/2021 10:22 PM
293	I found it hard to understand, but positive. Still, staff with children at UNIS face a difficult situation.	8/6/2021 9:48 PM
294	I am pleased with the new and improved edgrant scheme. It is predictable and I can easily submit my claims without having to compile many receipts. I also like that the lower the fees the higher the reimbursements and that means staff in the field are equitably compensated and incentivized.	8/6/2021 9:30 PM
295	Makes workers learning area	8/6/2021 9:28 PM
296	IT IS RIDICULOUS THAT THIS SURVEY IS AIMED ONLY TO CATEGORIES WHERE GENERAL SERVICE STAFF ARE NOT INCLUDED. WHOEVER IS CONDUCTING THIS STUPID SURVEY DOES NOT REALISE THAT GENERAL STAFF ALSO HAVE A LIFE WHERE FAMILIES NEED TO BE FED, EDUCATED PLUS THE NEED TO LOOK FOR A BETTER FUTURE FOR THEM THAT DEPENDS ALSO FROM THEIR SALARIES. THIS ORGANIZATION ONLY AIMS FOR A BETTER LIFE TO THOSE REGISTERED IN THE CLUB OF SO CALLED PROFESSIONALS OR DIRECTORS. TOO SAD THAT THERE ARE SO CALLED SDGs CREATED BY THE ORGANIZATION WHERE GOAL 8 CALLS FOR DECENT WORK AND ECONOMIC GROWTH BUT IT IS NOT APPLIED BY ITS OWN DRAFTER. WHERE IS THE ECONOMIC GROWTH AIMED FOR GENERAL SERVICE STAFF? THAT ECONOMIC GROWTH IS AND HAS BEEN SINCE ITS FOUNDATION DESIGNED ONLY TO THE CLUB OF Ps and Ds. TOO SAD!	8/6/2021 9:11 PM
297	BOARDING support was cut and my daughter had to reject the best college she was accepted because I can not afford the boarding fees .	8/6/2021 9:05 PM
298	Il y a une injustice en ce qui concerne le changement de grade dans le système. Après une étude si on obtient un diplôme supérieur, il n'y a pas d'accompagnement pour changer de grade ni même pour postuler facilement à un poste de grade supérieur	8/6/2021 8:47 PM
299	this is not an allowance that applies to me	8/6/2021 8:26 PM
300	there are so many grants extra rental subsidy etc. for staff members who are married/have kids. no one seems concerned about how difficult it is for a single staff member to make ends meet.	8/6/2021 8:14 PM
301	Encouraging staff to seek the cheaper option for their children and not the best quality (without saying that best quality always is the most expensive)	8/6/2021 8:05 PM
302	I have two children attending U.S. universities. Most U.S. universities require their students to live on campus during the first two school years and close to campus during the last two years. Therefore in addition to the tuition which averages \$46,000/year I must pay for boarding (an average of \$17,000/year). It is unfortunate that education grant entitlement only consider tuition costs and is	8/6/2021 7:57 PM

Pulse check about the changes to your compensation package

capped at \$30,000 without taking into account that the cost of education is not limited to tuition. Also when a child receives a grant or scholarship to cover their education expenses, this grant is applied toward the tuition cost and not toward the total cost i.e. tuition plus boarding.

303	I had three children studying in other countries outside my duty station. This decision was made knowing that they can visit us through education grant travel and that their boarding was paid. I then suddenly did no longer qualified for education grant travel or boarding when the changes was implemented, and this had significant negative financial implications for me.	8/6/2021 7:20 PM
304	Boarding should be equally granted to all levels of education (primary, secondary and tertiary). The \$5000 lump itself was already a reduction by nearly 50% of the boarding assistance provided to staff in the field. As a cost saving measure, better attention should have been paid when the school and claimed boarding by field serving staff in non-family duty stations is in the staff member's place of home leave. Records will show that a field staff member who has dependent children at school in their home were being granted boarding allowance on the basis that the staff member was serving in a non-family duty station.	8/6/2021 7:09 PM
305	the new sliding scale disadvantages staff in duty stations when tuition fees are high where it is not a choice between lower cost and higher cost educational institutions but the only option. The new approach is hitting harder those with several children in school. Indirectly it also impacts staff mobility as one may defer going to a duty station where schooling for children becomes less affordable.	8/6/2021 7:05 PM
306	The loss of the boarding costs component for children in undergraduate study are the biggest losses felt and experienced.	8/6/2021 7:01 PM
307	It is extremely unfair, especially in places like New York where tuition is so high for private schools that staff members are not eligible for education grant. I do the same amount of work as a colleague but his salary is in essence double mine because he gets education grant for 4 kids while I have to pay tuition. Many colleagues have received education grant for 12 years plus which really adds up.	8/6/2021 6:54 PM
308	Eligible expenses reductions are not aligned with expat communities, like transportation. While the other expat community (embassy, international organizations) has this entitlements. We at the UN need to own 2 cars. to go work and for kids school logistics. School transport fees are very high (in my case I have to pay for 2 kids) as most other expats gets subsidy for it	8/6/2021 6:36 PM
309	I do not utilize this entitlement.	8/6/2021 6:34 PM
310	I am a part-time single father supporting an ex-wife and two children - one of whom has learning difficulties - in an expensive duty station (Switzerland). Since I joined UNICEF my net salary has declined by approximately USD1,000 per month and my expenses have increased dramatically now I send my daughter to two schools to meet her needs. The education grant/ special education grant ceiling is too low. As a result I pay a large proportion of the school fees. The resulting decline in my net income has seen me drain my savings to the point where I have almost none left. Please make benefits more fair for those of us in countries with a high cost of living.	8/6/2021 5:55 PM
311	It encourages competition among staff which results in perfection in staff quality.	8/6/2021 5:44 PM
312	This has led to my younger child receiving less financial support from the organisation through university than my older two children.	8/6/2021 5:23 PM
313	I am happy with the new sliding scale however I'm dissatisfied with the changes in what expenses are covered. Although a slightly higher percentage of the fees are being reimbursed, the new grant ignores the other costs such as buses and, at the university level, travel and accommodation. As international civil servants we are, by definition, living outside our own countries and the ICSC	8/6/2021 5:20 PM

Pulse check about the changes to your compensation package

must recognise that this results in additional costs in the form of i) higher fees, ii) the need to travel and iii) the need for accommodation.

314	I didnt know this existed	8/6/2021 5:08 PM
315	Do not understand why UN staff children get their education paid for when salaries are already high.	8/6/2021 4:57 PM
316	Overall Education Grant entitlement has been negatively impacted	8/6/2021 4:57 PM
317	Penalizing parents as they have other expenses to support.	8/6/2021 4:55 PM
318	la prise en charge des enfants étudiants a été minorées, et les trajets ne sont plus pris en charge, l'assiette des frais pris en compte à été réduite. Je ne vois pas comment on peut être content de cela quand on doit changer de pays avec sa famille.	8/6/2021 4:48 PM
319	Not offering boarding costs and travel for children in tertiary has been an extreme financial and psychological hardship.	8/6/2021 4:43 PM
320	Seven brackets don't adequately cover education costs of eg New York.	8/6/2021 4:42 PM
321	Several entitles discontinued that are critical for International staff working abroad. No compensation for school bus which is extremely difficult for single parents or working parents who frequently travel. There was no streamlining, it was reduction of education grant entitlement. Call is what it is.	8/6/2021 4:41 PM
322	As TA i am not receiveing education grant, although I have children. When I change duty station I do also not get the flights o my family paid or a relocation grant. Being TA for several years, I spent all my savings on relocating to the duty station with my familiy. I feel it is very unfair that none of these expenses are covered although I stay in one duty station for years on a TA.	8/6/2021 4:33 PM
323	Capital assessment must be paid at 100% and applied across all institutions. We work in countries where fees in international schools are very high and it is very expensive for parents with children. The UN is becoming anti-families and needs to provide a higher education grant based on different locations, rather than sliding scales.	8/6/2021 4:28 PM
324	Again, in principle, I understand the need to create incentives for lower cost options with higher rates of reimbursement. However, the global reimbursement sliding scale has not been revised even once since 2017 in terms of dollar value (when my understanding was that it was going to be revised every two years). This means that while living costs and tuition costs have increased over the past 5 years, the reimbursement amounts have not taken this into account. Therefore, the system becomes even less fair as time passes. For New York, which has very high tuition costs for example, the maximum amount has been US\$30,566 since 2017. At the very least, the same cost of living or 1-2% inflation consideration should be included each year.	8/6/2021 4:28 PM
325	The grant got much smaller	8/6/2021 4:22 PM
326	I have never asked for this, as my children are in public schooling and I don't even know if and what my former spouse pays for the children.	8/6/2021 4:21 PM
327	Although the education grant is generous, large families that have to send their kids to international school still have to foot a very big bill to cover the non-reimbursable part, including school fees, bus cost, meals, computers for on-line learning, etc. It comes to a very large amount and one that is impossible to cover from salary without dipping deep into savings. For those of us who are posted abroad and don't have the option to send kids to a local school, this is a big financial disadvantage in the long-run. The WBG has recognized this and has transitioned to a 100% education grant, similar to many Embassies. The UN should also transition in this direction.	8/6/2021 4:20 PM
328	There is absolutely no logic and the "streamlining" is making the UN lose good people who join other sectors - as they dont have to	8/6/2021 4:18 PM

Pulse check about the changes to your compensation package

shell so much from their pocket for childrens education- I myself rejected a job because the duty station had a school with fees where I would have paid 7 months salary and not been reimbursed for 4 of those months...

329	Education grant is one of the reasons I joined this organization, otherwise I could have stayed in the private sector	8/6/2021 4:18 PM
330	So, I have to take ridiculous loans to educate my children and other staff get tens of thousands to educate their children because they are expatriates (which they have been for 15-30 years)- how is this fair? After a few years, the expatriation related elements should be discontinued or greatly reduced	8/6/2021 4:17 PM
331	It is my understanding that less money is now paid out as education costs continue to soar. Also, the Education Grant policy is discriminatory. All staff members, even those in an HQ duty station that is their home country, should be eligible. College expenses are the same for all whether we are from the country or not, so why are some covered and some not?	8/6/2021 4:15 PM
332	As long as the adjustments are done regularly based on the cost increases, it would be acceptable. However, this is not the case at the moment.	8/6/2021 4:13 PM
333	Elimination of scholastic travel and accommodation fee for university students	8/6/2021 4:10 PM
334	I don't understand why officials who never leave an HQ duty station with a perfectly acceptable education system (e.g. Swiss or French for officials based in Geneva) should be given an education grant for an expensive international school. Allowing for some career unpredictability, staff concerned could initially receive an education grant on condition that they pay it back if they have not had any geographical mobility (unless mitigating special circumstances of course).	8/6/2021 4:10 PM
335	Education grant for dependent children is recommended to continue up to the age of 21	8/6/2021 4:09 PM
336	More analysis is necessary, and the UN could do better. The current system limits choices and restricts demands on UN employees, especially those in the field to place their dependents in schools when this is not possible in the duty station they are in.	8/6/2021 4:01 PM
337	So many prior relevant admissible costs which are listed as mandatory by the school is not reimbursed. Only the bare minimum is. This is very unfair.	8/6/2021 3:59 PM
338	Very dissatisfied with the decrease in Education Grant amount and coverage when the education cost is increasing globally. Huge discrepancies between duty stations - if you work in for example in Northern Europe where the public education system is good, then you do not require much education grant. However staff working in other countries, where they need to rely on private schools for international education, have been hugely disadvantaged from the change in 2017.	8/6/2021 3:57 PM
339	support to improve, necessary -- very important	8/6/2021 3:54 PM
340	certain category or reimbursements are not activated such as uniforms and transport, it will be important to reinstate them	8/6/2021 3:53 PM
341	Given the economic context outside the UN system, where education grants have disappeared, streamlining was a good idea - even if I am out of pocket with the changes!	8/6/2021 3:52 PM
342	I don't have children	8/6/2021 3:45 PM
343	there are more than one school to choose from.	8/6/2021 3:37 PM
344	Obviously, the reimbursement is smaller than before.	8/6/2021 3:37 PM

Pulse check about the changes to your compensation package

345	Again... if you are a mobile UN official education is a huge expense .. Those in HQ just put their kids in local schools and have no meaningful expenses. Also one degree (BA or BSC?) instead of four full years means parents will have to cover more educational expenses.	8/6/2021 3:34 PM
346	changes done seem fair, however all in all the allowed costs have gone to a bare minimum	8/6/2021 3:31 PM
347	Removal of accommodation allowance penalises staff whose children want a university education in their home country / mother tongue	8/6/2021 3:31 PM
348	The cut of the reimbursement of transportation and boarding should be reconsidered.	8/6/2021 3:30 PM
349	Changes to travel and boarding and eligibility for 3rd level student dependent are detrimental.	8/6/2021 3:17 PM
350	Good that it will cut costs over time. The education benefits are ridiculously high and result in very high overall staff costs, which makes it hard to find budget to hire people	8/6/2021 3:09 PM
351	I think that was a good move so that those staff members who decide to send their children to very expensive schools have to pay more out of their own pocket and vice versa. For me personally, the amount I receive from the UN as education grant amounts to about the same as they attend a moderately prized school.	8/6/2021 3:05 PM
352	Although with COVID and children being out of school for many months/years; being able to support children's education outside the duty station is still complicated	8/6/2021 3:04 PM
353	Costs of education/care for children under 4 are very high in Geneva (almost 30000 a year)	8/6/2021 3:03 PM
354	Adjustments to minimize the UN coverage of the education grant don't do good to the staff and their well-being. It is becoming unaffordable to place children into school if you have more than one child.	8/6/2021 2:48 PM
355	The changes to the education allowance have been a major setback for my household finances. We have been skating on the edges of personal bankruptcy because of these changes. I hold the UN in very low esteem as an unethical and dishonest organisation because of this change and the change to the salaries.	8/6/2021 2:43 PM
356	very complicated until now	8/6/2021 2:40 PM
357	Mandatory expenditures that are not tuition are not recognized significantly changing the amount that have to be covered by the staff member.	8/6/2021 2:40 PM
358	I would have preferred to keep the travel allowance and the stipend for room and board.	8/6/2021 2:37 PM
359	Still no sign for optional education grant for children under five (although UN Women proposed it long time ago)	8/6/2021 2:26 PM
360	The education grant is widely abused. Moreover, the exorbitant amounts paid under this grant result in salary discrimination against childless staff. The education grant should be reserved for staff serving in hardship / hazardous duty stations where children cannot safely attend school.	8/6/2021 2:21 PM
361	Les frais de cantine sont très souvent obligatoires et ils devraient être remboursés	8/6/2021 2:21 PM
362	To be a true benefit, this education subsidy should apply regardless of nationality, not just to staff working outside their country of origin. Otherwise it creates unnecessary differences/gaps.	8/6/2021 2:17 PM
363	How about ICSC starts paying for daycare or shall we stop working until the children are 4? It's not sustainable.	8/6/2021 2:12 PM

Pulse check about the changes to your compensation package

364	Ed grant ok for the scale, but not happy about the removal of support for school bus as it is not fair - in places like NY and Geneva staff can use cheap local transport for their children, or in GVA drive their kids within 10-20 minutes, but in a place like Bangkok with horrendous traffic that is not an option. Thus, our costs for school transport are AS HIGH as the costs for tuition after subsidy. It means it would make more sense for us to move to an expensive apartment near school as for that we would get rental subsidy. But that is not always possible. Thus, suggest to reconsider reimbursing school transport in places where staff cannot make life work without school transport.	8/6/2021 1:59 PM
365	We have to pay for international schools and kindergartens for our young children - that literally eats up the entire salary. That is complete discrimination	8/6/2021 1:44 PM
366	Satisfied with the sliding scale. However, percentage of reimbursement could be increased for lower brackets (e.g. currently 86% for first bracket till 11,600 - this could be increased to 95%).	8/6/2021 1:40 PM
367	Chief executives should not get preferential benefits. All staff should be treated equally.	8/6/2021 1:19 PM
368	This was totally unnecessary. Managing education grant shortages for 3 children has been a nightmare!	8/6/2021 1:08 PM
369	I am dissatisfied with the boarding element of the education grant. With the new changes I end up paying more for my children than the organizations contribution in South Africa.	8/6/2021 1:02 PM
370	The removal of payment of boarding/accommodation allowance for post high school students affected mostly staff from developing countries as it is now very expensive to send children to good universities overseas where students will require to pay for accommodation. This measure is good for staff in developed countries where children can attend school from home.	8/6/2021 11:57 AM
371	Any duty station that does not have decent local education options should provide 2 trips for family reunion per year	8/6/2021 11:27 AM
372	It should be further reduced and potentially eliminated for HQ staff which can benefit from very good school systems from host countries.	8/6/2021 11:24 AM
373	The removal of travel allowance was punitive. It is a severe constraint for people with dependent children. A very harmful and ill-considered policy change for an international profession and discriminatory against staff with children.	8/6/2021 11:16 AM
374	The education grant should pay 100% expenses related to tuition, mother-tongue tuition and enrolment-related fees. Also it (education grant reimbursement) should consider paying expenses for pre-primary school in addition to primary, secondary and tertiary schools.	8/6/2021 10:58 AM
375	The levels should be reviewed every two years but it had been reviewed.	8/6/2021 10:40 AM
376	The fact that Boarding expenses were suppressed for staff that are not in a field station impacts me directly (and very negatively). If kids do not speak the language of the duty station (also happens for international staff who are NOT stationed in the field), then they have to study abroad, and this is no longer supportive. Also, I find it discriminatory that "Boarding assistance may be granted exceptionally by Executive Heads to staff serving at head-quarters duty stations". Why only HQs and not other agencies ? What are the exceptions based on ?	8/6/2021 7:54 AM
377	Education is a significant cost and the reduction of coverage and admissible expense provides little relief to S/Ms	8/6/2021 7:08 AM
378	It is unfair that locally recruited staff are not eligible for the education grant. I have three young children and I am a single parent. They attend low-ranked public schools now and I cannot afford to send them all to college, while most of my colleagues easily afford private school tuition.	8/6/2021 5:18 AM

Pulse check about the changes to your compensation package

379	I'm frustrated that the organisation does not have support available to help ease the burden of staff members own student loans. At the end of the day, my pay buys less than that of someone who comes from a State where education is free.	8/6/2021 3:40 AM
380	I still feel that EG could be simplified more	8/6/2021 3:30 AM
381	some duty stations have VERY high priced private schools. being an international civil servant shouldn't mean that one's children loose touch with their home country languages. Also if mobility is going to be promoted, reducing ed grant is a contradictory programme change. Parents won't be mobile if the ed grant doesn't guarantee their children's continued, standardized education (without bankrupting a family)	8/6/2021 3:07 AM
382	ARE THERE MORE WAYS TO TAKE MORE \$ AWAY FROM STAFF? WHY NOT DISCONTINUING TRAVEL OR DIMINISH DSA OR STOP BUYING PHONES AND TVs?	8/6/2021 2:48 AM
383	deadlines are too short for field staff	8/6/2021 1:38 AM
384	National staff not applicable	8/6/2021 1:17 AM
385	I only started receiving Ed grant for last year, so I am not aware of the changes as compared to what was before 2017.	8/6/2021 1:15 AM
386	"Streamlined"... lol! I joined the Organization confident that it would cover a large part of my children's education costs, but -with no warning - the boarding part was taken away. In my home country, tuition is not very expensive but on-off-campus living is, so the education grant lost most of its value for me. Not to mention that books and many university fees were also "streamlined" away.	8/5/2021 11:57 PM
387	The previous system was easier to understand and calculate for me. Now, it looks like an inverted tax table!	8/5/2021 11:48 PM
388	Aunque muy importante, se ve que poco a poco se reduce el subsidio, lo cual hace reducir los incentivos para permanecer en la institución.	8/5/2021 11:12 PM
389	This benefit should include US permanent residents, as we too have high education expenses for our children.	8/5/2021 11:09 PM
390	The new system was introduced at a time where both my children were in US colleges, receiving the full amount of education grant. Without receiving any notice of this change, the education grant was reduced from \$ 34,500 to 30,000 for each child. This reduction was an additional financial challenges as we had to pay \$ 70,000 - 30,000 = \$ 40,000) for each child for tuition, room and board.	8/5/2021 11:08 PM
391	I am receiving less for education grant this year than last year, and the tuition fees at UNIS and colleges has gone up	8/5/2021 11:02 PM
392	It is quite unfair that P staff do not get an education allowance when stationed in their home country. Public schools cannot offer the same level of education as private schools, as demonstrated with the COVID-19 pandemic.	8/5/2021 10:27 PM
393	Reimbursement level went down. Education costs continue to increase in US.	8/5/2021 9:50 PM
394	The changes do not make sense when the higher education cost, and living cost, is skyrocketing.	8/5/2021 9:33 PM
395	Maximum amount should be increased... its too low for the colleges	8/5/2021 9:29 PM
396	1) Streamlining does not make any sense. It is well known school tuition varies from country to country or within regions and while it is understandable to try and streamline the system, having a unified scale does not reflect the reality of cost or of available schools on the ground. While it is sensible to incentivize selection of schools with lower fees wherever possible, it cannot be overstated that UN staff need to ensure their children get a consistent, unified, good quality schooling, within a system that allows them to follow their UN employed parent with the least possible impact to their formal education. In general, that means a school that offers an	8/5/2021 9:15 PM

Pulse check about the changes to your compensation package

international curriculum, hence a private school. In New York, school costs in that sector have skyrocketed and tuition increases approximately between 3 to 5% each year with respect to the previous year amount each time. The tuition fees are well above the maximum threshold.

397	I need details of the new proposal before agreeing to this.	8/5/2021 9:08 PM
398	Boarding costs can be a necessity depending on the family situation	8/5/2021 8:41 PM
399	I am dissatisfied because the policy is not clear and I have been having so many problems with the education grant claims. HR partners are not properly trained nor is the policy specific enough for them to understand what costs are exempt	8/5/2021 8:36 PM
400	No entiendo bien	8/5/2021 8:34 PM
401	I am no longer eligible, but while I still was, this change made a major dent in the amount I received, which I inevitably had to cover myself. Very disappointing.	8/5/2021 8:18 PM
402	This is only applicable to international staff. The 8% that should support staff when learning especially on education programmes that will help them to do their job while serving the organisation is never mentioned.	8/5/2021 8:18 PM
403	Don't care as I never claimed any grants.	8/5/2021 8:07 PM
404	Makes sense.	8/5/2021 7:48 PM
405	in places like NYC there are virtually no cheaper options, and the grant covers so little of any normal education institution that often SM require to take external loans to support their family	8/5/2021 7:40 PM
406	I pay a lower tuition than most of my colleagues, so the change has been beneficial to me.	8/5/2021 7:32 PM
407	As a US citizen, I am denied the education grant.	8/5/2021 7:30 PM
408	UN does not recognize other citizenship as soon as you become US citizen. Education benefits are denied including mother-tongue education from staff who identify as non-US citizen.	8/5/2021 7:29 PM
409	The maximum amount of the education grant does not change from year to year while tuition fees do, and significantly so.	8/5/2021 7:17 PM
410	Think about this - The staff who sent their kids to UNIS in 2005 is much better off financially than the staff who will send their kids to UNIS in 2022. Salary hasn't changed much but the UNIS fee has increased substantially. Since UN governs the UNIS school, why is there increase in tuition fee in UNIS but no increase in staff salary?	8/5/2021 7:07 PM
411	Elimination of the granting scheme for boarding expenses, except for field stations, ignores the fact that even in headquarter and other stations the children still have to go abroad to study, as nearby universities may not have their choice of career. In my home country, all universities are close by and no boarding expenses are incurred. This is not the case working for the UN. Not covering the capital fee at schools, leaving it to the organizations to decide, is UNACCEPTABLE. The capital fee is part of the unavoidable costs required to register children at schools where the language is one that the children understand for the majority of families.	8/5/2021 7:04 PM
412	It resulted for SMs at UNHQ received less of support and paying more out of pocket. With 2 kids already in UNIS I am forced to send my 3rd child to the public school due to the increased tuitions and out of pocket expenses for my older kids.	8/5/2021 7:03 PM
413	I would have liked to see more reform. The education grant applicable in lieu of day care and the discontinuation of the education grant for tertiary education.	8/5/2021 7:00 PM

Pulse check about the changes to your compensation package

414	I still do not understand why boarding expenses are not considered for all staff and not only those in the field. Moreover, the seven brackets do not compensate enough for tuition in case of children going to Tut school in UNIS New York.	8/5/2021 6:55 PM
415	Education grant does not cover any costs associated with education when you child is in public school. yes there are costs including after school care so the UN can have staff work effectively for a full day. Why are staff only rewarded for sending children to private schools? The fact that those of us who choose to save the UN money by going public but don't have any support for after school child care is disgraceful. Further our current salary is also not enough to cover costs associated with holiday child care for school aged children. 10-14 weeks of camp each year so mothers (or fathers) can work for the UN is extremely expensive.	8/5/2021 6:54 PM
416	Even though I read the changes that were made, it is difficult for me to comment on this since I really don't understand the real impacts it has had on individuals and their ability to provide the best education for their children/children in a new country. My child is not yet 5 years old, and as such while in school is not yet benefiting from the grant. One of the most important reasons for school selections is safety and quality of learning environment which in many cases are usually the most expensive schools.	8/5/2021 6:44 PM
417	new rules are too inflexible to various particular circumstances	8/5/2021 6:40 PM
418	Transparent	8/5/2021 6:33 PM
419	Education grant should be discontinued. The private sector nor the national civil service provide for education grant. Hence, I fail to understand why we have to continue with education grant. In fact, with education grant, we have supported the migration of a lot staff members dependents who choose to settle down in developed countries when they should be returning and contributing to help develop their developing and least developed nations.	8/5/2021 6:32 PM
420	Introduction of the higher threshold for special education grant changed my life. Before this I was going into an annual debt of 15-20,000 USD to pay for the teaching assistant for my child with special needs. The school would not keep my child enrolled without this and it was the only option for me to remain in my duty station. So the introduction of the special education grant reimbursement of 100% completely changed my life for the better.	8/5/2021 6:29 PM
421	I am extremely dissatisfied with this. Our current spending limit at HQ is even lower than what it was in 2012. The reduction of the EG entitlement at HQ together with the reduction of dependency benefits has made it very unattractive to remain in NY if you have young children, yet the conditions to move to the field are not good either if you have a family. What message are we sending? That we do not want families at H duty stations either?	8/5/2021 6:24 PM
422	While I have not received the allowance, I think EG in the past has strayed away from the purpose of the allowance - to ensure that staff members assigned outside of their home country get to educate their children with similar quality of education as back home. For many staff, especially from developing countries, their children receive a much higher level of education that they would otherwise receive in their home countries. In some duty stations, the previous EG may have driven up the cost of the most elite, prestigious schools.	8/5/2021 6:24 PM
423	No consistency and interpretation of rules and regulations depends on HR staff as well as Medical unit (staff and medical professionals, who have limited understanding)	8/5/2021 6:22 PM
424	unaware of the change	8/5/2021 6:21 PM
425	Education grants were misused	8/5/2021 6:18 PM
426	The change in the boarding expenses is a significant difference.	8/5/2021 6:14 PM
427	Frankly, the old system was better. The tendency is just to whittle away the education grant.	8/5/2021 6:12 PM

Pulse check about the changes to your compensation package

428	Not a recipient any more. But based on a table quite a few people may have lost on this.	8/5/2021 6:11 PM
429	Education grant is insufficient given the tuition fees in New York.	8/5/2021 6:08 PM
430	I was not using the education grant system until the pandemic started, so I can't tell the difference. Seems to work well.	8/5/2021 6:05 PM
431	The tuition is going up year on year. The EG has remained flat for years, which has in practice cut net pay for staff members and increased their financial strain. The new EG scheme means lower reimbursement for staff members.	8/5/2021 6:04 PM
432	Too focused on the staff in field. Also, those who have no choice but to send children abroad or away from their duty stations, even for the tertiary level education, should be qualified for boarding assistance.	8/5/2021 6:03 PM
433	Private schools in my duty station are currently above 50,000 USD a year, while the public school system is very dysfunctional. We have no feasible options otherwise. With the new system, we end up paying 25,000 usd a year per child. In addition, the Education grant has not been increased for 4 years, while tuition rises 5 percent every year.	8/5/2021 6:01 PM
434	Inequality between duty stations increased, while the mandate of the Commission is to eliminate it.	8/5/2021 6:00 PM
435	the difference in cost when it comes to expenses, books, and boarding is substantial	8/5/2021 6:00 PM
436	It is discouraging that this important entitlement continues to be eroded adversely affecting families and the education of expatriate children.	8/5/2021 6:00 PM
437	Education grant should be strictly to two child only.	8/5/2021 5:59 PM
438	Ineligibility to receive education grant for children below the age of 5 perpetuates the gender inequality and career progression of primarily women. While child care does not technically constitute education eligible for the education grant, the financial implications of early childhood education often force parents out of the labor market in order to care for their children. Moreover, this creates deep inequalities between staff members with children. The education grant should be eligible as soon as parental (paternity/maternity) leave rights are exhausted.	8/5/2021 5:59 PM
439	As education costs go up, the UN cuts the expenses. For a child in college in the US, this results in big differences in the cost pf both tuition and room and board.	8/5/2021 5:58 PM
440	I had no idea	8/5/2021 5:57 PM
441	In the old system, admissible expenses included: tuition, mother-tongue tuition, enrolment-related fees, books, daily transportation to school and other miscellaneous expenses, including capital assessment fees. In the new system, the daily transportation to school was excluded.	8/5/2021 5:52 PM
442	NO COMMENT	8/5/2021 5:51 PM
443	Parents are contributing more and more out of pocket. Can be a very heavy burden when more than one child. Education grant was part of the benefits offered at recruitment but the change gives the impression that the current trend is to discourage families to work at UNHQ	8/5/2021 5:51 PM
444	The education grant ceiling is below the actual fee that we pay in UNIS.	8/5/2021 5:48 PM
445	GS category at the UNHQ are not eligible for education grants	8/5/2021 5:47 PM
446	I am afraid that I will not be able to pay for my child's education given the new changes. I may be forced to leave the UN to be able	8/5/2021 5:46 PM

Pulse check about the changes to your compensation package

to provide a quality education for my child in her mother tongue.

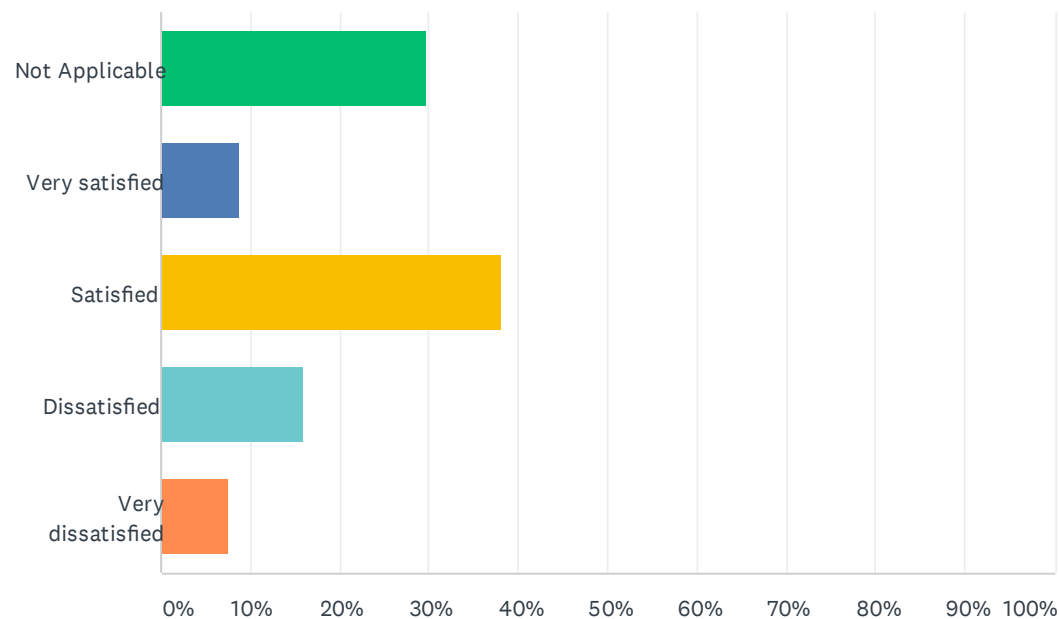
447	I think EG is too expensive and is used in ways that do not align with its purpose (e.g., non-US staff can get EG for children to attend university in country other than home country).	8/5/2021 5:45 PM
448	As an American working in the US, i find it absolutely appalling that I am meant to send my child to a half-rate, overcrowded NYC public school while my colleagues are able to fund superior private education. Really and truly unfair.	8/5/2021 5:44 PM
449	It can be very expensive to live near the schools that offer education in mother tongue. And in some countries travelling to drop the child at these schools can take a very long time putting pressure on work. I think daily transportation should still be included in the admissible expenses - especially if you live a certain distance from the school.	8/5/2021 5:25 PM
450	Loss of boarding allowance for tertiary education has had a big negative impact for me.	8/5/2021 5:16 PM
451	The reductions in support for higher level education, which is the key investment UN personnel make in their families, is in my view disrespectful of our sacrifices and of all the other compromises we have made, undercutting the most important benefit area for an international staff.	8/5/2021 5:07 PM
452	This change has left us with burden of meeting boarding, transport and lunch costs for two terms. the flat 5000\$ only caters for one term in most schools.	8/5/2021 4:54 PM
453	I find it incredibly discriminatory and ethically hard to justify that staff serving in office locations that correspond to their home countries are not eligible to receive educational grants for their children, even if they can be reassigned to other countries/office locations just like any other staff.	8/5/2021 4:49 PM
454	Pro natalist policies need to end	8/5/2021 4:32 PM
455	This is benefit only for those who have children	8/5/2021 4:21 PM
456	The worst change to the compensation package has been the withdrawal of lumpsum accommodation support for college and university going children ; and the withdrawal of their entitlement to boarding support and EDGRANT travel.	8/5/2021 3:10 PM
457	discontinuing of boarding in college level.	8/5/2021 2:48 PM
458	Boarding assistance is mostly needed for university level dependents. It did not make sense to remove the entitlement as long as child remains a dependent, is studying away and not under the parent's care.	8/5/2021 2:45 PM
459	Staff with several children are clearly in disadvantage, While the costs for education are growing in any country and schools are charging for whatever they can, the UN simply cut payments for school books, school uniforms, meals at schools and transport to schools. The annual lump sum of 5000 USD for primary and secondary school pupils/students was not increased for the last 10 years, while in 10 years even under most modest calculations there was a cumulative inflation of 30% regardless where you live. A recent attempt to adjust to 5300 USD failed.	8/5/2021 1:15 PM
460	Boarding allowance should also be granted to dependents in Colleges and Universities	8/5/2021 1:07 PM
461	HR are incompetent - training is needed or a focal point in NY in order to resolve issues at this level. Please this is very important.	8/5/2021 1:06 PM
462	Already in place, non?	8/5/2021 1:01 PM
463	I DON'T SEE WHY PEOPLE SHOULD GET A HIGHER SALARY/ENTITLEMENTS JUST BECAUSE THEY HAVE KIDS ON	8/5/2021 12:52 PM

Pulse check about the changes to your compensation package

THEIR OWN OR ADOPTED NO MATTER HOW THEY PERFORM		
464	A lot of complication with the current EG process, specially for child attending university...	8/5/2021 12:46 PM
465	The removal of the boarding facilitation for the post secondary dependents negatively impacted on the institutional choices in view of the cost	8/5/2021 12:34 PM
466	Sliding scale calculations are never shared with the staff member by RSC, hence not knowing how much UN will support with especially the Advance for Education Grant has many errors. Staff was paid less whereas recovery made was more.	8/5/2021 12:17 PM
467	The boarding allowance lump sum option was changed for the worse.	8/5/2021 12:16 PM
468	old system too complicated. should be automatic payment	8/5/2021 12:10 PM
469	Until now i dont understand fully this change	8/5/2021 11:59 AM

Q13 Introduction of a new mobility incentiveIntroduction d'un nouveau élément incitation à la mobilitéIntroducción de un nuevo incentivo por movilidad

Answered: 3,091 Skipped: 1,500



ANSWER CHOICES	RESPONSES	
Not Applicable	29.73%	919
Very satisfied	8.70%	269
Satisfied	38.11%	1,178
Dissatisfied	15.88%	491
Very dissatisfied	7.57%	234
TOTAL		3,091

Pulse check about the changes to your compensation package

#	COMMENTS:	DATE
1	Es importante que se tenga en cuenta antes de transferir al personal que los subsidios por escuela estén contemplados. En mi caso se me transfirió a Panamá y no estaba aún aprobado el monto de capital assesment por lo cual perdí 22 000 USD (USD 11,000 por estudiante solicitado por Metropolitan School of Panama)	9/6/2021 3:33 PM
2	HQ locations still need to be considered, specially if you come from the field	9/2/2021 2:28 PM
3	Currently if you moved a lot and finally reached HQ you get no mobility acknowledgement for your previous moves. How is that fair?	8/30/2021 7:06 PM
4	Am not aware of this	8/30/2021 5:28 PM
5	Was considering to apply to a post at HQ to allow a colleague to go to the field, to broaden exposure and experience. Not applying after the mobility for HQ was cancelled. This approach is likely to further disconnect HQs from the field when bringing back fresh experience of where the rubber hits the road faces essentially a financial loss to the staff member, making it difficult for experienced staff with a long UN career in a high mobility band to consider such move and likely lost to HQ.	8/30/2021 11:57 AM
6	Many times there are no possibilities to move. The organization has to create a program to move all their personnel between 3 and 5 years	8/27/2021 10:54 PM
7	Is it applicable at ITU?	8/25/2021 1:50 PM
8	Generally, the payment of a mobility incentive/allowance is positive. Current and past amounts are rather low.	8/24/2021 8:24 PM
9	Single parent with legal obligations regarding custody that does not permit mobility. This mobility incentive is therefore blocking my career. It is unfair and favours male colleagues in general, perpetuating gender discrimination.	8/24/2021 11:59 AM
10	IMO does not inform staff/advertise mobility opportunities	8/24/2021 11:12 AM
11	Any financial incentive is insignificant if not paired with career prospects and the perspective of having some control over when and where you will move next. This is not the case in my Organization.	8/24/2021 10:26 AM
12	I am not familiar of any mobility incentive in the UN Secretariat. Much greater mobility is needed for all staff within and across duty stations.	8/23/2021 8:10 PM
13	For certain specialized job categories, mobility is not an option in practice (other than inter-agency).	8/23/2021 6:07 PM
14	Well, it's better than forced mobility.	8/23/2021 9:57 AM
15	Staff should not lose their mobility when they moved to Headquarters after serving in several A to E duty stations. Such a move should be part of the mobility. This would encourage staff to have experience both in the field and and in headquarters. The organization would be better server when staff have a 360 degree view of the working of the organization.	8/20/2021 9:10 PM
16	not aware of this	8/18/2021 1:05 PM
17	There is a need for a clear linkage between language competence and deployment in the field by making it a requirement to take a refresher course or a crash course prior to a geographical move, depending on the level of language competence. When staff is deployed in the field without sufficient knowledge of the language(s) of the duty station, there is a risk of misunderstandings, inefficiencies, lack of transparency and widening gap between international staff and local staff, as well as between UN staff and	8/17/2021 7:44 PM

Pulse check about the changes to your compensation package

local stakeholders (the media, the national or local authorities, belligerents, civilian populations, etc.) which may pose a risk eventually to the security and reputation of the UN.

18	Not clear, and very limited mobility opportunities in the field	8/17/2021 2:59 PM
19	n/a	8/17/2021 8:56 AM
20	I was not aware of this incentive, but generally find mobility within the UN Secretariat very difficult.	8/16/2021 8:10 PM
21	I am not aware of any incentives for mobility. At UNESCO this is simply being forced up staff without any regard for their well being.	8/16/2021 3:55 PM
22	i say satisfied, but i dont recall if i gained or lost out of this. i would not be happy if i lost.	8/16/2021 1:51 PM
23	Mobility and changing environments is not an easy thing and should be considered better by UN	8/16/2021 12:02 PM
24	Although there is not much information in the field to understand what this is about, it is good that HQ staff is forced to move around as they don't want to do it while many of us in the field have been moving within missions all our professional life. Simply not fair, but directive staff are the first ones willfully not observing this	8/16/2021 11:43 AM
25	It is very unfair for most staff: most times we need to move but to no where even when we are sent	8/16/2021 11:00 AM
26	Mobility has to include promotion incentives and a career plan. Move for the sake of moving is quite useless, ineffective for Organization and very expensive	8/16/2021 10:22 AM
27	Does not make any sense, especially while culture of limiting costs and as well as limiting UN's social and moral responsibilities have been strengthened.	8/15/2021 4:35 PM
28	Excluding H locations seems not in line with the consideration that working in Headquarters could be only one of the many assignments during the UN career. Why excluding that geographic movement?	8/15/2021 3:22 PM
29	Existent on paper only in ICAO since 2015 I think, but in reality, there are no opportunities	8/15/2021 12:18 PM
30	no information on the change	8/15/2021 9:09 AM
31	HQ postings like for Rome are foreign postings for most International staff thus require same adaptation effort than any other duty station. For staff reaching at least 3 reassignments in 3 different postings moving to HQ should equally be considered and compensated for by a mobility allowance	8/14/2021 7:50 AM
32	This is the first i've heard of this	8/13/2021 11:58 PM
33	I didn't look at it yet.	8/13/2021 11:01 PM
34	There should be an opportunity for promotion	8/13/2021 9:25 PM
35	we still working in the field and no effect for this mobility and the one in Geneva remain there	8/13/2021 4:54 PM
36	should be every time you move from one duty station to another	8/13/2021 4:11 PM
37	See my comment under question 7.	8/13/2021 2:38 PM
38	Mobility applies only to fixed-term staff, which means I can't take advantage of potential growth / career development opportunities.	8/13/2021 1:33 PM

Pulse check about the changes to your compensation package

39	Dans la politique de mobilité telle qu'appliquée à l'UNESCO il est difficile de voir une quelconque incitation à la mobilité dans la mesure où l'on ne peut bouger qu'à grade égal compte non tenu du niveau d'échelon atteint dans le même grade. Ceci est d'autant plus injuste que les salaires sont gélés pour tous ceux qui ont dépassé l'échelon 13. La moindre des choses se serait-elle pas que l'on permette à tous ceux qui sont dans ce cas de postuler pour une poste de grade supérieur dans le cadre de la mobilité?	8/13/2021 12:51 PM
40	I never benefit from that.	8/13/2021 11:44 AM
41	not aware much about this	8/13/2021 10:46 AM
42	It should be full payment for 5 years and next 5 years half payment or continuous payment	8/13/2021 9:04 AM
43	there need to be incentive to staff willing to work and move between hardship duty stations and staff only moving between family duty stations and/or regional offices.	8/13/2021 6:39 AM
44	With special needs child mobility equals no services for the child. There are not incentives to overcome that issue.	8/12/2021 11:39 PM
45	There's not much mobility availability open to us. But I would be interested in mobility incentives, if it was commensurate.	8/12/2021 7:08 PM
46	The mobility incentive is an excellent initiative. However it seems not fair to stop the incentive at the end of the due time in the duty station when the Organization does not easily allow a change of post (because of unavailability of posts, or no appointment despite application etc.). Until the mobility/turn over is not automatic (for example as for embassies), the mobility incentive should be maintained without limit of time.	8/12/2021 6:31 PM
47	I am not aware of this incentive. In any case, mobility (to other offices) is not an option	8/12/2021 6:19 PM
48	The old system was OK	8/12/2021 5:35 PM
49	don't know what it is	8/12/2021 5:25 PM
50	There ought to be an incentive based on family status.	8/12/2021 4:32 PM
51	I cannot be mobile as my spouse earns more and cannot resign.	8/12/2021 3:28 PM
52	I do not really see any innovation in this	8/12/2021 2:45 PM
53	Dissatisfied because the incentive was terminated before it could be properly determined whether it could make any impact. It seems that the only "incentive" to ensure mobility between family duty stations and hardship stations is to require field experience in TORs for advertised posts. Otherwise, staff in HQ posts will never go to the field, despite the importance of understanding field work for the organization (OHCHR).	8/12/2021 2:35 PM
54	Mobility incentive has been reduced overall especially regarding non-family D/S is not adequate at all 1- R&R locations and lumpsum with DSA are not enabling families to meet 2- R&R cycle is overall decided by agencies by agencies without any staff in deep field (how to say that the Cycle of Gonaives should be the same as Port Au Prince ... the field offices in CHAD , the same as Djamena ?) 3- The fact that we cannot locate and get the previous financial support to bring families in the designated R&R Duty Station 2 -	8/12/2021 2:30 PM
55	Allowance is not paid to staff members at headquarters' locations: this is not supportive of the mobility principle which will call for long term professional staff to have relocation to HQ on an occasion or two during career.	8/12/2021 2:05 PM
56	it makes sense to me	8/12/2021 1:45 PM

Pulse check about the changes to your compensation package

57	complete removal of incentive in Rome is too drastic and unreasonably disadvantageous for mobile staff during prior years	8/12/2021 1:39 PM
58	Difficult to compare numbers but doesn't make sense to remove additional amounts for staff with dependents as it is mobility is certainly more disruptive for staff with dependents (e.g. restriction on spouse's career).	8/12/2021 12:34 PM
59	I congratulate an incentive-based mobility scheme rather than a forced scheme. While I think it is important for staff to be mobile, not all of us are in position to do so at any time due to family or personal circumstances. Me, for example, I would surely be taken to court by my son's father if trying to move him out of Western Europe, with the negative impacts that this would have for all of us (both parents and most importantly the child), I would rather look for another job. On the other hand, in a decade or so when he has settled for himself, mobility would be more relevant to me. Btw, before I joined WHO, I worked at country level in other UN organizations, and consider this experience as important for me in my current work, but "mobility" may not be feasible for all staff at all times, and this should be respected.	8/12/2021 11:59 AM
60	I do not know what the change exactly is, but staff should know that working for the UN involves moving to different DS during their careers. We already have the reassignment grant and the package that comes with it: do we need again more money on our salaries ? We are spoiled, but some people think they never get enough.	8/12/2021 11:49 AM
61	Les incitations à la mobilité sont ridicule par rapport au système privé qui envoie leur personnel dans des pays autres que leur siège. En général, ces expatriés bénéficient de logements entièrement payés par leur employeur, l'école des enfants et aussi entièrement payé. De plus, leurs salaires sont en moyenne doublés ou triplés ou plus. Ils n'avancent aucun frais sur les déménagements et autres.	8/12/2021 11:40 AM
62	Mobility in my organization is in the process of becoming a real programme and not ad-hoc and random	8/12/2021 11:36 AM
63	None	8/12/2021 11:33 AM
64	I have remained in the field, but it seems illogical that mobility is not applied for staff who transfer from the field to HQ duty stations. This is always mobility.	8/12/2021 11:20 AM
65	Haven't looked into the new mobility incentive therefore cannot comment	8/12/2021 11:15 AM
66	i think this is a fair incentive	8/12/2021 11:15 AM
67	I haven't heard of this incentive	8/12/2021 11:13 AM
68	The overall mobility package (of which this incentive is part) is grossly insufficient. I always have to borrow money from my bank to finance relocation of my family - which is quite frankly, shameful.	8/12/2021 11:08 AM
69	Not sufficient for an organization that requires regular different assignments. Loss of earnings of spouse, changing schools, cars etc is not covered. should not reduce in A and H stations if you move regularly.	8/12/2021 11:06 AM
70	No longer a real incentive specifically for hard-ship duty stations. Financially not as interesting any lonfer	8/12/2021 11:03 AM
71	Incentives for staff mobility have sometimes caused logistics issues for groups with staff choosing to take advantage of this option, requiring even months of training for replacement staff to do the job of the departing staff member. This has hurt productivity in some cases.	8/12/2021 10:58 AM
72	The mobility incentive is very poorly thought out in relation to career growth perspective and paths. The incentives are so poor and flaky (no real career promises made for those that go ahead with mobility). Forced mobility is also a disaster in the making with staff feeling anguished in relation to family settings.	8/12/2021 10:57 AM

Pulse check about the changes to your compensation package

73	I think a financial incentive is not the solution to address the barriers to mobility.	8/12/2021 10:56 AM
74	I cannot comment on this as I have not benefited from it	8/12/2021 10:52 AM
75	Frankly, I don't see what the incentive is	8/12/2021 10:08 AM
76	I don't know it?	8/12/2021 9:50 AM
77	My organization does not apply this	8/12/2021 9:11 AM
78	I have only moved once under the old relocation policy.	8/12/2021 8:57 AM
79	The mobility incentive has created a lot of disruption for us, especially in cases where posts are very technical and difficult to backfill.	8/12/2021 8:33 AM
80	Should cover H staff as well	8/12/2021 5:06 AM
81	The organisation has to take the responsibility of finding the next position for the staff member that is due to move. A more rotational system would be preferred	8/12/2021 1:04 AM
82	Mobility is not equally feasible for all professionals or all locations.	8/11/2021 11:36 PM
83	I wish there were more mobility opportunities for WHO	8/11/2021 10:34 PM
84	Applied only to the staff in the field and not for staff moving from the field to HQs. No fairness	8/11/2021 10:25 PM
85	I have no idea what it is	8/11/2021 9:55 PM
86	Within OCHA, there is no 'mobility incentive'.	8/11/2021 9:36 PM
87	I am not currently adversely affected.	8/11/2021 7:50 PM
88	We don't see any incentive for mobility at present.	8/11/2021 7:40 PM
89	I don't know what this is.	8/11/2021 6:45 PM
90	I thought this was discontinued again?	8/11/2021 6:19 PM
91	I am dissatisfied with this, but for the simple reason that ICAO staff are not afforded the opportunity to accept mobility postings in the same manner as other agencies. I would be interested doing so.	8/11/2021 5:20 PM
92	It may apply to me if I would get an opportunity to apply to a P5, thus although I already have the 2 mandatory mobilities, including a geographical one to be eligible for P5 and D1, it may never be useful for me. In addition, the real concrete issues about mobility have never been addressed such as the transitions from one duty station to another regarding the medical insurance systems, the banking systems, support in moving, in customs, in registration with local authorities etc.	8/11/2021 4:50 PM
93	I still don't understand how it works.	8/11/2021 4:44 PM
94	I used to perceive a mobility grant because of having served at different duty stations over the course of my career, and this has been suspended. I think this is unfair toward the staff who, like myself, made the effort to serve in different locations and particularly in harsh field location. Mobility should be better rewarded.	8/11/2021 4:16 PM

Pulse check about the changes to your compensation package

95	If what you mean is a promotion to move in the field, yes. But the incentive should be also to look for a job for the partner. Moving the staff, and leaving the partner without job, it is not a "incentive" any more!	8/11/2021 4:12 PM
96	no any mobility incentive at all at FAO	8/11/2021 4:07 PM
97	If HQ want mobility, they need to put money in it. Not like the last pathetic attempt in which the fate of staff members were in the hands of colleagues volunteers (who did not hesitate to settle personal scores). Financial incentive is only a small part of it.	8/11/2021 3:58 PM
98	First time to hear about it.	8/11/2021 3:56 PM
99	AFAIK this incentive has not resulted in many moves.	8/11/2021 3:52 PM
100	First time I hear about this	8/11/2021 3:52 PM
101	Mobility doesn't work. Many of my colleagues have been looking to move and apply for jobs yet we don't even get interviews.	8/11/2021 3:43 PM
102	after years joined the HQ, yet not being paid a penny puts me in same box with colleagues who have never moved out of HQ duty station for over 20-30 years.	8/11/2021 3:17 PM
103	I do not know anything about those changes	8/11/2021 3:14 PM
104	I am not even aware of this entitlement.	8/11/2021 2:39 PM
105	Mobility should include mobility within the H duty stations. Myself and many others have actively pursued and moved to other positions in other depts., divisions in H duty stations showing and encouraging mobility, supporting an agile mindset with no recognition or financial compensation for supporting the importance of mobility.	8/11/2021 2:29 PM
106	Hopefully this will increase mobility which is absolutely needed in the world of UN	8/11/2021 1:54 PM
107	I have not had any such incentive	8/11/2021 1:53 PM
108	Mobility should be incentivized even more, at every change of duty station	8/11/2021 1:53 PM
109	nothing happening in our organization	8/11/2021 12:36 PM
110	mobility is not facilitated by the organization. encouragement is only on the paper. this incentive is punitive to those who desire to move but are not given such opportunity. high competition versus limited vacancies e.g. with a simple math - '10,000' people deducted the incentive while only '50' posts were advertised (including those RFR that prohibits plenty of staff outside the roster the right to apply). it is unfair.	8/11/2021 12:30 PM
111	On The Age between 50 and 60 is not that easy after serving 25 years to take hard move for the mobility	8/11/2021 12:02 PM
112	There is no mobility in field missions, so what incentives ?	8/11/2021 11:11 AM
113	This incentive is not being applied fairly by all agencies of the UN, for example, FAO.	8/11/2021 11:08 AM
114	I am not sure it has already been applied (or how) at FAO UN	8/11/2021 10:55 AM
115	I did not notice this change.	8/11/2021 10:52 AM
116	Not practical in Field Missions, very effective in UN Agencies	8/11/2021 10:40 AM

Pulse check about the changes to your compensation package

117	In my agency this has not been thought through well. There is a perception of the mobility exercise as a chance to weed out low performers rather than for talent management. Yet my part of UNICEF is highly specialized, there are no comparable positions across the agency and recruiting managers do not easily recognize transferable skills.	8/11/2021 9:59 AM
118	those who are moving after many field stations to an H stations should not be penalized - that's also a move.	8/11/2021 9:52 AM
119	Would be disadvantageous for those with family. Indeed a good incentive for mobility	8/11/2021 7:29 AM
120	Can't decide	8/10/2021 6:22 PM
121	The new system eliminated my mobility incentive and therefore I have stayed at my duty Sri in for more than 7 years and will not leave to another HQ duty stion until retirement!!	8/10/2021 5:59 PM
122	Not applicable to me but happy for this system	8/10/2021 5:47 PM
123	There is no mobility possible at ICAO. It's a myth.	8/10/2021 4:01 PM
124	I did not use this benefit, so it is difficult to assess.	8/10/2021 3:29 PM
125	the scale should be based on change of duty station instead of group of duty stations.	8/10/2021 2:06 PM
126	It should be stronger as they is still not enough mobility from HQ to Field offices.	8/10/2021 1:55 PM
127	Can be increased.	8/10/2021 1:04 PM
128	Luego de 4 años regresé a HQ, y mi salario fue reducido debido a la eliminación del incentivo. Igualmente el costo de moverme de país y con mi familia ha sido alto, y con una reducción de salario, es desmotivante.	8/10/2021 11:21 AM
129	I do not know what this is.	8/10/2021 10:58 AM
130	The new mobility incentive is better. BUT I find it irritating that it's supposed to incentivize me to move on, by cutting this after 5 years. I am very eager to move on, but due to the long and delayed mobility exercise and the talent pools (which I can't get into because of the catch 22 situation that you can only get into one if you're interviewed but you can't be interviewed unless you're in one) there have been no positions for me to apply to for over a year.	8/10/2021 10:30 AM
131	The non-payment of Allowance to staff members at headquarters' locations after 4 field mobilities is not understandable and will prevent mobility between field and HQ. I have 6 mobilities between HQ and Field, and now do not consider at all returning to HQ. Already the Field and HQ work so much in silos, this will not improve.	8/10/2021 10:07 AM
132	should apply also to home stations	8/10/2021 9:51 AM
133	UPU is HQ duty station, so no mobility to be expected.	8/10/2021 9:24 AM
134	The allowances were welcome. Unfortunately, the way the mobility decisions were made was poorly handled in FAO and many staff were forced to move with little control over process or the timing or location of postings.	8/10/2021 7:39 AM
135	Not sure what the incentive, there is a mobility requirement, but it doesn't apply to the current post.	8/10/2021 7:05 AM
136	But there should also be help to achieve mobility in practice	8/10/2021 4:12 AM
137	What is it? I remember that the mobility incentive from a few years ago was not a success..	8/9/2021 11:01 PM

Pulse check about the changes to your compensation package

138	I probably won't personally benefit from this, but I think that colleagues who do move make many sacrifices and I think that it's right for that to be recognized in their remuneration.	8/9/2021 10:35 PM
139	Mobility not encouraged for "project staff	8/9/2021 10:29 PM
140	I have not been in mobility since 2017	8/9/2021 9:05 PM
141	No idea of this incentive. not in a position to comment	8/9/2021 8:55 PM
142	Do not know about this	8/9/2021 8:05 PM
143	not aware	8/9/2021 6:57 PM
144	I think it is good esp to move more people out of HQ into the field.	8/9/2021 6:57 PM
145	There needs to be a good balance between mobility and experience and expertise and looking critically on these - Too much importance towards sex ratio, industrialized and non-industrialized countries might jeopardize the success of UN's work	8/9/2021 6:46 PM
146	It should change from 5 years to 10 years.	8/9/2021 6:14 PM
147	IN FAO the mobility was done simply to haunt people sitting for a long time in their positions and force them to leave their work station with no certain opportunities for job growth. It was also implemented without taking into account competences. I myself was almost forced to take a P5 position in Cairo on nutrition policy where my working experience and academic background has nothing to do with Nutrition and to do that at P4 level. That was only to meet the 3% annual mobility that the former FAO DG from Brazil forced to implement. Today, the cost of that savage mobility is still unknown and many people are being redeployed to their previous workstations.	8/9/2021 5:24 PM
148	N/A	8/9/2021 5:20 PM
149	I was sent on forced mobility in December 2016 and was never compensated	8/9/2021 5:12 PM
150	We were moved half-way around the world under the FAO Mobility programme but did not receive the mobility incentive nor mobility allowance, as the rules did not allow for this at the duty station I was moved to. That was unacceptable and highly demotivating given the difficulties we endured.	8/9/2021 5:08 PM
151	I am actually not aware of this new incentive for mobility	8/9/2021 4:42 PM
152	I moved to another duty station and then back again to HQ but was never granted the mobility incentive.	8/9/2021 4:35 PM
153	Strange that if somebody is moved to HQ no mobility grant is being paid	8/9/2021 4:19 PM
154	It seems good in theory, was not aware this existed. However, issues around mobility are about much more than benefits - e.g. lack of consultation with staff, mobility used punitively, lack of fit between staff's skills and new post requirements, etc.	8/9/2021 4:10 PM
155	No impact in FAO	8/9/2021 4:01 PM
156	Not aware of this. In our organisation there was no such thing. Mobility was obligatory and did not involve any incentives.	8/9/2021 4:00 PM
157	I don't see any change	8/9/2021 3:58 PM
158	Not aware of any mobility incentive	8/9/2021 3:46 PM

Pulse check about the changes to your compensation package

159	This change goes against the UN's claim that mobility is important. It also fails to recognise that for most staff rotating through H duty stations is a normal part of staff/professional development.	8/9/2021 3:45 PM
160	In my organization, there is still no clear mobility policy	8/9/2021 3:39 PM
161	I do not understand why H category duty stations are excluded. There are hardships involved in all moves, regardless of the destination. I have been promoted, my new post is in HQ, and my new, higher-graded salary, will be lower than it is currently. The incentive might vary depending on the category of the duty station.	8/9/2021 3:38 PM
162	This was not applied in my organization	8/9/2021 3:37 PM
163	Here we go again - when will this ever get addressed? THIS is the umteenth time that mobility is being reformed.	8/9/2021 3:32 PM
164	I was not aware	8/9/2021 2:51 PM
165	It seems, the mobility incentive was never fully implemented; for those, who became mobile, there was little recognition with regard to professional development (promotion etc.); many colleagues who never became mobile (but stayed in their duty stations (i.e. HQ) were promoted etc.	8/9/2021 2:49 PM
166	having the mobility incentives at flat rate without regards to the family status is plain unfair. How is the mobility of a single staff is the same as the mobility of staff who takes his/her spouse and kids, change their entire life is the same !!? The amount of stress and emotions involved for a staff with a family is much more significant that a single staff moving from a duty station to another. Some of the new proposals sound as if they were drafted by exclusively single staff who envy staff with families for some of the family-related entitlement. How some of these even found a way to be officially proposed !!?	8/9/2021 2:46 PM
167	Seems to be a paper incentive rather than an achievable goal. Work with staff members to make it something which can be done for those other than the connected select few.	8/9/2021 2:34 PM
168	This does not pertain to me since I have been mobile but it does to colleagues who are not	8/9/2021 2:18 PM
169	cela encourage le personnel à servir partout où il y a un besoin	8/9/2021 1:32 PM
170	This penalizes married women who end up taking care of children. The new system benefits single persons with no family type ties and benefits men who can travel and who select to have their wives or partners take care of the children.	8/9/2021 1:04 PM
171	Never heard of this but despite having been mobile in my "career" others have progressed without moving and seemingly without ability but possessing the "right" gender.	8/9/2021 12:54 PM
172	Seuls les staffs internationaux qui sont concernés par la mobilité dans UNAIDS	8/9/2021 12:38 PM
173	You should be able to keep some sort of status from past moves. So if I have moved 5 times, then I stay in one station for a long period, I should not lose my mobility incentives (since I have credits)	8/9/2021 12:20 PM
174	Which mobility incentives?	8/9/2021 12:18 PM
175	what mobility incentive?	8/9/2021 12:13 PM
176	Its encouraging mobility though there are fewer opportunity to effect the move	8/9/2021 12:11 PM
177	Mobility is a very important incentive. The tole exacted on staff who move frequently is very high, and at the same time, many staff stay too long in HQ. I am in favor of any financial incentive that reflects the burden on staff in the field and incentivizes HQ staff to	8/9/2021 11:57 AM

Pulse check about the changes to your compensation package

move to the field. I do think moves to HQ should count in the overall tally of moves, since a move to HQ is as difficult as a move to many field locations. There should be a reconsideration of what is considered "HQ", however, as some locations labeled as HQ are not really HQ locations, and it is not fair to reduce mobility incentives for staff in such locations. In my view, only locations with UN service centers (so New York, Geneva-UNOG, Vienna-UNOV, Nairobi-UNON) should count as HQ. Just because a specific Agency has its HQ in a city (e.g., Rome), should not make it an official UNHQ, when, in fact, it is not and the services and lifestyle are not the same.

178	not sure what this is	8/9/2021 11:39 AM
179	Not working	8/9/2021 11:39 AM
180	there are not opportunities to move within smaller organizations. why are field staff required to move while HQ staff have been there for years?	8/9/2021 11:38 AM
181	There is little to no mobility in my sector (translation).	8/9/2021 11:36 AM
182	Local staff are not included	8/9/2021 11:03 AM
183	In ITC we are not part of the mobility schemes (unfortunately...)	8/9/2021 11:03 AM
184	Totally useless and creating more expenses for the organization and very little benefit in return	8/9/2021 10:57 AM
185	I am not so sure that moving around is necessarily good for the organization, and favours a certain type of staff : men with dependent wives, certain occupations that have available posts in different duty stations, most notably administrative jobs: is this what we want to have? bureaucrats? ah, yes, I had forgotten, the answer is obviously yes! how sad.	8/9/2021 10:53 AM
186	I have no particular view on this.	8/9/2021 10:48 AM
187	not sure this applies at UNITAR.	8/9/2021 10:22 AM
188	I am neutral concerning this question.	8/9/2021 10:21 AM
189	It especially complicated for families to show mobility. It is therefore not understandable why staffers with a family do not get more than single staffers.	8/9/2021 10:14 AM
190	Mobility for staff in the field is becoming very hard, especially due to pandemic hence the incentive should be extrnded beyond 5 years because most staff are stuck where they are due to lack of mobility.	8/9/2021 9:36 AM
191	It is applicable particularly for ILO - mobility does not work well and many officials stay in HQ and get promoted somehow and field officials do not have chance to return to HQ.	8/9/2021 9:32 AM
192	not clear why mobility is not paid for staff who moved to HQ?!! the incentive was for those who have moved, and when you move four geographical moves and others none, and you are paid equally this is not fair in my view.	8/9/2021 9:26 AM
193	There is no incentive/promotion associate with mobility at WHO. Mobility will be mandatory at WHO and is perceived as punishment.	8/9/2021 9:24 AM
194	While the incentive encourages movement of staff to field locations, it disadvantaged staff members who through no fault of theirs have to lose a huge chunk of their salary for staying in one location for 5 years. If staff had the option to move, they would gladly	8/9/2021 9:23 AM

Pulse check about the changes to your compensation package

move. I believe the best course of action is to rotate staff every 5 years and those who chose not to move, face the deduction of the mobility allowance.

195	The incentive amount is lower, so where is the incentive to move?	8/9/2021 9:15 AM
196	best idea.	8/9/2021 9:14 AM
197	I'm quite sure that under current circumstances when several UN Missions have been closed down and the rest are under downsizing exercise, when many Staff Members have lost their jobs and put themselves at Horizon Recruitment Priority list, other Staff Members have practically lost the options to move to other Missions in order to maintain the requirement for Mobility Payment (5 years term). I'm sure it's unfair to remove Mobility Payment from the Staff who would like to move laterally or with promotion, however is not capable to do so due to the current situation. I think the Mobility Payment 5 years term requirement should be suspended until the time when the situation will improve giving the opportunity to move around. All Staff Members should continue to get Mobility Payment according to their previous movements number. As minimum HR should prove that SM had the opportunity to move, however declined the offer without substantial justification.	8/9/2021 9:08 AM
198	Update needs to be done regularly by the HR partners thru UMOJA otherwise SM may stay for long getting the same amount irrespect the got consecutively many reassignments.	8/9/2021 9:05 AM
199	Good to take family status out of it.	8/9/2021 8:37 AM
200	Remove the movement to other departments/offices as part of the mobility scheme as this benefits only staff working at H duty stations and does not contribute to "genuine" geographical movements.	8/9/2021 8:35 AM
201	N/A	8/9/2021 8:33 AM
202	It is discontinued for reasons beyond staff members control. How can Secretariat staff move if they are not facilitated by the organization as the UN Agencies are?	8/9/2021 8:31 AM
203	I would suggest having a reverse incentive too, particularly for staff of the peace and security pillar who spend their career in NY or Geneva, and have actually no experience of field postings and thus the frontline work of the UN. This also ties into the mobility discussion and making sure all staff members have similar opportunities in terms of career paths, determined by their capacity and not by where they had the luck to get their first posting.	8/9/2021 8:25 AM
204	Encourages movement	8/9/2021 8:11 AM
205	There is Nowhere to move without a mobility scheme. only the organization benefits. This needs to change to active application process	8/9/2021 7:58 AM
206	Seems to be unequal as some staff are more easily able to move if single	8/9/2021 7:58 AM
207	Mobility remains mobility amongst field missions; in 10 years, serving in 3 missions, I recall one colleague securing a job in an HQ location. The rest of us are on the merry-go-round of non-family duty stations.	8/9/2021 7:53 AM
208	Its next to impossible to move, so effectively we will be losing money over time.	8/9/2021 7:49 AM
209	This doesn't really help staff on fixed-term contracts.	8/9/2021 5:34 AM
210	it should not be applied to those who stay in the same duty station based on the approval by the organization for organizational purpose on deferral of rotation.	8/9/2021 5:32 AM

Pulse check about the changes to your compensation package

211	na	8/9/2021 5:20 AM
212	I never understood why a break in service could turn the clock back on mobility - i.e. the first assignment after break in service is considered the first duty station and none of the prior assignments are counted.	8/9/2021 4:21 AM
213	H duty station should also benefit	8/8/2021 7:56 PM
214	Didn't know about it	8/8/2021 6:58 PM
215	Mobility should be mandatory at the United Nations	8/8/2021 5:53 PM
216	Mobility should have greater incentives because people like me move a lot and get a little extra for it while others sit at HQ for years/decades in cushy posts. Also moves of 9-11 months for emergency deployments should be factored in (I worked for OCHA and moved for crises often almost a year but those didn't count towards mobility although were actually even more mobile....)	8/8/2021 4:41 PM
217	It was a failure. There is a clear lack of mobility between HQ, H, A or family duty stations and the more difficult B, C, D or E and non-family duty stations and this lack of mobility is perpetuated by those in the first category. Field staff also suffer from a lack of mobility, spending long, long periods in the same duty station or rotating only from one difficult location to another. This is unhealthy for the Organisation, the individuals in hardship locations and their families.	8/8/2021 1:41 PM
218	Dont know what it implied	8/8/2021 12:50 PM
219	I have never heard about it...	8/7/2021 10:20 PM
220	Consideration should be given to offering mobility to all professionals who change the duty station within the recommended time frame regardless of whether it is a field office or HQ. The same principle can be applied of discontinuing the allowance after five years if the person remains in HQ. It is currently a disincentive for persons to accept posting in a headquarters location knowing that their compliance with mobility will not be recognised/compensated.	8/7/2021 5:40 PM
221	now there just needs to be more opportunities for actually moving - including to HQ for an assignment	8/7/2021 3:42 PM
222	Have several moves but only 1-3 and 4-6 counts, each move should be taken into consideration separately. Mobility incentive is extremely low amount of less than 200\$, and contributes for ppl not moving anywhere for years	8/7/2021 1:28 PM
223	However, only privileged are moving but not me.	8/7/2021 10:32 AM
224	This is a good incentive. I feel the overall goal of the UN should be to harmonize our approaches and norms all over the world, and for this the staff needs to move regularly. People who take this risk and sacrifice their personal comforts and family lives should be compensated for promoting a more professional organization.	8/7/2021 9:50 AM
225	Ok	8/7/2021 8:29 AM
226	Good	8/7/2021 7:12 AM
227	Staff that have long served in the field, for many assignments, and that need a break and apply for a HQ position lose all their hard earned mobility allowance. This is extremely unfair and pressures staff to continue working in the field for their entire careers. That takes a physical and mental toll on them.	8/7/2021 1:55 AM
228	Yes I know about this.	8/7/2021 12:33 AM

Pulse check about the changes to your compensation package

229	TA do not benefit from this	8/6/2021 11:51 PM
230	Mobility seems to be declining.	8/6/2021 10:57 PM
231	I have no idea what this incentive is and how it works. I may want to benefit from it but I never heard of it.	8/6/2021 10:54 PM
232	less incentive to mobility	8/6/2021 10:49 PM
233	We don't really see how it applies. In 2017 I moved and in 2019 I moved again and I didn't receive any mobility incentive	8/6/2021 10:13 PM
234	The GA increased this element to a higher amount and this element encourages staff to move geographically especially to difficult duty stations in these most risky times.	8/6/2021 9:30 PM
235	These make movements of workers easier.	8/6/2021 9:28 PM
236	IT IS RIDICULOUS THAT THIS SURVEY IS AIMED ONLY TO CATEGORIES WHERE GENERAL SERVICE STAFF ARE NOT INCLUDED. WHOEVER IS CONDUCTING THIS STUPID SURVEY DOES NOT REALISE THAT GENERAL STAFF ALSO HAVE A LIFE WHERE FAMILIES NEED TO BE FED, EDUCATED PLUS THE NEED TO LOOK FOR A BETTER FUTURE FOR THEM THAT DEPENDS ALSO FROM THEIR SALARIES. THIS ORGANIZATION ONLY AIMS FOR A BETTER LIFE TO THOSE REGISTERED IN THE CLUB OF SO CALLED PROFESSIONALS OR DIRECTORS. TOO SAD THAT THERE ARE SO CALLED SDGs CREATED BY THE ORGANIZATION WHERE GOAL 8 CALLS FOR DECENT WORK AND ECONOMIC GROWTH BUT IT IS NOT APPLIED BY ITS OWN DRAFTER. WHERE IS THE ECONOMIC GROWTH AIMED FOR GENERAL SERVICE STAFF? THAT ECONOMIC GROWTH IS AND HAS BEEN SINCE ITS FOUNDATION DESIGNED ONLY TO THE CLUB OF Ps and Ds. TOO SAD!	8/6/2021 9:11 PM
237	Nothing at all	8/6/2021 8:53 PM
238	I have moved 5 times in 14 years, more than my fair share but as a direct result of colleagues in HQ refusing to move and allow us in E stations a chance at a rest. I believe MUCH more needs to be done to enforce mobility of staff and most importantly to allow E staff their first choice of station. The burnout and pressure on E staff to accept another E station as we have proven we can handle the pressure is unfair and extreme.	8/6/2021 8:26 PM
239	I don't know anything about this	8/6/2021 8:14 PM
240	As a staff member with 5 Geo moves including in hardship locations who is currently based in UNHQ, i believe that the policy is random and unjustified. Why 4 or 7?? Why not 3? or 10? Why not in UNHQ when it is a geographical move?	8/6/2021 8:02 PM
241	This will hopefully foster more mobility, which in turn will make our ability to serve as international civil servants better	8/6/2021 7:01 PM
242	Encouraging	8/6/2021 6:59 PM
243	Mobility is a chimera at this point - it was badly rolled out, incentives are not clear and flexibility is nowhere to be seen. DPPA's new internal mobility scheme is a good step forward but people on SPAs should be allowed to participate as well, if you are doing a P4 job, then you are a P4.	8/6/2021 5:56 PM
244	UNICEF's concept of mobility seems rather old fashioned in light of the changes in working practice COVID forced on us, and are now established. All that jetting people around the world is contributing to the climate emergency that threatens so many kids. Let's incentivize virtual mobility instead.	8/6/2021 5:55 PM
245	Staff will have no hussels in relocating movements.	8/6/2021 5:44 PM

Pulse check about the changes to your compensation package

246	not aware of	8/6/2021 5:11 PM
247	I didnt know this existed	8/6/2021 5:08 PM
248	I am not too sure what this is about as it does not apply to me.	8/6/2021 5:07 PM
249	There was an interim mobility incentive after 3 years - that was so beneficial for any change in dweeling. Such incentive should be added again.	8/6/2021 5:06 PM
250	Mobility is a positive thing for the organizations and the employees as long as it is managed correctly and benefits the organization and not just mobility for the sake of mobility	8/6/2021 4:57 PM
251	For mobility amounts shall be much higher to provide incentives for mobility	8/6/2021 4:52 PM
252	Etant en contrat de coopération technique, ces éléments ne s'appliquent pas à mon cas	8/6/2021 4:48 PM
253	contemplating my 4th duty station change - mobility fostered for families; single persons are assume to be mobile with a few suitcases only	8/6/2021 4:47 PM
254	Mobility is very difficult to achieve in this organization right now, esp for those with family situations that don't allow us to go to the field right now.	8/6/2021 4:43 PM
255	I changed 7 duty stations without any benefit being awarded.	8/6/2021 4:41 PM
256	Also not applicable as TA.	8/6/2021 4:33 PM
257	I tried mobility twice in the past and it never happened because staff were not given any role to decide on the process. Receiving managers had the power to refuse to accept incoming staff and that is how I failed to go to Addis and Bangkok.	8/6/2021 4:28 PM
258	Haven't heard about that	8/6/2021 4:21 PM
259	For family reasons and personal interest I am not pursuing geographical mobility. I understand that this is a desirable goal and incentives are a good means in general, but I don't know if the current model is a good one or not.	8/6/2021 4:21 PM
260	Not aligned to UNDP newly introduced mobility policy.	8/6/2021 4:20 PM
261	Despite many years in the UN, I was surprised to read about this incentive. I wasn't aware before that this existed !	8/6/2021 4:20 PM
262	Too small to make any difference	8/6/2021 4:20 PM
263	So the organization actually has an allowance to encourage people to move? Don't you see a problem with this?	8/6/2021 4:17 PM
264	I don't know anything about this.	8/6/2021 4:15 PM
265	It is not fair that staff members who have have voluntarily done geographical moves do not receive mobility incentive while serving in Headquarters.	8/6/2021 4:12 PM
266	I wonder why mobility doesn't apply to temporary staff who have been with UNCTAD for many years. I have working on temporary contracts since 2009, surely we deserve some recognition for that length of time.	8/6/2021 4:09 PM
267	necessary	8/6/2021 3:54 PM

Pulse check about the changes to your compensation package

268	it is a very good initiative. Also in considerations we do not have a 13th salary as most of international private sector companies	8/6/2021 3:53 PM
269	I'm not aware of how this change works	8/6/2021 3:52 PM
270	There is no point having a financial incentive for mobility if it is impossible to find jobs because of unfair recruitment practices.	8/6/2021 3:48 PM
271	This allowance is not paid to staff members at headquarters' locations.	8/6/2021 3:45 PM
272	Not sure what the incentive would be.	8/6/2021 3:41 PM
273	Rotation? is this what your talking about?	8/6/2021 3:37 PM
274	That is a wishful thinking. With the UN system jobs shrinking what the incentive has to do? Are the staff from HQ locations going to vacate them?	8/6/2021 3:37 PM
275	Evidence speaks on how effective the scheme is, as also field positions become less attractive.	8/6/2021 3:35 PM
276	Higher grades seem to recoup much more mobility incentives than the rest, while P2 and P3 are constantly exposed to various issues in the field and should not be perceived as less deserving of mobility compensation than the higher grades.	8/6/2021 3:35 PM
277	I am not aware of which one that is	8/6/2021 3:34 PM
278	the new mobility incentive is a new way to do business as usual	8/6/2021 3:31 PM
279	Wasn't aware there was a mobility incentive! Mobility has been very restricted in practice due to the cash-flow crisis	8/6/2021 3:31 PM
280	The mobility incentive is useless if there is no effective mobility policy in place. The mobility incentive should be paid based on the number of times staff have changed duty station and not be cut after 5 years at headquarters.	8/6/2021 3:30 PM
281	Never heard of this incentive. What's it about?	8/6/2021 3:05 PM
282	Not sure what is new	8/6/2021 3:04 PM
283	The UN needs to do much more to encourage mobility especially out of HQ and A duty stations to B and C duty stations in particular. Its important to experience the challenges and impacts of our work outside of cushy capitals like NY, Vienna, and Geneva. This also creates more openings for staff in hardship duty stations to serve at HQ and A duty stations both for mental health and well-being, and to experience the unique role and culture of HQs.	8/6/2021 2:47 PM
284	there are so few jobs in my specialty that there would literally be almost no mobility possible	8/6/2021 2:41 PM
285	I still do not understand how it works, especially between liquidity and treasury crisis	8/6/2021 2:39 PM
286	I have worked at both HQ and in the field, alternating as the two complement each other.	8/6/2021 2:37 PM
287	Geographic mobility should be based on desire to move with incentives for moving. There are enough staff who want to move geographically that it should not be necessary to force geographical movement (especially moves that do not take into account work life considerations)	8/6/2021 2:17 PM
288	ok. Less money but clear.	8/6/2021 1:59 PM
289	The organization ought to assist staff members in finding other positions within the 5 years instead of brutally cutting the allowance that was a factor for moving duty stations. There should also be a letter a year before the end of the allowance informing staff	8/6/2021 1:54 PM

Pulse check about the changes to your compensation package

members of the change. I, for one, was not aware of this clause as it was not mentioned in my contract and had the surprise of seeing my salary cut from one month to the next

290	Mobility should also apply at HQ locations	8/6/2021 1:33 PM
291	I'm not sure what this is.	8/6/2021 11:57 AM
292	More incentives for mobility could be introduced since the lack of mobility remains a major threat to UN efficiency.	8/6/2021 11:24 AM
293	The mobility incentive stops after 5 years in one location, even if the staff member is prevented from rotating on mobility.	8/6/2021 11:16 AM
294	the highest number of posts are in HQ duty stations; mobility within the duty station and to other H duty stations is still as important for better understanding, cohesive UN culture and career development, so why not incentivize all mobility?	8/6/2021 3:07 AM
295	IF WE COULD BE MOBILE....BUT THEY TOOK AWAY THE STEPS INSTEAD....	8/6/2021 2:48 AM
296	This will never happen for national staff	8/6/2021 1:17 AM
297	No one says no to free money! Why is there a mobility incentive in an international organization in the first place? Staff should be well aware that they may be required to move when they take up employment in an international org.	8/5/2021 11:48 PM
298	I suggest that once we moved, we should be already able to receive the incentive and not wait for the second change.	8/5/2021 11:42 PM
299	Fundamental para asegurar tener lo necesario al cambiar de destino.	8/5/2021 11:12 PM
300	I have had 6 different positions, but am not able to go to the field for now as I am a single mother	8/5/2021 11:02 PM
301	Staff who have moved between HQ duty stations get nothing. These should also be given something for changing duty stations.	8/5/2021 10:28 PM
302	Las condiciones y costos de movilidad varían dependiendo del numero de dependientes. Desestimaría la incorporación de profesionales con dependientes	8/5/2021 10:24 PM
303	There is in reality no mobility at the UN. As long as HQ staff refuses to move nothing happens	8/5/2021 10:00 PM
304	The change is not helpful for me who want to move and have been trying to move, but do not get any opportunities.	8/5/2021 9:33 PM
305	It would be important to also include some form of incentive for movement between duty stations as well, regardless of the category.	8/5/2021 9:15 PM
306	Reduced and "H" d/s excluded!	8/5/2021 9:11 PM
307	I opted in for mobility but have been in one mission for 8 years	8/5/2021 9:08 PM
308	However mobility within the UN Secretariat does not happen and no one is helping staff who express mobility wishes	8/5/2021 8:47 PM
309	I am not even aware of the new mobility incentive....	8/5/2021 8:36 PM
310	The mobility incentive is great, but by itself is not enough. It's a very small carrot and is a nice bonus if you move, but if you are comfortable where you are, it isn't significant enough to be missed, and won't be an incentive to move. There also needs to be a stick to encourage mobility, such as a term limit on posts and a requirement to move posts or move out of the UN system.	8/5/2021 8:33 PM
311	The old system was more fair because based on the family status	8/5/2021 8:25 PM

Pulse check about the changes to your compensation package

312	I have a very high mobility count, which is currently un-recognized as I am in H duty station. I still moved and changed office, level and even job I'm doing, but the Organization is not recognizing that at all. Very disappointing and discouraging for future mobility plans I may have had.	8/5/2021 8:18 PM
313	For 13 years I have been stuck in one place with only colleagues in the region going on repeated surge missions or TDYs. Even those who have less than 3 years have been given an opportunity to go on missions to learn and integrate experiences.	8/5/2021 8:18 PM
314	I	8/5/2021 8:01 PM
315	Mobility should be mandatory every three or four years in the UN.	8/5/2021 7:59 PM
316	but should not be discontinued, after 5 years in the same assignment, and when we get assign to a duty station H. reduce it but not cancel it from the beginning.	8/5/2021 7:33 PM
317	I didn't know there was one.	8/5/2021 7:30 PM
318	The removal of HQ assignments from qualifying for incentive payments is punitive to those of us who do actually rotate between HQ and the field. It is the UN's stated objective to have staff properly rotate, but my movements to HQ are not incentivized equally, which creates a reverse incentive to only ever stay in the field. This is punitive when staff need to take HQ assignments for professional development or duty of care reasons.	8/5/2021 7:23 PM
319	Staff with more duty stations experience the amount was reduced instead to be increase	8/5/2021 7:09 PM
320	The amounts for mobility and hardship allowance should not vary between grades. Everyone at a particular duty station suffers the same level of "hardship" irrespective of their grade (perhaps lower grades suffer more but currently get paid less)!!	8/5/2021 7:00 PM
321	I don't see anything wrong with the mobility incentive just the mobility policy. As a UNHQ staff member I have been trying to get to the field for years, but when I reach out, I am told that DOS has set preferences for the hiring of staff from within missions and that blocks movement. So all in all it is useless.	8/5/2021 6:57 PM
322	There is no reason not to pay mobility allowance for staff who have been in the field for many years and are just in HQ for 2-3 years	8/5/2021 6:55 PM
323	useless for GS staff	8/5/2021 6:36 PM
324	I find it unfair that you do not get to receive the mobility incentive while in HQ ! Why is that ? When the assignment is coming to an end, you have to apply to whatever positions are vacant. It is not necessarily one's choice to go to HQ if the only positions are there	8/5/2021 6:35 PM
325	Agreeable with this because we need an incentive, especially for staff to move from HQ/regional offices to the field particularly, thus opening up opportunities for field level staff, particularly from hardship duty stations, to have a break in a lesser or non- hardship duty station. There is too much stagnation of non-movement from HQ/regional offices currently that should be addressed.	8/5/2021 6:32 PM
326	I see no reason why people should not continue to get paid the mobility allowance if they move to a HQ. The point of the incentive is to reward people for having moved in the past. If someone gets a HQ job after many moves, why are they penalised for that? The discontinuation of the allowance after five years in the same duty station caters for that.	8/5/2021 6:29 PM
327	is limited to a specific level and difficult to get supervisor's approval for short term assignments	8/5/2021 6:22 PM
328	unaware of the change	8/5/2021 6:21 PM

Pulse check about the changes to your compensation package

329	Mobility incentive not applied as planned. UN should implement rules like other some other agencies. Especially in HQ and regional HQ mandatory 5 years rotation. I am in currently in NY but being in missions before I see the difference. AFTER 5 YEARS PEOPLE SHOULD MOVE OR GET FIRED!	8/5/2021 6:18 PM
330	Should be differentiated by family status.	8/5/2021 6:14 PM
331	Mobility should not be required - I was hired to do a specific job, not to move around the organization just because others want	8/5/2021 6:12 PM
332	Due to compiling reasons not all the UN staff can move around.	8/5/2021 6:11 PM
333	Mandatory mobility demonstrates that the Organization is hypocritical in its claims to gender equality and work-life balance. Mandatory mobility leaves a spouse in a 1950s-style dependency or breaks up families. It forces spouses to give up their careers or accept lower incomes. It also undermines the Organization's efforts to retain talent who have to decide between obeying bureaucratic dictates or making heartbreaking choices for their families. Optional mobility schemes make sense, but they cannot be mandatory.	8/5/2021 6:06 PM
334	Never moved from UNHQ. When recruited, the shipment was handled by UNHQ	8/5/2021 6:05 PM
335	Again, the goal is contrary to Commission mandate.	8/5/2021 6:00 PM
336	what if I don't want to move to a mission? what if my mobility is within the HQ? why that does not count?	8/5/2021 6:00 PM
337	Although a welcome development, it means little in the absence of meaningful career development programmes and a compensation package that more appropriately reflects service in hardship duty stations and the impact that mobility has on staff and families who must be left behind.	8/5/2021 6:00 PM
338	Mobility scheme should be implemented across the UN System not only to field.	8/5/2021 5:59 PM
339	I had no idea	8/5/2021 5:57 PM
340	I have moved many times to various duty stations including hardship and don't receive any mobility allowance due to the history of contractual arrangements and inept HR dept	8/5/2021 5:55 PM
341	This is a failed initiative as the current recruitment policies (Staff Selection System) and mobility infrastructure makes it very difficult for staff to be mobile within the Organization.	8/5/2021 5:53 PM
342	Not sure why we have to have a mobility incentive for international staff as no such allowance is provided in national diplomatic services.	8/5/2021 5:51 PM
343	NO COMMENT	8/5/2021 5:51 PM
344	I do not think a standard mobility system is in place across the UN system	8/5/2021 5:48 PM
345	I am not aware of this incentive	8/5/2021 5:48 PM
346	We are not allowed to be mobilized	8/5/2021 5:47 PM
347	Mobility remains all but impossible in practice. Managers must be incentivized to allow SMs to move if they wish to.	8/5/2021 5:46 PM
348	There is no HR measure that accompanies this.	8/5/2021 5:43 PM

Pulse check about the changes to your compensation package

349	Removal at H, even if we have done our duty and been mobile even in hard duty stations.	8/5/2021 5:18 PM
350	This remains a key aspect of UN employment to be addressed especially for secretariat staff. AFP's have a better management system for mobility which needs to be embraced by the secretariat.	8/5/2021 4:45 PM
351	No meaning for those who do not have mobility opportunities	8/5/2021 4:21 PM
352	There is not even a slight possibility of moving to another mission or to a UNHQs. We have colleagues working in the same mission from 8, 10, even 12 years. Mobility sounds like an unknown word.	8/5/2021 3:58 PM
353	I have worked in the field for 22 years and had multiple moves. Currently I am at the same duty station. My mobility allowance was discontinued because I have been at my current duty station for 5 years . This is not fair. Mobility is not so simple - even if the staff member wants to move it does not mean that there are vacancies to move to. So it is unfair that my earned mobility allowance was discontinued - as moving is not up to me entirely.	8/5/2021 3:46 PM
354	I suggest there should be flexibilities for. staff to retain the incentive beyond 05 years where it is proven that they have made genuine efforts to move and indeed tried to move but did not succeed because of lack of opportunities or because they were not selected	8/5/2021 3:10 PM
355	they are ignoring the S/M contribution and sacrifices along the years	8/5/2021 2:58 PM
356	Those of us who cannot move and due to greediness of those in other duty stations, we have lost out on this mobility allowances until we retire by God's grace.	8/5/2021 2:53 PM
357	The system is open to abuse by individuals who simply move within the same Section from one duty station to a different site within the same Mission. Many Sections/Units do not have sufficient posts available to carry out such personnel movements.	8/5/2021 2:31 PM
358	There is no implementation of mobility policy then why is this incentive there ? There should be a rotation policy or plan.	8/5/2021 1:55 PM
359	When this was introduced staff who had previously moved to different duty stations under the MSA concept should of had all their prior moves counted towards mobility. Under MSA moves within the same "mission" were not counted towards mobility, thus disadvantaging staff when the new system was introduced. For example I have been assigned to 9 duty stations for more than 12 months but since some of those moves were within the same large field mission and during the MSA system the moves didnt count towards mobility. Once the mobility changes took effect my mobility count was only 3 and thus under the new system.	8/5/2021 1:47 PM
360	Not sure what is referred to here. The mobility within every five years gaining mobility points is good (except it's very difficult for a white male to get even lateral reassignments). The 'forced' mobility to change duty stations seems to be dormant.	8/5/2021 1:46 PM
361	There was no difference on any of my moves in terms of the incentive, I didnt see any difference. Or unless the people in RSCE misinterpret the rules or they applied them to whatever suits them whenever I have consulted them	8/5/2021 1:36 PM
362	There is no real practical opportunity for me to practice mobility even though I wish to.	8/5/2021 1:34 PM
363	No incentive cannot be applied when mobility is almost impossible	8/5/2021 1:19 PM
364	There is a lot of staff who are getting relocated but not because of good performance, on the contrary, they sent out from HQs because they don't do many jobs, this is the best way to get rid of people who are not productive and this cannot be taken as an incentive. Many of us that we work on the filed we know that amount of work and responsibility is not the same in HQs than districts or sectors, the amount of job is huge. A lot of staff move from district to district because they are not tolerated to be in one	8/5/2021 12:54 PM

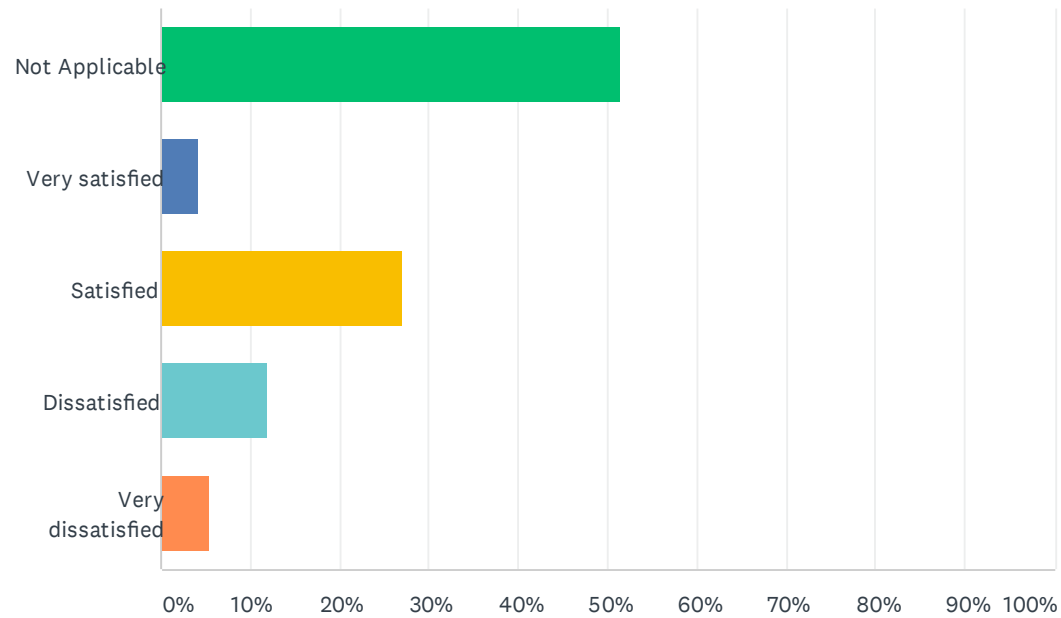
Pulse check about the changes to your compensation package

place, yet this is considered as mobility. Few of us we cannot move from HQs to the field because of the amount of job or simply in a way we are running the show from behind, thus supervisor don't allow our movements.

365	All staff (not just new hires) should be required to move to new duty stations so the organization benefits and those in hardship postings have some opportunity to reconnect with family. The only option now is to leave the organization or transfer to a new mission while HQ personnel sit on posts for years at a time.	8/5/2021 12:53 PM
366	je beneficie de la mobilité depuis seulement un an et demi et cela sera supprimé l'année prochaine. Ce qui signifie que je ne bénéficierai de la prime mobilité que seulement durant 2 années et demi parceque j'aurai passé 5 années sur le même duty station. Je pense que c'est injuste et que je devrait toucher la prime de mobilité durant 5 ans avant qu'elle ne soit interrompue	8/5/2021 12:49 PM
367	As there is no approved movement plan for internationally recruited staff for the UN secretary staff, example UN agencies after 2 years of service in one location, it will be better to initiate a new mobility incitation.. No staff want to stay more than 5 years at the same duty station but force to remain with no reason.	8/5/2021 12:46 PM
368	What mobility? With no field missions opening, many closing and most of the remainder downsizing, the concept of mobility is no longer worth talking about.	8/5/2021 12:38 PM
369	it really provides no incentive.	8/5/2021 12:37 PM
370	This would be good but it is not functional	8/5/2021 12:34 PM
371	PK Missions should not be considered as H duty stations for mobility purposes.	8/5/2021 12:33 PM
372	It is still very mismatched for the various duty stations. It should reflect the reality of the various categories of duty stations.	8/5/2021 12:31 PM
373	The fact that you are not paid mobility when being stationed in an "H" duty station is ridiculous in particular in "H" duty stations that received that designation solely because they are in the "EURO" zone!	8/5/2021 12:20 PM
374	No mobility since 2016	8/5/2021 12:17 PM
375	there should exist up-ward mobility.	8/5/2021 12:16 PM
376	Different duty stations have different conditions - unless the mobility incentive can compensate for living situation then it is not beneficial.	8/5/2021 12:10 PM
377	Not enough. Field staff cannot get out of the field easily and UNHQ staff are not motivated/forced to go to the field.	8/5/2021 12:09 PM
378	More needs to be done to encourage mobility; not only financial but also career incentives as well as proper planning and coaching (similar to national diplomatic service).	8/5/2021 12:06 PM
379	Mobility within the system is not made easy	8/5/2021 12:06 PM
380	The mobility system is broken. HQ staff should be given incentives to work in field posts, and the current system completely fails at this. There is no good reason to give field staff incentive to move between field posts - if they want to, they should be able to, but there are also benefits to having certain staff in field posts for long periods.	8/5/2021 12:02 PM
381	not sure what implications were	8/5/2021 12:01 PM

Q14 Changes to the amounts and structure of the hardship allowance
Modifications des montants et de la structure de l'indemnité de sujétion
Cambios en los importes y la estructura de la prestación por condiciones de vida difíciles

Answered: 3,091 Skipped: 1,500



ANSWER CHOICES	RESPONSES	
Not Applicable	51.47%	1,591
Very satisfied	4.21%	130
Satisfied	26.95%	833
Dissatisfied	11.94%	369
Very dissatisfied	5.44%	168
TOTAL		3,091

Pulse check about the changes to your compensation package

#	COMMENTS:	DATE
1	I don't know anything about the calculation of the hardship allowance so feel unequipped to comment.	8/23/2021 9:57 AM
2	Not clear and not fair	8/17/2021 2:59 PM
3	n/a	8/17/2021 8:56 AM
4	Hardship allowance should slightly increase. it helps in the hardship duty station when access to the fundamental things is not available or extremely expensive	8/16/2021 12:02 PM
5	More information is needed to be broadcasted, especially for the field staff in the missions as it has been disseminated only for HQ people which do not received this entitlement	8/16/2021 11:43 AM
6	Working in an organisation with high rotation and mostly in hardship countries, we encounter major family issue as need to send back family in 'home' countries as no more possible to location family in easy reachable countries close to D/S. This results in disruption of school system, disruption of family structure and higher costs to see relative (with R/R knowing that no more DSA given and 'home' country could be quite far from D/S)	8/15/2021 1:09 PM
7	no information on the change	8/15/2021 9:09 AM
8	The classification of duty station is increasingly unfair and unrealistic especially with places being reclassified to B when they clearly are a C; equally some places in the field classified as A are far from offering what occidental A duty stations offer, especially in terms of health , climate, pollution and security	8/14/2021 7:50 AM
9	This is the first i've heard of this	8/13/2021 11:58 PM
10	please pay more attention for calculating AFRICAN countries	8/13/2021 4:54 PM
11	not sure on how hardship is assessed. I have been in two hardship stations with an extreme difference but the same hardship allowance. Some stations have challenging conditions but the cost of living is very very low. Some are better but very high cost of living within the same country.	8/13/2021 10:46 AM
12	not a recipient.	8/12/2021 6:19 PM
13	The bureaucrats who deal with these rules never lived in hardship places, that is clear. It's not about money, it's about what money cannot buy, e.g. being with your children. And for that you need travel time. Not all hardship duty stations are R&R duty stations. Hardship also needs extra leave time (or R&R).	8/12/2021 5:35 PM
14	don't know what it is	8/12/2021 5:25 PM
15	Impactan negativamente sobre todo a las agencias con presencia en esos lugares.	8/12/2021 4:27 PM
16	Some duty stations are termed family when they should not. may be agencies are fearing the cost involved in running non-family duty stations. we find ourselves in stations without even a single international curriculum school called family duty station and IP staff are recruited to live in such places. This issue should be critically looked int.	8/12/2021 2:41 PM
17	I am not aware of the changes.	8/12/2021 2:35 PM
18	overall losing	8/12/2021 2:30 PM

Pulse check about the changes to your compensation package

19	Family duty station with poor education and health facilities and zero social life are given less allowance.	8/12/2021 2:21 PM
20	it makes sense to me	8/12/2021 1:45 PM
21	Hardship allowance should be equal to all staff with or without dependants	8/12/2021 12:34 PM
22	I do not know what the change exactly is, so I can not speak about that.	8/12/2021 11:49 AM
23	i am now in my first hardship post and I cannot assess the difference.	8/12/2021 11:36 AM
24	None	8/12/2021 11:33 AM
25	The hardship allowance seems to penalize single staff and should be uniform for all. Perhaps the people that designed the new compensation approach failed to realize that you have several UN staff that remain single due to their willingness to go to hardship duty stations.	8/12/2021 11:22 AM
26	Particularly damaging is the loss of support to families in locations near hardship duty stations. this is a huge hardship for staff and their families who are in hardship locations.	8/12/2021 11:20 AM
27	Hardship allowance is quite low considering the danger levels and living conditions in most of the problematic countries, such as Syria, Iraq, South Sudan, Somalia, etc.	8/12/2021 11:15 AM
28	currently in a C duty station with little possibility for diversion, and a small baby who hasnt seen his grandparents due to the pandemic, the abolishment of the yearly home leave is really not fair, as it amounts to a cost of over 5000 USD per round trip and totally disincentivizes staying in this duty station.	8/12/2021 11:15 AM
29	I am not aware of any changes	8/12/2021 11:13 AM
30	Old system much more attractive	8/12/2021 11:03 AM
31	It is fair that those staff members who work in the field, particularly in difficult duty stations, receive a higher compensation than those who enjoy the comfort of working in headquarters in no-danger zones.	8/12/2021 10:53 AM
32	I cannot comment on this as I have not benefited from it	8/12/2021 10:52 AM
33	I am not aware of the hardship allowance.	8/12/2021 9:17 AM
34	See above. Benefits men only. Very biased approach.	8/12/2021 9:05 AM
35	I have never used the hardship allowance.	8/12/2021 8:57 AM
36	Seems the cost of life does not reflect in the salary	8/11/2021 9:06 PM
37	I am not currently adversely affected.	8/11/2021 7:50 PM
38	No idea but changes are usually disentanglements	8/11/2021 7:35 PM
39	I haven't been paid hardship allowance so not sure how it is working	8/11/2021 6:45 PM
40	As I work at ICAO HQ this does not affect me.	8/11/2021 5:20 PM
41	I do not know anything about those changes	8/11/2021 3:14 PM

Pulse check about the changes to your compensation package

42	Its not motivational for people to work on non family duty station risking our lives.	8/11/2021 2:39 PM
43	This changes has resulted not being able to attract right competent staff and now serving in E duty stations is unfair to those serving there. There is need to relook at duty station classification again	8/11/2021 1:57 PM
44	Staff members with dependents endure a higher degree of hardship by being away from their families and hence should be adequately compensated for that	8/11/2021 1:53 PM
45	Though I am not sure I really understand and know the impact	8/11/2021 12:46 PM
46	Not aware	8/11/2021 10:55 AM
47	i am hoping for good	8/11/2021 9:45 AM
48	Can't decide	8/10/2021 6:22 PM
49	Not applicable to me but happy for this system	8/10/2021 5:47 PM
50	I do not know what this entails.	8/10/2021 4:01 PM
51	Very difficult situation has been increased about economy and health.	8/10/2021 3:39 PM
52	I did not use this benefit, so it is difficult to assess.	8/10/2021 3:29 PM
53	Doesn't compensate enough for the hardships	8/10/2021 1:04 PM
54	Where is the Common System with this provision ?	8/10/2021 10:07 AM
55	I do not have enough info to reply	8/10/2021 9:51 AM
56	same as above	8/10/2021 9:24 AM
57	No idea of this change, not in a position to comment	8/9/2021 8:55 PM
58	not aware	8/9/2021 6:57 PM
59	there seem to be lower benefits	8/9/2021 6:57 PM
60	Hardship is not being considered/updated often enough and should be looked at more critically	8/9/2021 6:46 PM
61	However I would support increase to salaries and other allowances for hardship workstations/activities and a reduced time of exposure to such activities unless the incumbent confirms their availability to stay for longer periods.	8/9/2021 5:24 PM
62	N/A	8/9/2021 5:20 PM
63	Not aware	8/9/2021 3:46 PM
64	I do not see the notion behind hardship allowance amounts varied according to the staff member's grade. I suggest to be uniform for grades working in the same hardship category of duty station.	8/9/2021 3:43 PM
65	Same a mobility - staff make sacrifices to serve in hardship duty stations the organization continually cost cutting of this results in poor quality service / burn out -	8/9/2021 3:32 PM

Pulse check about the changes to your compensation package

66	This should be taken into consideration as hardship stations nature of work varies	8/9/2021 3:09 PM
67	Same as above	8/9/2021 2:46 PM
68	If the amount is going higher yes I am satisfied. If not I am disatisfied	8/9/2021 2:41 PM
69	I have not received hardship since the changes were made	8/9/2021 2:18 PM
70	Pourquoi la différence entre les grades du personnel alors que tout le personnel vit les mêmes difficultés	8/9/2021 1:32 PM
71	This has given more benefits to staff members without families or dependents	8/9/2021 1:04 PM
72	Pas d'information sur ça	8/9/2021 12:38 PM
73	Fair recognition of the hardship stations and or class	8/9/2021 12:11 PM
74	not sure what the changes are	8/9/2021 11:39 AM
75	not well calculated in small remote zone offices where limited number of international staff providing inputs	8/9/2021 11:35 AM
76	Local staff are not included	8/9/2021 11:03 AM
77	It does not concern me specifically, but it seems to me that the changes acknowledge that single people with no children who move about, also deserve to not be forgotten.	8/9/2021 10:53 AM
78	I have no particular view on this.	8/9/2021 10:48 AM
79	I am neutral concerning this question.	8/9/2021 10:21 AM
80	I am not catching up the details. Hardship allowance shall be continued and hardship assignments shall be considered as one of the promotion merits/factors.	8/9/2021 9:32 AM
81	yes	8/9/2021 9:14 AM
82	No comment	8/9/2021 9:05 AM
83	Good to remove family status to stop excessive disparities in the pay and benefits between single staff members and their families	8/9/2021 8:37 AM
84	N/A	8/9/2021 8:33 AM
85	Not au fait with this	8/9/2021 8:11 AM
86	none	8/9/2021 7:53 AM
87	I cannot believe Jakarta, Indonesia is classified A - as safe and comfortable as NY and Geneva. Air pollution and a poor medical care capacity should be considered in the classification.	8/9/2021 7:41 AM
88	Lack of flexibility	8/9/2021 6:31 AM
89	not familiar with the changes.	8/9/2021 5:32 AM
90	didn't know about it	8/8/2021 6:58 PM

Pulse check about the changes to your compensation package

91	It's clearer to understand now.	8/8/2021 4:41 PM
92	Not sure if it fairly covers the reality in the field.	8/8/2021 11:34 AM
93	No equality between National and international recruited staff for hardship allowance	8/8/2021 10:38 AM
94	not aware of this change	8/7/2021 6:31 PM
95	E duty stations have many challenges and yet hardship is not paid if a staff member is out of duty station for more than 7 days. Travel to and from the duty station is very stressful.	8/7/2021 2:32 PM
96	Not iaware	8/7/2021 1:28 PM
97	Recommend to increase the amount. Covid19 make it more harder for staff to reach families and support them.	8/7/2021 12:48 PM
98	Doesn't reflect the true hardship. Also people sitting in HQrs with no hardship still gets more pay due to the post adjustment system which again doesnot correctly reflect the additional costs that people in emergency duty stations has to spend on travel R&R etc.	8/7/2021 10:57 AM
99	Better not incentivize employment by hardship when mobility is limited.	8/7/2021 10:32 AM
100	Ok	8/7/2021 8:29 AM
101	Good	8/7/2021 7:12 AM
102	Hardship allowance should be increased, not reduced.	8/7/2021 1:55 AM
103	I would like to know more about this	8/7/2021 12:33 AM
104	I don't know what the changes were.	8/6/2021 10:54 PM
105	This is a good example of recognizing the hardship conditions that staff are exposed to in the field.	8/6/2021 9:30 PM
106	Let that be increased because there are a lot of challenges and risks in the field.	8/6/2021 9:28 PM
107	IT IS RIDICULOUS THAT THIS SURVEY IS AIMED ONLY TO CATEGORIES WHERE GENERAL SERVICE STAFF ARE NOT INCLUDED. WHOEVER IS CONDUCTING THIS STUPID SURVEY DOES NOT REALISE THAT GENERAL STAFF ALSO HAVE A LIFE WHERE FAMILIES NEED TO BE FED, EDUCATED PLUS THE NEED TO LOOK FOR A BETTER FUTURE FOR THEM THAT DEPENDS ALSO FROM THEIR SALARIES. THIS ORGANIZATION ONLY AIMS FOR A BETTER LIFE TO THOSE REGISTERED IN THE CLUB OF SO CALLED PROFESSIONALS OR DIRECTORS. TOO SAD THAT THERE ARE SO CALLED SDGs CREATED BY THE ORGANIZATION WHERE GOAL 8 CALLS FOR DECENT WORK AND ECONOMIC GROWTH BUT IT IS NOT APPLIED BY ITS OWN DRAFTER. WHERE IS THE ECONOMIC GROWTH AIMED FOR GENERAL SERVICE STAFF? THAT ECONOMIC GROWTH IS AND HAS BEEN SINCE ITS FOUNDATION DESIGNED ONLY TO THE CLUB OF Ps and Ds. TOO SAD!	8/6/2021 9:11 PM
108	Nothing at all	8/6/2021 8:53 PM
109	COVID has meant many of us in E stations are working under conditions where we KNOW medical care is insufficient, medevac is ineffective and have seen colleagues die as a result. HQ needs to strongly review the R&R and hardship allowances for those who are in E since 2020/21 and in their duty station. Many colleagues have 'cut and run' and are working from home with little difference in remuneration. Those who have actively served in E stations should be remunerated according to the risk. HQ has displayed very	8/6/2021 8:26 PM

Pulse check about the changes to your compensation package

little consideration for the additional stress travel restrictions, flexibility and additional costs of being in an E during COVID vs being working from home

110	It removes stress on relevant staff members.	8/6/2021 5:44 PM
111	Hardship classification should be revisited. Classification of hardship should be very clear. Living in A duty station is also hardship due to huge traffic jam, commuting and mental pressure related to stress. If i take the sentence as "local conditions of safety and security, health care, housing, climate, isolation and level of amenities/conveniences of life", many of these are tough in many A cat duty stations.	8/6/2021 5:06 PM
112	Je ne suis pas sur un site "difficile"	8/6/2021 4:48 PM
113	Previous system was much better.	8/6/2021 4:41 PM
114	Again, I don't know enough about this.	8/6/2021 4:21 PM
115	This makes sense for those who work under difficult conditions. The amounts for staff with families should be higher as they face greater hardship.	8/6/2021 4:17 PM
116	It's unfortunate that hardship is not applicable to some duty stations yet they can be deemed very hard if they took off time to understand how tough it is living in such countries	8/6/2021 4:09 PM
117	Needs to be improved with a survey of all the extra costs when serving in a Harship Duty Station.	8/6/2021 4:01 PM
118	I am not aware of these changes	8/6/2021 3:58 PM
119	support to improve, necessary -- very important	8/6/2021 3:54 PM
120	This allowance is not paid to staff members at headquarters' locations.	8/6/2021 3:45 PM
121	I don't remember what was the amount before 20217 .	8/6/2021 3:37 PM
122	Hardship allowances are too much based on issues of security; but protracted crisis and children out of school are also hardships	8/6/2021 3:04 PM
123	Structure of the hardship allowances should be regardless of duty station category as an incentive to get people moving out of their comfort zones!	8/6/2021 2:47 PM
124	Given the global financial situation	8/6/2021 1:40 PM
125	Cette mesure n'est pas appliqué au Burkina Faso bien que la situation sécuritaire soit précaire au Sahel, à L'EST et au Nord de ce pays. Aucun staff n'a perçu le Danger Pay(Hardship D)	8/6/2021 1:18 PM
126	Duty stations where family cannot visit should all be classified as hardship duty stations	8/6/2021 11:27 AM
127	No idea	8/6/2021 10:41 AM
128	I believe the definition of hardship needs to take into account non-security related hardship, specifically basic services. Particularly during COVID-19, the fragile health system in some duty stations, combined with the border closures and travel restrictions, meant that the hardship in even family duty stations became severe and a cause for great anxiety and stress for staff and dependents.	8/6/2021 12:51 AM
129	It is fairer to have the same amounts for single staff	8/5/2021 11:48 PM

Pulse check about the changes to your compensation package

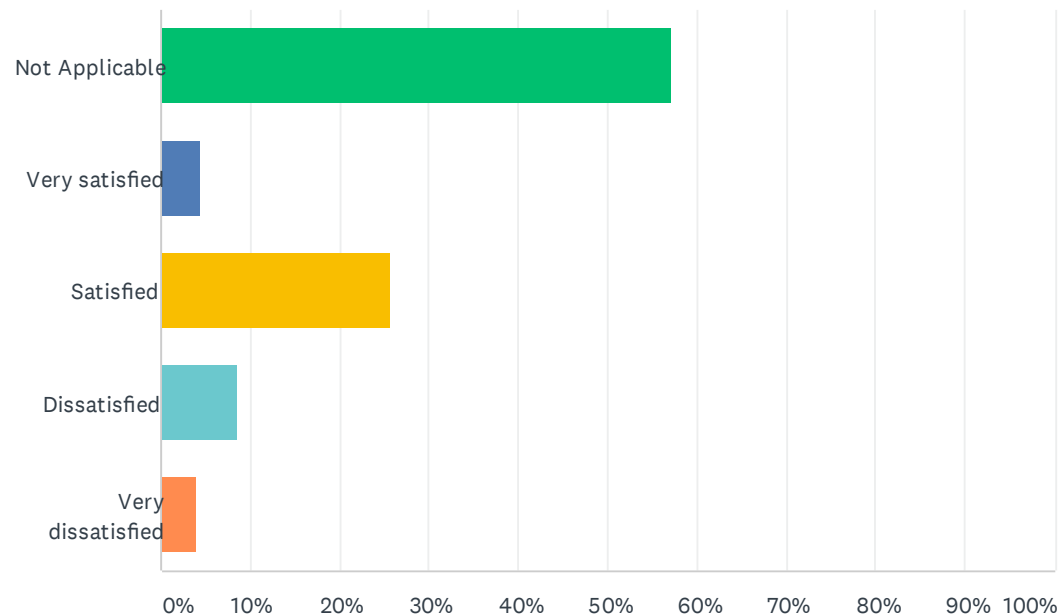
130	Los costos de vida se elevan rápidamente y los beneficios se reducen, lo cual es negativo para la estabilidad financiera del personal.	8/5/2021 11:12 PM
131	Constituye un importante incentivo para cponstar con profesionales en areas y condicione críticas	8/5/2021 10:24 PM
132	It gives the wrong signal to some staff who go to the field to make money and lack integrity in doing the job well.	8/5/2021 9:33 PM
133	Reduced again!	8/5/2021 9:11 PM
134	With the old system the sacrifice of not having one's family was compensated by the additional amounts received as an incentive.	8/5/2021 8:25 PM
135	It did not improve staff position nor recognized disparity in hardships. Hardship definition is fundamentally flawed, not to mention that AFPs for example, use a totally different approach.	8/5/2021 8:18 PM
136	Not applicable at my duty station.	8/5/2021 8:18 PM
137	The income in hardship is too low now, therefore people in HQ never go to the field and people in the field are stuck there. In the past it was more interesting financially to go to the field.	8/5/2021 7:59 PM
138	falls short, particularly for hardship stations. A duty station C isn't the same everywhere. Addis Ababa and Asmara are worlds apart.	8/5/2021 7:48 PM
139	I do not get hardship allowance so did not track changes.	8/5/2021 7:30 PM
140	In spite of all the information, data and analysis provided, it seems that the ICSC classification of hardship duty stations does not take into account the reality on the ground in terms of security, access to services, etc.	8/5/2021 7:25 PM
141	Should have a neutral option	8/5/2021 7:01 PM
142	The amounts for mobility and hardship allowance should not vary between grades. Everyone at a particular duty station suffers the same level of "hardship" irrespective of their grade (perhaps lower grades suffer more but currently get paid less)!!	8/5/2021 7:00 PM
143	Needs based	8/5/2021 6:33 PM
144	I am not aware of the changes so I can only select Not applicable	8/5/2021 6:29 PM
145	needs to reflect evolving reality	8/5/2021 6:22 PM
146	unaware of the change	8/5/2021 6:21 PM
147	the changes that were introduced were a step down from previous schemes.	8/5/2021 6:00 PM
148	I had no idea	8/5/2021 5:57 PM
149	I feel that the hardship is experienced more acutely by staff with dependants so don't see why single staff have the same amounts	8/5/2021 5:51 PM
150	NO COMMENT	8/5/2021 5:51 PM
151	I am not aware how this is or was structured	8/5/2021 5:02 PM
152	to much power has been given to the ICSC to determine duty station hardship when more feedback should be considered from staff who actually work in the duty stations. ICSC are very disconnected from actual living conditions.	8/5/2021 1:47 PM

Pulse check about the changes to your compensation package

153	RSCE people always give different views on how the changes were applied, when the changes took effect in 2016 I was told because i moved 2 weeks prior to that it wouldnt be applied to me, until i moved to a new duty station, 4 and half years later i did change and they have been making a lot of deductions that they say now are what its in place	8/5/2021 1:36 PM
154	NSR	8/5/2021 12:46 PM
155	Why did 'C' classification duty stations need to lose access to 12 the month Home Leave cycle? There was no methodology to the change or rationale behind it, just a 'let's chop this off of their remuneration and see how much they complain' approach to staff management.	8/5/2021 12:38 PM
156	Some locations outside a nation's capital are very different in terms of accessibility and even access to services such as medical and supplies. The categorization of a duty station should not be generalised, as has happened in most instances, but rather specific DS should be assessed individually. For instance, DS in Afghanistan, Mali and South Sudan differ a lot.	8/5/2021 12:31 PM
157	There are issues with the non-payment of Hardship when stationed in "H" duty station that is only designated as such because of being in the "EURO" zone. This issue needs to be addressed.	8/5/2021 12:20 PM
158	Hardship allowances should be the same no matter what the level of the staff member. Is it harder for a D2 than a P1 in the same location ?? The levels of hardship are the same. In fact by earning more money a staff member has more to spend on mitigation.	8/5/2021 12:16 PM
159	Some duty stations are considered family duty stations however it is not suitable for families - there needs to be a full review of the formula for identifying hardship.	8/5/2021 12:10 PM
160	not enough	8/5/2021 12:09 PM
161	It is imperative that the hard ship classification is conducted in a fair manner.	8/5/2021 12:06 PM
162	The system should be more flexible to allow for quicker changes in case of rapidly increasing hardship	8/5/2021 12:06 PM
163	saying not applicable as not sure what implicatiosn were	8/5/2021 12:01 PM

Q15 Revision of the additional hardship allowance to a non-family service allowance
Révision de l'indemnité de sujétion supplémentaire vers un élément famille non autorisée
Revisión de la prestación adicional por condiciones de vida difíciles para convertirla en una prestación por servicio en lugares de destino no aptos para familias

Answered: 3,091 Skipped: 1,500



Pulse check about the changes to your compensation package

ANSWER CHOICES	RESPONSES	
Not Applicable	57.13%	1,766
Very satisfied	4.50%	139
Satisfied	25.82%	798
Dissatisfied	8.54%	264
Very dissatisfied	4.01%	124
TOTAL		3,091

#	COMMENTS:	DATE
1	I don't know anything about the calculation of the hardship allowance so feel unequipped to comment.	8/23/2021 9:57 AM
2	The allowance is not the issue. The issue is with the classification and the periodical review process. We end up with DS considered as A when the simple fact to live there is a challenge, just because the decision is left with people who have no idea and sit in NY or Geneva...	8/17/2021 5:45 PM
3	Not clear and not fair	8/17/2021 2:59 PM
4	n/a	8/17/2021 8:56 AM
5	Working in an organisation with high rotation and mostly in hardship countries, we encounter major family issue as need to send back family in 'home' countries as no more possible to location family in easy reachable countries close to D/S. This results in disruption of school system, disruption of family structure and higher costs to see relative (with R/R knowing that no more DSA given and 'home' country could be quite far from D/S). This is just a non sense for staff personal situation. A measure taken against the incentive to get staff deployed in hardship non-family, where the needs are greater for the people we serve.	8/15/2021 1:09 PM
6	This is the first i've heard of this	8/13/2021 11:58 PM
7	not a recipient	8/12/2021 6:19 PM
8	Hardship allowance should not be tied to the non-family duty station status. Non-family is about security, hardship takes other consideration into account such food security, health conditions, schooling, entertainment opportunities, etc...	8/12/2021 5:40 PM
9	don't know what it is	8/12/2021 5:25 PM
10	I have not experienced this situation.	8/12/2021 4:32 PM
11	Debe hacerse esa revisión junto con revisar qué significa apto para familias, ¿cuáles familias? las tradicionales? ¿qué pasa con las familias diversas?	8/12/2021 4:27 PM
12	I don't understand this package at all	8/12/2021 2:41 PM
13	Again, I am not aware of this change. Perhaps this is indicative of a lack of effective communication to staff about such changes?	8/12/2021 2:35 PM

Pulse check about the changes to your compensation package

14	Overall loosing with everyobe applying for SYR/ YEM / SOM because of a 4 weeks cylce , but no one for CHAD (Abeche moreover) or HAITI or BAMAKO etc...	8/12/2021 2:30 PM
15	it makes sense to me	8/12/2021 1:45 PM
16	ALLOWANCE SHOULD BE MORE.	8/12/2021 12:53 PM
17	I hope no staff member is forced (for administrative or financial reasons) to work away from their families. Mobility should be voluntary. If someone still select to do so, then I agree that additional measures might be accessible to maintain family contact.	8/12/2021 11:59 AM
18	Why again is there a difference between married and single staff ? Discrimination...	8/12/2021 11:49 AM
19	Les montants ne sont pas assez élevés pour motiver les gens à bouger.	8/12/2021 11:40 AM
20	The SOIA approach was far better and new allowance has reduced salary and affected ability to attract good talent	8/12/2021 11:39 AM
21	Impact has not been communicated to me	8/12/2021 11:36 AM
22	The concept of family versus non family is acceptable. But we might have a family who does not fall under WFP criteria. The changes impacted mostly the staff without family when comparing to the original entitlement (SOLA)	8/12/2021 11:34 AM
23	Old process was more fair.	8/12/2021 11:33 AM
24	Some duty stations are listed as family however in reality families cannot join due to absence of standard schools and medical facilities. Such duty stations should have a non family service allowance.	8/12/2021 11:28 AM
25	Same as above - hardship allowance is quite low considering the danger levels and living conditions in most of the problematic countries	8/12/2021 11:15 AM
26	I am not aware of this revision	8/12/2021 11:13 AM
27	Old system much more attractive	8/12/2021 11:03 AM
28	This does not take the range of constraints in the field into account. I find it simplistic.	8/12/2021 10:56 AM
29	I cannot comment on this as I have not benefited from it	8/12/2021 10:52 AM
30	See above.	8/12/2021 9:05 AM
31	I am not currently adversely affected.	8/11/2021 7:50 PM
32	I do not know anything about those changes	8/11/2021 3:14 PM
33	No consideration for standing capacities invoked in field deployments for most of their duty	8/11/2021 2:53 PM
34	what was the added advantage?	8/11/2021 2:39 PM
35	I do not understand the rationale for the change	8/11/2021 1:53 PM
36	Though I am not sure I really understand and know the impact	8/11/2021 12:46 PM
37	Not aware	8/11/2021 10:55 AM

Pulse check about the changes to your compensation package

38	kindly not that mother may should be allow to chose her nest of king .Principally irresponsible father	8/11/2021 9:45 AM
39	Can't decide	8/10/2021 6:22 PM
40	Not applicable to me but happy for this system	8/10/2021 5:47 PM
41	I do not know what this entails.	8/10/2021 4:01 PM
42	I did not use this benefit, so it is difficult to assess.	8/10/2021 3:29 PM
43	En mi último traslado se me redujo el tamaño del contenedor, por lo que me vi afectado.	8/10/2021 11:21 AM
44	I do not have enough info to reply	8/10/2021 9:51 AM
45	id	8/10/2021 9:24 AM
46	No idea of this revision. not in a position to comment	8/9/2021 8:55 PM
47	not aware	8/9/2021 6:57 PM
48	N/A	8/9/2021 5:20 PM
49	the basis for this decision was not clearly articulated and created awkwardness among colleagues in FAO offices in historically-known hardship countries with several FAO locations	8/9/2021 4:59 PM
50	Hardship allowance to a non-family service allowance should also be a standard without being differentiated with a staff member having UN recognized family (spouse, children) in comparison to a staff member having family not recognized by UN (such as dependent parents, dependent siblings or partners).	8/9/2021 4:09 PM
51	Agree, but why this one is a flat rate regardless of grade, but takes family status into considerations !? this invalidates many of the other proposed changes in other areas, such as hardship, or salary scale	8/9/2021 2:46 PM
52	Not serving currently in a hardship duty station.	8/9/2021 1:04 PM
53	Pas concerné	8/9/2021 12:38 PM
54	Motivating to serve in non-family duty station	8/9/2021 12:11 PM
55	again, not sure what happened	8/9/2021 11:39 AM
56	frustration comes with the slowness of approving for hardship allowance.	8/9/2021 11:38 AM
57	Local staff are not included	8/9/2021 11:03 AM
58	It seems to say that little jobs should receive the same compensation as big jobs, that sounds fair.	8/9/2021 10:53 AM
59	I have no particular view on this.	8/9/2021 10:48 AM
60	I am neutral concerning this question.	8/9/2021 10:21 AM
61	They deserve to be paid well.	8/9/2021 9:32 AM

Pulse check about the changes to your compensation package

62	Satisfied but the amount should be much higher to cover the expenses incurred for running two households at the same time. Also, the separation of the family members significantly increases expenses for personal travel, etc. Especially since the accelerated home leave travel has been discontinued.	8/9/2021 9:15 AM
63	yes	8/9/2021 9:14 AM
64	No comment	8/9/2021 9:05 AM
65	staff with dependents annual amount is \$19,800 and for staff with no dependents annual amount is \$7,500 - can be improved	8/9/2021 8:39 AM
66	N/A	8/9/2021 8:33 AM
67	The difference between single and dependent rate is extremely high - those without dependents are paid much more than 50% less, and this does not recognise the kind of responsibility many of us in the 21 st century have back home even if they are not formalised within the old school framework of UN rules and regulations, or the fact that the allowance was to compensate for the poor conditions of life - independently of the levels of formalisation of our sex life!	8/9/2021 8:25 AM
68	Lebanon should not be a family duty station given the current economic and security situation. Staff face daily hardships as in no electricity, roadblocks, lack of medicine and access to healthcare.	8/9/2021 8:01 AM
69	none	8/9/2021 7:53 AM
70	Actions are taken without proper discourse including visitation of the place prior to adjustment	8/9/2021 6:42 AM
71	didn't know about it	8/8/2021 6:58 PM
72	Not sure if it fairly covers the reality in the field.	8/8/2021 11:34 AM
73	Not sure	8/8/2021 10:45 AM
74	The amount should be the same, irrespective of dependency status.	8/7/2021 6:47 PM
75	not aware of this change	8/7/2021 6:31 PM
76	Recommend to increase the amount. Covid19 make it more harder for staff to reach families and support them.	8/7/2021 12:48 PM
77	As above	8/7/2021 10:32 AM
78	Ok	8/7/2021 8:29 AM
79	Good	8/7/2021 7:12 AM
80	Another way of short changing staff that serve in very difficult duty stations.	8/7/2021 1:55 AM
81	Would like to know more about this.	8/7/2021 12:33 AM
82	Families who separate to go to a hardship duty station should have further consideration in the allowance. The sacrifice is even greater.	8/6/2021 11:11 PM
83	I don't know what this change implies.	8/6/2021 10:54 PM
84	I look forward to the expansion of this allowance to very difficult duty stations where families cannot join the staff member because	8/6/2021 9:30 PM

Pulse check about the changes to your compensation package

the conditions are not suitable for health, or other extreme hardship conditions beside security

85	This allowance should be within the family.	8/6/2021 9:28 PM
86	IT IS RIDICULOUS THAT THIS SURVEY IS AIMED ONLY TO CATEGORIES WHERE GENERAL SERVICE STAFF ARE NOT INCLUDED. WHOEVER IS CONDUCTING THIS STUPID SURVEY DOES NOT REALISE THAT GENERAL STAFF ALSO HAVE A LIFE WHERE FAMILIES NEED TO BE FED, EDUCATED PLUS THE NEED TO LOOK FOR A BETTER FUTURE FOR THEM THAT DEPENDS ALSO FROM THEIR SALARIES. THIS ORGANIZATION ONLY AIMS FOR A BETTER LIFE TO THOSE REGISTERED IN THE CLUB OF SO CALLED PROFESSIONALS OR DIRECTORS. TOO SAD THAT THERE ARE SO CALLED SDGs CREATED BY THE ORGANIZATION WHERE GOAL 8 CALLS FOR DECENT WORK AND ECONOMIC GROWTH BUT IT IS NOT APPLIED BY ITS OWN DRAFTER. WHERE IS THE ECONOMIC GROWTH AIMED FOR GENERAL SERVICE STAFF? THAT ECONOMIC GROWTH IS AND HAS BEEN SINCE ITS FOUNDATION DESIGNED ONLY TO THE CLUB OF Ps and Ds. TOO SAD!	8/6/2021 9:11 PM
87	Nothing	8/6/2021 8:53 PM
88	as above: COVID has meant many of us in E stations are working under conditions where we KNOW medical care is insufficient, medevac is ineffective and have seen colleagues die as a result. HQ needs to strongly review the R&R and hardship allowances for those who are in E since 2020/21 and in their duty station. Many colleagues have 'cut and run' and are working from home with little difference in remuneration. Those who have actively served in E stations should be remunerated according to the risk. HQ has displayed very little consideration for the additional stress travel restrictions, flexibility and additional costs of being in an E during COVID vs being working from home	8/6/2021 8:26 PM
89	Placing this element of hardship for serving at non-family duty stations is good. However, it has generated an issue where some duty stations are declared family but do not have the infrastructure to support range of dependents (ie. school aged children; dependents with special medical needs) to meet staff needs. So staff can not have family with them due to the conditions of the duty station and then also can not claim compensation. Like the exceptional approval process for HQ based staff to seek boarding assistance for Education Grant, their should be an approval process for field based staff where conditions for their dependents can not be met in duty stations from C-E.	8/6/2021 7:09 PM
90	The effect is the same as the other families.	8/6/2021 5:44 PM
91	The amounts shall be higher to maintaining permanent households.	8/6/2021 4:52 PM
92	Je ne connais pas cet élément.	8/6/2021 4:48 PM
93	Absolutely inadequate. Decision on this should be made by people who experience it.	8/6/2021 4:41 PM
94	Same with this point.	8/6/2021 4:21 PM
95	All staff should get similar amount regardless of dependency status.	8/6/2021 4:20 PM
96	I am not aware of these changes	8/6/2021 3:58 PM
97	support to improve, necessary	8/6/2021 3:54 PM
98	This allowance is not paid to staff members at headquarters' locations.	8/6/2021 3:45 PM
99	The distinction between staff with dependents and with no dependents ignores the situation of staff with spouses who are not dependents, or with partners who are not legal spouses (which is common for LGBT+ staff). It also discriminates against single	8/6/2021 3:45 PM

Pulse check about the changes to your compensation package

staff, who do not have spouse or children but are nonetheless removed from their family (parents, siblings). Besides, the revision continues to ignore the fact that, for LGBT+ staff, non-family duty stations should include many of those classified as suitable for families.

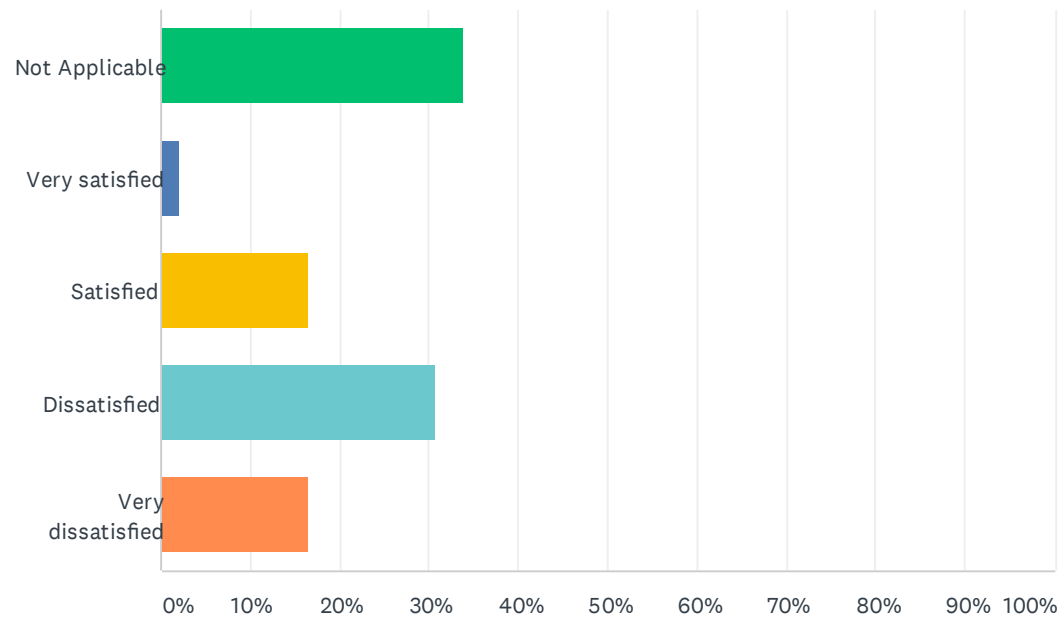
100	I don't remember what was the amount before 20217 .	8/6/2021 3:37 PM
101	The allowance - apart from being paid months too late, does not cover the incremental cost of having to maintain two households instead of one.	8/6/2021 4:14 AM
102	The structure appears simpler although it is not clear why single staff receive any money for a "second" household	8/5/2021 11:48 PM
103	¡La seguridad de la familia es primero!	8/5/2021 11:12 PM
104	No necesariamente redunde en contar con la posibilidad de que todos y todas puedan aplicar	8/5/2021 10:24 PM
105	I need details on the new proposal before agreeing to this	8/5/2021 9:08 PM
106	Desconoce otras situaciones dificiles	8/5/2021 8:34 PM
107	While I was in mission, it reduced my pay....yet another cut to staff pay presented as a reform. None of the changes introduced since 2017 improved staff pay, but all were focused on how to reduce the entitlements of staff under the guise of a reform.	8/5/2021 8:18 PM
108	Not applicable at my duty station.	8/5/2021 8:18 PM
109	Same as previous comment.	8/5/2021 7:59 PM
110	The amounts for mobility and hardship allowance should not vary between grades. Everyone at a particular duty station suffers the same level of "hardship" irrespective of their grade (perhaps lower grades suffer more but currently get paid less)!!	8/5/2021 7:00 PM
111	Additional hardship allowance (AHA) should be tied to the duty station and not the family status of the staff. I do not agree for staff with a family status having a higher AHA as that is discriminatory to the staff member in single status. Single staff members also have to keep their family relationship with siblings, parents and relatives, as these are the persons that will take care of said staff member if/when they are incapacitated or during their retirement years. The current system does not place any importance to this aspect of a single staff member's commitment to their family, which I find extremely discriminatory.	8/5/2021 6:32 PM
112	I am not aware of the changes so I can only select Not applicable	8/5/2021 6:29 PM
113	does not reflect reality for UNHQ staff on mission to hard-ship d/s or on TDY. therefore reluctant to volunteer or accept such assignment	8/5/2021 6:22 PM
114	unaware of the change	8/5/2021 6:21 PM
115	No thoughts.	8/5/2021 6:14 PM
116	I had no idea	8/5/2021 5:57 PM
117	does not apply to me	8/5/2021 5:51 PM
118	NO COMMENT	8/5/2021 5:51 PM
119	Some people still have family though AND get the allowance	8/5/2021 5:18 PM

Pulse check about the changes to your compensation package

120	Though does not apply in my current Duty Station	8/5/2021 2:58 PM
121	No idea what this is.	8/5/2021 1:46 PM
122	Duty stations that should be classified as 'non family' are now classified as 'family' to avoid paying the additional hardship allowance. This is detrimental to the well being of staff (since other aspects are tied with hardship like e.g. R&R).	8/5/2021 12:45 PM
123	not enough	8/5/2021 12:09 PM
124	saying not applicable as not sure what implicatiosn were	8/5/2021 12:01 PM

Q16 Discontinuation of the non-removal allowance from the relocation and assignment-related elements
Suppression de l'élément non-déménagement des éléments liés à la réinstallation et à l'affectation
Supresión de la prestación por no reembolso de gastos de mudanza de los elementos relacionados con el traslado y la asignación

Answered: 3,091 Skipped: 1,500



Pulse check about the changes to your compensation package

ANSWER CHOICES	RESPONSES	
Not Applicable	33.90%	1,048
Very satisfied	2.17%	67
Satisfied	16.63%	514
Dissatisfied	30.70%	949
Very dissatisfied	16.60%	513
TOTAL		3,091

#	COMMENTS:	DATE
1	I never really understood that allowance.	8/30/2021 11:57 AM
2	At time of the change, my non-removal allowance has already expired. Generally, the change is negative.	8/24/2021 8:24 PM
3	I am not familiar with this.	8/23/2021 8:10 PM
4	Extremely unhappy with this change. The non-removal allowance was a very good option for both staff members and the UN agencies.	8/23/2021 12:32 PM
5	Unclear how the changes would affect me.	8/23/2021 11:23 AM
6	If the organisation wants staff to improve mobility, more incentives should be given	8/18/2021 5:41 PM
7	not aware	8/18/2021 1:05 PM
8	Again, not satisfied with the exemption of HQ stations.	8/18/2021 12:01 PM
9	Confusing measures	8/17/2021 2:59 PM
10	n/a	8/17/2021 8:56 AM
11	although this is a small amount it acknowledges and recognizes the fact that this cost exists, although it varies a lot from place to place. Unless it is replaced with something better there is no need to suspend it	8/16/2021 11:43 AM
12	This benefit was also taken away from staff with those changes	8/16/2021 9:50 AM
13	This penalises those that joined after 2017.	8/15/2021 7:47 PM
14	I do not know what this actually is or was	8/15/2021 7:25 PM
15	Another serious dis-incentives that create uncertainty and accentuates anxiousness among staff.	8/15/2021 4:35 PM
16	Another non sense measure when we are facing mandatory rotation in our organisation. Clearly in de-incentive to move	8/15/2021 1:09 PM

Pulse check about the changes to your compensation package

17	no information on this measure	8/15/2021 9:09 AM
18	Not clear what this was from the way it is phrased	8/14/2021 4:31 AM
19	This sucks, let's be clear.	8/13/2021 11:58 PM
20	My last geographic move was in 2010, so didn't look at it.	8/13/2021 11:01 PM
21	This was an important enticement to attract staff, especially short term contracts	8/13/2021 9:25 PM
22	None of the responses apply. Survey forces to select a response, however instead of Not applicable, my preferred (more accurate) response is "no opinion"	8/13/2021 4:29 PM
23	should be paid according to your reallocation	8/13/2021 4:11 PM
24	do not know about this	8/13/2021 10:46 AM
25	Rotation not done for overs ten years is not good for business	8/13/2021 9:04 AM
26	Hardship is hardship regardless of whether one has a family or not.	8/13/2021 5:52 AM
27	Le déménagement des éléments est indispensable surtout lorsqu'on a passé beaucoup d'années dans un pays. Quelques fois, le staff choisi de ne pas déménager ses éléments et d'acheter de nouveaux parce qu'il juge que ce n'est pas compatible: quand on est dans des pays ayant des voltage électriques différents (110V vers 220V), on évite que le matériel ne soit abimé en changeant de volt	8/13/2021 12:26 AM
28	don't understand it	8/12/2021 9:24 PM
29	Again - only applicable to P staff - G staff don't have this entitlement	8/12/2021 7:08 PM
30	I did not receive such an allowance	8/12/2021 6:19 PM
31	Any rule to suppress the removal allowance is misguided and not based on	8/12/2021 5:40 PM
32	Though never really understood that.	8/12/2021 5:35 PM
33	The question seems not clear enough	8/12/2021 5:34 PM
34	don't know what it is	8/12/2021 5:25 PM
35	I have not experienced this situation.	8/12/2021 4:32 PM
36	En estos momentos cuando estamos más vulnerables en términos de reubicación, esta medida supone una preocupación más adicional a todas las preocupaciones inherentes a la reubicación en sí misma.	8/12/2021 4:27 PM
37	what's non-removal? I have no clue.	8/12/2021 2:41 PM
38	Perhaps this survey would have been better if more details/explanation was provided regarding each change. For ex, was the non-removal allowance replaced with the lump sum?	8/12/2021 2:35 PM
39	overall we have lost benefits	8/12/2021 2:30 PM

Pulse check about the changes to your compensation package

40	Indifferent really.	8/12/2021 1:53 PM
41	it makes sense to me	8/12/2021 1:45 PM
42	not aware	8/12/2021 1:39 PM
43	please return it	8/12/2021 12:34 PM
44	Don't know what this one is as and it is missing from the comparison table.	8/12/2021 12:34 PM
45	I do not understand this fully. Many of the rules are difficult to understand, and sometimes if we think we understand them, we later learn that it means something else than we thought.	8/12/2021 11:59 AM
46	Very unfair policy and not in the interest of staff	8/12/2021 11:52 AM
47	A very limited means to save money for the system...	8/12/2021 11:49 AM
48	Cannot assess the impact	8/12/2021 11:36 AM
49	Old process was more fair.	8/12/2021 11:33 AM
50	Not clear why it was removed	8/12/2021 11:28 AM
51	Staff who are constantly mobile, such as those of us in WFP, do not move their whole household as them move to hardship location to hardship location, rather move only partial items, and the removal of this entitlement was damaging.	8/12/2021 11:20 AM
52	I am not aware of this allowance	8/12/2021 11:13 AM
53	The overall mobility package (of which this incentive is part) is grossly insufficient. I always have to borrow money from my bank to finance relocation of my family - which is quite frankly, shameful.	8/12/2021 11:08 AM
54	I cannot comment on this as I have not benefited from it	8/12/2021 10:52 AM
55	Not affected but may be tricky to make frequent moves, especially with children	8/12/2021 10:30 AM
56	For single staff with accompanied elderly parent dependent, staff has to bear extra cost for relocation and personal items without any support	8/12/2021 9:11 AM
57	The discontinuation of this benefit further erodes our ability to compete for staff with the open market	8/12/2021 8:33 AM
58	this is not clear to me	8/11/2021 10:01 PM
59	I am not currently adversely affected.	8/11/2021 7:50 PM
60	No idea what it means concretely but changes are usually disentanglements	8/11/2021 7:35 PM
61	With the previously mentioned lack of mobility opportunities within ICAO, this does not affect me.	8/11/2021 5:20 PM
62	Too confusing. Leave it as a flat rate and call it a day. I don't think the organization has the capability to determine what constitutes a reasonable rate to ship stuff home.	8/11/2021 4:44 PM
63	i dont know what impact it will have on me	8/11/2021 4:18 PM

Pulse check about the changes to your compensation package

64	First time to hear about it.	8/11/2021 3:56 PM
65	in FAO the entitlements do not seem to be aligned with rest of UN, perhaps ICSC or any other body should enforce the harmonized approach across the board.	8/11/2021 3:17 PM
66	I do not know anything about those changes	8/11/2021 3:14 PM
67	Not justified	8/11/2021 2:39 PM
68	Not aware	8/11/2021 10:55 AM
69	I did not notice this change.	8/11/2021 10:52 AM
70	In the field mission you have this opportunity once a blue but it now it is discontinued.	8/11/2021 10:40 AM
71	I used to always prefer the lumpsum by not shipping any personal belongings but buying all furniture and household items locally every time I moved to a new duty station. this will no longer be possible.	8/11/2021 10:33 AM
72	no comment	8/11/2021 9:45 AM
73	Can't decide	8/10/2021 6:22 PM
74	This overlooks the fact that staff who relocate elsewhere may experience continuing expenses related to their prior location such as long-term storage	8/10/2021 6:11 PM
75	It was such a small amount that it does not matter.	8/10/2021 6:01 PM
76	This change creates disincentive for mobility.	8/10/2021 5:59 PM
77	For field servicestaff with no entitlement to full removal it has disadvantaged them	8/10/2021 4:57 PM
78	I do not know what this entails.	8/10/2021 4:01 PM
79	Les personnels engages par la CPI avant la mise en place des contrats supérieurs a deux ans (2008) sont discrimines car ils n ont pas droit a un demenagement de leurs effets lorsqu ils quittent la cpi. Cette situation va entrainer des saisies du tribunal de Geneves si la cpi ne modifie pas ses pratiques	8/10/2021 11:52 AM
80	Was a nice perk, but see it as a bonus, not an entitlement.	8/10/2021 10:53 AM
81	This does not support mobility, and careers in the field; better be at HQ and never move again.	8/10/2021 10:07 AM
82	I do not have enough info to reply	8/10/2021 9:51 AM
83	id	8/10/2021 9:24 AM
84	don't understand	8/10/2021 8:02 AM
85	No idea what this means	8/10/2021 12:05 AM
86	What is this?	8/9/2021 11:01 PM
87	I received this but I didn't think I really needed it, since the lump-sum removal option was sufficient to cover my moving expenses.	8/9/2021 10:35 PM

Pulse check about the changes to your compensation package

88	No idea of this change. not in a position to comment	8/9/2021 8:55 PM
89	Don't know about this	8/9/2021 8:05 PM
90	there do not seem to be any benefits to this	8/9/2021 6:57 PM
91	Still every move is an important step in the life of a UN expat employee and more considerations shall be brought to ensure a move doesn't cost more to the employee than the allocation itself	8/9/2021 6:46 PM
92	Not experienced this yet	8/9/2021 6:27 PM
93	This discontinuation is stupid. The allowance helped people settle in at their new duty station and it wasn't even that much money. It should have never been removed.	8/9/2021 5:58 PM
94	N/A	8/9/2021 5:20 PM
95	The international expatriate postings lead to significant additional costs to staff members, as many personal items may not be available in a duty station (due to cultural/consumption differences) and may need to be imported separately or cannot be moved from country to another. It is unfair not to recognise this additional hardship/burden that we all maintain in the service of the Organization.	8/9/2021 5:11 PM
96	Not aware or informed of this.	8/9/2021 4:00 PM
97	Again this goes counter to the idea that staff should be mobile.	8/9/2021 3:45 PM
98	The allowance was never made available to me, so I cannot compared. I would have liked the option of receiving it, though.	8/9/2021 3:38 PM
99	My organization does not apply this.	8/9/2021 3:37 PM
100	This should be maintained as part of compensation package. In FAO, the organization does not allow staff to choose lumpsum for shipment. There should be options.	8/9/2021 3:37 PM
101	Change to my contract terms and conditions with out my consent is unethical - I did not sign up; accept and serve in hardship duty stations for 30+ years only to be told that cost needs to be cut after I have sacrificed to provide the best years of my life to the organization	8/9/2021 3:32 PM
102	I do not understand and do know what is covered	8/9/2021 2:51 PM
103	So staff whose contract is less than two years will have to handle their own stuff!? how is this going to attract talents and highly-qualified candidates to work in the UN system!?	8/9/2021 2:46 PM
104	At the end of this year, my children are no longer considered dependent - even if they are still in school in my situation, and where I am	8/9/2021 1:04 PM
105	There is little incentive to move. Past moves are ignored.	8/9/2021 12:54 PM
106	Pas encore bénéficié de cela	8/9/2021 12:38 PM
107	Should be reinstated as helped the staff member to settle down within he new location	8/9/2021 12:11 PM
108	This is a cost savings change that does not take into consideration the high costs and burden on staff, especially in field locations.	8/9/2021 11:57 AM

Pulse check about the changes to your compensation package

109	not sure	8/9/2021 11:39 AM
110	This new system seems to be a simplification of the old system, but I may be wrong. I understand that for persons who claimed the non-removal allowance there is an important implication once they retire and want to repatriate their stuff back to their home country. With this new system there is not such implication.	8/9/2021 10:53 AM
111	I have no particular view on this.	8/9/2021 10:48 AM
112	I am neutral concerning this question.	8/9/2021 10:21 AM
113	While this element at first does not seem as much of a change because we are talking "only" about 178 USD per month, in the end this adds up to a lot of money. 178 USD/month * 12 * 5 (paid over five years) = 10,680 USD in total. Therefore, the raise of the relocation flat rate from some 15,000 USD to 18,000 was not compensated by the loss of >10,000 USD of the non-removal allowance. Also I am not sure if single staffers and staffers with families are still treated differently or not. In my opinion staffers with families should receive more.	8/9/2021 10:14 AM
114	Removal volume highly depends on the size of family members and being single, i am eligible for non-removal allowance and thus i am not satisfied with this decision.	8/9/2021 9:32 AM
115	There are so many expenses incurred when moving from one country to another.	8/9/2021 9:15 AM
116	This encourage SM to move or change assignment for the effectiveness of the missions operations	8/9/2021 9:05 AM
117	N/A	8/9/2021 8:33 AM
118	Clearly HQ people comfortably settled in NY for the last 20 years do not realise the cost incurred by constant trans-continental moves from one war zone to another.	8/9/2021 8:25 AM
119	none	8/9/2021 7:53 AM
120	There has been excess of cost for relocation to new duty station, which now needs to be covered by staff member. Increase in transport cost and finding a reliable accommodation and transport due to the pandemic need to be considered.	8/9/2021 5:32 AM
121	Does not take into account storage costs for duty stations where full removal is not possible	8/9/2021 5:12 AM
122	never had that experience before of moving	8/8/2021 10:03 PM
123	didn't know about it	8/8/2021 6:58 PM
124	It discouraging staff from mobility.	8/8/2021 11:34 AM
125	Relocation allowance only applies to staff with contracts of 2 years or more. Often contracts are initially issued for a period of 1 year. After that initial 1-year period, the contract may be extended once or twice such that it reaches or exceeds 2 years in total. If say the total contract period reaches or exceeds 2 years will the relocation amount be awarded to the staff member?	8/8/2021 3:56 AM
126	Undermines mobility of staff in the future.	8/7/2021 5:31 PM
127	Recommend to maintain it.	8/7/2021 12:48 PM
128	Where is mobility?	8/7/2021 10:32 AM

Pulse check about the changes to your compensation package

129	Ok	8/7/2021 8:29 AM
130	Do not know this one so cannot comment	8/7/2021 8:08 AM
131	Unfair	8/7/2021 7:12 AM
132	Total relocation allowances are adequate	8/7/2021 2:59 AM
133	I am not aware of this change	8/6/2021 11:11 PM
134	I don't know what changed exactly.	8/6/2021 10:54 PM
135	The previous purpose of this allowance was not properly understood so it was misunderstood and taken away. It was intended to for staff that chose not to ship all their personal effects at one go and chose to receive the non-removal portion as monthly amounts (e.g to rent furniture or pay for storage of furniture left behind).	8/6/2021 9:30 PM
136	This allowance helps in moving the staff especially where there is insecurities in the country.	8/6/2021 9:28 PM
137	IT IS RIDICULOUS THAT THIS SURVEY IS AIMED ONLY TO CATEGORIES WHERE GENERAL SERVICE STAFF ARE NOT INCLUDED. WHOEVER IS CONDUCTING THIS STUPID SURVEY DOES NOT REALISE THAT GENERAL STAFF ALSO HAVE A LIFE WHERE FAMILIES NEED TO BE FED, EDUCATED PLUS THE NEED TO LOOK FOR A BETTER FUTURE FOR THEM THAT DEPENDS ALSO FROM THEIR SALARIES. THIS ORGANIZATION ONLY AIMS FOR A BETTER LIFE TO THOSE REGISTERED IN THE CLUB OF SO CALLED PROFESSIONALS OR DIRECTORS. TOO SAD THAT THERE ARE SO CALLED SDGs CREATED BY THE ORGANIZATION WHERE GOAL 8 CALLS FOR DECENT WORK AND ECONOMIC GROWTH BUT IT IS NOT APPLIED BY ITS OWN DRAFTER. WHERE IS THE ECONOMIC GROWTH AIMED FOR GENERAL SERVICE STAFF? THAT ECONOMIC GROWTH IS AND HAS BEEN SINCE ITS FOUNDATION DESIGNED ONLY TO THE CLUB OF Ps and Ds. TOO SAD!	8/6/2021 9:11 PM
138	I don't know what this is	8/6/2021 8:14 PM
139	It was an option that was potentially beneficial for staff moving with a limited amount of things, and probably saving the organization money in the process, so can't see the point of taking it away	8/6/2021 8:05 PM
140	Relocating is no joke, it creates lots of additional stress and personal complications, and it is costly in places like New York - we understand it is part of our work as UN staffers but nothing prevents the Organization from compensating and incentivizing staff properly for what is a hard process. Revert to previous practice.	8/6/2021 5:56 PM
141	It appears as if the Organisation lacks care.	8/6/2021 5:44 PM
142	Not aware.	8/6/2021 4:53 PM
143	Additional funds are required to removals.	8/6/2021 4:52 PM
144	the non-removal allowance was not clear - happy to see it go.	8/6/2021 4:47 PM
145	How organization that advocates mobility expects this to be taken on board by its staff members while its refusing financial compensation that supports mobility?	8/6/2021 4:41 PM
146	As said, as a TA, I only get a very small amount for relocation, although a container shipment costs thousands of dollars.	8/6/2021 4:33 PM
147	I do not get this change	8/6/2021 4:25 PM

Pulse check about the changes to your compensation package

148	Idem.	8/6/2021 4:21 PM
149	Don't know.	8/6/2021 4:20 PM
150	What was the "non-removal" allowance? Did we have an allowance for not moving as well?	8/6/2021 4:17 PM
151	I don't know anything about this.	8/6/2021 4:15 PM
152	Even though it affected me, I am ambivalent to the change. The survey does not allow for the neither satisfied, nor dissatisfied option	8/6/2021 4:13 PM
153	Relocation amount to be maintained as an important support mechanism to relocation of staff	8/6/2021 4:09 PM
154	Moving around countries give huge disadvantage in all elements (financial, social network, family, etc.) compared to those who can stay in the same location. If you stay in the same location, you can get things done cheaper as you have network or know the best vendor. You can keep using the same furniture for very long time too.	8/6/2021 3:57 PM
155	--	8/6/2021 3:54 PM
156	I vaguely connect this.	8/6/2021 3:37 PM
157	The hybrid option allowed to take main household items, while being able to adjust per place, per climatic condition, pero living arrangement.	8/6/2021 3:35 PM
158	Relocation costs are significant and they are often overlooked. If I did not have other resources, I would have been forced to borrow the money to finance my relocation.	8/6/2021 3:35 PM
159	Having moved 4 times, moving is stressful and expensive and needs to provide more options for staff to encourage moving.	8/6/2021 2:47 PM
160	This adversely affects as a class staff without children, who are far more likely to opt for non-removal.	8/6/2021 2:21 PM
161	ok	8/6/2021 1:59 PM
162	Relocation grant is received after relocation, with which many staff are forced to find own funds for the expensive process of relocation. In addition, if staff is relocated to another duty station, the relocation grant needs to be returned.	8/6/2021 1:32 PM
163	Dificult to see the rationale for this change.	8/6/2021 9:56 AM
164	Dont understand this particular issue, which is a general feedback on salaries and entitlement - S/Ms are not given clear and transparent information about their compensation package, including the changes that have taken place in 2016	8/6/2021 7:08 AM
165	seems to decrease the compensation	8/6/2021 1:38 AM
166	National staff never go anywhere so not applicable	8/6/2021 1:17 AM
167	I am unsure what is the change between the new and old provisions, as I did not qualify nor apply for it.	8/6/2021 1:15 AM
168	I'm sure there was reason for it but it was never clear.	8/5/2021 11:48 PM
169	No conoczco al respecto.	8/5/2021 11:12 PM

Pulse check about the changes to your compensation package

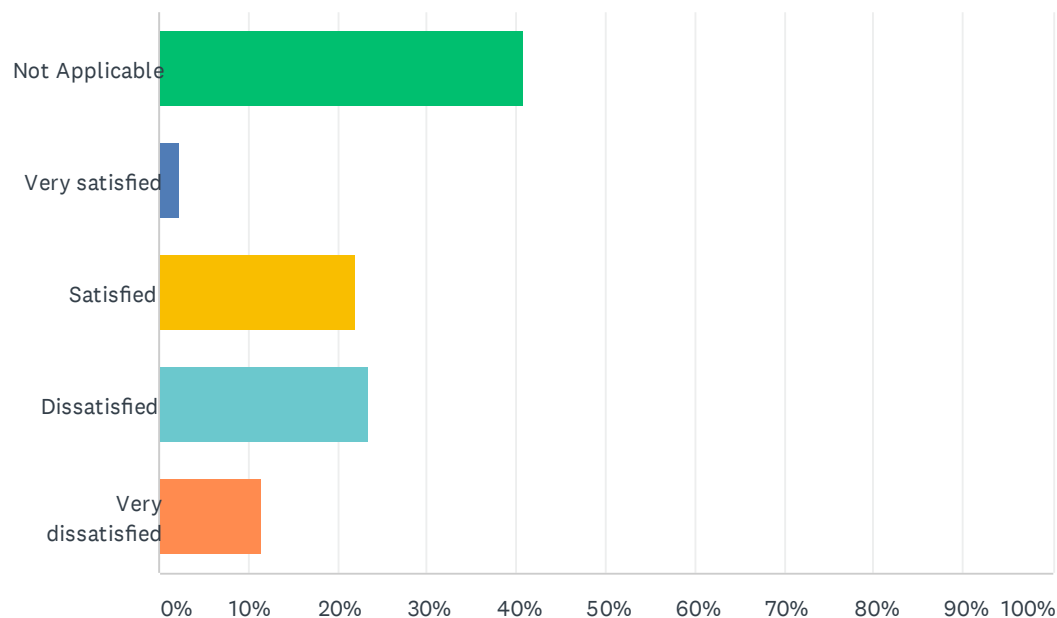
170	I am planning to go to the field and the relocation allowance is important	8/5/2021 11:02 PM
171	En algunos casos los montos pueden no ser suficientes y es un cambio a la situación inicial	8/5/2021 10:24 PM
172	this will lead to even less mobility	8/5/2021 8:36 PM
173	see above	8/5/2021 8:18 PM
174	Have never been applied perhaps due to no requirement until today.	8/5/2021 8:18 PM
175	I am not clear what this is.	8/5/2021 8:03 PM
176	Im not familiar with the changes	8/5/2021 7:51 PM
177	This should be continued.	8/5/2021 7:30 PM
178	I always travel and move to duty stations with a container with personal belongings, unless we don't live in the city and live in the camps. I pay for the transportation and moving.	8/5/2021 7:25 PM
179	Unfair, again going against staff	8/5/2021 7:13 PM
180	This was a great benefit at least for the 5yrs that it was received. Now that UNHQ staff are exempt from mobility as it is a headquarters location, there is no benefit available anymore.	8/5/2021 6:57 PM
181	These allowances are so difficult to understand that I can't really have an opinion here ...	8/5/2021 6:35 PM
182	Transparent	8/5/2021 6:33 PM
183	Non removal allowance should be continued as many of us do have belongings when working in a non-family duty station, which we cannot move to our duty station for various reasons.	8/5/2021 6:32 PM
184	If the UN gains from a non-removal, why should the staff member not also gain? Under the new system there is no incentive for the s/m not to do a full removal.	8/5/2021 6:29 PM
185	makes it harder to move to another d/s or post	8/5/2021 6:22 PM
186	unaware of the change	8/5/2021 6:21 PM
187	I have not looked into this.	8/5/2021 6:14 PM
188	Not sure what is a hit of that when we move.	8/5/2021 6:11 PM
189	Starting over at a new duty station is very expensive, especially when you move to and from the US and you cannot bring many appliances with you.	8/5/2021 6:08 PM
190	The change should not be applied to the existing staff.	8/5/2021 6:03 PM
191	This really was a step backwards and served to reduce flexibility and options for staff as well as discentivased mobility	8/5/2021 6:00 PM
192	I had no idea	8/5/2021 5:57 PM
193	Not sure what a "non-removal" allowance is in the first place.	8/5/2021 5:51 PM

Pulse check about the changes to your compensation package

194	NO COMMENT	8/5/2021 5:51 PM
195	This would be great to open up all Staff Members regardless of level.	8/5/2021 5:48 PM
196	I am not aware of this change	8/5/2021 5:48 PM
197	While I appreciated this, I couldn't understand why I was being paid this.	8/5/2021 5:25 PM
198	This was a bit of an incentive given the lack of much monetary increases	8/5/2021 5:18 PM
199	Maintain it.	8/5/2021 4:45 PM
200	not much of flexibility when applying this	8/5/2021 2:58 PM
201	Field staff often have to move accommodation to be able to save in rent due to decreasing post adjustment and increasing cost of living in duty stations. Taking away non-removal allowance was not beneficial.	8/5/2021 2:45 PM
202	I do not understand the benefit	8/5/2021 1:55 PM
203	Being assigned to field locations implies ongoing costs to expat personnel. Discontinuing the non removal allowance has meant that UN Intl staff are disadvantaged compared to other expats living in the same duty stations.	8/5/2021 1:47 PM
204	No idea what this is.	8/5/2021 1:46 PM
205	The UN keeps staff fore more than 20 years on fixed term contracts in order not to pay termination indemnity, when they would need to discontinue you. Unions are doing little to stop this practice.	8/5/2021 1:15 PM
206	When the member states said that they wanted a simplified remuneration system that was easier for a layperson to grasp, they did not mean that this should be achieved by removing some of the key incentives and making others harder to access.	8/5/2021 12:38 PM
207	Receipt of this allowance encourages mobility.	8/5/2021 12:33 PM
208	Not familiar with the change	8/5/2021 12:31 PM
209	Non-removal expenses did not disappear. Staff still have to deal with them and so reinstatement is important. Perhaps you can reduce the number of years to 3 maximum to allow staff to address their assets appropriately.	8/5/2021 12:27 PM
210	no comment	8/5/2021 12:06 PM
211	saying not applicable as not sure of the implications	8/5/2021 12:01 PM

Q17 Changes in eligibility for repatriation grant Modification des conditions d'octroi de la prime de rapatriement Modificación del derecho a la prima de repatriación

Answered: 3,091 Skipped: 1,500



ANSWER CHOICES	RESPONSES	
Not Applicable	40.70%	1,258
Very satisfied	2.33%	72
Satisfied	22.00%	680
Dissatisfied	23.49%	726
Very dissatisfied	11.48%	355
TOTAL		3,091

Pulse check about the changes to your compensation package

#	COMMENTS:	DATE
1	I missed that part. cannot find the info on what changed there	8/30/2021 11:57 AM
2	Cannot access details of the changes and therefore cannot comment.	8/30/2021 7:54 AM
3	I am not familiar with this.	8/23/2021 8:10 PM
4	In light of my fixed-term contract status and the fact that the duration of fixed-term contracts are being shortened in at least some organisations (e.g. OPCW) this is a really bad change.	8/23/2021 11:23 AM
5	I'm unaware of the changes so feel unequipped to comment.	8/23/2021 9:57 AM
6	No opinion since I cannot find information on what changed	8/18/2021 5:53 PM
7	not aware	8/18/2021 1:05 PM
8	I don't know what this means. Are you expanding eligibility or restricting it?	8/17/2021 9:52 PM
9	Not clear	8/17/2021 2:59 PM
10	n/a	8/17/2021 8:56 AM
11	The amounts introduced are not enough for repatriation	8/16/2021 12:02 PM
12	more information is needed to be read at field missions as not much info has been shared by the HR offices	8/16/2021 11:43 AM
13	The cap at 5 years means that those who were appointed post 2017 lose out.	8/15/2021 7:47 PM
14	In my understanding, there have been no such changes for my organization	8/15/2021 7:25 PM
15	After years of services in difficult context, D/S and humanitarian work , it is just dismissing the sacrifice given by individuals and families	8/15/2021 1:09 PM
16	This is also sucky	8/13/2021 11:58 PM
17	This was important to help attracted qualified staff especially for shorter term contracts	8/13/2021 9:25 PM
18	None of the responses apply. Survey forces to select a response, however instead of Not applicable, my preferred (more accurate) response is "no opinion"	8/13/2021 4:29 PM
19	No mention of this in the comparative compensation package document, therefore unable to assess	8/13/2021 10:52 AM
20	do not know about the changes	8/13/2021 10:46 AM
21	Hearing from people who left more should be done	8/13/2021 9:04 AM
22	This question is badly formulated as it assumes staff are fully aware of the details of the changes done.	8/13/2021 5:45 AM
23	lack of clarity in its management	8/12/2021 9:24 PM
24	Just for P staff - not for G staff (which is why I indicated very dissatisfied)	8/12/2021 7:08 PM

Pulse check about the changes to your compensation package

25	again, this is totally not fair as before it was enough to stay 1-2 years in organization to qualify for repat.grant - now you have to stay 5 full years (given that some organizations have 7-year rotation policy) rarely people stay 5+ years because in that way they are risking their future job and opportunity	8/12/2021 5:41 PM
26	I don't know the changes	8/12/2021 5:34 PM
27	don't know what it is	8/12/2021 5:25 PM
28	Similar al punto anterior.	8/12/2021 4:27 PM
29	no idea on who benefits when, where and how	8/12/2021 2:41 PM
30	it makes sense to me	8/12/2021 1:45 PM
31	Did not find this point in the comparison note	8/12/2021 1:41 PM
32	not aware	8/12/2021 1:39 PM
33	Don't know what this one is as and it is missing from the comparison table.	8/12/2021 12:34 PM
34	Sorry, but I cannot find anything about "repatriation" on the page with the information about the changes. I am therefore unable to answer this question.	8/12/2021 11:59 AM
35	I do not know what the change exactly is, so I can not speak about that.	8/12/2021 11:49 AM
36	Should be a right from day 1	8/12/2021 11:36 AM
37	None	8/12/2021 11:33 AM
38	The 5-year threshold really doesnt make sense in the case of a WFP staff, where i've been on a FT since 2018 with previous non-FT contracts. If you are with the UN (particularly WFP) working in the field, most likely, you have no social security left in the home country so if for some reason you cannot continue in the UN career, you have no repatriation allowance, despite having worked in the system for 10 years, just because it wasnt FT. Terrible. Years of non-FT service must be acknowledged.	8/12/2021 11:15 AM
39	I am not aware of these changes	8/12/2021 11:13 AM
40	I do not know the matter	8/12/2021 10:57 AM
41	Not sure what this refers to.	8/12/2021 10:56 AM
42	I'm not aware of the change	8/12/2021 10:08 AM
43	Could not find the reference in the compensation package to assess the difference.	8/12/2021 9:18 AM
44	A contract is a legally binding document. If I sign a contract that states that I am entitled to the repatriation grant unconditionally at the end of my service with the IAEA, then I expect that contract to be honored. The contract was changed shortly after I arrived and I was told that I was now subject to the conditional 5 year rule for full repatriation grant. In the end, it did not matter, but I consider it to be a breach of trust between staff and the organization.	8/12/2021 8:57 AM
45	See above	8/12/2021 8:33 AM
46	I could not find related information on the matter. Where can I find the changes?	8/12/2021 8:26 AM

Pulse check about the changes to your compensation package

47	need more clarity	8/12/2021 5:06 AM
48	Should be converted after a minimum of 2 years	8/12/2021 5:06 AM
49	not sure what this is	8/11/2021 10:01 PM
50	I am not currently adversely affected.	8/11/2021 7:50 PM
51	No idea what it means concretely but changes are usually disentanglements	8/11/2021 7:35 PM
52	Repatriation is very costly and it is not easy to settle back in	8/11/2021 6:19 PM
53	Was there a change in the repatriation grant???	8/11/2021 6:10 PM
54	The changes do not discuss repatriation grants...what is happening here?	8/11/2021 4:44 PM
55	i dont know how the change will play out in real life	8/11/2021 4:18 PM
56	Not aware of the changes	8/11/2021 4:14 PM
57	There should have been a grandfather clause that included staff who signed a contract under the pretense that they would receive the repatriation grant. I would not have taken a two year contract, given the security clearance element of my work, had I known the repatriation grant could be taken away.	8/11/2021 4:03 PM
58	First time to hear about it. I don't know what changes were made.	8/11/2021 3:56 PM
59	I do not know anything about those changes	8/11/2021 3:14 PM
60	The two year period should be reinstated. When staff members change their duty station they do that to serve the organization they serve and at a high cost for themselves and their families, which should be borne by the organization they serve upon return to their home stations	8/11/2021 1:53 PM
61	It is reasonable also to link to time in service.	8/11/2021 1:47 PM
62	I did not know that this one would also be modified. When I enrolled I was offered it. It is not fair to change this kind of compensation that was agreed upon.	8/11/2021 1:02 PM
63	Though I am not sure I really understand and know the impact	8/11/2021 12:46 PM
64	Didn't find this information in the document.	8/11/2021 11:08 AM
65	Not aware	8/11/2021 10:55 AM
66	no sure what is meant here	8/11/2021 10:33 AM
67	I advise to check what is important to all staff	8/11/2021 9:45 AM
68	Don't know what this is.	8/11/2021 8:06 AM
69	Can't decide	8/10/2021 6:22 PM
70	Why 5 years minimum?	8/10/2021 5:59 PM

Pulse check about the changes to your compensation package

71	For international recruited staff with fixed term contracts for less than 5 years duration, it has created an unfair disadvantage for them as they have to leave their home countries and, then return with no financial help to relocate themselves.	8/10/2021 4:57 PM
72	Unsure what this means, I will find out in a few years when I retire, but I have zero faith that it can possibly be good news for me.	8/10/2021 4:40 PM
73	I do not know what this entails.	8/10/2021 4:01 PM
74	Not sure what these changes were	8/10/2021 3:27 PM
75	Instead of the repatriation grant, the UN should pay unemployment benefits aligned with the practices of the national governments of the duty station. It is unacceptable that we are kept on FT contracts for years, and then if these are not renewed we are left without any security net.	8/10/2021 12:00 PM
76	I cannot find information on this in the linked pages.	8/10/2021 11:53 AM
77	There should be some kind of repatriation grant for GS staff s well	8/10/2021 11:11 AM
78	Not sure what these changes are.	8/10/2021 10:53 AM
79	I cant find any reference to this	8/10/2021 10:30 AM
80	Have not reviewed	8/10/2021 10:29 AM
81	It is unfair for staff members who leave before totalizing 5 years in the organization. This measure does not fit the purpose of the entitlement.	8/10/2021 9:24 AM
82	I think it would be good if SUCs make a factsheet on what the changes have been - most staff is caught up in day to day work and so are not aware of the changes.	8/10/2021 8:02 AM
83	I have not been affected by this and don't know what the changes were.	8/10/2021 7:39 AM
84	What is it?	8/9/2021 11:01 PM
85	not outlines in the overview of changes. Change?	8/9/2021 9:05 PM
86	No idea of this change, not in a position to comment	8/9/2021 8:55 PM
87	Don't know about this	8/9/2021 8:05 PM
88	there seem to be lower benefits	8/9/2021 6:57 PM
89	I think that an employee shall be ensured than whenever necessary he/she benefits of repatriation as much as all his/her dependents - I personally contribute some 2,000 US\$ with a separate repatriation company to cover this risk - This should be assumed under UN agencies benefits	8/9/2021 6:46 PM
90	Not yet experienced this	8/9/2021 6:27 PM
91	naturalized staff should be eligible to repatriation to birth nationality country	8/9/2021 5:40 PM
92	N/A	8/9/2021 5:20 PM

Pulse check about the changes to your compensation package

93	not yet repatriated	8/9/2021 5:08 PM
94	Not aware or informed of this.	8/9/2021 4:00 PM
95	Indeed no idea on what is about	8/9/2021 3:51 PM
96	Change to my contract terms and conditions with out my consent is unethical - I did not sign up; accept and serve in hardship duty stations for 30+ years only to be told that cost needs to be cut after I have sacrificed to provide the best years of my life to the organization	8/9/2021 3:32 PM
97	NOthing was mentioned about the repatriation grant in the UNICSC website	8/9/2021 2:46 PM
98	Dont know about the changes	8/9/2021 2:41 PM
99	This has led to me not considering certain assignments	8/9/2021 2:18 PM
100	Net reduction in benefits.	8/9/2021 1:04 PM
101	The repatriation grant is important to re-adjust back into civil society in a country that has become foreign.	8/9/2021 12:54 PM
102	Pas concerné	8/9/2021 12:38 PM
103	I wasn't even aware that there were changes, these should be communicated	8/9/2021 12:19 PM
104	Fair	8/9/2021 12:11 PM
105	I am not aware of the changes.	8/9/2021 11:57 AM
106	not sure	8/9/2021 11:39 AM
107	To include local staff	8/9/2021 11:03 AM
108	It seems very generous still.	8/9/2021 10:53 AM
109	I am not aware of changes in eligibility for repatriation grant.	8/9/2021 10:48 AM
110	I am not aware of the detail of the change. Probably a link to the explanation will help to review quickly and then select a response.	8/9/2021 10:21 AM
111	It is not clear in the document what changes took place in the repatriation grant and I am not aware of these changes.	8/9/2021 10:14 AM
112	I am not catching up the details and thus cannot answer.	8/9/2021 9:32 AM
113	no idea what changes are there?	8/9/2021 9:26 AM
114	Staff members should be paid the grant even after one years' service. The organization brings them in, they should return them home as well.	8/9/2021 9:15 AM
115	No comment	8/9/2021 9:05 AM
116	Increase in the maximum number of weeks payable to recognize long serving staff members.	8/9/2021 8:35 AM
117	Good	8/9/2021 8:33 AM

Pulse check about the changes to your compensation package

118	ok	8/9/2021 8:11 AM
119	cant find information on this	8/9/2021 7:58 AM
120	none	8/9/2021 7:53 AM
121	This is not explained in the table thus not able to provide opinion.	8/9/2021 4:21 AM
122	I don't understand what this question is referring to. It is not listed in the changes table	8/9/2021 12:11 AM
123	didn't know about it	8/8/2021 6:58 PM
124	I'm not sure I know what these are.	8/8/2021 4:41 PM
125	I haven't been repatriated and haven't heard feedback from colleagues on this aspect.	8/8/2021 4:15 PM
126	I am not aware of the changes here but would like more information.	8/8/2021 2:25 PM
127	Not sure on the details.	8/8/2021 11:34 AM
128	See above	8/8/2021 3:56 AM
129	Unclear. Please educate me.	8/7/2021 10:32 AM
130	Very fair	8/7/2021 8:29 AM
131	Do not know this one	8/7/2021 8:08 AM
132	Good	8/7/2021 7:12 AM
133	Did not see the changes regarding repatriation	8/7/2021 4:43 AM
134	I don't know what the changes are.	8/6/2021 10:54 PM
135	not sure i am fully aware	8/6/2021 10:52 PM
136	This can help as well	8/6/2021 9:28 PM
137	IT IS RIDICULOUS THAT THIS SURVEY IS AIMED ONLY TO CATEGORIES WHERE GENERAL SERVICE STAFF ARE NOT INCLUDED. WHOEVER IS CONDUCTING THIS STUPID SURVEY DOES NOT REALISE THAT GENERAL STAFF ALSO HAVE A LIFE WHERE FAMILIES NEED TO BE FED, EDUCATED PLUS THE NEED TO LOOK FOR A BETTER FUTURE FOR THEM THAT DEPENDS ALSO FROM THEIR SALARIES. THIS ORGANIZATION ONLY AIMS FOR A BETTER LIFE TO THOSE REGISTERED IN THE CLUB OF SO CALLED PROFESSIONALS OR DIRECTORS. TOO SAD THAT THERE ARE SO CALLED SDGs CREATED BY THE ORGANIZATION WHERE GOAL 8 CALLS FOR DECENT WORK AND ECONOMIC GROWTH BUT IT IS NOT APPLIED BY ITS OWN DRAFTER. WHERE IS THE ECONOMIC GROWTH AIMED FOR GENERAL SERVICE STAFF? THAT ECONOMIC GROWTH IS AND HAS BEEN SINCE ITS FOUNDATION DESIGNED ONLY TO THE CLUB OF Ps and Ds. TOO SAD!	8/6/2021 9:11 PM
138	I don't know what the changes are	8/6/2021 8:14 PM
139	The accounting mechanism for accrual of service credits (repatriation grant and home leave) needs to be in place. Staff are being ill advised or forced to make career decisions on inter-agency movements where due to long term budgeting considerations, a	8/6/2021 7:09 PM

Pulse check about the changes to your compensation package

receiving organization stipulates a staff member must separate and be reappointed (bringing their service credits to nil).

140	It like that of question no.16.	8/6/2021 5:44 PM
141	This is not mentioned in the comparison site	8/6/2021 5:23 PM
142	I have am not aware of this	8/6/2021 5:07 PM
143	Do not know about this.	8/6/2021 4:54 PM
144	Not aware.	8/6/2021 4:53 PM
145	Les conditions ont été resserrées. Encore une fois je ne vois pas comment en être satisfait.	8/6/2021 4:48 PM
146	unclear conditions	8/6/2021 4:47 PM
147	When UN organization is changed portion of grant is held in trust for years and decades without accounting for depreciation.	8/6/2021 4:41 PM
148	Also here, I get very small amount of repatriation, if any.	8/6/2021 4:33 PM
149	Not clear to me	8/6/2021 4:25 PM
150	I wasn't aware that there was a change. I am afraid that by judging from the past reforms, it is was probably a negative development.	8/6/2021 4:21 PM
151	Don't know	8/6/2021 4:20 PM
152	This is unfair. People padding their pockets under the guise of expatriation. Staff get a pension and the organization pays for their relocation to their home country. So, why this allowance then. I'm sure NO one will raise this as you all have your hands in the honey pot.	8/6/2021 4:17 PM
153	I don't know anything about this.	8/6/2021 4:15 PM
154	Even though it affected me, I am ambivalent to the change. The survey does not allow for the neither satisfied, nor dissatisfied option	8/6/2021 4:13 PM
155	Not sure what the changes were so cannot answer this (but am obliged to tick a box to continue with the survey...).	8/6/2021 4:10 PM
156	I'm not aware of this change.	8/6/2021 4:00 PM
157	Yet another cut which we can feel strongly and is regrettable.	8/6/2021 3:59 PM
158	--	8/6/2021 3:54 PM
159	what changes. you really should have put this in an attached document. this is a test on knowledge not the actually policy itself.	8/6/2021 3:37 PM
160	Not aware	8/6/2021 3:09 PM
161	Repatriation should also be a sign of recognition from the UN for duty well served at the end of one's career.	8/6/2021 2:47 PM
162	I would like more information about this change.	8/6/2021 2:43 PM
163	Doesn't apply as I have many years of service	8/6/2021 1:59 PM

Pulse check about the changes to your compensation package

164	Reparation grant should be the same for everyone and not giving preferential attention to senior posts. This should apply to all travels.	8/6/2021 1:19 PM
165	Costs have risen due to the covid pandemic and should be reflected	8/6/2021 11:27 AM
166	It should be more homogeneous across types of contract (permanent, fixed term, temporary, etc.)	8/6/2021 11:24 AM
167	no idea	8/6/2021 10:41 AM
168	Dont understand this as well	8/6/2021 7:08 AM
169	it is an unfortunate disadvantage for staff leaving the organization with less than 5 years of continuous service	8/6/2021 3:30 AM
170	Don't get repatriated if you are national staff you are not ever supported to get out of war zones.	8/6/2021 1:17 AM
171	I am unsure what is the change between the new and old provisions, as I did not qualify nor apply for it.	8/6/2021 1:15 AM
172	Free money again. I'm not aware of any other organization that pays a repatriation grant, in addition to the actual expenses.	8/5/2021 11:48 PM
173	¡No conozco nada al respecto!	8/5/2021 11:12 PM
174	Dont know	8/5/2021 10:13 PM
175	I am not familiar with this	8/5/2021 9:54 PM
176	Repatriation is a big deal, especially when staff members are at an older age. We are not in any national system and would need to rely on the UN. It is very disappointing.	8/5/2021 9:33 PM
177	I am not aware of the changes.	8/5/2021 9:15 PM
178	never experienced it so far	8/5/2021 8:18 PM
179	One staff member was satisfactorily support to be repatriated to go and be closer to family due to health conditions. The procedure were fully complied to. Even a Nurse was assigned to take care of staff member during travel.	8/5/2021 8:18 PM
180	Again, not clear what these changes are	8/5/2021 8:03 PM
181	Im not familiar with the changes	8/5/2021 7:51 PM
182	The changes mean I will not receive a repatriation grant. I had counted on this. I am extremely dissatisfied. The UN hired me from my home in the United Kingdom and will not return me.	8/5/2021 7:30 PM
183	No longer provided once you adopt US citizenship even as dual nationality.	8/5/2021 7:29 PM
184	All staff who are recruited by the UN to join abroad from their home country should be entitled to this benefit. Its elimination reduces interest in joining the UN through posts where the duration of the initial contract does not meet the requirements to receive this grant.	8/5/2021 7:04 PM
185	No sé en que consiste este cambio	8/5/2021 7:03 PM
186	I am not sure what changes were made to the repatriation grant. I didn't see that in the document.	8/5/2021 6:44 PM

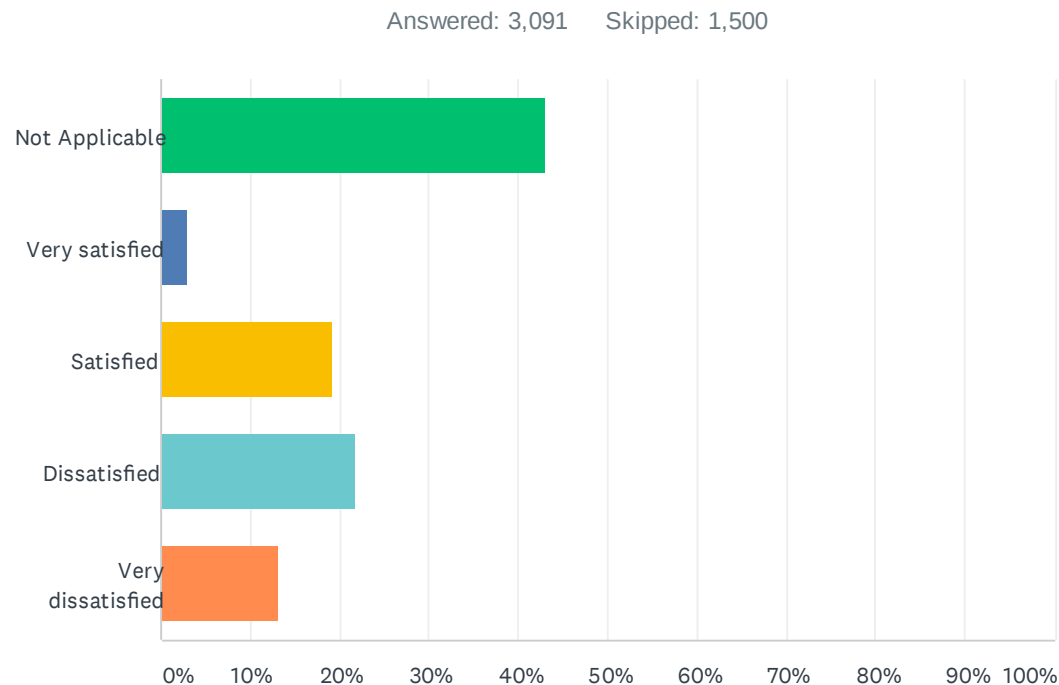
Pulse check about the changes to your compensation package

187	I do not have this information	8/5/2021 6:35 PM
188	No aware with the details	8/5/2021 6:33 PM
189	I could not find any information on this.	8/5/2021 6:32 PM
190	I am not aware of the changes so I can only select Not applicable	8/5/2021 6:29 PM
191	Those of us with long service prior to 2017 are not affected	8/5/2021 6:24 PM
192	While I will not be personally impact of the change (I have more than 5 yrs of service), I think the idea that there are no cost of relocating back to one's home country within 5 years of service is not necessary true. I think ICSC could have lowered the threshold to, say 2 years.	8/5/2021 6:24 PM
193	unaware of the change	8/5/2021 6:21 PM
194	Lets see when i retire. But it seems the move was to lower the entitlement.	8/5/2021 6:11 PM
195	Non-removal allowance and repatriation grant could be merged into one single lump-sum payment	8/5/2021 6:06 PM
196	The change should not be applied to the existing staff.	8/5/2021 6:03 PM
197	I had no idea	8/5/2021 5:57 PM
198	What is this repatriation grant for? Being a nation of the country where my DS is, I see this as a way to simply pad the benefits given to "expatriate" staff.	8/5/2021 5:51 PM
199	NO COMMENT	8/5/2021 5:51 PM
200	don't know enough about that change to answer	8/5/2021 5:51 PM
201	I am not aware of this change	8/5/2021 5:48 PM
202	Not aware of the changes	8/5/2021 5:45 PM
203	I was eligible for repatriation grant, but took a new assignment that moved me to my home country. It would have been more fair to let me claim the difference between installation (lower) and repatriation (higher) - instead, I've lost entitlement.	8/5/2021 5:45 PM
204	Not sure what this refers to	8/5/2021 5:25 PM
205	not mentioned in the comparison	8/5/2021 2:58 PM
206	No idea what this is.	8/5/2021 1:46 PM
207	The UN keeps staff fore more than 20 years on fixed term contracts in order not to pay termination indemnity, when they would need to discontinue you. Unions are doing little to stop this practice.	8/5/2021 1:15 PM
208	Don't know what the changes are	8/5/2021 1:01 PM
209	Repatriation grant is not given on a equal basis. It should be based on geographical distance from place of home leave. For example, repatriation from New York across the USA is greater than repatriation from Switzerland to France yet within country repatriation is not accepted.	8/5/2021 12:33 PM

Pulse check about the changes to your compensation package

210	Not familiar with the change	8/5/2021 12:31 PM
211	don't know about it.	8/5/2021 12:10 PM
212	no comment	8/5/2021 12:06 PM
213	saying not applicable as not sure of the implications	8/5/2021 12:01 PM
214	Not aware on changes	8/5/2021 11:59 AM

Q18 Discontinuation of accelerated home leave except in D and E duty stations not falling within the rest and recuperation framework
Suppression du congé dans les foyers plus fréquent, sauf dans les lieux d'affectation D et E ne relevant pas du cadre de repos et de récupération
Supresión de las vacaciones más frecuentes en el país de origen, excepto en los lugares de destino D y E que no entran en el marco del descanso y la recuperación



Pulse check about the changes to your compensation package

ANSWER CHOICES	RESPONSES	
Not Applicable	43.00%	1,329
Very satisfied	2.85%	88
Satisfied	19.18%	593
Dissatisfied	21.84%	675
Very dissatisfied	13.13%	406
TOTAL		3,091

#	COMMENTS:	DATE
1	classification is not always clear, and there are C duty stations which are much closer to a D and where more frequent home leave would be beneficial	8/25/2021 3:48 PM
2	That changes seemed very unfair to those serving in these duty stations	8/24/2021 8:24 PM
3	Even with lower hardship, it is very difficult to be far away from home for so long \$	8/23/2021 8:22 PM
4	not aware	8/18/2021 1:05 PM
5	n/a	8/17/2021 8:56 AM
6	If we are referring to incentivize staff to move stations, this should not be removed from duty stations C.	8/16/2021 10:02 AM
7	Home leave is a benefit to maintain connection with the home country for the staff members as well as for his/her family members. For the UN to assume that that bond is maintained with a visit every 2 years is unacceptable. It is true that UN staff can decide to go more frequently and pay air tickets on his/her own. However, the principle that the UN agency covers only 1 trip every 2 years seems to imply that for the agency(-ies) that bond is a staff member's business, and not agency's responsibility.	8/15/2021 3:22 PM
8	Working in D/S B and C is not as easy as one can think. The level of stress and work in humanitarian also request extended mission, emergency deployment, stress, complex context involvement. These are heavy over the years and staff from B and C should received well deserve accelerate home leave as well.	8/15/2021 1:09 PM
9	Also sucks	8/13/2021 11:58 PM
10	This was another incentive to have staff go to hardship duty stations	8/13/2021 9:25 PM
11	La suppression de la règle des deux ans n'était vraiment pas nécessaire pour tous ceux qui vivent loin de leur pays et doivent maintenir des liens étroits avec leurs familles. On voit bien que cette nouvelle politique était surtout motivée par des raisons purement financières au mépris de l'aspect humain.	8/13/2021 12:51 PM
12	Why 2 years for family duty station whereby Non family duty station are liable to many other benefits e.g Hazard, danger pay, R&R etc.	8/13/2021 9:04 AM

Pulse check about the changes to your compensation package

13	This is not fair as we work in very difficult conditions. I suggest a re-consideration based on specific conditions of each duty station.	8/13/2021 7:58 AM
14	Proposed to grant home leave paid travel on an annual basis , irrespective of duty station to encourage staff to take spend sometime with their family and release stress, especially during and post pandemic	8/13/2021 12:50 AM
15	Toutes les familles n'ont pas la possibilité de vivre ensemble même dans des pays A à C. Les congés leur permettent de se réunir ensemble au moins une année.	8/13/2021 12:26 AM
16	fewer incentives for staff sacrificing to serve in hardship d/s	8/12/2021 9:24 PM
17	No incentive to work in D&E stations	8/12/2021 8:34 PM
18	Whereas this does not currently apply to me, as the only earning spouse I would have found it difficult to fund home leave for my whole family with young children across three continents when i was in a C duty station. Yet at that age it is important for young families to maintain contact with other family members such as grandparents.	8/12/2021 7:25 PM
19	Only for P staff - G staff don't have this	8/12/2021 7:08 PM
20	One home leave every 24 months is not sufficient. It should be one per 12 months, in particular for staff with family (children).	8/12/2021 6:31 PM
21	Accelerated but less if a D duty station is so called family (but in reality which idiot takes the family there)?	8/12/2021 5:35 PM
22	No idea about the changes	8/12/2021 5:34 PM
23	don't know what it is	8/12/2021 5:25 PM
24	The classifications of hardship duty stations are beginning to seem arbitrary. Addis Ababa is considered category B. I lived there for four years between 2017 and 2021. At the beginning of the pandemic in February and March 2020, the security situation had deteriorated significantly and the threat of civil war could be felt in the streets of the city. Food insecurity was growing, there were electricity outages and cuts in water supply. The delivery of clean water was also intermittent. I was no longer confident that the streets were safe and attacks on foreigners was on the rise. My son had finished school there and left the country a few months prior to that. Had he stayed with me, I would have sent him back to Europe to live with his father, for the sake of his personal safety.	8/12/2021 3:34 PM
25	we all work neck to neck, with or without category D&E. those stations already have risk allowances, hardship and R&R, then now accelerated home leave. This has been the most unfair package by far.	8/12/2021 2:41 PM
26	it makes sense to me	8/12/2021 1:45 PM
27	Je ne comprends pas cette modification qui n'incite pas les staff à bouger dans des duty stations de classe C. Je pense par exemple à Apia qui est C, qui est très isolé et donc voyager pour un staff coûte extrêmement cher. Il ne sera pas possible de voyager dans son pays à cause du coût. C'est inadapté à la pratique de mobilité.	8/12/2021 11:40 AM
28	This should be a yearly benefit like in most diplomatic systems. Not up to standards to have every two years.	8/12/2021 11:36 AM
29	Makes sense if the R&R entitlements that were highly reduced are also reviewed. Infact most of the R&R we are now joining the families on our PPR, so offer the alternative (Home leave paid - more value - but less R&R (minus leave days)	8/12/2021 11:34 AM
30	None	8/12/2021 11:33 AM

Pulse check about the changes to your compensation package

31	most people use RnR to fly to their home countries, while for C duty stations that would be the only incentive over an easier B or A duty station. very bad decision as i now see with the difficulty of attracting and retaining staff in C duty stations	8/12/2021 11:15 AM
32	C duty station should have accelerated family leave	8/12/2021 11:11 AM
33	I do not know the matter	8/12/2021 10:57 AM
34	I think annual home leave should be the norm from B to E duty stations. For staff well-being this is very important.	8/12/2021 10:56 AM
35	Consider converting home leave allowance to other incentive (eg a proportion of the sum given regardless of travel to country of origin)	8/12/2021 9:40 AM
36	Not aware of changes	8/11/2021 8:47 PM
37	I am not currently adversely affected.	8/11/2021 7:50 PM
38	Undermining entitlements of staff in war zones is certainly cynical	8/11/2021 7:35 PM
39	Home leave frequency should be at least yearly for all duty stations, and family visit cycles not be the same than home leave so families can see each other yearly (especially young adults/ students)	8/11/2021 6:19 PM
40	its ok	8/11/2021 4:18 PM
41	Revising, discontinuation, modification, introduction, suppression, changes.....how many ways are there of saying what you're afraid to say . CUTS to.	8/11/2021 3:43 PM
42	I do not know anything about those changes	8/11/2021 3:14 PM
43	Standing capacities serving away from their families greatly disadvantaged	8/11/2021 2:53 PM
44	Not justified	8/11/2021 2:39 PM
45	Pandemic	8/11/2021 1:53 PM
46	Given the values the UN system promotes, the UN should attach more importance to staff member's wellbeing and facilitate home visits once a year	8/11/2021 1:53 PM
47	When staff members are far away of their family and specially now with Covid-19, extra assistance from UN covering extra travel costs to visit the family would be much appreciate. Specially in countries like Cambodia where 2 weeks hotel quarantine is mandatory when returning.	8/11/2021 12:33 PM
48	we live in a hardship environment. dedication and sacrifice of peacekeepers is admired and acknowledged on the peacekeepers website, however in real life our sacrifices are neither acknowledged nor appreciated. we are often told that we are easily replaced as competition is high (great managerial competency for motivation, encouragment and loyalty:). everything comes to money, it is understandable. but how much for unattended mental and physical health, lack of welfare or recreational facilities, lack of family and friends, children raised either away or in isolation of D and E duty station, unattended graduations and illnesses of loved ones, unavailability of developmental or educational opportunities for children, residing in unsatisfactory living conditions with absent heat, cool, gas, water, fuel, safety. We still pursue work, put our health and lives at risk, we are still proud and happy to work for our organization.	8/11/2021 12:30 PM
49	Linkages with origin countries and relatives should be encouraged, rather than discouraged	8/11/2021 10:55 AM

Pulse check about the changes to your compensation package

50	Staff should be able to go home every 12 months, whatever their duty station because it is part of keeping their family links not because they are in a more comfortable DS	8/11/2021 10:46 AM
51	it is still necessary in any case parent need themselves or mother or father need their children encourager je souhaiterai l'union familial que leur separation ce qui encourage les enfants renforce les relations humaines evite les mauvais treatment aux femmes , et le travaille forces aux enfants	8/11/2021 9:45 AM
52	it seems fairly difficult to be assigned a D duty station unless there is safety issue, regardless of the harshness of the local living situation.	8/11/2021 8:06 AM
53	Can't decide	8/10/2021 6:22 PM
54	Reduced my incentive to serve in A to C hardship duty stations!!	8/10/2021 5:59 PM
55	I do not know what this entails.	8/10/2021 4:01 PM
56	Clearly ITU has not caught up with the rest of the UN.	8/10/2021 1:00 PM
57	The C duty stations will no longer be attractive while they have the same standards if not lower than some other D locations; and cots of travels are expensive, particularly now during COVID-19 pandemic.	8/10/2021 10:07 AM
58	I do not have enough info to reply	8/10/2021 9:51 AM
59	Sorry to say but the translation from English to French is really not accurate - This shows again that English prevails and that we don't give attention to educate UN employees to other languages - All this being said ; An accelerated Home Leave (Processus accéléré de Vacances à Domicile) should be reconsidered under certain circumstances that could be defined	8/9/2021 6:46 PM
60	Not yet experienced this	8/9/2021 6:27 PM
61	It should have been discontinued.	8/9/2021 6:14 PM
62	It is not normal that countries, like the Solomon islands where no healthcare system and proper schooling is available, are family duty stations with late R&R and no accelerated home leave. Especially when one compares their situation to those serving in Haiti, it becomes clear that the system is not fair. Certain voices claim this is because Haiti is used as a field duty station by people based in NY in order to further their careers while remaining in good contact with their families. I don't know whether or not to believe these voices.	8/9/2021 5:29 PM
63	N/A	8/9/2021 5:20 PM
64	Not aware of this.	8/9/2021 4:00 PM
65	Change to my contract terms and conditions with out my consent is unethical - I did not sign up; accept and serve in hardship duty stations for 30+ years only to be told that cost needs to be cut after I have sacrificed to provide the best years of my life to the organization	8/9/2021 3:32 PM
66	As long as the minimum required points are secured the staff member should be allowed to take the home leave within 6 months.	8/9/2021 3:05 PM
67	staff wellbeing is a must specially in the D and E duty stations, even if they are under the R&R frame work. staff in these duty stations (I'm one of them) sacrifice a lot, mostly family relations and ties. At least let them get occasional time once a year with their families.	8/9/2021 2:46 PM

Pulse check about the changes to your compensation package

68	Au niveau C, les conditions de vie ne sont pas agréables. Et comme il n'y a pas de R&R, c'est de compenser par des homes leaves rapprochés	8/9/2021 1:32 PM
69	Net reduction in benefits.	8/9/2021 1:04 PM
70	Pas concerné	8/9/2021 12:38 PM
71	The conditions in most C duty stations would warrant an accelerated schedule for home leave.	8/9/2021 12:24 PM
72	Rewarding in serving at duty station D & E	8/9/2021 12:11 PM
73	now it's 2 years for all duty stations?	8/9/2021 11:39 AM
74	It is not applicable to me, but it makes sense to support this to encourage mobility to dangerous places.	8/9/2021 11:05 AM
75	local staff not included	8/9/2021 11:03 AM
76	This change will have the effect of disincentivising duty moving to stations C, which are not that bad. I am sure those that lost the right to accelerated home leave will be upset. I am sure those that made the changes calculated the effects.	8/9/2021 10:53 AM
77	I have no particular view on this.	8/9/2021 10:48 AM
78	I am neutral concerning this question.	8/9/2021 10:21 AM
79	It is not a good decision taking into consideration of present COVID-19 situation.	8/9/2021 9:32 AM
80	The separation of the family members significantly increases expenses for personal travel, etc. Especially since the accelerated home leave travel has been discontinued. Furthermore, why the linkage between R&R and Home Leave Travel? R&R does not reduce the need for staff members to travel home to be with their dependents/family!	8/9/2021 9:15 AM
81	Very upset, because in reality the Staff in D and E Duty Stations cannot exercise their right for accelerated HL/FV as all D & E Duty Stations have R&R and therefore, as I was told by HR, we can't take HL and FV in one calendar year, like it was before. So, in reality now, we can take HL in one year and in the next year FV. So, practically there is now difference between 12 month HL cycle Missions and 24 month HL cycle Missions.	8/9/2021 9:08 AM
82	No comment	8/9/2021 9:05 AM
83	The issue with this is that the duty station categorisations do not accurately reflect the actual current hardship level due to rapidly changing security dynamics around the world. Depriving those in c duty stations which may be very hard of an opportunity to visit their home country does not seem fair.	8/9/2021 8:37 AM
84	N/A	8/9/2021 8:33 AM
85	Home leave should be compatible with RR and not have any condition on AL to be taken, otherwise in most cases RR is more beneficial, and people do not use the entitlement because it makes no sense.	8/9/2021 8:25 AM
86	not necessary. other forms are there to use	8/9/2021 8:11 AM
87	With the Covid crisis we have seen the importance of accelerated home leave also for R&R duty stations as cost to travel a single staff have been in excess of 10000 USD. Families are falling apart	8/9/2021 7:58 AM

Pulse check about the changes to your compensation package

88	Hardship classification being incompréhensible, not willing to go to some hard duty stations classified only as C although they are much harder than some D or even E	8/9/2021 5:12 AM
89	didn't know about it	8/8/2021 6:58 PM
90	When it comes to R&R, staff member should receive a lump-sum for its duration. It is ridiculous to send someone to rest while this person need to pay for lodging in a location where he/she does not have accommodation unless the person is allowed to fly home which is more costly for the staff member. Hence, it is a deterrent to go on R&R.	8/8/2021 5:59 PM
91	R&R is NOT for going home or seeing family, as our HR keeps reminding us, so the discontinuation of accelerated home leave in D and E duty stations is not justified.	8/8/2021 1:41 PM
92	Colleagues who engineered this approach look like being without the field duty station experience.	8/8/2021 11:34 AM
93	The fundamental issue is the classification of C duty station where hardship level varies very greatly from one to another. Some Cs deserve to have accelerated home leave because the living conditions are harsh and schools and medical care are of a poor standard. Home leave will allow staff to have proper medical checkups and so on.	8/8/2021 9:14 AM
94	The introduction of 24 months HL cycle is a negative that adversely affects conditions of service. The HL entitlement should not be linked to the R&R system, which is construed for a short duration and specific location travel.	8/7/2021 6:47 PM
95	The capping at 40units should be revisited	8/7/2021 4:18 PM
96	Even in family duty stations our family cannot live in the duty station	8/7/2021 1:28 PM
97	Recommend to maintain it especially with covid19 situation.	8/7/2021 12:48 PM
98	This is not enough, especially not moving us in E for many years.	8/7/2021 10:32 AM
99	Good	8/7/2021 8:29 AM
100	Not good	8/7/2021 7:12 AM
101	Not sure what this is	8/7/2021 12:33 AM
102	I don't know what the change was exactly but it doesn't sound good.	8/6/2021 10:54 PM
103	this is a major concern. With the HL change, in a C duty station with no proper medical facility, my family and I got serious health problems because we were not able to travel home for 2 years. When the home place is far away (my case), it is impossible to pay the tickets	8/6/2021 10:49 PM
104	IT IS RIDICULOUS THAT THIS SURVEY IS AIMED ONLY TO CATEGORIES WHERE GENERAL SERVICE STAFF ARE NOT INCLUDED. WHOEVER IS CONDUCTING THIS STUPID SURVEY DOES NOT REALISE THAT GENERAL STAFF ALSO HAVE A LIFE WHERE FAMILIES NEED TO BE FED, EDUCATED PLUS THE NEED TO LOOK FOR A BETTER FUTURE FOR THEM THAT DEPENDS ALSO FROM THEIR SALARIES. THIS ORGANIZATION ONLY AIMS FOR A BETTER LIFE TO THOSE REGISTERED IN THE CLUB OF SO CALLED PROFESSIONALS OR DIRECTORS. TOO SAD THAT THERE ARE SO CALLED SDGs CREATED BY THE ORGANIZATION WHERE GOAL 8 CALLS FOR DECENT WORK AND ECONOMIC GROWTH BUT IT IS NOT APPLIED BY ITS OWN DRAFTER. WHERE IS THE ECONOMIC GROWTH AIMED FOR GENERAL SERVICE STAFF? THAT ECONOMIC GROWTH IS AND HAS BEEN SINCE ITS FOUNDATION DESIGNED ONLY TO THE CLUB OF Ps and Ds. TOO SAD!	8/6/2021 9:11 PM

Pulse check about the changes to your compensation package

105	The covid environment has changed the way that we work and travel- R&R is not more than ever being used to access home as we cannot access other countries of which we are not nationals, airfare has increased and our R&R has not increased accordingly, there is gross unfairness and unnecessary bureaucracy in trying to secure a safe place for R&R	8/6/2021 8:26 PM
106	Another change to the disadvantage of staff	8/6/2021 8:05 PM
107	This is OK only if the the allowance for Non-family service allowance is also considered. There is an an issue where some duty stations are declared family but do not have the infrastructure to support range of dependents (ie. school aged children; dependents with special medical needs) to meet staff needs. So staff can not have family with them due to the conditions of the duty station and then also can not claim compensation. Like the exceptional approval process for HQ based staff to seek boarding assistance for Education Grant, their should be an approval process for field based staff where conditions for their dependents can not be met in duty stations from C-E.	8/6/2021 7:09 PM
108	Again, it is very unfair that as an American I am not given home leave - I still have to travel to visit my family in another state.	8/6/2021 6:54 PM
109	Staff serving in the hardest duty stations - even if these have R&R - should be provided with accelerated home leave. Not having accelerated home leave is a disincentive to attract talent where it is needed.	8/6/2021 6:34 PM
110	Seems fair to focus on D and E duty stations if that expedites.	8/6/2021 5:56 PM
111	A person is not compared to a machine which does not require a leave unless it's dead. For human beings to perform well at they require a leave or refreshings.	8/6/2021 5:44 PM
112	I would like to see members of the ICSC living and working in some of these duty stations and then we will see if they would want accelerated HL or not!!!	8/6/2021 5:20 PM
113	With a family of 5 paying for home leave every other year means I spend an entire months salary to reconnect with family everyother year. Financially difficult and we may tend to skip this an not connect with families as we should.	8/6/2021 4:43 PM
114	This was removed for certain categories of countries that were in C category and not conflict countries properly speaking but still very stressful locations requiring frequent travel out of the country on own finances.	8/6/2021 4:34 PM
115	I don't know enough about this to give a reasoned opinion.	8/6/2021 4:21 PM
116	We have home leave, hardship, danger, non-family, R&R and God knows what else. Perhaps we should be honest for once, instead of sticking to the status quo.	8/6/2021 4:17 PM
117	I don't know anything about this.	8/6/2021 4:15 PM
118	Home leave for C Duty Station should be annually	8/6/2021 4:09 PM
119	Makes no sense, due to stress and health considerations.	8/6/2021 4:01 PM
120	Yet another cut which we can feel strongly and is regrettable.	8/6/2021 3:59 PM
121	--	8/6/2021 3:54 PM
122	This allowance is not paid to staff members at headquarters' locations.	8/6/2021 3:45 PM
123	It's all an illusion, if staff is honest and doesn't take sick leaves in normal times, it's close to impossible to have enough days for	8/6/2021 3:37 PM

Pulse check about the changes to your compensation package

home leave, forget about family visit on top of this.

124	As mentioned above, there should be ways to easier look at exceptions and not just D and E duty stations	8/6/2021 3:04 PM
125	We have enough leave options that staff should use AL if they must return home earlier than their cycle of HL.	8/6/2021 2:47 PM
126	Our incomes are suffisient to travel in our country.	8/6/2021 2:40 PM
127	Unless family can safely come to visit, C level should not be excluded	8/6/2021 11:27 AM
128	Reducing access to accelerated home leave is detrimental to staff members' physical and mental health. The coronavirus pandemic has made it abundantly clear to everybody, that people living in dangerous, dysfunctional and high-stress situations with the risk of violence or disease are in need of support including regular breaks.	8/6/2021 11:16 AM
129	With the pandemic, everyone has additional hardships and burdens in the field	8/6/2021 7:08 AM
130	We still need it in D & E duty stations	8/6/2021 1:38 AM
131	I am unsure what is the change between the new and old provisions, as I did not qualify nor apply for it. I only take Home Leave. Did not even know whether accelerated home leave existed.	8/6/2021 1:15 AM
132	For someone who served in C duty stations over the last six years, I am particularly upset with this change. The idea for home leave is to maintain ties with one's families and home countries. When I served in HQ locations (NY and Rome), our families were able to regularly visit us, and we them, due to such factors as the availability and affordability of flights and travel time. In my current duty station and in my last duty station, the costs of available flights (non-COVID-19 era) was over USD 2,000 per person (economy, of course), and the travel time over 24 hours (door-to-door) that it was impossible for most of our family members to visit us in our duty stations. I strongly believe that C duty stations such as ours cannot be treated as the same as New York or Bangkok, if it were to be true to the spirit of the home leave system. I feel that we are being penalized for our readiness to serve in remote and difficult of access C duty stations.	8/6/2021 12:51 AM
133	¡No tengo información al respecto!	8/5/2021 11:12 PM
134	Injusto	8/5/2021 8:34 PM
135	as I mentioned, definition of hardship is flawed, and not taking the full extent of what it means to work for the UN. Just because someone is in H duty station, does not mean that they are not undergoing hardship perhaps in different way than B-D duty station, but hardship nevertheless.	8/5/2021 8:18 PM
136	Not applicable to my duty station. But as alluded earlier, even AL is a problem especially for National Staff at lower G categories with managerial responsibilities.	8/5/2021 8:18 PM
137	I think it was given back; as some staff were not able to utilize their HL due to the COVID 19 pandemic. It could be a temporary gesture until the situation goes back to normalcy. IDK	8/5/2021 8:01 PM
138	Another intensive that was lost, therefore le staff want to go to the now. They rather stay in HQ.	8/5/2021 7:59 PM
139	it would be an option between R&R and Home leave. there is no loss in terms of budget,	8/5/2021 7:33 PM
140	As a US national (although this was/is not my home), I am denied home leave.	8/5/2021 7:30 PM
141	no provided.	8/5/2021 7:29 PM

Pulse check about the changes to your compensation package

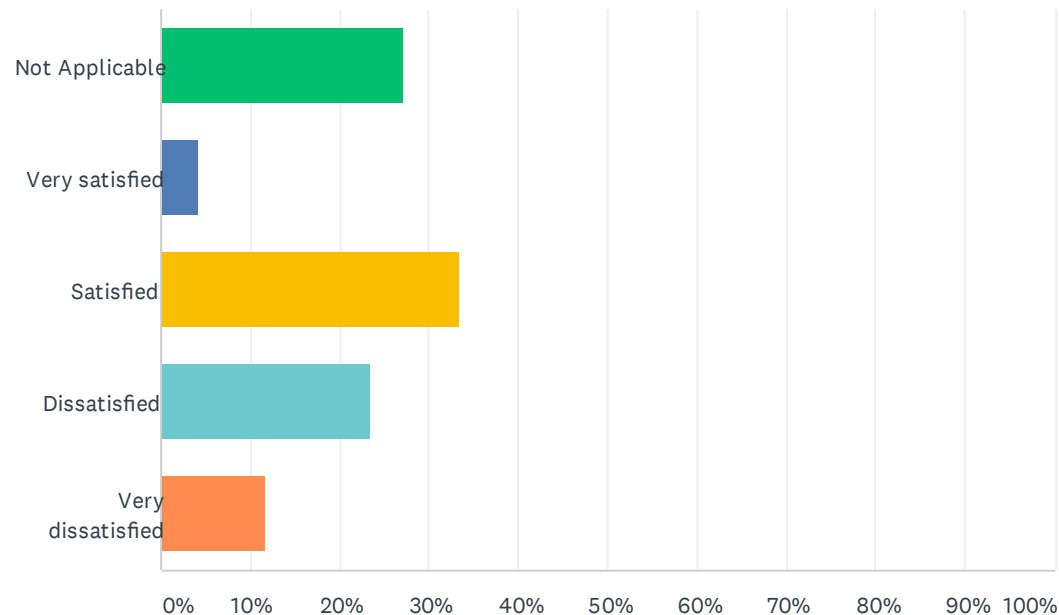
142	Category C d/s and D and E d/s should remain at accelerated pace, due to the overall negative impact on family relations and health of staff serving in these areas for long duration.	8/5/2021 7:23 PM
143	Well being of staff ignored when taking this decision	8/5/2021 7:13 PM
144	No conozco este cambio	8/5/2021 7:03 PM
145	Transparent	8/5/2021 6:33 PM
146	during COVID in particular, no flexibility	8/5/2021 6:22 PM
147	unaware of the change	8/5/2021 6:21 PM
148	Is any of those who decided ever tried to leave with a family with C station? does it really support the move?	8/5/2021 6:11 PM
149	Again, another erosion of entitlements	8/5/2021 6:00 PM
150	I had no idea	8/5/2021 5:57 PM
151	This seems to allow situations where a staff member goes no R&R and the staff are stuck in these difficult situations. Perhaps R&R and accelerated home leave should be somehow combined into one provision. I hear from colleagues on mission that they often use the R&R to try and visit family back home in any case.	8/5/2021 5:51 PM
152	NO COMMENT	8/5/2021 5:51 PM
153	Accelerated home leave served a purpose. It is important when the need arises.	8/5/2021 4:45 PM
154	Those who work at HQ do not need accelerated home leave. But, some staff at Field Mission work far from home and airticket costs a lot.	8/5/2021 4:21 PM
155	Accelerated home leave should come back	8/5/2021 3:10 PM
156	This was a purely cost saving initiative by the organization. In nearly every expat benefits packages a ticket home each year is considered fair. The UN fails to recognize that service with the UN carries additional isolation within the expat community in duty stations.	8/5/2021 1:47 PM
157	Some C duty stations are not less stressful than D duty stations.	8/5/2021 12:45 PM
158	Why did 'C' classification duty stations need to lose access to 12 the month Home Leave cycle? There was no methodology to the change or rationale behind it, just a 'let's chop this off of their remuneration and see how much they complain' approach to staff management.	8/5/2021 12:38 PM
159	situations change rapidly from time to time in all environments which require rapid response	8/5/2021 12:34 PM
160	This merits revision especially when staff may not get chance to avail any home leave owing to COVID situation.	8/5/2021 12:17 PM
161	annual home leave should be applicable for all staff members regardless of duty station.	8/5/2021 12:10 PM
162	staff in the field should be granted extra leave days for home leave. paying for a ticket is not home leave; additional leave days would be home leave. and unequal for those whose home is much farther to get to from their serving location.	8/5/2021 12:09 PM

Pulse check about the changes to your compensation package

163	no comment	8/5/2021 12:06 PM
164	saying not applicable as not sure of the implications	8/5/2021 12:01 PM

Q19 Revising relocation package, including relocation travel, settling-in grant and relocation shipment of household goods
Révision du forfait de réinstallation, y compris le voyage de réinstallation, la prime d'installation et les frais de déménagement occasionnés par la réinstallation
Revisión del paquete de traslado, que incluye el viaje del traslado, la prima de instalación y el envío por traslado de enseres domésticos

Answered: 3,091 Skipped: 1,500



Pulse check about the changes to your compensation package

ANSWER CHOICES	RESPONSES	
Not Applicable	27.18%	840
Very satisfied	4.14%	128
Satisfied	33.42%	1,033
Dissatisfied	23.52%	727
Very dissatisfied	11.74%	363
TOTAL		3,091

#	COMMENTS:	DATE
1	Se podría dejar la opción de un lump sum que cubra en lugar del traslado de los enseres domésticos la compra in situ.	9/6/2021 3:33 PM
2	I missed those changes as well	8/30/2021 11:57 AM
3	I had no move after the change. Previously, I had a partial removal paid by the organization. Removing that option, which did fit well to my career and personal planning, appears to be another negative reform.	8/24/2021 8:24 PM
4	Cuts in this area can only lead to dissatisfaction. The feeling of having to pay for parts of your move when the move is decided by the Organization feels like betrayal .	8/24/2021 10:26 AM
5	I am not familiar with this.	8/23/2021 8:10 PM
6	Unclear how the changes will affect me.	8/23/2021 11:23 AM
7	No opinion since I cannot find information on what changed	8/18/2021 5:53 PM
8	Needs more incentive to encourage staff to move. The UN package is much lower compared to private sector.	8/18/2021 5:41 PM
9	not aware	8/18/2021 1:05 PM
10	Please don't get cheap with helping individuals and families move around the Organization.	8/17/2021 9:52 PM
11	Not clear	8/17/2021 2:59 PM
12	n/a	8/17/2021 8:56 AM
13	i do not recall any of the details on this change.	8/16/2021 1:51 PM
14	Hoping this will be for good and not an attempt for this package to be curtailed in order to save money	8/16/2021 11:43 AM
15	Odd question - if I arrived before 2017, how can I say how this change could have affected me!?	8/15/2021 7:25 PM
16	This revision almost tells staff not to take risk or move to meet challenges with confidence.	8/15/2021 4:35 PM

Pulse check about the changes to your compensation package

17	I am generally satisfied with the package. However, the fact that the full package (full container) is applicable only to staff with a 2-year or longer contract seems not to consider the practice of many agencies to give fixed-term contract renewing them for a 2-year period at the time, often for many times. If the transfer of duty station happens without a full 2-year period ahead, the staff member does not qualify for the full removal (despite later staying much longer than 2 years, when contract is renewed). Such contract managements by the agencies defying the 2-year contract eligibility that is in the regulation.	8/15/2021 3:22 PM
18	Reducing the amount of lumpsun (% from organization handling costs) does impact relocation with a lower incentive to move as could be costly.	8/15/2021 1:09 PM
19	not enough information on this revision	8/15/2021 9:09 AM
20	If I am not mistaken, this has involved the reduction of relocation entitlements and shipments for people who have been in mobility duty station for prolonged periods, including when this is not due to the staff member (e.g. the organization has suspended its mobility policy or is delayed in its implementation). As a matter of fairness, staff members who have undergone relocation due to mobility should enjoy the same entitlements they had when they moved to that duty station in the first place.	8/14/2021 4:31 AM
21	And also sucks	8/13/2021 11:58 PM
22	Again it was an incentive to attract staff on shorter contracts	8/13/2021 9:25 PM
23	Value of lump sum for relocation needs to be reviewed as costs have recently soared	8/13/2021 4:35 PM
24	None of the responses apply. Survey forces to select a response, however instead of Not applicable, my preferred (more accurate) response is "no opinion"	8/13/2021 4:29 PM
25	See my comment under question 7.	8/13/2021 2:38 PM
26	The rules for the assignment grant are not clear, as I did not receive it, while others under similar conditions did.	8/13/2021 10:48 AM
27	do not know about new package	8/13/2021 10:46 AM
28	No comment at the moment	8/13/2021 9:04 AM
29	La réinstallation coûte très cher.	8/13/2021 12:26 AM
30	again does not incentivize staff	8/12/2021 9:24 PM
31	don't know what it is	8/12/2021 5:25 PM
32	Importante revisar y ajustarse al riesgo, a los costos actuales y a los tiempos de espera que hacen que este proceso cada vez sea más costoso y dispendioso.	8/12/2021 4:27 PM
33	what's the difference between single and family package? i don't feel it. We have families and pay heavily to move and re-settle, it's so difficult to buy a car and other things that can facilitate a family to settle with all needs today. the current family package is surprisingly too low. we are always in debt.	8/12/2021 2:41 PM
34	lost of income as we were getting a second month (after two years)	8/12/2021 2:30 PM
35	The lumpsum option for airtravel in lieu of business class airtickets is not well calibrated and lead to staff opting for business class (in some instances, cost is indecent). A more generous lump sum scheme would reduce overall costs to the organisation.	8/12/2021 2:05 PM

Pulse check about the changes to your compensation package

36	it makes sense to me	8/12/2021 1:45 PM
37	not aware	8/12/2021 1:39 PM
38	Not aware of the changes.	8/12/2021 1:07 PM
39	Although better before, this seems reasonable BUT there should be some guarantee that the Organization assists to find suitable accommodation within 30 days of arrival.	8/12/2021 12:34 PM
40	the establishment of the shipment lumpsum from continent to continent doesn't make much sense to me for example on a reassignment from Yemen to Kenya, and from Tanzania to Cairo, the difference is huge I suggest to consider the distance instead, combined with the availability or not of sea shipment	8/12/2021 12:06 PM
41	I would have clicked "neutral" if that option had been available. Again, we are spoiled. This package is far enough when we move between DS.	8/12/2021 11:49 AM
42	We should be able to opt for lump sum.	8/12/2021 11:36 AM
43	There was no evidence to this change to be fair.	8/12/2021 11:34 AM
44	Old process was more fair.	8/12/2021 11:33 AM
45	The package appears to be fair for most locations, with the exception of locations with UN guesthouses, where a special reduced DSA rate is applied and the relocation grant is reduced. This has challenges for staff that need to maintain a separate household upon transfer to a hardship duty station (and specifically to move their possessions or to put them into storage during their hardship assignment).	8/12/2021 11:22 AM
46	I do not understand why lump sums are being offered. Reimbursement of costs should be capped, but based on actual spendings.	8/12/2021 11:20 AM
47	Relocation package is normally not enough in case of families of 3 and more. Transportation costs are increasing early, cost of living is increasing all the time, however relocation package amounts are remaining the same.	8/12/2021 11:15 AM
48	My organization does not apply the new rule in a systematic equal way. Many cases of those being eligible being denied this entitlement, which is embarrassing when recruiting new colleagues from outside the duty station and creates a difficult atmosphere for onboarding.	8/12/2021 11:10 AM
49	The overall relocation package is grossly insufficient. I always have to borrow money from my bank to finance relocation of my family - which is quite frankly, shameful.	8/12/2021 11:08 AM
50	Does not cover the cost of regular moving.	8/12/2021 11:06 AM
51	I do not know the matter	8/12/2021 10:57 AM
52	The lump-sum option established at 70 per cent of the actual cost of relocation shipments may not cover the relocation costs, particularly after a staff member has been in a duty station for a few years.	8/12/2021 10:53 AM
53	The new scheme is biased against younger employees that are less likely to have dependents.	8/12/2021 8:57 AM
54	Cost-saving measure for the organization, without thinking about its staff members	8/12/2021 8:38 AM
55	I am not aware of the details, but I suppose the revision does not work in the favor of staff	8/12/2021 8:33 AM

Pulse check about the changes to your compensation package

56	The problem is more that so often posts are now done as TAs/TJOs so staff do not get full relocation support	8/12/2021 2:04 AM
57	I don't know the impact of these changes on my personal situation	8/11/2021 9:41 PM
58	These are not clearly communicated to staff.	8/11/2021 8:47 PM
59	I am not currently adversely affected.	8/11/2021 7:50 PM
60	More burden including financial on staff members.	8/11/2021 7:40 PM
61	No idea what it means concretely but changes are usually disentanglements	8/11/2021 7:35 PM
62	The relocation allowance doesn't take into account the prevailing markets rates. And the volume allowance is too small even for a single staff member.	8/11/2021 6:45 PM
63	In addition to this we must note the rental allowance which FAO is capping in field locations (but not HQ!), regardless of the family's special needs and how expensive a duty station can be	8/11/2021 6:36 PM
64	Shipments of household goods are too complicated and should be organized entirely by the organization, but staff receives little help	8/11/2021 6:19 PM
65	Not sure I understand how this is going to affect me.	8/11/2021 4:44 PM
66	Relocation package should apply in ALL relocation instances, not only for durations of 1 year or more. Allocated or pre-defined fixed amounts could be granted for shorter periods.	8/11/2021 4:32 PM
67	sounds ok to me but i dont know how will it play out	8/11/2021 4:18 PM
68	Not aware	8/11/2021 4:14 PM
69	First time to hear about this.	8/11/2021 3:56 PM
70	Again if FAO has aligned with rest of the UN it could be fair and acceptable, current option is not favorable at all, especially the non existence of the lump sum in lieu shipment or reduced shipment lump sum.	8/11/2021 3:17 PM
71	I do not know anything about those changes	8/11/2021 3:14 PM
72	Though I am not sure I really understand and know the impact	8/11/2021 12:46 PM
73	Not sure I am fully aware of that	8/11/2021 10:55 AM
74	I am not so sure what impact that would have on me	8/11/2021 10:33 AM
75	if it is without complication like for example lost of a boarding pass make you loose you entitlement that should be recheck because if you have the stamp it should be consider.	8/11/2021 9:45 AM
76	I'm not aware of what the changes were as I had already moved to the duty station.	8/10/2021 11:28 PM
77	Can't decide	8/10/2021 6:22 PM
78	As above, unsure what this means, but I have no faith that it is in my interest.	8/10/2021 4:40 PM

Pulse check about the changes to your compensation package

79	I do not know what this entails.	8/10/2021 4:01 PM
80	Not sure what these changes were	8/10/2021 3:27 PM
81	The expenses do not reduce or increase because of the contract duration (two years or more)	8/10/2021 11:57 AM
82	I have not heard whether any of these changes affect is at teh ICC - HR are very poor at providing information.	8/10/2021 11:12 AM
83	I do not have enough info to reply	8/10/2021 9:51 AM
84	The UN recognize how expensive is the cost of moving to a new country.	8/10/2021 9:24 AM
85	have no idea what changes have been introduced	8/10/2021 8:02 AM
86	Relocation grant is poorly explained and a huge effort for the staff person to manage at a difficult time of transfer for work and family stresses. I think I had 100 emails on the issue with FAO HR/Admin. The organization offered much less money and quantity allowances to ship the same household goods out to a field duty station (a transfer that they wanted me to make) than initial transfer to Rome.	8/10/2021 7:39 AM
87	What is it?	8/9/2021 11:01 PM
88	No idea of this revision. not in a position to comment.	8/9/2021 8:55 PM
89	Don't know about this	8/9/2021 8:05 PM
90	there seem to be lower benefits and also agencies are doing things differently this is not what we want with UN reform where doing things in the same way is important it doesn't make any sense	8/9/2021 6:57 PM
91	I don't know if this has been reviewed up or down but real costing of relocation shall be assessed annually to respond to the ongoing realities per country specificities	8/9/2021 6:46 PM
92	Not yet experienced this	8/9/2021 6:27 PM
93	N/A	8/9/2021 5:20 PM
94	DSA of family members should be higher than 50% of that granted to the staff member. In small families of up to three family members the settling in grant does not go far.	8/9/2021 4:59 PM
95	Though this was no major issue in my case, overall again it is part of the broader trend of reductions in benefits.	8/9/2021 4:00 PM
96	No idea about the changes... I have been in same duty station since 14 years	8/9/2021 3:51 PM
97	Not sure what the changes were.	8/9/2021 3:38 PM
98	Change to my contract terms and conditions with out my consent is unethical - I did not sign up; accept and serve in hardship duty stations for 30+ years only to be told that cost needs to be cut after I have sacrificed to provide the best years of my life to the organization	8/9/2021 3:32 PM
99	Do those changes mean reduction pf grant amount? If yes, am vey dissatisfief	8/9/2021 2:41 PM
100	Net reduction in benefits.	8/9/2021 1:04 PM

Pulse check about the changes to your compensation package

101	Moving is always costly and unless there is clear knowledge that one will not be indebted then there is no incentive to look.	8/9/2021 12:54 PM
102	Pas concerné	8/9/2021 12:38 PM
103	One important issue here is that the current package is not sufficient during relocation process under COVID-19 conditions. It is unbelievable that the UN does not cover mandatory quarantines when staff members are moving to a new duty station. The cost of such measures are significant. Part of the mandatory quarantines should be covered by the organization.	8/9/2021 12:25 PM
104	The UN's support to relocation - in the broad sense (not just the financial / cost elements) - is quite minimalist. The relocation package should be put in a broader context of how the UN supports the family in the context of onboarding or an international move. This should include the spouse (vis-a-vis career support, for example), and children (schools, and special needs of children with disabilities, medical conditions, or requiring specialized social support).	8/9/2021 12:24 PM
105	It is comprehensive and realistic	8/9/2021 12:11 PM
106	Overall the amount paid for relocation has been reduced. This is a cost savings change that does not reflect the high costs and burden on staff who move, especially in the field. We also need to revisit allowing better conditions for lump sum travel, because the UN has shown that it is not flexible enough to deal with changing travel requirements due to COVID. Staff need to have control over their flights in these very difficult travel times, and they need to be compensated accordingly. That is not happening under the revised package.	8/9/2021 11:57 AM
107	dont know what this is	8/9/2021 11:39 AM
108	The allowance for one person is not sufficient 20 sq feet, when someone has worked for the ILO for decades. We should be permitted to live like normal people - living room furniture, bedroom furniture, dining room etc.	8/9/2021 11:05 AM
109	Local staff not included	8/9/2021 11:03 AM
110	It is difficult to comment on these changes as they seem to be piecemeal. I like the fact that relocation is not dependent on where you are relocated, but cannot say more. I trust that those that negotiated these changes knew what they were doing, and that significant savings will come out of them.	8/9/2021 10:53 AM
111	I have no particular view on this.	8/9/2021 10:48 AM
112	I am neutral concerning this question.	8/9/2021 10:21 AM
113	Not only was the non-removal allowance discontinued but also the number of months receivable as an assignment grant was reduced to a single month instead of two months of salary in most duty stations. The total loss under the new system for mobile staffers is probably up to about 20,000 USD when moving to a new duty station and staying there 3 years or more. As always mobile staffers are penalized while staffers who never move are in that sense benefitting because they have much lower costs as they are NOT mobile. Also the mandatory mobility introduced by Ban (which did not necessarily include a geographic mobility) was discontinued by Guterres.	8/9/2021 10:14 AM
114	I do not know the details and thus cannot answer.	8/9/2021 9:32 AM
115	Non-removal allowance should be re-introduced; it was taken away only because staff at H-duty stations didn't receive it anyway. It was so easy to sacrifice the Field staff, yet again! The 2nd lump-sum portion of the Settling-In grant (which also wasn't paid to H-duty station staff) is really needed. Do the decision makers know what happens to household items like washing machines, fridges, TVs, etc. when exposed to extreme heat, dust and humidity? Yes, they break down very quickly and need to be replaced.	8/9/2021 9:15 AM

Pulse check about the changes to your compensation package

Furthermore, in field locations these items are extremely expensive and, unknown brands with really inferior quality compared to the household items available at H-duty stations.

116	That is good to incitate SM to move for new challenges	8/9/2021 9:05 AM
117	covid-19 pandemic impact on relocation costs can be assessed.	8/9/2021 8:39 AM
118	N/A	8/9/2021 8:33 AM
119	The UN wants people to move but cuts a lot of corners. Besides the complicated - almost incomprehensive shipment options and the lower entitlements, I would like to flag more specifically the recourse to low cost companies and cheap tickets - with all kinds of shenanigans made to avoid paying business class (including in my case refusing a business class ticket that would have been granted for the official itinerary had I not been on sick leave closer to my new d/s beforehand and refusal to at least take a normal allowance for luggage rather than the light option, on the grounds that i would be reimbursed ex-post for additional luggage. I was indeed reimbursed, but I traveled on a low cost known for increased COVID-19 positive cases and it also ended up cost the UN several hundred dollars more than actually having paid business class).	8/9/2021 8:25 AM
120	useful	8/9/2021 8:11 AM
121	Management in field based organisations should be able to move staff into different duty stations inside the country without incurring this high cost, especially in non-family duty stations, where accomodation is provided by the organisation.	8/9/2021 8:10 AM
122	none	8/9/2021 7:53 AM
123	Works adversely to families with many children.	8/9/2021 4:21 AM
124	I didn't know about it	8/8/2021 6:58 PM
125	As per para 19.	8/8/2021 11:34 AM
126	To add amount per category of duty station	8/7/2021 12:48 PM
127	Unclear and does not benefit me in the mission.	8/7/2021 10:32 AM
128	Ok	8/7/2021 8:29 AM
129	Do not know what it was before	8/7/2021 8:08 AM
130	Good	8/7/2021 7:12 AM
131	Not sure what this is	8/7/2021 12:33 AM
132	I am not clear on the changes	8/6/2021 11:11 PM
133	I don't know what the changes were.	8/6/2021 10:54 PM
134	Except for discontinuation of non-removal element as mentioned above	8/6/2021 9:30 PM
135	IT IS RIDICULOUS THAT THIS SURVEY IS AIMED ONLY TO CATEGORIES WHERE GENERAL SERVICE STAFF ARE NOT INCLUDED. WHOEVER IS CONDUCTING THIS STUPID SURVEY DOES NOT REALISE THAT GENERAL STAFF ALSO HAVE A LIFE WHERE FAMILIES NEED TO BE FED, EDUCATED PLUS THE NEED TO LOOK FOR A BETTER FUTURE FOR THEM	8/6/2021 9:11 PM

Pulse check about the changes to your compensation package

THAT DEPENDS ALSO FROM THEIR SALARIES. THIS ORGANIZATION ONLY AIMS FOR A BETTER LIFE TO THOSE REGISTERED IN THE CLUB OF SO CALLED PROFESSIONALS OR DIRECTORS. TOO SAD THAT THERE ARE SO CALLED SDGs CREATED BY THE ORGANIZATION WHERE GOAL 8 CALLS FOR DECENT WORK AND ECONOMIC GROWTH BUT IT IS NOT APPLIED BY ITS OWN DRAFTER. WHERE IS THE ECONOMIC GROWTH AIMED FOR GENERAL SERVICE STAFF? THAT ECONOMIC GROWTH IS AND HAS BEEN SINCE ITS FOUNDATION DESIGNED ONLY TO THE CLUB OF Ps and Ds. TOO SAD!

136	This is just terrible. At least in the ILO. There's a level of unfairness to the 6 months mission status for staff moving from HQ to field, compared to 0 for those moving the other way, and 3 months for field to field transfer. Makes absolutely no sense. If you want people to move from HQ to field - force them. It's an international organization, it's what we sign up for when joining	8/6/2021 8:05 PM
137	These are heavily linked to the "appointments of 2 years or more" and are in opposition with needs of field based offices where resources are very rarely planned beyond 1 year. An initial appointment of 1 year (or more) is the minimum duration for a fixed term appointment and therefore these travel related entitlements should be aligned with the terms of appointment. Staff should not be asked to subsidize the Organization for 1 year.	8/6/2021 7:09 PM
138	The only challenge is discontinuation of the APA (which used to be in place to enable the instalment of families in nearby duty stations of E duty stations). This is a disincentive especially for women working in E duty stations.	8/6/2021 7:01 PM
139	It's like reducing physical trips by zooming systems. There's a cost of serving despite the benefit effects.	8/6/2021 5:44 PM
140	This proved not implemented well as in practice, offices do not want to organize the move for you and push you to get the lump sum instead. In times of COVID, I lost money that way - the move costed more than the 18 000 USD - and that just the moving company.	8/6/2021 5:31 PM
141	I have no dependant but as Representative I have to have a house well equeiped. Absud the amount established.	8/6/2021 5:30 PM
142	Relocation package is too big.	8/6/2021 5:06 PM
143	Lump sum value is not transparent	8/6/2021 5:01 PM
144	Cost of relocation is far higher than the package allows especially shipment of goods.	8/6/2021 4:57 PM
145	The relocation package is limited and staff use their own savings for relocations.	8/6/2021 4:52 PM
146	he discrimination by marital status is not acceptable. the difference between moving as a single person or as a couple are minimal - in each case there is a need for a bed, some table/chairs to sit and some couch of sort - yet the allowance assumes that a single person moves with a few suitcases. As a single person having moved countries several times both in the private sector and the UN system, costs were covered in the private sector whereas i had to pay out of pocket several thousand dollars out of pocket for each move in the UN (without a significant change in volume moved). The hidden assumption that single people own a few things (<1000kg) to be moved by teh organization is to be challenged. Further, with Covid and current supply chain challenges, the allowance does not cover the cost of a 20' container - it covers at best 60% of current costs. The s/m has to pay the difference out of pocket.	8/6/2021 4:47 PM
147	I don't know the details of this.	8/6/2021 4:43 PM
148	Options only for staff with contracts of two years or more - this penalises UNDP FTA staff who only receive one year contracts with renewals.	8/6/2021 4:42 PM

Pulse check about the changes to your compensation package

149	How new system provides better support? We relocated twice since new system is in place and changes made made relocation more stressful and challenging.	8/6/2021 4:41 PM
150	Compared to other bilaterals and international organizations	8/6/2021 4:41 PM
151	Idem.	8/6/2021 4:21 PM
152	This is not a benefit. It simply reimburses the actual costs involved in relocating.	8/6/2021 4:17 PM
153	I don't know anything about this.	8/6/2021 4:15 PM
154	Even though it affected me, I am ambivalent to the change. The survey does not allow for the neither satisfied, nor dissatisfied option	8/6/2021 4:13 PM
155	Surely temporary staff deserve more than a mere USD 1500 when relocating to a country.	8/6/2021 4:09 PM
156	Yet another cut which we can feel strongly and is regrettable.	8/6/2021 3:59 PM
157	--	8/6/2021 3:54 PM
158	The relocation package was a major reason I took the job.	8/6/2021 3:41 PM
159	dont know what it is	8/6/2021 3:37 PM
160	The hybrid option allowed to take main household items, while being able to adjust per place, per climatic condition, pero living arrangement.	8/6/2021 3:35 PM
161	The relocation process is very costly. Either lump sum or support by cost category should be such that cover all the expenses. See also reply above.	8/6/2021 3:35 PM
162	Unaware. Good if it will be cutting costs	8/6/2021 3:09 PM
163	Not aware	8/6/2021 3:04 PM
164	I maintain my position that relocation needs to be incentivized, settling-in time allowed as a new category of leave, and reflect real costs.	8/6/2021 2:47 PM
165	could be a plus for involving people to move.	8/6/2021 2:40 PM
166	Its' ok, as things are a bit clearer (even though less funds).	8/6/2021 1:59 PM
167	Relocation and resettlement is time consuming, costly and have psycho-social implication	8/6/2021 1:40 PM
168	Relocation grant is received after relocation, with which many staff are forced to find own funds for the expensive process of relocation. In addition, if staff is relocated to another duty station, the relocation grant needs to be returned.	8/6/2021 1:32 PM
169	It still is too much. Benefits should be reduced. It is too costly for the organisation. Other types of benefits should be given (e.g., gender-neutral parental leaves, more flexibility, etc.)	8/6/2021 11:24 AM
170	no idea	8/6/2021 10:41 AM
171	Don't understand if S/Ms benefited or lost. Most likely lost because overall the move has been to reduce salaries and entitlements,	8/6/2021 7:08 AM

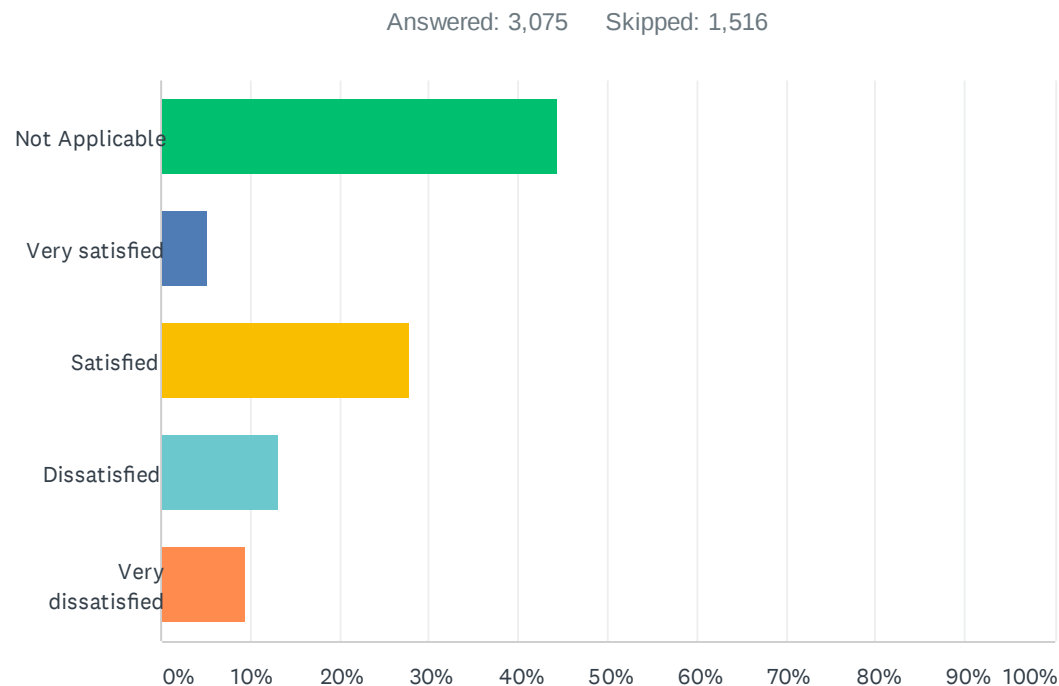
Pulse check about the changes to your compensation package

	instead of improving them.	
172	it was a solid increase	8/6/2021 3:30 AM
173	seems we get less	8/6/2021 1:38 AM
174	I am unsure what is the change between the new and old provisions, as I did not qualify nor apply for it.	8/6/2021 1:15 AM
175	Easy to understand. The 18,000 amount is good.	8/5/2021 11:48 PM
176	¡Parece que reducirán todo!	8/5/2021 11:12 PM
177	Dont know	8/5/2021 10:13 PM
178	I don't know the details of this	8/5/2021 9:54 PM
179	The amounts provided by the UN should at least be adjusted for inflation and they are NOT! Its ridiculous, I have had to pay out of pocket to move.	8/5/2021 8:36 PM
180	I did not notice any change there, for the better.	8/5/2021 8:18 PM
181	In my interaction with IFPs, they are still getting support and as part of my responsibility, briefings are provided with information shared as long as the AFPs request briefing and let me know when there are new staff. Residential assessments reports and RSM policy documents are shared.	8/5/2021 8:18 PM
182	These costs will not remain the same over time. I have subsidized part of my last 2 recent moves myself.	8/5/2021 8:04 PM
183	not sure of changes	8/5/2021 8:03 PM
184	Im not familiar with the changes	8/5/2021 7:51 PM
185	relocation, including uprooting families and establishing new roots, is a demanding and costing exercise.	8/5/2021 7:48 PM
186	Denied since started as a consultant after completing grad school.	8/5/2021 7:33 PM
187	it should be proportionate to destination or where we are from.	8/5/2021 7:33 PM
188	I have not paid attention to the changes in this area.	8/5/2021 7:30 PM
189	The costs of relocation are significant and not limited to the shipment of households goods. The changes are reducing the total amount that staff receive and making it difficult to cover all real costs associated with relocation (cancellation of ongoing service contracts at home, for example). In addition, the process to request shipment of goods by the organization is extremely complex, slow, and stressful. The previous scheme was much more efficient and straightforward for staff and their organizations. The limitation of benefit to staff with 2 years of contract or more is unfair, as many contracts in the UN, especially recently, are for 1 year only initially.	8/5/2021 7:04 PM
190	Not aware of changes	8/5/2021 6:33 PM
191	I am not aware of the changes so I can only select Not applicable	8/5/2021 6:29 PM
192	One positive thing was the introduction of lump sum as part of the settling-in grant , including full-removal.	8/5/2021 6:24 PM

Pulse check about the changes to your compensation package

193	The use of lump-sum options including for travel should be considered. It simplifies administration and also gives staff greater flexibility on airline, itinerary, etc.	8/5/2021 6:24 PM
194	unaware of the change	8/5/2021 6:21 PM
195	Not experienced it, but seems little "money saving" type	8/5/2021 6:11 PM
196	Since mobility is dead I have not received any of this in a long time.	8/5/2021 6:08 PM
197	The change should not be applied to the existing staff.	8/5/2021 6:03 PM
198	all of these entitlements, are a poor substitute for what existed before and again an attempt to save cost at the expense of staff	8/5/2021 6:00 PM
199	I had no idea	8/5/2021 5:57 PM
200	NO COMMENT	8/5/2021 5:51 PM
201	don't know enough about that change to answer	8/5/2021 5:51 PM
202	Not aware of the changes	8/5/2021 5:45 PM
203	Those who move to another duty station via UN Flights also need some relocation grant as they can not bring all and need spend quite some money to settle in.	8/5/2021 4:21 PM
204	S/M needs more flexibility to be applied	8/5/2021 2:58 PM
205	There is very little payment to cover all expenses. The payment balance after 2 years of relocation should be reinstated.	8/5/2021 2:29 PM
206	The option to take a lump sum payment in lieu of transportation provided by the organization should be reinstated.	8/5/2021 1:47 PM
207	when I recently change duty stations the being single or married has implication on what is your relocation grant, independently if we are in a non family duty station, why would the amount change if you are married or single, we are not allowed to have our families there, so why there is a difference	8/5/2021 1:36 PM
208	The UN keeps staff for more than 20 years on fixed term contracts in order not to pay termination indemnity, when they would need to discontinue you. Unions are doing little to stop this practice.	8/5/2021 1:15 PM
209	Staff members moved from UNAMID to UNITAMS were not paid any relocation grant with an argument that they are moving within same country. However, the duty station had been changed and Khartoum being family duty station, staff had to establish a complete household.	8/5/2021 12:17 PM
210	2nd installation grant was removed.	8/5/2021 12:16 PM
211	See above: there is an urgent need to an organised approach to mobility, incl. financial incentives to encourage mobility.	8/5/2021 12:06 PM
212	no comment	8/5/2021 12:06 PM

Q20 Introduction of an incentive payment for the recruitment of experts in highly specialized fields in those cases in which the organization was unable to attract suitably qualified personnel
Introduction d'un paiement incitatif pour le recrutement d'experts dans des domaines hautement spécialisés dans les cas où l'organisation n'a pas été en mesure d'attirer du personnel suffisamment qualifié
Introducción de un pago de incentivo para la contratación de expertos en campos altamente especializados en aquellos casos en los que la organización no haya podido atraer a personal debidamente cualificado



Pulse check about the changes to your compensation package

ANSWER CHOICES	RESPONSES	
Not Applicable	44.29%	1,362
Very satisfied	5.24%	161
Satisfied	27.80%	855
Dissatisfied	13.20%	406
Very dissatisfied	9.46%	291
TOTAL		3,075

#	COMMENTS:	DATE
1	Es riesgoso introducir este tipo de incentivo que puede facilmente ser manejado con caracter político! No creo conveniente abrir este portillo.	9/6/2021 3:33 PM
2	Should apply to all	9/2/2021 2:28 PM
3	Was not aware of it!	9/2/2021 11:16 AM
4	The UN salary structure should be such that experts are interested in joining the organization.	8/30/2021 9:48 PM
5	This was the first I heard of this and it seems... unfair. Honestly if the UN can't recruit experts in a certain field maybe the UN is not the authority in the field and shouldn't try to be.	8/30/2021 7:06 PM
6	Generally, this seems to be fine. But the rules are not transparent.	8/24/2021 8:24 PM
7	This will only lead to abuses.	8/24/2021 10:26 AM
8	Very interesting to have qualified staff	8/23/2021 8:22 PM
9	If I am understanding this correctly as a one off golden hello, think that this is a bad idea and more open to abuse than many things that the UN system precludes as such. Just hire the person at a higher grade / step if justified.	8/23/2021 5:46 PM
10	I don't understand how this works so can't comment.	8/23/2021 9:57 AM
11	Not applicable to me personally, but I believe it's good for the Org. to be able to attract the experts it needs	8/18/2021 5:53 PM
12	This would encourage corruption and personal favouritism to get friends recruited and paid higher rate. I don't believe that the UN is having problems recruiting experts. There are lots of expertise, international and local, everywhere.	8/18/2021 5:41 PM
13	ot aware	8/18/2021 1:05 PM
14	We need this for IT but not for the Pension Fund. The Pension Fund has been corrupt in the past with these special requirements.	8/17/2021 9:52 PM
15	We made the difficult postings less attractive by cutting advantages and now recruiting at high cost experts to fill the gaps? What is	8/17/2021 5:45 PM

Pulse check about the changes to your compensation package

	the logic there?	
16	can be abused	8/17/2021 2:29 PM
17	n/a	8/17/2021 8:56 AM
18	Incentives should also be considered to retrain highly qualified and specialized staff	8/16/2021 11:15 PM
19	How will this incentive be decided? Isn't it enough that selections and promotions are given to "pre-selected" candidates close to high level staff, now they will be given an incentive payment. In majority of external recruitment, the selected candidates did not even show competence in the area they had been recruited for.	8/16/2021 5:59 PM
20	I was not aware of this new policy. I think it is a good idea, though.	8/16/2021 5:08 PM
21	some people high up keep pushing incentive payments. this is not in harmony with UN staffing culture, and will create resentments and negative effects.	8/16/2021 1:51 PM
22	This benefit has to be very well monitored and audited to avoid that hiring managers use it to help their friends and justify it as an essential expert	8/16/2021 11:43 AM
23	An effort should be made to attract those specialists without further incentives as the system already offers a large number of options.	8/16/2021 11:21 AM
24	It is definitely no need for this. The salary for consultant experts is already high enough. These experts should also not constitute fixed labor relationship, but specific expertise for specific projects. Therefore, the salary per se is more than enough. This money can be used for something else, for example creating new posts or not removing benefits from staff members, as it is being proposed is some of these changes.	8/16/2021 10:02 AM
25	How is this calculated? How is it measured? If certain qualifications are required, hire them on the same basis as other staff. If it is extremely specialised, is that not what consultants and temporary appointments are for? It may create hierarchy of staff which does not bode well for moral.	8/15/2021 7:47 PM
26	Creates opaque systems, works against accountability	8/15/2021 4:35 PM
27	Not used in my Organisation	8/15/2021 1:09 PM
28	Incentive payment for current staff is missing; this further shows how little current staff are appreciated	8/14/2021 3:31 PM
29	Why don't' we have this for internal candidates?	8/13/2021 11:58 PM
30	We already have one of the best salary + benefit package. Why are we giving more?! Many organizations are so top heavy anyways, this is increasing the costs even further	8/13/2021 7:22 PM
31	The Organization is so incapable of either recognizing, providing incentives or rewarding highly skilled individuals under contract within it, even when they leave the Organization and come back, it is sometimes frankly almost scandalous to see the kind of incentives it is willing to provide to individuals based on some perception of high skill, individuals whose main advantage is that they were never in the system and associated to a specific grade and UN salary scale so that they are then free to negotiate anything. This is not building on any logic, not serving the Organization's interest and frankly more prone to supporting nepotism than anything else	8/13/2021 4:54 PM

Pulse check about the changes to your compensation package

32	I think this was required for specific positions	8/13/2021 3:51 PM
33	Une telle introduction ne peut se justifier que si dans le même temps on gratifie ceux qui travaillent déjà dans l'organisation, sont également des experts et font du très bon travail au-delà des attentes. Attirer du sang neuf oui, mais valoriser ceux qui sont déjà là et éviter la fuite des cerveaux, c'est tout aussi important, essentiel et un impératif.	8/13/2021 12:51 PM
34	This incentive payment is not clear. What fields would be considered as 'highly specialized' and based on what criteria?	8/13/2021 11:03 AM
35	I find this a very strange set-up. The information in the provided text is too little. Do you mean an additional 25% bonus for the recruited person, i.e. they have 25% higher salary? Well, that won't make much difference in some fields anyway, as the level is too low. If comparing to private sector here (and some lab-people who point out that the benefit packages are better at their home institutions regarding retirement & education grants). Furthermore, recruitment bonuses are usually provided to the person already within the organisation who brings someone into the company that is successfully recruited, as that gives incentive for staff to really search and push for talent to come to the organisation within their networks. Levels of the latter in the private sector for this vary across the globe, for example 2-3 months salary (some up to 6 months) or a lump-sum.	8/13/2021 10:48 AM
36	Incentive payments should be made only after the work is performed and delivered, not before, and at the end of the contract period with conditions. Without this, abuses will occur.	8/13/2021 9:03 AM
37	This is very vague. It is not clear how it is invoked.	8/13/2021 5:52 AM
38	Not familiar with this incentive.	8/12/2021 11:39 PM
39	My view is that will create a multitier system open to abuse. Can this also be considered for staff that serves in hardship duty stations?	8/12/2021 9:24 PM
40	Should be aligned to existing parameters	8/12/2021 8:34 PM
41	It would be of interest to know how often this has been used and by which organizations for which duty stations.	8/12/2021 7:25 PM
42	It is not clear how this incentive will be applied and to whom it will be paid. ICSC system does not provide guidance on what is a highly specialized field.	8/12/2021 6:34 PM
43	Another way to let the buddy-buddy system (i.e. nepotism) work stronger in the UN.	8/12/2021 5:35 PM
44	Didn't know that it exists.. Might have been interesting	8/12/2021 5:25 PM
45	Who determines "highly specialized?" How will this be applied or monitored.	8/12/2021 4:32 PM
46	Asegurándose que se genera la evidencia de este esfuerzo y se monitorea para generar oportunidades de carrera en el marco de la reforma de Naciones Unidas.	8/12/2021 4:27 PM
47	subject to misuse	8/12/2021 4:17 PM
48	Promotes geographical discrimination, in organisations that are not very diverse, some entities are systematically racist, discriminative e.g OCHA	8/12/2021 4:01 PM
49	never heard of this	8/12/2021 2:41 PM
50	Incentive should be reviewed for all	8/12/2021 2:30 PM

Pulse check about the changes to your compensation package

51	This will however more than likely be a very subjective incentive in its application.	8/12/2021 1:53 PM
52	it makes sense to me	8/12/2021 1:45 PM
53	How is this determined. If publications is a measurement that's what academicians do, thus the comparison is not fair. If it is number of thesis mentored that's what academicians do, and so on. The experience in United Nations should be valued much higher	8/12/2021 1:16 PM
54	Don't know what this one is as and it is missing from the comparison table. However	8/12/2021 12:34 PM
55	This incentive may be open to abuse and should be monitored throughout the system for a 1 or 2 year pilot.	8/12/2021 12:23 PM
56	Experts should be satisfied with an adequate grade, contract type and salary scale, no need for another incentive that may frustrate current employees who in some cases are not even given the chance to prove their ability or potential to perform those jobs	8/12/2021 12:06 PM
57	This system could easily be misused. These resources would be better spent to actually build capacity of existing staff.	8/12/2021 11:59 AM
58	If this can bring new and efficient blood, this is good. But, on top of that, what about letting the not-so-good ones go ?	8/12/2021 11:49 AM
59	A nonsense, prone to abuse	8/12/2021 11:48 AM
60	Je ne crois pas que cela va changer les choses car un membre dirigeant d'une grosse société ne gagnera jamais assez à l'unesco en comparaison avec le privé. Mesure inutile.	8/12/2021 11:40 AM
61	Need for promotion within	8/12/2021 11:39 AM
62	Nothing has been communicated to us in this regard	8/12/2021 11:36 AM
63	Haven't seen it applied so cannot comment. But if we pursue that for short term assignments (consultants?) why not to all other categories.	8/12/2021 11:34 AM
64	I have not really received any information from my organization on this but its a good idea.	8/12/2021 11:10 AM
65	I have never heard of this - which in itself is a red flag.	8/12/2021 11:08 AM
66	Experts should be paid at the same level as comparable to staff members within the organization with similar expertise. In a regulated system such as the UN, establishing an arbitrary compensation scheme based on "expertise" may be prone to unequal treatment and open the door to biases e.g., on gender.	8/12/2021 10:53 AM
67	Too subjective	8/12/2021 10:45 AM
68	Has been nearly impossible to apply, unless a company is supported by very senior management. HR in the context is a mess - permanent rule changes. Opens the door to selective selection. Rather the remuneration for consultants etc needs to be rethought.	8/12/2021 10:30 AM
69	I'm not aware of the change	8/12/2021 10:08 AM
70	All colleagues at P level are specialists in their respective fields.	8/12/2021 9:45 AM
71	How does it ensure it applies transparently and consistently across UN entities even in one country with different organisations, different personal grades and steps?	8/12/2021 9:11 AM
72	Needs to be well justified and should be very rare.	8/12/2021 9:03 AM

Pulse check about the changes to your compensation package

73	1st time I hear about this.	8/12/2021 8:38 AM
74	This will help in the recruitment of highly technical positions	8/12/2021 8:33 AM
75	Important to attract highly qualified experts.	8/12/2021 8:26 AM
76	This is ripe for abuse	8/11/2021 10:34 PM
77	so does this mean some people are paid more than others not due to their responsibility but due to their area of expertise?	8/11/2021 10:01 PM
78	Open to abuse	8/11/2021 9:55 PM
79	Sounds like a good idea and that it might have applied to me had it been in force at the time of my recruitment	8/11/2021 9:41 PM
80	But this is not being consistently applied, there are no standard protocols set and prone for misuse	8/11/2021 9:18 PM
81	this is just a back door for earmarked candidates	8/11/2021 9:06 PM
82	I don't think UN organizations should be promoting this.	8/11/2021 7:50 PM
83	I am not aware that such thing does not exist in WHO. We are questioned and are requested to provide various justifications for hiring a very specialized expert even as a consultant without going through a lengthy recruitment process when we know not many such experts are there.	8/11/2021 7:40 PM
84	So long it is benefitting those selected on a meritocratic basis and not used as a corrupt tool for pay back of favours	8/11/2021 7:35 PM
85	opens the door for too much corruption	8/11/2021 5:22 PM
86	Having come into the UN system as a highly qualified professional, form the private sector, and having been forced to accept a significant reduction in terms (and being denied even the advancement from Step 0 upon recruitment), I see the need for the incentive as indicative that the UN system has been eroded to a point where we are unable to attract the right personnel. If we wish to ensure relevance, this needs to be remedied on the larger scale. As such the system should be reviewed, as opposed to relying on ad-hoc incentive payments.	8/11/2021 5:20 PM
87	Don't believe this is necessary	8/11/2021 5:12 PM
88	This is ripe for corruption. Who is going to determine the 'experts?' We are all supposed to be specialists in our fields. Would like to see a specific list of what constitutes an expert.	8/11/2021 4:44 PM
89	It is an honor to work for the UN, the salary is and should be the same for all!	8/11/2021 4:12 PM
90	I have not seen this used nor did I know this was introduced.	8/11/2021 4:03 PM
91	First time to hear about this.	8/11/2021 3:56 PM
92	I cannot believe that within the organization it is not possible to find suitable staff	8/11/2021 3:52 PM
93	When is this used?	8/11/2021 3:52 PM
94	Haven't seen this work in practice.	8/11/2021 3:43 PM

Pulse check about the changes to your compensation package

95	I do not know anything about those changes	8/11/2021 3:14 PM
96	This is being abused and full of favoritism	8/11/2021 1:57 PM
97	Attracting qualified personnel should be the norm, so the salary and honoraria scales should be devised in such a way as a standard measure.	8/11/2021 1:53 PM
98	This could give way to favoritisms a the moment of determining who is a "highly" specialized expert.	8/11/2021 1:02 PM
99	This opens the Organization up to allegations of corruption and nepotism. If staff are recruited on the basis of expertise and remunerated accordingly, there is no need for incentive payments.	8/11/2021 12:47 PM
100	I was not aware of this, and wondering what kind of incentive payment there would be. Staff should be paid equal salary depending on the level of work	8/11/2021 12:46 PM
101	These incentives should be limited, as they discourage UN organizations to invest on/maintain the technical specialization of staff already hired.	8/11/2021 10:55 AM
102	This does not affect me.	8/11/2021 10:52 AM
103	Unfortunately, too many cases of people recruiting their friends already, ensuring the TOR meets the profile of their friends. Too many abuse in the individual consultant recruitments to add this incentive on top of it.	8/11/2021 10:46 AM
104	Selectin to be on merit basis.	8/11/2021 10:40 AM
105	I think the UN's problem is offering good career development opportunities to it staff and providing job security. I do not think we need two class employees. if specific expertise is required, it should be paid through a consultancy.	8/11/2021 10:33 AM
106	what is a highly specialized field and how is this implemented.	8/11/2021 9:52 AM
107	No comment	8/11/2021 9:45 AM
108	Opened door for favoritism.	8/10/2021 9:44 PM
109	Can't decide	8/10/2021 6:22 PM
110	This should stop as actually no agency uses it.	8/10/2021 6:01 PM
111	Wish this highly specialized expert eligibility criteria are clear	8/10/2021 5:20 PM
112	More needs to be done to attract highly specialized experts	8/10/2021 5:00 PM
113	However, difficult to apply as justified. Most agencies are afraid of using it.	8/10/2021 4:57 PM
114	I am not aware if this has been used in WHO.	8/10/2021 4:31 PM
115	While, here again, I do not know what this entails, I wonder if ICAO has leveraged this incentive possibility as it is very hard for ICAO to recruit qualified IT developers for we are not competitive.	8/10/2021 4:01 PM
116	I did not use this benefit, so it is difficult to assess.	8/10/2021 3:29 PM
117	This seems like a loophole that could be exploited by offices targeting specific individuals for recruitment.	8/10/2021 11:53 AM

Pulse check about the changes to your compensation package

118	This is an exceptionally well paid environment and already extremely entitled, so if there are problems with recruitment, then that organisation has a problem with management and how they are run, and their reputation is keeping people from applying.	8/10/2021 11:12 AM
119	It does not mean anything if you are an African female from a small country, however experienced and highly qualified you are, you remain invisible in the UN system and only white males and females from powerful nations are visible!	8/10/2021 11:10 AM
120	There is the risk of inequality (how can the criteria be triggered) and the danger that it may be used to favour some candidates (by the means of crafting the vacancy announcement to fit a predetermined profile/individual) who will also be paid more.	8/10/2021 11:04 AM
121	That will be again subject to management preferences and not driven by the labour market situation.	8/10/2021 10:07 AM
122	this is a dubious policy - what is the empirical data to support the fact that suitably qualified candidate was not found? How often is this view OECD centred? (people from OECD countries trying to find OECD nationality expert?)	8/10/2021 8:02 AM
123	What is the definition of "highly specialized fields"? I think most jobs in the P category (and some GS jobs such as IT fields) are highly specialized fields.	8/10/2021 3:15 AM
124	Discrimination and staff is not treated equally. This is favoritism. It may happen that the organization is unable or unwilling to attract qualified personnel	8/9/2021 11:04 PM
125	What is it?	8/9/2021 11:01 PM
126	It is not possible for the UN agencies to be unable to attract suitably qualified personnel. The fact that the working conditions (salary and benefits) in the UN entities belonging to the UN Secretariat have been continuously worsening is the main disincentive in competing with other international orgs including the specialized agencies.	8/9/2021 8:55 PM
127	have not heard of this actually being implemented/embraced by the UN agencies, funds and programmes.	8/9/2021 8:32 PM
128	Don't know about this	8/9/2021 8:05 PM
129	not aware	8/9/2021 6:57 PM
130	I don't agree. People have to have a calling to work for the UN. It creates inequality between staff.	8/9/2021 6:57 PM
131	Not experienced this, not even aware of this. We are struggling to recruit such experts.	8/9/2021 6:27 PM
132	I have yet to see this mysterious payment in action and in any case, it sounds like a highly unfair and subjective incentive. Also, this punishes experts who are already working at the UN, in some cases for money years and with no promotion. If anything, there should be incentive payments for people who have been working for the organization for years, to be paid every 5 years.	8/9/2021 5:58 PM
133	Hardly ever used	8/9/2021 5:40 PM
134	This is actually an incentive for staff that has been in areas where they cannot perform to for ever need consultants, etc. to do a job that they are suppose to do. The way FAO operates it will never be possible to enforce this incentive to limit to their true purpose so better not to have such incentives and rather trying to enforce mechanisms for selection of people that can perform and support constant update on technical knowledge. Otherwise technical agencies such as FAO should simply fill in with administrators and have a good policy for consultant recruitment.	8/9/2021 5:24 PM
135	N/A	8/9/2021 5:20 PM

Pulse check about the changes to your compensation package

136	Unfair to staff already in the Organization.	8/9/2021 5:16 PM
137	pity that it is not retroactive for current staff members	8/9/2021 4:57 PM
138	only used for senior officials not consistent across UN system	8/9/2021 4:26 PM
139	Perhaps it is necessary for some fields, but this facility of discretionary incentives could be open to misuse if not carefully monitored.	8/9/2021 4:10 PM
140	But we never had the fund from the regular program only trust fund	8/9/2021 4:00 PM
141	This remains grey area and can be misused as well	8/9/2021 3:58 PM
142	What do they think we experts were before? If cash bonuses needed now, then it is revealing about the new expert's interests.	8/9/2021 3:53 PM
143	This is good to avoid losing good consultants	8/9/2021 3:51 PM
144	I don't think my organization applies this.	8/9/2021 3:37 PM
145	Experts in highly specialized fields - where are you getting those experts - friends, family and bed fellows of those in positions of authority??? Good luck - the experts in specialized fields are those that have served in field missions and experienced every imaginable scenario that such circumstances present - THE FIELD SERVICE OFFICERS were the experts that the organization has successfully eliminated	8/9/2021 3:32 PM
146	The organization should look for these experts from within the organization, not go outside the organization	8/9/2021 2:49 PM
147	what does "highly specialized fields" !!? this would be an open door for corruption	8/9/2021 2:46 PM
148	Invest in training and incentives for your in-house staff so that they can continue to make a difference. The UN culture of caring is disappearing under the influx of the supposed corporate experts.	8/9/2021 2:34 PM
149	Cela permet d'avoir un personnel bien qualifié	8/9/2021 1:32 PM
150	Not transparent.	8/9/2021 1:04 PM
151	The organization doesn't seem to value expertise. Managers constantly manipulate the recruitment process to meet gender/geographical targets.	8/9/2021 12:54 PM
152	Je ne suis pas impliqué de cette activité	8/9/2021 12:38 PM
153	This was a move in the right direction	8/9/2021 12:11 PM
154	For all professional staff P and D	8/9/2021 12:08 PM
155	I am not aware of any incentive being paid and the definition of who qualifies as a highly specialized expert is not well understood. This is a private sector approach that does not fit well within the UN scheme in my opinion. Why should two staff at the same level be paid differently? This builds inequity into the system.	8/9/2021 11:57 AM
156	not sure	8/9/2021 11:39 AM
157	Translation services are highly specialized, to the point of having separate rules and regulations, including for recruitment, which is increasingly challenging. However, we are not considered experts or specialists and therefore this incentive was not used in our	8/9/2021 11:36 AM

Pulse check about the changes to your compensation package

case, which is unfortunate.

158	This should be reviewed after a few years to see if it works. It sounds like a perk applicable to certain fields and open to abuse if the HR recruitment process is not capable enough to find qualified candidates. Perhaps diversity and recruitment from under-represented countries would be a better solution.	8/9/2021 11:05 AM
159	Local staff not included	8/9/2021 11:03 AM
160	I do not see what purpose this would serve except to pay exorbitant rates to a selected group of persons.	8/9/2021 11:03 AM
161	I think it is important to attract the best people. That will not be possible as long as posts for administrative staff are as the same as those doing the technical work, the work that the UN is mandated to do. Administrative staff are there to provide the service for technical staff, and this is often forgotten, not only in the UN but in all type of organizations, starting with Universities. It actually is more difficult to get a fixed position and to advance in the hierarchy in technical areas than in the administrative field, so much so that these organizations are now more administrative than technical. Such a pity.	8/9/2021 10:53 AM
162	I have no particular view on this.	8/9/2021 10:48 AM
163	Definition of 'highly qualified' is not clear.	8/9/2021 9:32 AM
164	what are these 'highly specialized fields'?	8/9/2021 9:26 AM
165	Why am I paying for this incentive? my compensation package was reduced to finance this!	8/9/2021 9:15 AM
166	yes	8/9/2021 9:14 AM
167	Excellent initiative for the ops requirement in case of emergency situation and other exceptional circumstances	8/9/2021 9:05 AM
168	N/A	8/9/2021 8:33 AM
169	Staff jobs are being replaced by private contractors.	8/9/2021 8:31 AM
170	This sounds like some of the patronage networks we observe in countries we are posted. UN compensation packages are already generous enough, the recruitment field consists of a whole planet, and to this day, I don't think any "highly specialised" experts has actually addresses the challenges of peace and security in the 21st century in a tangible way. I also think many of us, having experienced bombs, shootings, remote locations and horrendous conditions of life should be seen as "highly specialised" than the high level armchair experts.	8/9/2021 8:25 AM
171	cost effective	8/9/2021 8:11 AM
172	Really!!!	8/9/2021 8:10 AM
173	The package should be sufficient to attract the correct level of staff	8/9/2021 7:58 AM
174	I don't see this as effective, and don't believe it can be until the pension rules are revised to remove the loss of the employer's contribution to those who leave the pension scheme with less than 5 years' service.	8/9/2021 7:53 AM
175	Should be based on real performance rather than supposed qualification	8/9/2021 5:12 AM
176	The definition of "highly specialized field" is not clearly explained and could work against the spirit of UN reform, especially on talent development / career development and engaging new talents.	8/9/2021 4:21 AM

Pulse check about the changes to your compensation package

177	Could statistics be produced as to the extent this has been implemented?	8/8/2021 9:15 PM
178	I didn't know about it	8/8/2021 6:58 PM
179	This would be a very good change.	8/8/2021 6:10 PM
180	The UN needs new blood and actual experts. The rosters and CRB process actually are more difficult for new people to get into the system and rewards the same old incestuous crowd.	8/8/2021 4:41 PM
181	As explained above, senior experts in shorter-term appointments -- i.e., less than 2 years (such as is often the case in elections and other crisis response assignments) -- are regrettably not recognised nor appreciated by the organisation. In effect, we are unintentionally being financially punished for being willing to answer the call when we are needed. Better to be an admin staff in some HQ office on a 100-year contract than going to a country that has just gone through civil war, military coup, overthrowing of a long-standing dictator, and so on... My UNDP assignments have collectively given me the experience of 4 Civil Wars, 2 Military Coups, 1 attempted assassination of a president, 1 massacre/stampede that resulted in the death of 130+ civilians, too many protest and civil unrest cases to count... and a multitude of democratic elections in numerous countries.	8/8/2021 3:56 AM
182	do not know about this change	8/7/2021 6:31 PM
183	This is where the criteria of expertise cannot be standardized and depend on HR staff who very often just follow instructions or process as long as there is NTF.	8/7/2021 2:34 PM
184	Not aware of this	8/7/2021 2:32 PM
185	Recruitment process itself leads to not able to find suitable candidates. Hiring experts leads to even worse situation than the current one. Changes should be implemented in the current (unfair) and slow recruitment process	8/7/2021 1:28 PM
186	I disagree with that incentive. There are candidates enough inside of the UN. Change the rules - Open the applications to all personnel, especially to the Field Service. Here you can find excellent experts in highly specialised fields with great experience and the right education too.	8/7/2021 10:33 AM
187	Who defines such expertise?	8/7/2021 10:32 AM
188	Worth it	8/7/2021 8:29 AM
189	Need to readvertise	8/7/2021 7:12 AM
190	This is not clear. Is this incentive payment to be paid to existing staff who help to recruit new expert staff? So the staff would then get an incentive and be paid for "head-hunting"? So would the incentive be shared to all involved in the recruitment process? The staff who develop the TOR, do short-listing, sit on interview panel? Or is this that an expert who is recruited gets an incentive because he/she is an expert? What are the criteria for "highly specialized fields".	8/7/2021 4:43 AM
191	Wow! This sounds great!	8/7/2021 12:33 AM
192	When left to the discretion of line-managers to determine what makes an "Expert" in "Highly Specialized Fields", abuse is almost inevitable.	8/6/2021 11:35 PM
193	I don't know how this works.	8/6/2021 10:54 PM
194	Supports organizations in attracting and retaining the expertise that is difficult to attract!	8/6/2021 9:30 PM

Pulse check about the changes to your compensation package

195	To give them courage for working as experts	8/6/2021 9:28 PM
196	IT IS RIDICULOUS THAT THIS SURVEY IS AIMED ONLY TO CATEGORIES WHERE GENERAL SERVICE STAFF ARE NOT INCLUDED. WHOEVER IS CONDUCTING THIS STUPID SURVEY DOES NOT REALISE THAT GENERAL STAFF ALSO HAVE A LIFE WHERE FAMILIES NEED TO BE FED, EDUCATED PLUS THE NEED TO LOOK FOR A BETTER FUTURE FOR THEM THAT DEPENDS ALSO FROM THEIR SALARIES. THIS ORGANIZATION ONLY AIMS FOR A BETTER LIFE TO THOSE REGISTERED IN THE CLUB OF SO CALLED PROFESSIONALS OR DIRECTORS. TOO SAD THAT THERE ARE SO CALLED SDGs CREATED BY THE ORGANIZATION WHERE GOAL 8 CALLS FOR DECENT WORK AND ECONOMIC GROWTH BUT IT IS NOT APPLIED BY ITS OWN DRAFTER. WHERE IS THE ECONOMIC GROWTH AIMED FOR GENERAL SERVICE STAFF? THAT ECONOMIC GROWTH IS AND HAS BEEN SINCE ITS FOUNDATION DESIGNED ONLY TO THE CLUB OF Ps and Ds. TOO SAD!	8/6/2021 9:11 PM
197	Il y a une injustice en ce qui concerne le changement de grade dans le système. Après une étude si on obtient un diplôme supérieur, il n'y a pas d'accompagnement pour changer de grade ni même pour postuler facilement à un poste de grade supérieur	8/6/2021 8:47 PM
198	We are all highly specialized experts and our pay should be able to attract the best people. Setting an extra payment implicitly accepts our pay is below "market" pay.	8/6/2021 8:30 PM
199	I would like to understand to what extent the org has demonstrated their efforts to grow that talent in house. I have tried t move between 'streams' and been denied due to lack of experience- after multi-tour UNICEF experience...	8/6/2021 8:26 PM
200	This is discriminatory no doubt nd is not justified.	8/6/2021 8:02 PM
201	I honestly am not sure if this is necessary given the compensation package. It has also made many posts "non-rotational" that were hitherto rotational.	8/6/2021 7:01 PM
202	Highly specialized skills are an asset, but knowledge of the UN system and experience within it compensates, so do not really understand why someone new should get a bigger pay check when usually UN staffers need to coach them and shepherd them through the system.	8/6/2021 5:56 PM
203	It's a job security measure and people like it.	8/6/2021 5:44 PM
204	it is never applied!	8/6/2021 5:39 PM
205	I am an expert, and new recruits are being offered benefits that put me at a disadvantage. Perhaps I should resign and te-apply?	8/6/2021 5:08 PM
206	I can see the utility, but fear it would be open to abuse. Would have to be accompanied by a transparent system that made sure that the Organization actively sought out and encouraged in-house talent before resorting to external expertise.	8/6/2021 5:02 PM
207	Not clear and really confusing	8/6/2021 4:55 PM
208	L'idée n'est pas mauvaise, mais son application doit être strictement encadrée si l'on veut éviter le recrutement mal maîtrisé et hors barème d'experts qui le sont surtout en réseautage.	8/6/2021 4:48 PM
209	who decides what is a highly specialized field? this may lead to different interpretations by organization (and UN internal competition to attract people)	8/6/2021 4:47 PM
210	Process is to bureaucratic and provides no benefits.	8/6/2021 4:41 PM
211	Prone to corruption	8/6/2021 4:22 PM

Pulse check about the changes to your compensation package

212	Don't know about it.	8/6/2021 4:21 PM
213	I wasn't aware so far that this existed. I am not in favor, as in my opinion more clarifications would be required as to why the organization was unable to attract suitably qualified personnel. And how are the "highly specialized fields" determined? Why should external "experts" be paid more than staff in these areas?	8/6/2021 4:20 PM
214	It creates a potential for mis-perceptions as it is difficult to objectively assess whether there was indeed a challenge in finding suitable experts and determining which are the highly specialized fields.	8/6/2021 4:13 PM
215	I would like to know the criteria of "highly specialized fields" are defined and applied.	8/6/2021 4:12 PM
216	--	8/6/2021 3:54 PM
217	I think it is discriminatory for those of us who support the organization in administration	8/6/2021 3:45 PM
218	Never understood, never witnessed it happening in the organisation. Most of the 'experts' I've seen are not so much 'expertish'.	8/6/2021 3:37 PM
219	Incentive payment for excellent performance is still ignored, leading to many staff do the bare minimum as there is no point in looking for excellency	8/6/2021 3:31 PM
220	Sounds reasonable in theory. Has it been used in practice? If so, in which areas?	8/6/2021 3:31 PM
221	The details are yet to be known. But it may be just another way of entitling targeted individuals.	8/6/2021 3:06 PM
222	There are enough qualified personnel within and outside of the Organization. The problems lie elsewhere, in the management and work ways of the Organization, which does not make it a very attractive work place for highly qualified experts.	8/6/2021 3:05 PM
223	Not aware; UNICEF has stopped recruitment from outside for some time	8/6/2021 3:04 PM
224	This is a great initiative especially at the more senior ranks where the UN is not competitive in offering employment packages to senior experts with partners/spouses and dependents.	8/6/2021 2:47 PM
225	I am not sure how it works, but if the organization needs to put incentive payments on the table, it shows there is something not working very deeply. One should be proud to work for the U-N as it used to be over 10 years ago.	8/6/2021 2:39 PM
226	Theoretically this is a good change, but knowing people, this incentive could be misused to give favor to people close to the management.	8/6/2021 1:40 PM
227	No idea what this is	8/6/2021 1:33 PM
228	Incentivize us all! Hire consultants for rare skills. Change the grading or invest in developing existing staff so they can fill the gaps.	8/6/2021 11:16 AM
229	This feels ripe for serious abuse.	8/6/2021 3:40 AM
230	more competitive with industry	8/6/2021 1:38 AM
231	This should not happen the recruitment process should be better so that experts in specialised fields are recruited and can grow and mentor within the organisation.	8/6/2021 1:17 AM
232	Who is it paid too?	8/6/2021 12:56 AM

Pulse check about the changes to your compensation package

233	Not sure who is getting this. But I suppose the organization would have a tough time competing for IT specialists these days.	8/5/2021 11:48 PM
234	It should be any type of professional staff, not only D.	8/5/2021 11:42 PM
235	No tengo información al respecto.	8/5/2021 11:12 PM
236	preference should continue to be given to staff who dedicate their lives to the organization	8/5/2021 11:02 PM
237	No need for any incentives as all professions are equally important. Criteria is not clear on who deserves the allowance. Systems subject to abuse.	8/5/2021 10:28 PM
238	Puede afectar la disponibilidad de candidatos en otras areas no prioritarias	8/5/2021 10:24 PM
239	As a career person, this means less opportunities for me	8/5/2021 9:54 PM
240	I don't see why an expert who desire to work for the UN would be deterred if they don't get an incentive. It does not make sense to me.	8/5/2021 9:33 PM
241	it opens the door for unwanted behaviours. the terms "expert" and "specialized field" could be interpreted loosely or not.	8/5/2021 9:17 PM
242	Attracting talent is always a good thing.	8/5/2021 9:10 PM
243	Siempre que la oficina tenga una justificación adecuada y que el personal que tienen no pueda cumplir esas funciones	8/5/2021 8:34 PM
244	I am quite unhappy by this. while I recognize the need for highly specialized functions, UN would do better to improve the remuneration package and become more attractive employer to address that issue, rather than taking from current staff to use for attracting experts. Nonsense.	8/5/2021 8:18 PM
245	I am not sure.	8/5/2021 8:18 PM
246	Does not apply to me but I don't think that financial incentives beyond the standard salary and entitlements offered to all staff should be offered to potential staff be they specialized or otherwise.	8/5/2021 8:03 PM
247	It's the organization decision to hired experts if they are unable to attract qualified people. Incentivizing is one way to have suitable candidate join the organization. Private companies are doing that, why can't the UN.	8/5/2021 8:01 PM
248	Im not familiar with the change	8/5/2021 7:51 PM
249	Difficult to recruit including through the incentives due to HR colleagues not accepting justifications for such recruitments. We have to advertise, extend, go through a failed selection process - which cost significantly in terms of time and resources, only for HR to agree that this may be pursued.	8/5/2021 7:48 PM
250	if it is a genuine recruitment yes	8/5/2021 7:33 PM
251	Monies should be used to appropriately pay existing staff.	8/5/2021 7:30 PM
252	This is not a good development. UN is not a private business.	8/5/2021 7:29 PM
253	This leaves room for misuse particularly when the recruitment process is not carried out fairly like is the case in many instances these days.	8/5/2021 7:24 PM
254	I am not aware of this.	8/5/2021 7:07 PM

Pulse check about the changes to your compensation package

255	I don't support this.	8/5/2021 6:57 PM
256	The organization should invest in staff and build capacity.	8/5/2021 6:41 PM
257	I do not think this is justified.	8/5/2021 6:35 PM
258	Not aware but assuming this would address critical operational and strategic gaps	8/5/2021 6:33 PM
259	To avoid misuse, there needs to be clear policy and guidelines to govern this particular incentive in order to avoid misuse of it.	8/5/2021 6:32 PM
260	I do not have enough elements of information to answer	8/5/2021 6:29 PM
261	This has never been implemented in practice	8/5/2021 6:24 PM
262	This should be paid in very exceptional cases only. We are an organization that is very good at providing justifications - and there needs to be rigorous review of the inability to attract suitably qualified personnel. Otherwise, there could be favoritism in the application of this incentive payment.	8/5/2021 6:24 PM
263	unaware of the change	8/5/2021 6:21 PM
264	All of us is highly specialized. So do not understand this bonus. Maybe raising the regular payment would be the better way to go! As we not just has to attract new talent, but should keep them somehow!	8/5/2021 6:11 PM
265	Completely unfair.	8/5/2021 6:08 PM
266	A road to favoritism.	8/5/2021 6:00 PM
267	In fact broader search engine or normal VA would suffice to find all category of staff expertise.	8/5/2021 5:59 PM
268	I had no idea	8/5/2021 5:57 PM
269	Please don't!!!!!! The recruitment process is already unfair and this would make it even worst	8/5/2021 5:55 PM
270	Not sure why this is needed. People are eager to join the UN.	8/5/2021 5:51 PM
271	NO COMMENT	8/5/2021 5:51 PM
272	ACABQ and ICSC members already make plenty of money. This change was introduced so they would continue lining their pockets on the backs of ordinary SM. Making money is not the point of the UN. Despicable.	8/5/2021 5:46 PM
273	The idea and principle is commendable. How this contracting is carried out should be audited to avoid nepotism and favoritism	8/5/2021 5:44 PM
274	Does not seem fair. How about a long-term service bonus for those of us plateau-ing in a given grade?	8/5/2021 5:44 PM
275	IT staff should be considered	8/5/2021 4:30 PM
276	Within UN, there are many staff and I am almost sure that we can find colleagues with such expertise. Office should make efforts to find out those staff, although it may be easier to recruit experts who have already connection with Office. Otherwise, Office can invest in some staff to have such expertise.	8/5/2021 4:21 PM
277	the organization has Experts in Highly Specialized Fields but does not pay them according to their education simply because they	8/5/2021 2:58 PM

Pulse check about the changes to your compensation package

are stuck at a specific category or contract type! The organization needs to look into changing the restrictions applied in the recruitment process to make an effecient use of its existing HR assets

278	Normal recruitment processes should apply without incentive.	8/5/2021 2:31 PM
279	Which are the fields of expertise ? The information is not well disemminated.	8/5/2021 1:55 PM
280	This allowance is highly subjective	8/5/2021 1:47 PM
281	Specialized qualified personnel should not be brought from outside when there is talent inside and you keep them in the shadow or marginalized or frustrated.	8/5/2021 1:19 PM
282	We do qualify staff on the ground	8/5/2021 12:54 PM
283	We should not bypass an already flawed and biased recruitment process.	8/5/2021 12:53 PM
284	Not sure if this is applied fairly and consistenly across the system.	8/5/2021 12:45 PM
285	Experts should be honoured to work for the UN, and should not be driven by financial motives.	8/5/2021 12:06 PM
286	I do not think there is a position that people are not attracted	8/5/2021 11:59 AM

Q21 How have the introduced changes impacted you and your family? Comment les changements introduits vous ont-ils affecté à vous et aux membres de votre famille ? ¿Cómo le han afectado a usted y a su familia los cambios introducidos?

Answered: 1,766 Skipped: 2,825

#	RESPONSES	DATE
1	Cada vez el paquete de incentivos disminuye con la consecuente perdida de poder adquisitivo, lo que obliga al personal a buscar vivienda y escuelas más económicas sacrificando los estudios de los hijos y imposibilitando ahorrar.	9/6/2021 3:33 PM
2	increased cost of living not commensurate with the net salary after deductions, which negatively impacts the economic cost of living in the duty station(s)	9/2/2021 7:02 PM
3	As education grant was changed for us we have had to pay out of our pocket an additioanl USD3500 per year, the step increments could have covered this but that also disappeared. Taking children out of the school was not an option.	9/2/2021 5:31 PM
4	Worse quality of life and demotivation at all levels	9/2/2021 2:28 PM
5	Dramatic	9/2/2021 11:43 AM
6	Overall positive	9/2/2021 7:05 AM
7	The salary deduction implemented since 2018 has had a huge impact for staff in Geneva, given the cost of living has not changed much, it is still the same.	9/1/2021 2:04 PM
8	Much higher out of pocket expenses	9/1/2021 11:42 AM
9	Not much. Non-dependent spouse and non-hardship post.	8/31/2021 5:46 PM
10	The hardship allowance has changed in my duty station, and really does not met the reality. we were vere negatively impacted. Home travels are super expensive and will now be more and more at our own expenses, as HL cycle changed to 24m	8/31/2021 5:20 PM
11	It has had a small impact. however, I think the package is still generous and the UN should move with times.	8/31/2021 4:37 PM
12	still lacking full reproductive health coverage in insurance	8/31/2021 4:07 PM
13	The reduction of the EG admissible expenses had led to conflicts and court cases. It has resulted in enormous waste of staff and admin staff time. While UNAT ruled in my favor, the organization decided to appeal, adding to the stress. The situation has been going on for the past 4 school years and I still have no clarity about the admissibility of a substantial part of the regular school fees. This has been enormously stressful for me and my family and resulted in loss of eagerness in my work in general.	8/30/2021 9:48 PM
14	less money, less felt appreciation (step increment), even less opportunities for duty stations *no mobility for HQ duty stations)	8/30/2021 11:57 AM

Pulse check about the changes to your compensation package

15	-	8/30/2021 11:36 AM
16	Other than the introduction of a spouse allowance for a dependent spouse, my family and I have not yet largely been impacted by these changes.	8/30/2021 7:54 AM
17	I do not apply to any benefit related to family members	8/29/2021 4:57 PM
18	yes, getting less salary on ref with the post adjustment	8/27/2021 10:54 PM
19	Yes, mostly because of education grant and covering of living costs for students attending education as well as the hardship categories	8/27/2021 7:17 AM
20	So far the impact has been positive thanks to the single parent allowance	8/26/2021 4:43 PM
21	very little impact	8/25/2021 4:32 PM
22	Negligible impact	8/25/2021 2:14 PM
23	Very negative, both morally and in income. Inflation and rise of expenses in Geneva was never taken into account for the last 20 years, the salaries in this duty station became insufficient. Additional salary and allowances cut proved that the last review of compensation package is performed in New-York without necessary care.	8/25/2021 2:05 PM
24	Plus de progression salariale pour le 15 ans à venir.	8/25/2021 1:50 PM
25	We joined the organization based on provident fund rules but they changed to UN system without staff approval. We are paying twice the pension fund as this was not planned when we signed the contract	8/25/2021 12:59 PM
26	I didn't notice significant changes, to me all remained more or less the same.	8/25/2021 12:07 PM
27	Aside of the paycut I receive less money for dependent children.	8/25/2021 10:48 AM
28	I have reduced salary and over 5 years, I will earn \$600 less per month once the transition allowance stops. Very dissatisfied with the lower salary for people with a working non-dependent staff and having 2+ children	8/24/2021 9:40 PM
29	The changes, particularly the education grant reform, significant negative impacts	8/24/2021 8:24 PM
30	Not much	8/24/2021 6:14 PM
31	No effect at all	8/24/2021 3:14 PM
32	Drastic reduction in education grant benefits for my three children.	8/24/2021 3:09 PM
33	Moving up to the highest step in order for my salary to not change, I lost the option of receiving any more steps and any more salary increases. Being a single parent with one child, I am disadvantaged compared by not receiving child allowance.	8/24/2021 2:36 PM
34	The single parent allowance is welcome. It is disappointing that it was necessary to fight for this originally, as this was not in the original proposal.	8/24/2021 11:59 AM
35	We have had to shoulder higher costs. My real salary has not increased for the last 15 years despite step increases.	8/24/2021 10:26 AM
36	Se ha recortado el número de escalones de 15 a 13, con la consiguiente reducción de salario. Además si se aplica el nuevo método para el cálculo del ajuste por lugar de destino supondría una reducción adicional. Se ha reducido la subvención por	8/24/2021 9:18 AM

Pulse check about the changes to your compensation package

	educación (ciertos gastos ya no se subvencionan)	
37	less income amid dramatically increasing inflation in NY	8/23/2021 9:57 PM
38	The Education grant boarding allowance and single parent allowance are very helpful. Working in a duty station with Hardship E, the change on accelerated home leave did not really impact my ability to meet my family.	8/23/2021 8:22 PM
39	Changes have not impacted me at all. I believe UN staff are very well paid for the important work that we do and we have excellent benefits, some of the best in the world.	8/23/2021 8:10 PM
40	Not much as cost have gone up since 2017.	8/23/2021 6:27 PM
41	I am largely unfamiliar with these changes - so I suppose they have not affected me much.	8/23/2021 6:07 PM
42	Inflation does not seem to be adequately reflected in the step increase component, which was on top reduced. Housing in my duty station has increased significantly.	8/23/2021 5:21 PM
43	Ils ont conduit à une baisse sensible de mes indemnités notamment celles concernant les frais d'études de mon fils. Par ailleurs, j'ai pris la décision de ne pas changer mon statut marital afin de ne pas perdre d'autres indemnités.	8/23/2021 4:50 PM
44	My salary growth has slowed down greatly since the unfortunate changes. I was most disappointed with them; it seemed clear they were simply a cost-saving measure at the expense of staff welfare.	8/23/2021 3:17 PM
45	Na	8/23/2021 1:30 PM
46	I have experienced a very heavy financial burden especially considering that I am also a widow with 2 children.	8/23/2021 1:25 PM
47	They have reduced our mobility. Especially the discrimination between regular budget and dev cooperation staff on the one hand; and the discontinuation of non-removal and reduction of transfer package on the other.	8/23/2021 12:32 PM
48	Good	8/23/2021 12:13 PM
49	Not much so far, e.g. since we are located at an HQ station and since we have not moved/changed organization since 2016. The impact of several changes are unclear (e.g. spouse allowance and relocation package), which indicated poor communication within my organization.	8/23/2021 11:23 AM
50	we were not consulted if we agree to these changes, and our initial contract didn't include the, it like cheating!	8/23/2021 10:44 AM
51	I can barely reach the end of the month providing for a family of 4 in Geneva. Despite the education grant, I can't afford private schooling for my children anymore and had to put them in the Swiss public school. But the main impact has been on my stress levels and mental health; I have permanent financial anxiety.	8/23/2021 9:57 AM
52	Education grant changes have had serious financial implications And were in fact an attack on my acquired rights	8/23/2021 9:53 AM
53	-	8/23/2021 3:48 AM
54	I have not been affected	8/22/2021 11:04 PM
55	So so not aware properly yet	8/22/2021 6:06 PM
56	Education grant changes would have biggest impact, but I was not affected until the final year of this entitlement. Having said this, I	8/22/2021 5:47 PM

Pulse check about the changes to your compensation package

see this as a disadvantage for future staff as this is a key entitlement for staff with children and attract staff to the Organization.

57	I was not aware of the details of many of these changes	8/22/2021 3:59 PM
58	I ended up with a smaller pay check - while still a single mother with a child in college. That, coupled with inadequate post adjustment compensation, was demotivating.	8/22/2021 10:38 AM
59	The main downside it has had on our family is the reduction of dependent benefits due to the transition allowance not covering all the dependent expenses as before. And the main issue that has impacted our family is the Education Grant sliding scale not being updated since 2015 causing an enourmous financial impact.	8/20/2021 3:41 PM
60	no	8/20/2021 2:39 PM
61	The changes cast s lot of uncertainty in our personal life.	8/20/2021 2:04 PM
62	I certainly feel the demotivation of cancelling the yearly WIGI and the language allowance. Also the relocation related changes are very unrealistic with a lot of the brunt of the relocation being pushed on staff.	8/20/2021 1:31 PM
63	no change	8/20/2021 12:41 PM
64	No impact so far, except for reduction in increments	8/19/2021 11:57 PM
65	NA	8/19/2021 5:49 PM
66	Less savings.	8/19/2021 5:49 PM
67	Slightly smaller education grant but within a margin that is not disruptive.	8/19/2021 5:23 PM
68	For the moment, except the language incentive which had a big negative effect on us, majority of the changes do not apply on my family. Probably later I may feel the negative effects (e.g. education grant for my children).	8/19/2021 4:18 PM
69	Je suis au plafond de mon grade depuis plusieurs années, plus tôt que cela n'aurait été le cas sous l'ancien régime.	8/18/2021 6:30 PM
70	No real difference for me since I am not eligible for most of these grants, and the changes that do concern me did not change much for me.	8/18/2021 5:53 PM
71	The child allowance has been reduced significantly compared to before. In a duty station like Geneva, the UN child allowance is lower compared to the Government child allowance. In addition to the pay cut, the salary amount is lower now compared to a few years ago while the duty station remains expensive, so staff is worse off now compared to a few years ago.	8/18/2021 5:41 PM
72	reduction in living standards especially when children move to university level where they are not dependents, so no dependency allowance for them, their accommodation and food at their schools are not subsidized and have to be paid from parents salaries.	8/18/2021 3:23 PM
73	Our situation has remained generally unchanged	8/18/2021 3:06 PM
74	Additional steps were added at my P-level which has had a positive impact.	8/18/2021 2:51 PM
75	The education grant exclusions especially on school transport have impacted us negatively based in Europe where the cost is very significant. My position is a travelling position and therefore I cannot manage to drop and pick the kids all the time. The cost of school transportation for 3 kids is approximately the cost of annual tuition for 1 child. I hope they can reconsider including school transport and school lunch which you have no option but to pay as the schools do not allow packed lunch from home.	8/18/2021 2:39 PM

Pulse check about the changes to your compensation package

76	loose of income increased instability/insecurity negative impact on my health	8/18/2021 1:05 PM
77	Changes to the relocation and settling in grants have resulted in fewer resources available to deal with the high costs of relocation to a new duty station, especially for staff with families.	8/18/2021 11:51 AM
78	la capacidad de adquisicion familiar se ha afectado enormemente ya qyue los incrementos salariales no van a la misma velocidda que los aumentos de precios en los paises	8/18/2021 11:43 AM
79	not yet for me	8/18/2021 4:36 AM
80	The application of compensation packages like education grant is complicate and tricky in terms of calculation to some sense.	8/18/2021 3:49 AM
81	we're able to cope and manage our finances well.	8/17/2021 7:38 PM
82	an effective lower income, insufficient to maintain the same standard of living as when I joined the organization	8/17/2021 5:53 PM
83	Overall, salary and benefits decrease, making it less attractive, especially when it comes to difficult or dangerous environments...	8/17/2021 5:45 PM
84	rental subsidy has gone down quite a lot. That makes a difference when you are in a duty station where housing is expensive.	8/17/2021 2:29 PM
85	Combined with the salary reduction in Geneva, this means less resources.	8/17/2021 2:27 PM
86	The changes have significantly affected our quality of life since Geneva has remained as expensive as before, if not even more expensive.	8/17/2021 1:55 PM
87	it has impacted my family and me positively	8/17/2021 1:52 PM
88	Lower income mainly because of changes in education grant, step increase and discontinuation of dependent rate salary.	8/17/2021 1:33 PM
89	I am not directly impacted. I am assigned to Bonn since 11 years and would return to my home country eventually. Some austerity measures are necessary in the system therefore these changes are acceptable.	8/17/2021 10:07 AM
90	Loss of revue, limitations of family visits	8/17/2021 10:04 AM
91	I had had a small decrease in net salary and biennial increases instead of annual.	8/17/2021 9:23 AM
92	positivement	8/17/2021 8:56 AM
93	It has affected my family a great deal, although my children are growing up, but I feel that my salary was reduced and instead, I only receive \$244 per child.	8/17/2021 7:58 AM
94	salary has decreased	8/17/2021 5:22 AM
95	not significantly	8/17/2021 2:08 AM
96	Less money to visit my child and provide for his basic needs. Large amounts of stress from the entire process and hours lost on engagement with administrators on the system and correcting errors, explaining personal situation etc.	8/17/2021 1:41 AM
97	Je ne l'ai pas vraiment senti car j'essaie de m'organiser selon ce que je recois pour apporter un appui a ma famille.	8/16/2021 11:19 PM
98	Negatively, my salary has decreased, while the costs for life have increased significantly.	8/16/2021 5:59 PM

Pulse check about the changes to your compensation package

99	Unfortunately, our salary went down as a result of these changes.	8/16/2021 5:08 PM
100	Lower pay	8/16/2021 4:17 PM
101	Low salary considering the cost of living	8/16/2021 3:43 PM
102	Most changes have been unfavorable while some have been favorable.	8/16/2021 3:35 PM
103	We have higher educational expenses as amount provided for boarding is fixed (low) amount.	8/16/2021 2:13 PM
104	Negatively. Financial and job security decreased significantly.	8/16/2021 2:05 PM
105	i lost incentive pay for working in hardship duty stations. that incentive pay was welcome and defrayed lots of additional expenses around living/working in such environments.	8/16/2021 1:51 PM
106	a decrease of my salary	8/16/2021 12:34 PM
107	the changes impacted the level of family living and access to fundamental things.	8/16/2021 12:02 PM
108	I would like to read more about this since the HR office in the Mission has not disseminated the contents of the changes, they have us in the dark	8/16/2021 11:43 AM
109	It is impacting my salary substantially negatively regarding #11 and #9, for #9 it is unfair compared to coworkers based on my unmarried status.	8/16/2021 11:24 AM
110	Incentives to hardship duty stations (D an E especially) should be maintained and improved. Money is surely not the only incentive to work in these places with very difficult living and working conditions, security issues, etc.	8/16/2021 11:21 AM
111	Not really	8/16/2021 11:07 AM
112	The unacceptable and unjustifiable paycut we were subjected to a few years ago has negatively impacted me and my family	8/16/2021 10:52 AM
113	Baisse de salaire due a la limitation du nombre de "Steps" dans la categorie "P".	8/16/2021 10:42 AM
114	Yes I am a single mother with 3 children it had a very negative financial impact on our daily life	8/16/2021 10:28 AM
115	sensibly lower incomes due to dependents package reworking	8/16/2021 10:22 AM
116	Yes, strong negative impacts on economy of my family	8/16/2021 10:18 AM
117	The salary and dependency allowance would definitely impact my and my family life.	8/16/2021 10:02 AM
118	These changes adversely impacted me and my family	8/16/2021 9:50 AM
119	My monthly income has reduced by approximately 350US\$ per month	8/16/2021 9:09 AM
120	No effects so far	8/16/2021 8:01 AM
121	I live in Geneva with my child and my salary is enough for a month-to-month basis.	8/16/2021 7:46 AM
122	Has not had a great impact as my kids have graduated . The main problem is usually with housing and education that needs to be looked into carefully.	8/16/2021 7:29 AM

Pulse check about the changes to your compensation package

123	I am earning less now than I was for the previous 4 years eventhough I was not in hardship duty station and eventhough the cost of living is much higher in my current duty station.	8/16/2021 7:16 AM
124	Yes. As a result, I earn less now then when I started with the UN 6 years ago. I started as a P3 step 3, and I am a P4 step 3.	8/16/2021 3:55 AM
125	Not positively	8/15/2021 10:35 PM
126	Loss of equivalent of one month of salary !	8/15/2021 8:29 PM
127	I have no spouse, I have no dependant anymore, so There is no impact on my family	8/15/2021 8:08 PM
128	Less money and benefits. I earn less now than I did as a junior expert in my field. But my costs are higher.	8/15/2021 7:47 PM
129	Yes - reduction in the education grant	8/15/2021 7:25 PM
130	Negatively, by reducing my salary significantly while no reduction in responsibility and yet challenging to maintain life of dependants, at the same time helping the family to live in dignity.	8/15/2021 4:35 PM
131	La suppression des frais de transport scolaire a engendre de frais considerables a Bangkok ou les frais scolaires sont deja tres eleves et les transports scolaires sont obligatoires pour la scolarisation.	8/15/2021 3:28 PM
132	Experienced reduction of net intake.	8/15/2021 3:22 PM
133	The changes in WIGSI has decreased my salary considerably and unilaterally changed the terms accepted when hired.	8/15/2021 2:10 PM
134	This as resulted in higher costs with basically a reducing of salary over the years. It highly reduced incentive to relocate (with impact for the organisation) but also lowering incentives on productivity as over the years we have seen reduction of allowances. All these measure are perceived as lack of recognition of our work, although keeping up thanks to the core of our domain of work - humanitarian - knowing that we are serving those in needs. On the family this as resulted in higher stress and disruption of relations (return to 'home' country when assigned in hardship non-familly. "Home' beeing wrong as on a long term expatriation our home is WITH the family, or close by, and not in our country of origin where we have less connexion and do not have easy re-introduction in the various social protection and other 'home' country services.	8/15/2021 1:09 PM
135	In Paris, it has become even more expensive to put kids in English speaking schools, therefore I am unable financially to have both kids in such a school.	8/15/2021 12:18 PM
136	The impact is generally positive, however more needs to be done.	8/15/2021 10:20 AM
137	According to my understanding, it is not impacting much, comparing to to the previous and changed package	8/14/2021 11:28 PM
138	Settling in with what we get...	8/14/2021 3:57 PM
139	Overall it impacted in receiving less amounts.	8/14/2021 1:15 PM
140	The changes has negatively changed my income	8/14/2021 12:49 PM
141	I feel penalized as single parent no longer getting 2 but only 1 child allowance when I am facing higher charges to take care of my kids and travel hence need to get organized to have someone looking after them when away	8/14/2021 7:50 AM
142	Some of the changes has really impacted the welfare of myself and my family a lot financially and mentally.	8/14/2021 6:53 AM

Pulse check about the changes to your compensation package

143	The worst impact was a serious reduction (over 10,000 USD annually) in my overall salary which was a huge hit for my family and me and felt very unfair (as it is not clear that this was equally and consistently applied in practice to men and dominant racial categories in equivalent jobs)	8/14/2021 4:31 AM
144	Very little	8/14/2021 4:09 AM
145	Well I somehow think that I get paid LESS despite the cost of living INCREASING significantly. I am grateful that I am not planning on changing duty stations as I completely baffled by these changes and no one has ever explained them.	8/13/2021 11:58 PM
146	No impact	8/13/2021 11:44 PM
147	Very much as we are now in a difficult position due to many changes.	8/13/2021 11:00 PM
148	Yo estaría interesada en recibir el beneficio de Education Grant, porque las condicione de los contratos del PS, no son equitativos si uno está cotizcación como PS local.	8/13/2021 9:53 PM
149	I did not feel too many changes, though it was disappointing to see that school books are not covered any longer and as a single parent I will lose 6% next year (despite the fact that my daughter will continue studies)	8/13/2021 9:53 PM
150	Limited impact as I am married with no children and in a fixed term contract but before a fixed term contract, it was a disincentive to go to some hardship duty stations.	8/13/2021 9:25 PM
151	From what I've already seen and felt - very negative.	8/13/2021 7:47 PM
152	Many changes do not apply to my post. Thus, we have not had much impact.	8/13/2021 7:26 PM
153	With a salaried husband and no kids, I don't really feel I am using any of the benefit package really. Whole focus on independents and kids might need a rethink as the demographics and societies are changing.	8/13/2021 7:22 PM
154	No They have not	8/13/2021 6:47 PM
155	9	8/13/2021 6:23 PM
156	Not satisfied	8/13/2021 6:09 PM
157	UN benefits, although well below those of most bilaterals (UN donors actually) or IFIs remain excellent conditions for staff to not worry about their families as they engage. The Organization can certainly improve on many HR fronts, including on properly addressing performance management or psycho-social risks at the workplace, but benefits and entitlements remain very good	8/13/2021 4:54 PM
158	feel not safe since paycut and other discounts are increasing every year in compare to stressed environment we work in	8/13/2021 4:54 PM
159	Needed to introduce more cost savings in the family	8/13/2021 4:43 PM
160	Overall benefits value reduced slightly. I lost 1 year education grant. Shipment costs in 2021 escalated beyond the value of lump sum.	8/13/2021 4:35 PM
161	Effectively a stalling of salary/ceiling applied to salary in last 4-5 years due to reduction in steps for my grade level concurrent with other HR policies.	8/13/2021 4:29 PM
162	Much especially on the education and reallocation grants	8/13/2021 4:11 PM

Pulse check about the changes to your compensation package

163	I cannot see any significant impact.	8/13/2021 3:52 PM
164	Changes in education grant has highly impacted our family (negatively). Still trying to get the single parent allowance after more than 1 year divorced	8/13/2021 3:51 PM
165	The cost of education increased by the abolition of the contribution to the housing cost of the children during the university study outside of the duty station.	8/13/2021 3:29 PM
166	Negatively	8/13/2021 3:06 PM
167	See my comment under question 7.	8/13/2021 2:38 PM
168	Not clear yet.	8/13/2021 2:07 PM
169	No change	8/13/2021 1:33 PM
170	satisfied	8/13/2021 1:32 PM
171	Almost all the changes are for indefinite/fixed term staff, not for STP contract but not considered for the benefits including home leaves, dependency allowance, education grants etc	8/13/2021 1:23 PM
172	Compensation has not kept in line with inflation; reduced net income overall	8/13/2021 12:55 PM
173	Ces changements ont introduits un élément de démotivation supplémentaire et un sentiment d'inéquité et d'injustice au sein du personnel.	8/13/2021 12:51 PM
174	It feels the changes were not for the best. It feels like the changes were introduced aiming to ensure that organizations save funds at the expense of staff. Our packages and entitlements should improve, not the other way around.	8/13/2021 11:44 AM
175	While some of the changes are good overall, several such as the unified scale salary without consideration of family dependency status and changes within grade increments have brought financial strains, especially living in Paris where the cost of living is so relatively high.	8/13/2021 11:03 AM
176	not yet at this point	8/13/2021 10:48 AM
177	I do not most of the changes, so can not comment well	8/13/2021 10:46 AM
178	Diminution de cash recus .	8/13/2021 10:38 AM
179	Nombreux problèmes liés à la perte d'une partie du salaire, qui n'ont été que partiellement compensés par le reversement du montant du et aucun soutien pour un enfant en études universitaires.	8/13/2021 10:34 AM
180	As a lower level P staff from a developing country, the limits established for Education Grant compensation are quite disappointing. We now have to dig deeper into our pockets and especially for families with single income earner and with children more than one.	8/13/2021 10:26 AM
181	Light-to-moderate impacts	8/13/2021 9:52 AM
182	positive impact	8/13/2021 9:48 AM
183	Overall it levels out.	8/13/2021 9:17 AM
184	It has impacted me especially with discontinuing of APA	8/13/2021 9:15 AM

Pulse check about the changes to your compensation package

185	Staying for 2 years before HL is very stressful especially without elevation or promotion kids over 18 cannot visit because of NO UN involvements and so many other reasons	8/13/2021 9:04 AM
186	We lost one important benefit which is related to schooling fees (transportation). We are Canadians based in Italy, we wish our children to study in a school where French and English are taught. In case, we have to go back to Canada our children have to master these two languages. In Turin, there is only one school offering this service and it happens that the school is located far from our home. We now need to pay for a 4-5K transport service annually for our two children.	8/13/2021 9:03 AM
187	Reduced professional recognition due to reduced steps frequency, reduced mobility into hardship duty stations with discontinuation of support to families located in the administrative place of assignment, etc.	8/13/2021 8:48 AM
188	No significant impacts in the applicable changes	8/13/2021 8:40 AM
189	The education grant change has really negatively impacted my family especially for the University students.	8/13/2021 8:19 AM
190	We have to pay much more to support my children who are not in the same duty station as I am. Further, being a single parent means that I have to pay more financially and also in terms of time. Also, I have to supplement the boarding expenses as the allowance is not enough.	8/13/2021 7:58 AM
191	I think staff with no children should receive incentives similar to staff with no kids, if they have a dependent spouse.	8/13/2021 7:43 AM
192	I have not been substantially impacted	8/13/2021 7:00 AM
193	As a single parent of a child above 21 who still depends on me and is still in university, I lost a huge amount of value from my package, even when my financial responsibilities did not change. I have a dependent parent but not considered as a dependent in any other respect.	8/13/2021 5:52 AM
194	Added exclusions to education grant has some cases substantially increased costs and have increased financial uncertainty when moving between duty stations.	8/13/2021 5:45 AM
195	Not significant	8/13/2021 5:29 AM
196	Motivation	8/13/2021 2:37 AM
197	I couldn't get enough education grant for my children fees in boarding school in a different country from my duty station	8/13/2021 1:06 AM
198	Ce qui m'a le plus affecté est la modification dans "Education Grant" et l'allongement de la période du "Home leave".	8/13/2021 12:26 AM
199	not much impact	8/13/2021 12:00 AM
200	Reduced net pay	8/12/2021 11:45 PM
201	--	8/12/2021 11:44 PM
202	Dependent children in university are not supported albeit they receive full support from parents. Have no education grant for university as I am stationed in my home country. Steps reduction in transition were emotionally stressful as felt undervalued.	8/12/2021 11:39 PM
203	UN much less competitive vis-a-vis private and public sector employment at senior level	8/12/2021 10:16 PM
204	My family was impacted on two levels: 1) diminishing trust in the UN as an employer 2) financially. Our purchasing power has	8/12/2021 9:55 PM

Pulse check about the changes to your compensation package

	decreased, and our children could no longer do some activities.	
205	not much as i do not have any dependents	8/12/2021 9:41 PM
206	Loss of salary and buying power	8/12/2021 9:33 PM
207	The removal of Education Grant Travel for university level seriously impacted on many staff members.	8/12/2021 9:31 PM
208	Negatively -particularly in one's ability to relocate families closer to the d/s	8/12/2021 9:24 PM
209	there has been a reduction in salary and benefits as a result of these changes	8/12/2021 7:42 PM
210	A number of allowances have been reduced or eliminated.	8/12/2021 7:25 PM
211	As the sole earner and single parent, I found my income has stagnated at the same time as the children have greater health and education costs. Whereas overall i have agreed with trimming the generous benefits offered through UN employment, i feel that professionally many additional years of experience and new skills have gone unrecognized. Five years working outside the organization also went completely unrecognized upon my return, with an associated stagnation of income at the same level left five years prior. This is especially true as the compensation package was changed at the same time as the pension fund did not recognize prior contributory service, further cutting into what should have been earned pension.	8/12/2021 7:25 PM
212	None impact for me & my family.	8/12/2021 7:23 PM
213	Step increments were changed, it effectively slowed down the increase of my salary	8/12/2021 7:19 PM
214	Haven't noticed these changes	8/12/2021 7:01 PM
215	Some of these changes are unfavorable for staff with families from developing countries where good quality education and quality of life is a challenge.	8/12/2021 7:00 PM
216	unhappy	8/12/2021 6:56 PM
217	Negatively, with a net decrease in my net income.	8/12/2021 6:43 PM
218	Yes. Due to changes in Education grant there is an outflow of more than 3000 usd annually for school transportation and lunch	8/12/2021 6:34 PM
219	Nothing for people who have delays progressing from P3 to P4, who are top of scale. Nothing for unmarried staff with caring responsibilities. Nothing that recognises the relatively higher % of single income households within UN system.	8/12/2021 6:33 PM
220	As indicated above, the changes cost me many tens of thousands of dollars over the past several years. It has directly affected my net income and my ability to send my children to university in my home country. The changes were a serious degradation of UN conditions of service and a violation of the implicit contract that had existed between staff and the UN system.	8/12/2021 6:26 PM
221	I have moved twice during the introduction of the new changes and this has not been attractive to be posted to new duty station as the coverage for education grants has been costly on me at the detriment of finding a good school for my children.	8/12/2021 6:25 PM
222	Badly	8/12/2021 6:23 PM
223	I am affected by the reduction of grade step advancements, in my ability to contribute to private pension insurance, as explained above.	8/12/2021 6:19 PM

Pulse check about the changes to your compensation package

224	Poco me entero en verdad	8/12/2021 5:57 PM
225	If it would be an old system, I would be earning more than with the unified scales.. (i.e. step 4 of unified scale is way less money than step 4 of old scale single or dependent..and I am talking only about p1 and p2 grades). it is ok to stay with unified scales (equal salary for everyone regardless of dependency status, I agree with that), but please raise unified base salary for p1 and p2 grades.	8/12/2021 5:41 PM
226	A decent salary, commensurate with effort, reflecting market realities, is a prerequisite for a lack of job dissatisfaction.	8/12/2021 5:40 PM
227	Yes, see them even less and get less money for their education.	8/12/2021 5:35 PM
228	No relevant changes	8/12/2021 5:34 PM
229	Increased education grant was essential!	8/12/2021 5:25 PM
230	Less income than before	8/12/2021 5:11 PM
231	Minimum	8/12/2021 4:46 PM
232	Difficulties to pay bills and school fees	8/12/2021 4:38 PM
233	Not as positive as expected	8/12/2021 4:36 PM
234	It seems like UN personnel has been losing a great deal of rights. This is a clear trend to reduce entitlements with the risk of losing the most attractive talents.	8/12/2021 4:35 PM
235	The financial impact has been significant as a single parent, especially when it comes to educational costs. This has at times resulted in having to take out a loan to cover educational costs.	8/12/2021 4:32 PM
236	Very little	8/12/2021 4:31 PM
237	Algunos positivos y algunos negativos. Trasladarse se ha vuelto más incierto, costoso, demorado y traumático. El subsidio a la pareja es bienvenido, debería extenderse la cobertura de salud a los padres incluso si está casado.	8/12/2021 4:27 PM
238	Negatively - net reductions in thousands of dollars earnings	8/12/2021 4:17 PM
239	\$\$\$	8/12/2021 4:11 PM
240	In some areas increased incomes, some reduced	8/12/2021 4:01 PM
241	Negatively impacted. Reduced pay, reduced morale	8/12/2021 4:01 PM
242	Just a little bit due my latest Duty Stations and my family composition (no kids eligible for any benefits almost since I joined)	8/12/2021 3:59 PM
243	less incentives, higher cost for boarding, education, travel.	8/12/2021 3:44 PM
244	The education grant not including transport has affected my family enormously. I can not afford to pay for the school bus and arranging for different ways of going to school and returning home, especially in the COVID time, is time and energy consuming to the point that I was relieved when they could stay home and have online lessons.	8/12/2021 3:43 PM
245	Especialty the changes in education grant have affected my family.	8/12/2021 3:42 PM

Pulse check about the changes to your compensation package

246	Since 2016, the impact of these changes has had a significant impact on my family and myself. I was keen to engage with the mobility initiative and left a continuing appointment in Geneva in late 2016. My experiences since then have led to regret that decision. I think the changes will have the effect of making staff members, especially those with families, not wish to move once they have been recruited to an H or A duty station. There will be less mobility overall.	8/12/2021 3:34 PM
247	Reduced education grant, within grade increments changed	8/12/2021 3:33 PM
248	Me ha ha causado pérdidas considerables de dinero.	8/12/2021 3:32 PM
249	We lost the equivalent of a months salary	8/12/2021 3:28 PM
250	*	8/12/2021 3:20 PM
251	No comment	8/12/2021 3:19 PM
252	Mal	8/12/2021 3:13 PM
253	due to the changing of the life, costs of living, all the changes should be considered based on the reality we are living.	8/12/2021 3:08 PM
254	I do not think the changes have adversely affected	8/12/2021 3:02 PM
255	reduced the net income which has implication on family life	8/12/2021 2:59 PM
256	These changes have seriously affected my family's standard of living.	8/12/2021 2:53 PM
257	Not sure since I do not pay attention to the changes as a result.	8/12/2021 2:45 PM
258	The increased educational costs paid from our own pocket have immensely increased the debts of self and family	8/12/2021 2:45 PM
259	Aucun impact	8/12/2021 2:43 PM
260	I have children and am always in debt each time I move to a new duty station. I always apply to family duty station, except in cities, Field offices labelled as such don't have international schools, do you expect us to put children in national curriculum? what's the rationale really here?	8/12/2021 2:41 PM
261	no impact	8/12/2021 2:35 PM
262	I am seeing the family less and less due to R&R cycle that are no longer adapted . It is more and more costly to travel to meet the family and incentives were removed (HOME LEAVE reduced) ..Kids at schools don't have education travel as well , affecting the budget ..This is also affecting the overall revenue , when we are requested at any level to work much more than before ... One would agree that too few can really disconnect during leave these days	8/12/2021 2:30 PM
263	Partially positive and partially negative. details given under different questions	8/12/2021 2:21 PM
264	overall reduction of benefits. Difficult to quantify without crunching some numbers but as a data point: I am assigned to Rome (2021) and my take home pay is about the same as my previous assignment in Rome (2007) for same grade.	8/12/2021 2:05 PM
265	It has reduced the household income.	8/12/2021 1:54 PM
266	NA	8/12/2021 1:54 PM
267	I have personally incurred a loss of income with the education grant reviews done, which I would prefer to be maintained as before,	8/12/2021 1:53 PM

Pulse check about the changes to your compensation package

especially around the admissible expenses.

268	Largely its Ok. Except for the removal of the EGT and boarding for tertiary insitutions.	8/12/2021 1:52 PM
269	Not much.	8/12/2021 1:50 PM
270	not really	8/12/2021 1:45 PM
271	No real impact perceived	8/12/2021 1:44 PM
272	No or negligible impact	8/12/2021 1:41 PM
273	very significant income decrease	8/12/2021 1:39 PM
274	The main changes we have noticed is that the slower progression through the step increments have meant that increase in pay is not keeping up with inflation. My pay is shrinking and cost of living is increasing.	8/12/2021 1:38 PM
275	the change of rules for education grant, home leave, education travels coupled with COVID-19 travel restrictions impacted my family negatively. I lost home leave entitlement for my child, WFP did not accept that I postpone his travel to a later period.	8/12/2021 1:35 PM
276	reduced income for sustaining family life.	8/12/2021 1:31 PM
277	No significant impact.	8/12/2021 1:25 PM
278	We are considering other job opportunities	8/12/2021 1:16 PM
279	The Educational Grant should include children pursuing courses at MSC and PHD level as they still depend on parental support to complete their schooling	8/12/2021 1:16 PM
280	Please see comments under the education grant question.	8/12/2021 1:07 PM
281	The impact is not very large, but there is an impact.	8/12/2021 1:06 PM
282	The combination of salary scales revision at UNOG and the reduction of benefits pushed me back to where I was, four years ago in terms of net salary. Under the current scheme, it will take me 8 years to reach whwere I was and in the meantime, my family and kids will have a degraded standard of living.	8/12/2021 1:01 PM
283	Give more flexibility in some aspects in terms of option to choose	8/12/2021 12:57 PM
284	We lost two month salaries.	8/12/2021 12:55 PM
285	No big impact	8/12/2021 12:48 PM
286	The high prices of housing in Geneva led me to move to a location from which my kids needed to take the school bus, which was at the time covered by the EdGrant but was in the meantime discontinued. This change, together with the wrongful reduction of post adjustment, meant that in one year I saw my overall package reduced by close to 10%.	8/12/2021 12:47 PM
287	Big financial impact	8/12/2021 12:47 PM
288	Not much	8/12/2021 12:42 PM
289	L'impact financier s'est surtout fait ressentir sur les frais de scolarité, en particulier la non prise en compte des frais de transports.	8/12/2021 12:35 PM

Pulse check about the changes to your compensation package

290	The family income has decreased	8/12/2021 12:34 PM
291	In my case the single parent allowance has covered some of the losses for the time being, but in the changes certainly demotivate me and will be detrimental on my family finances in the midterm.	8/12/2021 12:34 PM
292	Les remboursements liés aux frais d études limitées aux frais des scolarités sont pénalisant comptes tenu du contexte actuelle. (boarding non pris en compte).	8/12/2021 12:28 PM
293	No impact	8/12/2021 12:26 PM
294	Not at all as I work in a HQ duty station, have never received home leave or education grant, my husband does not qualify for dependent status and my daughter is over 21.	8/12/2021 12:23 PM
295	Not at all.	8/12/2021 12:23 PM
296	Ayant un contrat Administrateur national associé de Projet , la majorité des changements ne me concerne pas	8/12/2021 12:23 PM
297	Ils ont reduit les interactions avec les membres de la famille.	8/12/2021 12:10 PM
298	We are happy	8/12/2021 12:06 PM
299	see examples given above	8/12/2021 12:06 PM
300	not much	8/12/2021 12:00 PM
301	I never have time to assess this, but trust that the staff association advocate for what will be good for staff.	8/12/2021 11:59 AM
302	Minimally	8/12/2021 11:58 AM
303	Net negative impact on overall remuneration	8/12/2021 11:57 AM
304	There should be more concentration on addressing staff needs than on huge family allowances and provisions for offspring over age 18. Paying university fees, for example, is absurd. Not only would the families have been obliged to save for this if they were resident in their home countries, but the amounts granted make it impossible to pay staff members and force inequities like consultancies. We are constantly short-staffed. Maybe it would be more appropriate to figure out how to enable telework with occasional deployment to places like GVA for those with large families that cost the equivalent of several staff salaries to move and support.	8/12/2021 11:57 AM
305	WE are in more debt as a result of the changes especially on education grant and location in a on family duty station when we have double costs of living to support myself in my duty station and my family at home.	8/12/2021 11:52 AM
306	Living standards are to be adjusted	8/12/2021 11:52 AM
307	En general, diminution de l'incitation a etre postes dans des duty stations non family.	8/12/2021 11:52 AM
308	I only joined the UN system in 2016, so for me, everything I currently receive is simply amazing.	8/12/2021 11:49 AM
309	Significant reduction of entitlements for me: no longer boarding assistance for my kids while in University (since HQ s were excluded asa result from the changes); discontinuation of ed-grant travels resulting from same changes	8/12/2021 11:48 AM
310	adjustment to changes in cost of living do not follow index	8/12/2021 11:44 AM

Pulse check about the changes to your compensation package

311	somewhat, as actual payment received is lowered.	8/12/2021 11:44 AM
312	Le coût de la vie est en augmentation constante dans les capitales du monde et ne pas avoir de step tous les ans, d'incitations à évoluer (langue), incitation à bouger (école de enfants, déménagement, aide au loyer...) ne permet pas aux membres du personnel d'être serein dans son travail et nous devons chercher d'autres solutions pour compenser alors que si l'administration était plus proche de son personnel surtout au niveau financier, les membres du personnel pourraient se concentrer plus efficacement sur leur travail.	8/12/2021 11:40 AM
313	Not sure I ca answer	8/12/2021 11:39 AM
314	Our expenditures remain sane while salary went down and family asks us why are you serving in hardship location	8/12/2021 11:39 AM
315	we still live very well off.	8/12/2021 11:37 AM
316	Won't go to hardship posts	8/12/2021 11:36 AM
317	NA	8/12/2021 11:36 AM
318	negatively	8/12/2021 11:36 AM
319	Impact was definitely financial. I will not stop visiting my family only because of the benefits. But is the way we are looked by NY that seems to forget that the status of some DS are really against the family balance	8/12/2021 11:34 AM
320	At my grade and step, the loss has been significantly impacting the living level of my family.	8/12/2021 11:33 AM
321	The support given to transfer to a new country does not match the cost of services incurred. Also the considerations given to people who are working in their country of citizenship but with children of foreign nationalities should be given special consideration for education grants without which the staff member is obliged to pay exorbitant fees for international schools.	8/12/2021 11:32 AM
322	Moins de pouvoir d'achat, frais d'etudes plus importantes	8/12/2021 11:32 AM
323	yes	8/12/2021 11:29 AM
324	The requirement for spouses to remain in the duty station for at least 6 months in order to be installed should be revised. Spouses may not be installed but will continue to travel frequently to the duty station.	8/12/2021 11:28 AM
325	Benefits for P staff residing in HQ location which is their own country are discriminatory. My colleagues have more benefits than me, considering we are at the same level.	8/12/2021 11:28 AM
326	zero	8/12/2021 11:28 AM
327	No so much under current circumstance	8/12/2021 11:26 AM
328	No important impact.	8/12/2021 11:25 AM
329	Overall the changes are acceptable, however there is no consideration for single staff members (or staff with a non-dependent spouse) to ensure they are fairly compensated in hardship duty stations. Family allowances should be separate and additional, not combined with other incentives that financially penalize staff for working in hardship locations. This has made it more difficult to recruit staff to go to difficult locations given the reduction in pay for staff with single/non-dependent spouse status.	8/12/2021 11:22 AM
330	Education grant affected us negatively	8/12/2021 11:20 AM

Pulse check about the changes to your compensation package

331	No measurable impact	8/12/2021 11:20 AM
332	In particular the changes to the education grant have been very difficult for my family, as when they came into force, I had 3 children starting at university. I also suffered from all the negative impact on benefits for hardship locations, as I proceeded to do several hardship locations	8/12/2021 11:20 AM
333	Great progress	8/12/2021 11:17 AM
334	We have not been offered the opportunity to enrol children in schools of our choice since we now stay in a global village we are limited to where we are. Some staff especially in non-english speaking countries are forced to send children in international school that are more expensive yet we have better and cheaper options at home	8/12/2021 11:15 AM
335	Most of the changes impacted me and my family in a very negative way. Less and less money are being received from the Organisation, while the cost of leaving is increasing constantly	8/12/2021 11:15 AM
336	disincentivised staying in C duty station, generally disincentivises family life with the UN, which is already difficult enough.	8/12/2021 11:15 AM
337	Reduced remuneration and benefits have negatively impacted job satisfaction and financial liquidity.	8/12/2021 11:15 AM
338	None of the changes have had an impact on me and my family	8/12/2021 11:13 AM
339	Good	8/12/2021 11:12 AM
340	I had to wait 1 year longer to get a higher step as P2.	8/12/2021 11:10 AM
341	No noticed difference.	8/12/2021 11:10 AM
342	Not significantly, slightly positively. It would be good to make less distinctions between the benefits of single staff and those with families, or unify it in such a way that everyone can benefit irrespective of family composition (e.g. one could claim up to a certain (average) number of dependants - e.g. 2 dependants meeting the conditions of financial dependency, irrespective whether the dependent is one's spouse, partner, child, parent or sibling). It would be more fair and easier to administer.	8/12/2021 11:09 AM
343	Despite our modest lifestyle, the changes have veritably worsened our family's financial standing. The remuneration package does not adequately adjust my pay for inflation, nor does it allow us to move from one duty station to the next with dignity (I have to always borrow money from my bank and pay interest just to be able to move to and settle in new duty stations.	8/12/2021 11:08 AM
344	Without APA, I would be much less inclined to serve in a non-family duty station. This greatly limits my Organization's ability to deploy me where needed and thus my own career prospects.	8/12/2021 11:08 AM
345	The costs of being mobile are not covered by the allowances.	8/12/2021 11:06 AM
346	Yes of course. Because of family reasons I can only go to non-family duty stations and financially these are much less attractive now.	8/12/2021 11:03 AM
347	No comment	8/12/2021 11:02 AM
348	noticeably less entitlements and benefits and visibly increased personal expenditures for work-related travel and living costs	8/12/2021 11:01 AM
349	LOWER INCOME; HIGHER EXPENSES.	8/12/2021 11:00 AM

Pulse check about the changes to your compensation package

350	I have observed a reduction in purchasing power of UN salary scale and incentives.	8/12/2021 11:00 AM
351	They did not impact me directly as I sit on a non rotational post , HQ based. I provided positive feedback regarding those changes that , based on my knowledge, improved the organization.	8/12/2021 11:00 AM
352	I have seen a steady decrease in salary since these changes were first introduced. I transitioned from 80% to 90% employment at the time but did not have a 10% increase in salary due to these changes	8/12/2021 10:58 AM
353	This has resulted in a loss of income and additional expenses.	8/12/2021 10:58 AM
354	Lower overall remuneration/benefits	8/12/2021 10:58 AM
355	It seems to be a balance of positive and negative impacts in my personal case, not better, not worse, overall.	8/12/2021 10:58 AM
356	No relevant impact	8/12/2021 10:57 AM
357	The main change was felt within the salary/income.	8/12/2021 10:57 AM
358	Not substantially	8/12/2021 10:56 AM
359	Not	8/12/2021 10:56 AM
360	The education grant stopped when our child obtained a first diploma in three years, even if she continued her education pursuing a second diploma.	8/12/2021 10:56 AM
361	I feel like despite having a good salary, I cannot have a lifestyle similar to local civil servants because my spouse cannot work and our dependent children are not part of the local social networks (e.g. health costs, etc.)	8/12/2021 10:54 AM
362	I haven't been affected much yet as my children are still in school, but I will be impacted when my children start University, likely in a different country to my duty station.	8/12/2021 10:53 AM
363	Slightly	8/12/2021 10:53 AM
364	Indifferente	8/12/2021 10:52 AM
365	There hasn't been any direct change for me personally, my salary (with dependency allowance) remained exactly the same. Going up 3 steps (from old step 4 to new step 7) has actually been a positive argument to negotiate a higher grade for me!	8/12/2021 10:52 AM
366	no changes	8/12/2021 10:52 AM
367	Money-wise, the changes were not significant, but psychologically I feel myself cheated, since I now have to pay myself for books and consumables in a free Austrian school.	8/12/2021 10:50 AM
368	Pas d'impact direct, puisque pret de la retraite	8/12/2021 10:47 AM
369	Pas de changement/impact majeur	8/12/2021 10:47 AM
370	Cela a affecté surtout l'éducation grant, le home leave et les échelons.	8/12/2021 10:46 AM
371	I had a slight reduction to my net take-home salary as a result of the discontinuation of the dependent rate and the revision of the salary scales (reduction of number of steps meant that I found myself at the top step of my grade scale).	8/12/2021 10:46 AM

Pulse check about the changes to your compensation package

372	it make our live more difficult	8/12/2021 10:41 AM
373	The education grant was changed while I had 2 daughters in university and I found it very unfair to change us mid stream. I can see it going forward for new people, but we made a decision to have our children at certain schools based on the allowances and changing them was a financial burden we were not prepared for, then you changes the salary scale and took more money from us. Really not thinking forward about staff AT ALL	8/12/2021 10:36 AM
374	Loss of net monthly earnings is not a good incentive for the work force.	8/12/2021 10:33 AM
375	Less money.	8/12/2021 10:30 AM
376	I now have more family members and my grade is even higher than back in 2017 but my net salary has been lower than when i was single and a lower grade. From the monetary perspective, reaching a higher grade didn't change anything, perhaps a bit worse.	8/12/2021 10:25 AM
377	Lower educational grant payments.	8/12/2021 10:22 AM
378	Negatively: our living standard has reduced (as the cost of living at my duty station has NOT reduced at all) at a moment in time the family was growing. Note that	8/12/2021 10:08 AM
379	Useful and satisfied	8/12/2021 10:06 AM
380	reduced income has resulted in less trips home	8/12/2021 9:57 AM
381	by a stroke of luck, the impact has not been significant, because I had just been promoted before this change. generally, it just gave more fuel to certain people complaining and finding justifications to work as little as possible	8/12/2021 9:57 AM
382	A la réduction injustifiée de la rémunération s'est ajoutée une augmentation insidieuse de la charge de travail, puis une augmentation critiquable de la norme de productivité.	8/12/2021 9:53 AM
383	Very little. The most important factor is not the focus of this survey, it is the fact that private sector and NGOs in the last 10 years begun to have salaries more competitives than FAO, but that is another story.	8/12/2021 9:50 AM
384	The unified salary scale resulted in noticeable direct and personal financial harm. As a P2 I suffered a loss of income amounting to around 71.920,80 Eur in total, based on conditions of pay when the changes were implemented. But I was promoted to a P3 in the meantime and as a result have suffered even more loss of pay.	8/12/2021 9:45 AM
385	reduction in education support to children	8/12/2021 9:40 AM
386	Moins de ressources car salaire plus bas, advancement rallenti, prime d'éducation réduite	8/12/2021 9:31 AM
387	much slower progression of within-grade salary progression	8/12/2021 9:31 AM
388	Higher costs for education. Step increase gave some incentive and also allowed to adjust for cost of living.	8/12/2021 9:26 AM
389	Not at all given my situation	8/12/2021 9:25 AM
390	The changes adversely affected our financial plan and outlook as commitment on mortgage and schooling/courses options were based on the initial contract. The changes have wiped out the family savings in an attempt to meet the basic financial obligations.	8/12/2021 9:16 AM
391	no difference as long as my status does not change and stable duty station.	8/12/2021 9:11 AM

Pulse check about the changes to your compensation package

392	Reduced income	8/12/2021 9:10 AM
393	See comments above.	8/12/2021 9:05 AM
394	The education grant changes meant I could claim more of the total cost. In the previous system I hit a threshold. I accept I am very much an exception - it depended on what you were claiming for.	8/12/2021 9:03 AM
395	I have not been greatly affected by the changes.	8/12/2021 8:57 AM
396	The changes are minimally positive.	8/12/2021 8:50 AM
397	Not much at this point.	8/12/2021 8:40 AM
398	Higher from pocket contribution to the education costs of my two daughters	8/12/2021 8:39 AM
399	Negatively - salary loss due to the new changes	8/12/2021 8:38 AM
400	The change in the education grant rules resulted in significantly higher costs for our family. The change in step increases from every year to every other year has also reduced our family's ability to keep up with cost-of-living increases in Vienna	8/12/2021 8:33 AM
401	marginally	8/12/2021 8:30 AM
402	Changes did not have significant impact. I was already at higher step, for education grant it was rather to my benefit.	8/12/2021 8:26 AM
403	My family is satisfied with the changes	8/12/2021 8:25 AM
404	No impact at all.	8/12/2021 8:15 AM
405	I am afraid very negatively.	8/12/2021 8:08 AM
406	Financial loss.	8/12/2021 8:07 AM
407	NO impact	8/12/2021 8:00 AM
408	N/A	8/12/2021 7:30 AM
409	Decreased salary	8/12/2021 7:24 AM
410	Minimally	8/12/2021 7:16 AM
411	We were mostly affected negatively.	8/12/2021 5:38 AM
412	still trying to understand the changes and impact .	8/12/2021 5:06 AM
413	negatively as the old parent has not received any incentive	8/12/2021 4:33 AM
414	Not much	8/12/2021 3:53 AM
415	A slight knock-on effect	8/12/2021 12:10 AM
416	not impact	8/11/2021 11:43 PM
417	Changes in the Education grant, particularly the elimination of the coverage of some unavoidable costs, such as books and	8/11/2021 11:36 PM

Pulse check about the changes to your compensation package

technology, and the elimination of boarding and travel for university level have significantly affected me and my family. The Education Grant has always been the most attractive part of the compensation package for me. I relied on the fact that my children would be able to choose their university without having to restrict themselves to local universities because I would be able to cover for their expenses, which in my view was a compensation for having to uproot my children from their home country, language and family and also for not having received any financial support during their preschool years. So now having to tell them that unfortunately I can't send them to study to the university of their choice because I can't afford boarding/travel expenses makes me feel that I have lost acquired rights. Also, if I had know this, I would have probably chosen less costly schools for their primary and secondary education and I would have saved more for their university years.

418	Minimal impact.	8/11/2021 11:34 PM
419	Have not really had that much of an impact, although there was some confusion regarding the admissible expenses for the education grant which delayed the processing and therefore the payment.	8/11/2021 11:26 PM
420	take home pay is less overall. It is demotivating to earn less overall for essential skills the UN needs.	8/11/2021 11:15 PM
421	Pas trop, surtout grâce à la décision du tribunal du BIT	8/11/2021 10:54 PM
422	I can barely afford my mortgage today. A mortgage that I took based on my previous salary and the related increase that was planned before the cuts.	8/11/2021 10:38 PM
423	Currency changes and access to domestic commodities, iving standards and higher rents to UN personnel	8/11/2021 10:28 PM
424	Negatively to certain extent	8/11/2021 10:25 PM
425	Still need to see the impact	8/11/2021 10:20 PM
426	Reduced my pension by several increments.	8/11/2021 10:09 PM
427	Negatively	8/11/2021 10:04 PM
428	my family has lost buying power. on our reduced salary we have to add the increased costs for schools. when we moved here and signed the contract conditions were different and we counted on these conditions	8/11/2021 10:01 PM
429	I felt nobody cares that we uproot ourselves from our countries and dedicate to global causes - no entitlement can replace that. But then even that is being taken away or we are left to feel we have too much.	8/11/2021 9:55 PM
430	Please see above.	8/11/2021 9:41 PM
431	at moment, minimal impact to me.	8/11/2021 9:32 PM
432	We are well paid in the UN system. education grants have led to staff remaining in post for the wrong reasons. We need mission driven and not incentives driven staff.	8/11/2021 9:24 PM
433	Mostly in terms of dependent allowance, education grants and benefits	8/11/2021 9:18 PM
434	Our savings are diminished	8/11/2021 9:06 PM
435	Educating my children has become more expensive.	8/11/2021 8:56 PM
436	Lower life standard Difficulty sustaining the family	8/11/2021 8:56 PM

Pulse check about the changes to your compensation package

437	I am a working mum of 3 with my husband staying home so not easy	8/11/2021 8:51 PM
438	Less income, less satisfaction	8/11/2021 8:45 PM
439	-	8/11/2021 8:38 PM
440	Easier to do education grants; less take home pay	8/11/2021 8:35 PM
441	It has certainly reduced my standard of living - a huge expense for international staff with children is the very high Geneva child care costs (as family members are not in Switzerland). This is worse in my case, being a single parent. This has also negatively impacted my career as it limited my ability to travel which put me at a disadvantage professionally.	8/11/2021 8:31 PM
442	I joined FAO when the changes were implemented so didn't feel much impact	8/11/2021 8:29 PM
443	Financial burden as regards student dependents.	8/11/2021 8:21 PM
444	not a great impact	8/11/2021 8:06 PM
445	Not noticed but since I am not aware what all these changes mean I have made an assumption that they will largely be to the detriment of staff	8/11/2021 8:02 PM
446	The changes were satisfactory in 2017 but should be revisited considering the price increases (inflation).	8/11/2021 7:56 PM
447	Cost of living has increased and the misalignment between New York and where I live to work made the life of my family very difficult	8/11/2021 7:55 PM
448	Negatively overall as I am the sole earner in the Family and now have less disposable income to support my family.	8/11/2021 7:50 PM
449	Costs have increased. As these were not expected at the time, this made it more difficult to deal with.	8/11/2021 7:48 PM
450	School fees for post secondary education is expensive . No boarding fees but there are no suitable universities in countries we are working at	8/11/2021 7:43 PM
451	yes in a very negative way	8/11/2021 7:41 PM
452	Less incentive (re. no annual WIGI) and increased financial burden (re. limited coverage of education grant).	8/11/2021 7:40 PM
453	Education grant disentanglements had a massive negative impact	8/11/2021 7:35 PM
454	Amount of income reduced but not costs of life that going up every year	8/11/2021 7:30 PM
455	Worse off than before but expected to do more	8/11/2021 7:30 PM
456	Post adjustment changes have badly affected me and my family. I am the only bread winner in my family	8/11/2021 7:30 PM
457	It has no impact on me.	8/11/2021 7:26 PM
458	Significantly	8/11/2021 7:25 PM
459	Fewer benefits, more out of pocket.	8/11/2021 7:24 PM
460	ok	8/11/2021 7:22 PM

Pulse check about the changes to your compensation package

461	En tant que mère isolée avec 2 enfants j'ai dû revoir mes emprunts bancaires et donc mes dépenses courantes.	8/11/2021 7:04 PM
462	The changes, in particular on post adjustment, increase in steps and education grant, have deeply affected negatively my family living standard since I arrived in headquarters from the field. For families of international staff with two or three children it has become difficult to live in headquarters duty stations without relying on savings/family wealth. This is coupled with a non-existent support for spouse employment.	8/11/2021 6:56 PM
463	Discontinuation of EG boarding support and education travel at the university level has resulted in significant financial burden	8/11/2021 6:55 PM
464	Every incentive and benefit I had when I joined the system seems to have been reduced or abolished. Most important for me are: the education grant ceilings, the school transportation, meals and assessments reimbursement, the significant decrease in the lump sum for home leave (this year it was the first time that I received half of what I was receiving other years (and it is crazy this was implemented in a year that we all had to book tickets really last minute and they were very expensive) and the dependent spouse allowance that despite my husband's low income cannot be applied because he is retiree.	8/11/2021 6:36 PM
465	Almost all changes are disadvantageous for almost all staff!	8/11/2021 6:33 PM
466	Less reimbursement for education grant, as even some of the mandatory expenses are no longer covered. Lower take home pay.	8/11/2021 6:24 PM
467	Everything seems to have been reduced, become very complicated and one receives no help or is not informed (it seems staff is deliberately not informed to save costs) - this is not very motivating	8/11/2021 6:19 PM
468	I had some initial concerns when it seemed the intention was to cut benefits for single parents. However, this had eventually been addressed and I find it satisfactory.	8/11/2021 6:10 PM
469	We continue to accept what we receive and live within that	8/11/2021 5:50 PM
470	I don't know	8/11/2021 5:47 PM
471	Gain and lose situation.	8/11/2021 5:33 PM
472	My family was affected mildly but other colleagues were seriously affected.	8/11/2021 5:30 PM
473	n/a	8/11/2021 5:24 PM
474	Less Education Grant Support, Overall negatively financially	8/11/2021 5:24 PM
475	some impact but not very much.	8/11/2021 5:24 PM
476	reduce opportunity and economic resources to face challenges	8/11/2021 5:21 PM
477	For the reasons stated above, there has been little change to our circumstances as a result of these changes.	8/11/2021 5:20 PM
478	I am not aware of these changes to claim that I was impacted or not	8/11/2021 5:20 PM
479	A much lower standard of living and more expenses that we did not have a budget for.	8/11/2021 5:15 PM
480	Reduced buying power and increased frustration.	8/11/2021 5:14 PM
481	No impact	8/11/2021 5:12 PM

Pulse check about the changes to your compensation package

482	less disposable income	8/11/2021 5:06 PM
483	It has impacted mainly the Education Grant - it is very expensive as it is not covering the transportation and lunch expenses.	8/11/2021 5:04 PM
484	I was not affected by these changes.	8/11/2021 4:58 PM
485	N/A	8/11/2021 4:51 PM
486	It has impacted my family and me, with less resources for the whole family, increased expenses on our side for the education of our children and raising question about my future in the organisation, although I am an NCE. I am now considering leaving the Organisation, which would be a loss for it because I entered very young and I gained all my professional experience in the Organisation. At 48, I am now at the peak of my career, when I am able to carry most of the range of activities (technical assistance, research and analysis consensus building), very well connected, very knowledgeable about all processes of the UN Secretariat. I will complete 25 years of contribution to the pension fund in 4 years, thus...	8/11/2021 4:50 PM
487	N/A	8/11/2021 4:44 PM
488	Very badly. Cost of living is increasing but the salary and benefits are decreasing. There is a difference in salary scales which goes against the UN principle of equality.	8/11/2021 4:40 PM
489	Minimal	8/11/2021 4:33 PM
490	I am a single mother and grateful for the 6% increment in salary.	8/11/2021 4:27 PM
491	dependence allowance bridged the gap a bit but not having dependency rate is a disadvantage	8/11/2021 4:18 PM
492	No ha afectado de manera importante	8/11/2021 4:16 PM
493	So far no impact	8/11/2021 4:14 PM
494	Less money (education grant accommodation)	8/11/2021 4:12 PM
495	My salary go down regularly as I reach the maximum steps few years ago. So for me, big impact.	8/11/2021 4:12 PM
496	yes	8/11/2021 4:09 PM
497	negatively significant	8/11/2021 4:07 PM
498	When you organize your life around a salary, then you receive less this is very hard in an expensive country, especially when you have commitments to pay your bills at the end of the month.	8/11/2021 4:05 PM
499	We are considering walking away from the UN Common System.	8/11/2021 4:03 PM
500	My salary has levelled, with no increases for many years.	8/11/2021 4:00 PM
501	Net drop of buying power	8/11/2021 3:58 PM
502	Negatively. In particular, Discontinuation of the language incentive and Changes in granting within grade increments	8/11/2021 3:58 PM
503	Negatively	8/11/2021 3:58 PM
504	We had to let go our nanny and employee for years. We only allow 1 restaurant meal a month. I bring my own food to the office. I	8/11/2021 3:58 PM

Pulse check about the changes to your compensation package

	am less available for work after hours because I have no more child care.	
505	Less savings. More frustration on being stuck at the same salary until my retirement.	8/11/2021 3:56 PM
506	did not even realised that there were changes	8/11/2021 3:53 PM
507	Significantly reduced income	8/11/2021 3:52 PM
508	Very negatively, with a sensible loss of purchasing power being the only source of income for my family	8/11/2021 3:52 PM
509	In a positive way.	8/11/2021 3:52 PM
510	I cannot send my children to after school activities and need to organize telecommuting working arrangements in the afternoons so that my children have supervision and I can continue to fulfill my professional obligations.	8/11/2021 3:51 PM
511	Not much. But then again, I do not have a family, so I was likely much less affected. I have reviewed the changes, however, and they do not seem excessive.	8/11/2021 3:46 PM
512	Loss in purchasing power.	8/11/2021 3:44 PM
513	Left us looking outside of the organization - especially as the rest of the world is moving forward with flexible working and pay increases.	8/11/2021 3:43 PM
514	tout est parfait	8/11/2021 3:40 PM
515	Yes, my salary was cut by 7% so we had to change our living conditions.	8/11/2021 3:39 PM
516	N/A	8/11/2021 3:38 PM
517	As explained above, the change in the education grant plus the discontinuation of the annual change of steps has had a significant impact on my finance. I had decided to enroll my kids in a private school on the basis of the conditions that were known to me back in 2012, but these changed half-way through and I am having a hard time to pay the school now. I may decide to put them into a public school instead, with the emotional consequences that that may entail for my children.	8/11/2021 3:37 PM
518	Mal. Mes enfants sont désormais en Ecole publique	8/11/2021 3:36 PM
519	badly - net reduction	8/11/2021 3:35 PM
520	in the worse, I had to make contingency plan and take a loan	8/11/2021 3:35 PM
521	Aucunement affecté.	8/11/2021 3:35 PM
522	The biennial increases within grades as opposed to annual do not take into account inflation. Therefore, waiting for the biennial increase when the costs are already going up, had anegative effect	8/11/2021 3:34 PM
523	LOWER SALARY	8/11/2021 3:32 PM
524	no	8/11/2021 3:31 PM
525	N/A	8/11/2021 3:29 PM
526	okay.	8/11/2021 3:28 PM

Pulse check about the changes to your compensation package

527	Negatively	8/11/2021 3:25 PM
528	Not much	8/11/2021 3:21 PM
529	No impact	8/11/2021 3:19 PM
530	badly! i moved to HQ - in Rome, ended up incurring enormous costs, lost much of my income. only colleagues who have been assigned to any duty station outside HQ are benefitting. The rest of us are facing large expenses.	8/11/2021 3:17 PM
531	Decrease in income has negatively affected me and my family.	8/11/2021 2:56 PM
532	Largely negatively as with high number of young school going children and in a station graded as in category of HQ yet spend most time away from the station in field mission	8/11/2021 2:53 PM
533	The discontinuation of other entitlements will negatively affect, however, there are also positive side of the newly included entitlement such as incentives for the experts in highly specialized field.	8/11/2021 2:41 PM
534	Some of the changes e.g. step increment, boarding for post secondary study have impacted my family and me.	8/11/2021 2:39 PM
535	I am a single parent , widow , two children are my dependent studying. They both are differently placed and I am on 3rd place. Running 3 houses with minimizing entitlements has no motivation to continue working.	8/11/2021 2:39 PM
536	when based in Nairobi we were reclassified to a B duty station from a C duty station that meant I could only take home leave once every 24 months, which with the insecurity in the country is mentally not feasible, salary cuts in Geneva in the last few years now mean that its hard to rent a decent sized apartment for me and my family.	8/11/2021 2:36 PM
537	The changes have adversely impacted my family. I have taken a 6% pay cut due to the spousal allowance change; will loose the mobility incentive pay when I move from a B to an H duty station; have to pay for travel and medical insurance for son studying in the US.	8/11/2021 2:29 PM
538	Somehow indifferent	8/11/2021 2:27 PM
539	Negative impact-educational grant/relocation	8/11/2021 2:20 PM
540	yes, reduced family income despite rising cost of living	8/11/2021 2:16 PM
541	The hazard classification for Duty Stations and allocation of Family / Non family duty stations does not favor family reunions, e.g. In MINURSO, Laayoune is considered a family duty station, the duty station does not have the minimal conditions to retain family members, no work for spouses, no appropriate living conditions for families, and no suitable medical support conditions. This has made families to continue to live apart from each other. I believe this categorization must be reviewed in accordance with existing conditions not financial gains to the Organization if we want to put staff welfare first.	8/11/2021 2:11 PM
542	reduction in benefits	8/11/2021 2:11 PM
543	the changes dampened moral and commitment to work	8/11/2021 1:57 PM
544	Limited impact as many don't apply.	8/11/2021 1:54 PM
545	I have delivered increasingly valuable services in a broader portfolio and at faster speed throughout my career. Overtime is extreme. No reward. System is broken.	8/11/2021 1:53 PM

Pulse check about the changes to your compensation package

546	The changes impact the planning, especially in decentralized offices, where families incur higher than usual expenses to do with the education of the children, relocation, loss of jobs and income by the spouses that relocate with the staff members.	8/11/2021 1:53 PM
547	I had a loss of income because I already served for 5 years in one duty station so the mobility allowance was removed	8/11/2021 1:11 PM
548	It has not impacted my family.	8/11/2021 1:05 PM
549	The changes on education grant, number and speed of steps and calculation of post adjustments have reduced by 20 % my income.	8/11/2021 1:02 PM
550	Loss of income with the removal of the dependency rate	8/11/2021 1:01 PM
551	Satisfactory	8/11/2021 12:51 PM
552	They have not.	8/11/2021 12:47 PM
553	In relation to the education grant, it was a positive change, and I was suffering with huge portions to pay myself, with the previous scale.	8/11/2021 12:46 PM
554	NA	8/11/2021 12:41 PM
555	nothing for me as GS staff member. I would like to see the legacy step go away for GS staff though. discrimination.	8/11/2021 12:36 PM
556	I consider the rental allowance should be appropriate to the city/local market. In the case of Phnom Penh, rental are abusive if one has a family because the price is not related to the sqm but to the number of rooms. Increasing the post adjustment and at the same time the rental threshold has not been very helpful	8/11/2021 12:33 PM
557	adverse impact on allowances, benefits and entitlements and shaming for asking for decent support impact on families and staff motivation, enthusiasm or loyalty.	8/11/2021 12:30 PM
558	Changes are positive.	8/11/2021 12:16 PM
559	For sure it effect to the family .	8/11/2021 12:02 PM
560	Reduction in my take home package which makes it hard to support my family	8/11/2021 11:56 AM
561	Yes, we are receiving less.	8/11/2021 11:35 AM
562	Yes in a certain way	8/11/2021 11:31 AM
563	Not at all. I do not receive any allowances.	8/11/2021 11:27 AM
564	No	8/11/2021 11:27 AM
565	The package discriminated against single females and single parents.	8/11/2021 11:18 AM
566	More financial burden to family especially those who are in field duty stations	8/11/2021 11:13 AM
567	Our salaries are reducing every month.	8/11/2021 11:11 AM
568	No impact, yet, as no change in specific conditions	8/11/2021 11:10 AM

Pulse check about the changes to your compensation package

569	I am paying more for the education of my children.	8/11/2021 11:08 AM
570	I believe the changes are leading to a more fair system.	8/11/2021 11:08 AM
571	dont know	8/11/2021 11:08 AM
572	very little	8/11/2021 10:56 AM
573	Not so much I believe, but I may only be a specific case. Other people may have been more affected than myself.	8/11/2021 10:55 AM
574	With a family with 4 children, who were moved here during their teenage years, changing the education benefits has had an important and negative impact. Plans made before moving here according to the contract are no longer economically feasible, which has a serious negative impact on the children and their education. Benefits regarding education of children of an employee cannot be changed after a family has moved here counting on them	8/11/2021 10:55 AM
575	Mostly, I did not notice the changes.	8/11/2021 10:52 AM
576	Personally I am globally satisfied with the changes it had on me.	8/11/2021 10:46 AM
577	Not bad but somehow yes, there is no motivation in term of increment and promotion.	8/11/2021 10:40 AM
578	Family stress due to husband legally not allowed to work and limited financial compensation.	8/11/2021 10:38 AM
579	Extremely challenging hardship due to the changes	8/11/2021 10:37 AM
580	I'm get used to it now	8/11/2021 10:36 AM
581	no impact yet	8/11/2021 10:33 AM
582	lost of money	8/11/2021 10:32 AM
583	No impact	8/11/2021 10:31 AM
584	I am not sure until I see a real case	8/11/2021 10:30 AM
585	No comment	8/11/2021 10:25 AM
586	very bedly	8/11/2021 10:22 AM
587	the changes introduced for the education fits well with the school my children are going to.	8/11/2021 10:17 AM
588	The post adjustment allowance was radically cut in my duty station (Florence) and this is an expensive place to live meaning many staff struggle to find quality property to rent within the allowance.	8/11/2021 9:59 AM
589	currently there has not been much of an impact yet	8/11/2021 9:56 AM
590	it affected our decisions on which type of duty station to prioritize.	8/11/2021 9:52 AM
591	he impact me in many other staff in many ways, positively & negatively principally in this time of Covid-19 all family no work no easy movement and the have allot of need to supply.	8/11/2021 9:45 AM
592	In terms of monthly salary, all the changes appeared to balance out.	8/11/2021 9:04 AM

Pulse check about the changes to your compensation package

593	Very good.	8/11/2021 8:53 AM
594	negatively in very few areas, no impact in others	8/11/2021 8:16 AM
595	The system was complicated before to understand and it still is. There still seems too much emphasis on giving extra funds/allowances to those with families	8/11/2021 8:06 AM
596	It impacted my family very hard specially the changes in education grant	8/11/2021 8:05 AM
597	Good impacts.	8/11/2021 7:51 AM
598	I dont see that much impact yet as I have no dependants and just on my 2nd geographical assignment. I'm however now on step 6 and incremental increase is now biennial instead of the previous annual increment	8/11/2021 7:29 AM
599	While understanding the need to ensure fiduciary duties to find every cost saving measures, new measures adversely impacted the family with dependents.	8/11/2021 7:15 AM
600	reduced remunerations after implementation came into force	8/11/2021 6:27 AM
601	Additional financial burden to me for the education of my children, especially studying in US.	8/11/2021 3:29 AM
602	Not much impact.	8/11/2021 12:51 AM
603	Changes have affected very little to me and my family	8/11/2021 12:07 AM
604	Less income	8/10/2021 11:35 PM
605	Biggest change felt so far was the huge reduction in post adjustment living allowance. It went from near 70% when I joined to in the 30%s. So, even after 8 years as staff, going up a grade and several steps, adding a dependent spouse and 2 children, my take-home income each month is almost the same as when I started.	8/10/2021 11:28 PM
606	Education grant has had the most impact making it difficult to sustain suitable educational options.	8/10/2021 10:24 PM
607	The changed didn't impact much my family	8/10/2021 10:08 PM
608	Very much.	8/10/2021 9:44 PM
609	Negatively	8/10/2021 9:31 PM
610	I receive less benefits for my children who are in University now...	8/10/2021 9:13 PM
611	Les changements m'ont peu affecté ainsi que ma famille mais je pense aux autres	8/10/2021 9:04 PM
612	Reduction in monthly net-take home pay; and increase in out-of pocket expenses for education of dependent children	8/10/2021 8:00 PM
613	Not yet seen the impact personally.	8/10/2021 7:28 PM
614	Baisse d'indemnités études enfants, plus de prise en compte des frais de logements étudiants très couteux...	8/10/2021 7:19 PM
615	Incidence globalement positive	8/10/2021 7:11 PM
616	Yes ,a lot	8/10/2021 6:33 PM

Pulse check about the changes to your compensation package

617	All good	8/10/2021 6:33 PM
618	The impact has not been significant except for the HL frequency, which was a withdrawal of an entitlement that had been in place for years in more hardship countries	8/10/2021 6:31 PM
619	Not much as I am at retirement age.	8/10/2021 6:27 PM
620	The introduced changes have not impacted me and my family	8/10/2021 6:22 PM
621	It actually helped me as I am sending my daughter to not very expensive school so I get more reimbursement on Education Grant.	8/10/2021 6:01 PM
622	The changes made me and my family decide to stop our mobility in the UN. The monetary incentives are no longer attractive. Also, with the increased time regarding steps, I decided to work until mandatory age of separation rather than leaving for early retirement. Therefore the delayed increments has resulted in less mobility/career opportunities internally and recruitment of new talent!!	8/10/2021 5:59 PM
623	Decreased upward mobility, this makes UN a less attractive employer	8/10/2021 5:47 PM
624	No much impact	8/10/2021 5:17 PM
625	L'absence d'augmentation de la rémunération va à l'encontre de l'augmentation régulière du coût de la vie et entraine une baisse croissante du pouvoir d'achat.	8/10/2021 5:06 PM
626	Nil	8/10/2021 5:00 PM
627	Less incomes	8/10/2021 4:57 PM
628	I have lost tens of thousands of dollars in income and as a result I am in debt (mortgage, loans) at a much higher level than planned.	8/10/2021 4:40 PM
629	change in education grant entitlement forces to send kids to cheaper school. Removal of post secondary boarding entitlement posed financial stress on staff	8/10/2021 4:33 PM
630	small impact.	8/10/2021 4:31 PM
631	No strong impact	8/10/2021 4:21 PM
632	No significant impact	8/10/2021 4:20 PM
633	None. Main change to education grant no longer applied to me	8/10/2021 4:11 PM
634	In general, all calculated, it comes to a career loss of pay. Small but not insignificant impact.	8/10/2021 4:08 PM
635	N/A	8/10/2021 4:02 PM
636	It has not led to major changes.	8/10/2021 4:01 PM
637	Educational grant mainly is affected	8/10/2021 3:49 PM
638	those who benefitted from the old regime are more impacted since they can compare between old and new situations	8/10/2021 3:42 PM
639	We have borne the education related costs (accommodation and travel).	8/10/2021 3:39 PM

Pulse check about the changes to your compensation package

640	Some decreases on our economy impacted many other aspects in our life.	8/10/2021 3:39 PM
641	Negatively in terms of discontinuation of education travel	8/10/2021 3:35 PM
642	we adapted	8/10/2021 3:34 PM
643	Positively	8/10/2021 3:30 PM
644	Slower salary progression, lower reimbursement of education expenses.	8/10/2021 3:29 PM
645	Very little impact.	8/10/2021 3:28 PM
646	The changes were made after intensive and extensive consultations. My family has adjusted quite well.	8/10/2021 3:28 PM
647	Limitation on education possibilities for kids.	8/10/2021 3:27 PM
648	No particular impact	8/10/2021 3:27 PM
649	not very much affected.	8/10/2021 3:23 PM
650	no significant impact	8/10/2021 3:22 PM
651	Not significantly	8/10/2021 3:21 PM
652	There has been no impact in my case	8/10/2021 3:17 PM
653	No noticeable difference	8/10/2021 3:14 PM
654	None or minimal, I am locally recruited	8/10/2021 3:13 PM
655	Exclusion or transportation, lunch, books from Ed grant has caused us financial struggles and forced us to transport our kids as the cost is too high. We spent an additional 3 hours per day to do so	8/10/2021 3:10 PM
656	Reduction in financial benefits	8/10/2021 3:03 PM
657	Not so much....	8/10/2021 3:02 PM
658	procedures are streamlined and easier, but economic losses caused by revised education grant are considerable;	8/10/2021 2:53 PM
659	I haven't felt many of these changes as they don't apply to me or my family at the moment. But generally I am satisfied with the changes	8/10/2021 2:51 PM
660	For ten years to retire, there is no salary increments for me if I have no promotion to higher position.	8/10/2021 2:28 PM
661	Very difficult: discontinuation of language incentive, reduction of step periodicity, etc.	8/10/2021 2:21 PM
662	Limited impact	8/10/2021 2:19 PM
663	I left a family Duty station due to low salary and joined the non family DS. That make me separate from my family. No easy but no choice.	8/10/2021 2:06 PM
664	It really depends of the hardship and duty station status.	8/10/2021 1:55 PM

Pulse check about the changes to your compensation package

665	Less in take-home pay	8/10/2021 1:51 PM
666	le changement des frais d'études m'a obligé à faire un prêt pour les études des mes enfants comme ils étudiaient dans le public, donc pas de frais d'inscription mais les frais d'hébergement, de nourriture et de voyages étaient les mêmes mais plus remboursés	8/10/2021 1:47 PM
667	Very negative impact.	8/10/2021 1:29 PM
668	I'm no longer considered a parent, or single parent, even though I am considered to have dependent children.	8/10/2021 1:27 PM
669	They changed some of the picture we had come to rely on. Its changing promises made at the end of our period in the UN.	8/10/2021 1:05 PM
670	In certain ways, they were good. In others they came up short of just and fair compensation	8/10/2021 1:04 PM
671	It has impacted on savings and financing other investments.	8/10/2021 1:04 PM
672	Sore spot. ITU uses a definition from 1955 to define "family". Disheartening and unmotivating.	8/10/2021 1:00 PM
673	NA	8/10/2021 12:58 PM
674	Our disposable family income has decreased a lot and I have to ask my parents for financial support to be able to pay all the bills for my family. Note that: My P3 salary does not cover our living (and education) expenses in Geneva.	8/10/2021 12:54 PM
675	LIMITED	8/10/2021 12:54 PM
676	I have lost economic purchase power	8/10/2021 12:52 PM
677	The introduced changes have had a limited impact on my family and I, as shown in the "not applicable" responses. I would only add that by 2017 I had already reached the 5 years on mobility, and had very clear that it would have ended on my fifth year.	8/10/2021 12:44 PM
678	The Education Grant entitlement, more specifically the boarding affects my budget a lot	8/10/2021 12:32 PM
679	To a very little extent since most of the changes made are not applicable to a National Officer	8/10/2021 12:23 PM
680	Lower net income	8/10/2021 12:20 PM
681	Children are restricted to universities within commutable distance and otherwise I have to pay for the boarding expenses without support from the office	8/10/2021 12:02 PM
682	There are gains and losses. The net impact is always negative, but time is required to validate this as not all the changes are applicable immediately.	8/10/2021 11:57 AM
683	Have caused us to budget very careful for education and transportation expenses.	8/10/2021 11:53 AM
684	significant decrease of resources available. increased complexities to organize and pay for school transportation	8/10/2021 11:51 AM
685	Biennial increases within grades have made more difficult the already difficult career development for young women professionals.	8/10/2021 11:48 AM
686	The changes has generally impacted positively. However, there are cases where you find a duty station being rated as a family duty station yet there are barely services that can support families like strong education and health delivery systems e.g. Freetown, Sierra Leone.	8/10/2021 11:46 AM
687	the post allowance initially impacted negatively and it was corrected by a court decision. no impact for the rest of changes.	8/10/2021 11:36 AM

Pulse check about the changes to your compensation package

688	The impact is appreciable	8/10/2021 11:32 AM
689	Acepté hacer la movilidad voluntaria con return rights (outposted) por 2 años, que al final se hicieron 4 años. Cuando me fuí, el sistema de educación se modificó, por lo que me quedé sin opción de darle una buena educación a mi hijo mayor que recién salía del colegio, tuve que buscar opciones en el país dónde me había trasladado, limitando sus opciones. En el caso de mi hija menor, tuve grandes problemas para que se inscribiera en una escuela con un programa IB, ya que me pedían el pagar el monto de incorporación, que el nuevo esquema no lo cubría. Cuando llegué a mi nueva Duty Station, alquilé una casa tomando los standares existentes en ese momento, y luego de 6 meses el sistema cambió, no pude renunciar al contrato de la casa hasta luego de 2 años, causandome una gran deuda financiera gracias a que mis beneficios fueron eliminados sin tomar en cuenta mi contrato de vivienda, hoy día todavía estoy pagando esta deuda. Luego de dos años logré cambiarme de casa, con un costo adicional de la mudanza y todo lo que esto conlleva, creo que la organización no tomó en cuenta estos detalles. Con AP in FAO, logré apelar y mi caso logró que luego de algunos años de discusión se revisara el sistema y se ajustara algo, sin embargo todavía no de la mejor manera. El sistema de incentivo a la vivienda fue fuertemente afectado.	8/10/2021 11:21 AM
690	some changes	8/10/2021 11:18 AM
691	The unified salary scale regardless of family status has been an excellent measure.	8/10/2021 11:15 AM
692	Not at all. Single people with no dependants are disadvantaged in this system, by the level of support provided for the life choices of others.	8/10/2021 11:12 AM
693	There should be better remuneration for GS level stff	8/10/2021 11:11 AM
694	It's made the education of my children a real struggle as The Hague, developed as it may be has many difficulties that warrant placing children in universities other than in NL and boarding fees should have continued to be paid.	8/10/2021 11:10 AM
695	It's fine	8/10/2021 11:10 AM
696	The suspension of the allowance for accommodation had an impact. My two daughters studied in the UK and rent was very expensive.	8/10/2021 11:04 AM
697	Not much I must say.	8/10/2021 11:03 AM
698	My salary effectively decreased at the time these changes were implemented and I did not get the annual increase I was expecting. As a young mother, who is supporting her family (with kids expected to start school soon), I find that this makes our job less attractive. I am more likely now to look for an alternative (apply for a higher grade position elsewhere).	8/10/2021 10:58 AM
699	The slight increase in income has really helped in covering costs which, for expats, are usually higher than the local population in the duty station. Hence, the updated post-adjustment has helped.	8/10/2021 10:58 AM
700	A small decrease of the net take home pay.	8/10/2021 10:56 AM
701	Even with the loss of some entitlements, I am financially better off after the changes.	8/10/2021 10:53 AM
702	Lower salary and pension as a result of reduced increment awards from two year advancement and language advancement.	8/10/2021 10:47 AM
703	It seems that this changes brought an improvement, thanks to the single parent allowance.	8/10/2021 10:43 AM
704	Not much	8/10/2021 10:30 AM

Pulse check about the changes to your compensation package

705	I am single with no dependent living in HQ so most of these changes were not applicable to me.	8/10/2021 10:28 AM
706	mildly	8/10/2021 10:12 AM
707	A lot of frustration	8/10/2021 10:07 AM
708	It is very difficult to say anything much on many of these as they do not always apply all the time and the changes are not on top of our heads. It would have been better to share this survey with an overview table of the changes as a reminder.	8/10/2021 9:59 AM
709	Less benefits	8/10/2021 9:59 AM
710	Baisse de salaire d'environ 25% par rapport à des nouveaux recrutements sur base internationale!	8/10/2021 9:43 AM
711	Not much considering my situation.	8/10/2021 9:24 AM
712	The changes in the step increment system have reduced my take home pay, and the potential for gradual improvement of income. Education grant changes have not had a significant impact for me.	8/10/2021 9:21 AM
713	Not applicable	8/10/2021 9:13 AM
714	the major change has been our increased contribution to the accommodation for children going to college	8/10/2021 9:12 AM
715	Slight changes have been introduced.	8/10/2021 8:19 AM
716	More or less in a positive way	8/10/2021 7:43 AM
717	The burden has been placed on staff more than previously.	8/10/2021 7:41 AM
718	Overall, slight negative effects especially on education grants, and no real advantages that I am aware of, maybe some administrative efficiencies.	8/10/2021 7:39 AM
719	These changes have not had a huge impact. However I, and colleagues in other duty stations as well, have witnessed a gradual deterioration of IP salary's actual purchasing power, with unrealistic hardship classifications and post adjustment	8/10/2021 6:33 AM
720	Overall less salary leading to less spending power.	8/10/2021 6:26 AM
721	Net earning have decreased and expenditure has increased due to non payment of some earlier entitlements.	8/10/2021 5:55 AM
722	Especially the changes to the education grant had a negative economic impact on my family.	8/10/2021 4:01 AM
723	My current salary has been reduced.	8/10/2021 3:59 AM
724	My net take home pay has eroded substantially due to the discontinuation of the unified salary scale without reference to dependency. Also, the abolishment of the two highest steps in the P4 scale (while adding steps to the D scale!) is very discouraging.	8/10/2021 12:56 AM
725	Reduced take home pay	8/10/2021 12:53 AM
726	No significant change.	8/10/2021 12:05 AM
727	The non-discrimination on family status has positively affected me.	8/9/2021 11:47 PM

Pulse check about the changes to your compensation package

728	Readjustment of budgets to manage commitments and needs.	8/9/2021 11:40 PM
729	not much.	8/9/2021 11:25 PM
730	I am not familiar with all these policies. Would have been good to place a link for each policy so we could read them. We don't know these by heart...	8/9/2021 11:01 PM
731	Not much	8/9/2021 10:56 PM
732	decrease in monthly take home , unable travel home annually , mobility incentive in low for covering all respective expenses	8/9/2021 10:49 PM
733	My net salary went down, even though the messaging around this seemed to be saying that it probably wouldn't. It didn't have a huge impact on me financially, but it made me trust the ICSC less.	8/9/2021 10:35 PM
734	reduction in benefits and compensation	8/9/2021 10:31 PM
735	bien	8/9/2021 10:22 PM
736	Very positive impact	8/9/2021 9:17 PM
737	In New York it was hard to afford private school for my children and it is difficult to afford childcare and rent on a UN salary at P3 level. The slower increases in payment at later steps also made my income lower than it would otherwise have been	8/9/2021 9:05 PM
738	The accumulated negative impact of the reduction of 5.5 per cent in monthly salary, not to mention the reduction in benefits, on our life is huge, especially when a staff member like me is the only bread earner in Geneva. The morale impact is also huge considering that a staff member at a lower level working in another UN agency in Geneva is earning more, apart from better benefits.	8/9/2021 8:55 PM
739	No within grade increment since I'm at a high step, despite being asked to cover for 2 different positions (1 at a higher level, but with no SPA).	8/9/2021 8:53 PM
740	it is becoming more and more worrying with the salary and net take home not being able to keep up with the inflation and various expenses.	8/9/2021 8:32 PM
741	pas d'augmentation dans les steps et statu quo dans le traitement voire une dimunition de salaire	8/9/2021 8:16 PM
742	The change to the within grade/step increment is truly disappointing for high performing staff members who are at the ceiling of the salary grade/step range. Since job opportunities to move to the next level are very limited in this Organization, the step increase should be still available for incentive purposes at the end of the annual performance cycle.	8/9/2021 8:11 PM
743	Don't know about most of the changes	8/9/2021 8:05 PM
744	In terms of the timeline imposed related to EG for university studies.	8/9/2021 8:03 PM
745	Not sure of some of these ... Tried to look for the link to the comparison of what changed which was mentioned in the email, but perhaps this was on the first page of the survey and could not be returned to ... so some of these questions I could not answer with full confidence.	8/9/2021 7:40 PM
746	These processes need to be more consultative, before introducing any changes	8/9/2021 7:38 PM
747	Motivation and insurance to the Family	8/9/2021 7:33 PM

Pulse check about the changes to your compensation package

748	no impact	8/9/2021 7:28 PM
749	The change in granting within grade increments (from 11 annual step increments to 6 annual step increments) acts as an disincentive.	8/9/2021 7:15 PM
750	Tous les changements ont plutôt affecté mon niveau de salaire total (salaire + post ajustement + dependants + education grant) de manière négative et donc aussi les membres de ma famille. Même si la réduction semble réduite, il s'agit tout de même d'une perte de pouvoir d'achat et d'une réduction des possibilités d'épargner pour le futur.	8/9/2021 7:07 PM
751	I did not see any question about the significant pay cut we had in Geneva on the post -adjustment it had a significant negative impact on my family/household's earnings where the cost of living is high in Switzerland and did not decrease at all	8/9/2021 6:57 PM
752	Negatively, our benefits have gone down. There is no clear justification why these benefits have changed and what are advantages and disadvantages	8/9/2021 6:57 PM
753	Reduced income for hardship duty stations reduced options for incentives for family members (like holidays away from home own)	8/9/2021 6:55 PM
754	I think that education grant till 25 years or a master degree need to be considered strongly - What do children with a Bachelor diploma? UN should promote education even within their staff	8/9/2021 6:46 PM
755	My family has continued to access most of the entitlements with the changes. The biggest changes we have had to adjust to as a family are within the education grant. Overall, UN package continues to be quite competitive.	8/9/2021 6:39 PM
756	We have suffered a six per cent pay cut in our basic income. While we are clearly not on the breadline, having your employer cut your basic salary is pretty hard to take.	8/9/2021 6:29 PM
757	Unable to see my children as often as I could- no more edu travel grant	8/9/2021 6:27 PM
758	In my case, my total salary went slightly up, but not enough to affect the quality of life.	8/9/2021 5:58 PM
759	My earnings decreased. However my expenses did not decrease and as a result the income of my family decreased. Needless to say that the more years I work for the UN, the more responsibilities I have and the more work. With the introduced changes I work more for less income.	8/9/2021 5:30 PM
760	Some the changes have resulted in reduced income in a more expensive world environment, making UN job less competitive with others. For instance, lack of support for boarding expenses for university students has resulted in additional burden to parents as the expenses are paid out of their salaries and allowances.	8/9/2021 5:30 PM
761	Reduce flexibility to combined work and family visits when flying to home country or countries in the area. Reduce flexibility to combine teleworking with duty travels and stay at home with the family. Reduce benefits in areas such as health and education while keeping the same salary which is not that high for international organizations.	8/9/2021 5:24 PM
762	Well since they've just ben introduced, we're yet to see	8/9/2021 5:20 PM
763	Overall take-home salary has decreased. Subjective satisfaction of progressing through step levels has decreased.	8/9/2021 5:16 PM
764	Had to pay for moving my son studying and for daily subsistence abroad (greatest advantage of education grant)	8/9/2021 5:12 PM
765	A significant loss of income, loss of mobility incentive/allowance; tremendous financial losses due to extremely high education costs at duty station (noting the declining percentages with increasing cost) and schools have mandatory, very expensive lunch that	8/9/2021 5:08 PM

Pulse check about the changes to your compensation package

is not reimbursed. Result: loss of income combined with significant additional additional costs for several children (in the \$10,000s annually)

766	All changes applicable to me have had a positive impact.	8/9/2021 5:05 PM
767	No effect so far, but might have effects upon separation	8/9/2021 5:00 PM
768	The introduced changes made it more difficult financially to run two households: one at the new duty station and the other at the previous duty station where many staff continue to run a household either for their spouse or children or both, especially if the new assignment is a Non family duty station. For relocated FAO staff, FAO should cover the cost of housing separately from the payroll. This practice is in place in many other UN agencies.	8/9/2021 4:59 PM
769	no major change	8/9/2021 4:57 PM
770	In particular the reductions in the education grant have been very heavy for people with children at university.	8/9/2021 4:47 PM
771	Afectaron negativamente a los estudios universitarios de mis hijos. Tambien acectaron a nuestra posibilidad de vernos con frecuencia, la reduccion de ingresos redujo nuestra posibilidad de vernos . mi pareja ingresa una cantidad ligeramente superior a la compatible y ma tenemos dos viviendas en distintos paises. Co.o no seguimos el modelo domi ante fuimos castigados	8/9/2021 4:46 PM
772	Discontinuation of boarding assistance and education travel grant for university students has had a significant detrimental and negative effect on university going students especially during the pandemic when travel costs and boarding costs shot up astronomically.	8/9/2021 4:45 PM
773	For those that apply - negatively - especially the WIGSI	8/9/2021 4:35 PM
774	The compensation package (especially the COL adjustment and the child benefits) are way too low. Not competitive with the salaries we could get from similar level jobs in NY.	8/9/2021 4:32 PM
775	The biggest impact is related to the education grant benefit.	8/9/2021 4:31 PM
776	Discontinuation of boarding assistance and round-trip travel had a significant impact.	8/9/2021 4:26 PM
777	increased compensation of education	8/9/2021 4:23 PM
778	In my case, the introduced changes have had limited impacts.	8/9/2021 4:20 PM
779	U nilateral change of salary in step increase policy after my contract was signed years ago is considered unfair and affects not only income perspective and corresponding lifestyle, but also retirement perspective	8/9/2021 4:19 PM
780	It impacted mainly on the educational side, with meals and transportation not reimbursed anymore, a disaster as these expenses are quite high. Change of grade increments every two years was also a bad decision for the employees.	8/9/2021 4:14 PM
781	Negatively, with respect to education grant - meal and school transport costs passed to me.	8/9/2021 4:10 PM
782	The changes in education grant are a big loss. All unavoidable costs should be covered eg capital assessment, exam fees and lunch and trips when mandatory by school.	8/9/2021 4:06 PM
783	Very badly	8/9/2021 4:01 PM
784	Reduced income and reduction in Education Grant	8/9/2021 4:01 PM

Pulse check about the changes to your compensation package

785	Undue hardship in terms of a stagnant no gain no loss salary scale	8/9/2021 4:00 PM
786	To some extend, I have explained this earlier. More concretely, we had to reschedule our mortgage payments for the house, fire our nanny what is no small deal for someone who is a foreigner in a country and with no family or a social support system. I also reduced support to my family in the home country.	8/9/2021 4:00 PM
787	More expenditure specially in education.	8/9/2021 3:58 PM
788	Substantial and significant negative impact	8/9/2021 3:57 PM
789	Very bad	8/9/2021 3:57 PM
790	In monetary terms, it has impacted negatively. In particular the education grant and rental subsidy schemes have impacted negatively.	8/9/2021 3:55 PM
791	Net pay has been continuously going down because of inflation. Stuck on the same step for 7 years does not give one the feeling that your contribution is valued.	8/9/2021 3:54 PM
792	Negatively.	8/9/2021 3:53 PM
793	There was a net loss in my salary	8/9/2021 3:52 PM
794	No impact felt so far	8/9/2021 3:51 PM
795	Yes, this has greatly impacted positively on me and my family.	8/9/2021 3:50 PM
796	I'll reconsider reassignment to field stations if there is an opportunity.	8/9/2021 3:49 PM
797	no impact	8/9/2021 3:48 PM
798	Overall the changes have significantly reduced my net salary, thus having a negative impact on my family and me.	8/9/2021 3:45 PM
799	I was stuck within the same grade	8/9/2021 3:45 PM
800	No impact.	8/9/2021 3:43 PM
801	negative impact and reduction of income when inflation and living costs are going up	8/9/2021 3:41 PM
802	No significant impact	8/9/2021 3:41 PM
803	Reduced net income.	8/9/2021 3:39 PM
804	I have less net earning now. Conditions of services are deteriorated clearly.	8/9/2021 3:39 PM
805	The compensation package is so complex and difficult to calculate, that I do not know.	8/9/2021 3:38 PM
806	Less taken home net salary payment.	8/9/2021 3:37 PM
807	The within-grade increment is very low. Insurance is very high, especially for lower-grade professionals. The amount of child benefits is very low considering overall costs and the costs of childcare.	8/9/2021 3:35 PM
808	salary blocked at the maximum step for many years	8/9/2021 3:34 PM

Pulse check about the changes to your compensation package

809	I am particularly concern that some of these changes doesn't consider staff members living in family duty station where the family choose not to relocate. These are some of the challenges we face. Such cases do result in payment for two (02) homes, making it difficult for staff who have to maintain two (02) homes. If the family doesn't choose to move to the family duty station, the conditions applicable to non-family duty station should apply.	8/9/2021 3:33 PM
810	Minimal impact	8/9/2021 3:32 PM
811	I cannot wait to leave	8/9/2021 3:32 PM
812	Less pay	8/9/2021 3:32 PM
813	Not much	8/9/2021 3:29 PM
814	My salary has slipped back 10 years and stagnated despite promotions, because of the slower steps and erosion of the post adjustment and other benefits.	8/9/2021 3:10 PM
815	Place of Admin assignment to be replace as now with the COVID 19 pandemic and movement challenges , staff are pushed to stay away from thier families for so long	8/9/2021 3:08 PM
816	The maximum of 13 steps for P4 impacted negatively staff members that were on step 10 and above at the moment of changes.	8/9/2021 3:05 PM
817	no me afectó	8/9/2021 3:03 PM
818	Asa manager i see many staff's morale are affected	8/9/2021 2:53 PM
819	The discontinuation of the accelerated home leave reduced the frequency of my visitas to my country of origin. The changes in step have meant that I was stuck at the new highest level for a while	8/9/2021 2:51 PM
820	I have Lost one step increase related to step increase for which I waited for 2 years and was not applied on the month after the changes were made. From P3/13 to step 14 that was never granted	8/9/2021 2:51 PM
821	Most of them would affect me and my family, very few don't.	8/9/2021 2:46 PM
822	na	8/9/2021 2:43 PM
823	Badly	8/9/2021 2:41 PM
824	Positive	8/9/2021 2:40 PM
825	No significant impact.	8/9/2021 2:34 PM
826	The single parent allowance was a good change as it took into account the new family set up, affecting women primarily	8/9/2021 2:33 PM
827	I was highly impacted negatively with the changes in the education grant.	8/9/2021 2:25 PM
828	The changes have led to us earning less while we spend more due to the high costs at the current and previous duty stations.	8/9/2021 2:18 PM
829	Negative in some cases.	8/9/2021 2:16 PM
830	my salary was reduced	8/9/2021 2:02 PM
831	I have to pay a large amount from my salary as accommodation and book/stationary for my son for his last two years of graduation	8/9/2021 1:55 PM

Pulse check about the changes to your compensation package

as these allowances were withdrawn.

832	Not significantly	8/9/2021 1:53 PM
833	Family, education dependents	8/9/2021 1:46 PM
834	.	8/9/2021 1:37 PM
835	Pas trop. On s'accommode	8/9/2021 1:32 PM
836	It didn't.	8/9/2021 1:27 PM
837	My daughter had to give up her studies at one of the best universities in her specialty/field due to high cost and low reimbursement. She excelled at her studies and had to withdraw to look for low cost studies which are not at the same level.	8/9/2021 1:26 PM
838	somehow	8/9/2021 1:15 PM
839	N/A	8/9/2021 1:11 PM
840	The new changes are not finished so we have to see at the end .	8/9/2021 1:05 PM
841	With all the changes, I am working more and earning less at the end of my career with the UN.	8/9/2021 1:04 PM
842	Increased levels of anxiety about the future. A lack of motivation in the present. Regret about the past. We take fewer family breaks. We expect things to get worse.	8/9/2021 12:54 PM
843	I don't think there has been a substantial change in my situation. The allowances and incentives are still very generous.	8/9/2021 12:52 PM
844	n	8/9/2021 12:39 PM
845	The impact has been negative and frustrating.	8/9/2021 12:39 PM
846	Réduit nos pouvoirs d'achats	8/9/2021 12:38 PM
847	no impact	8/9/2021 12:33 PM
848	somewhat	8/9/2021 12:33 PM
849	Somehow positive	8/9/2021 12:26 PM
850	Education grant with its reduced form added significant burden especially when spouse is not employed.	8/9/2021 12:25 PM
851	Not much change	8/9/2021 12:20 PM
852	I no longer get accelerated increments but only biannual increases. My salary has stagnated and has not kept up with living costs. I get less on behalf of children due to cancelation of PA at dependency level.	8/9/2021 12:20 PM
853	Income has not increased in line with the years spent at UN and the family needs increasing	8/9/2021 12:18 PM
854	It will affect positively I and my family if my place of home leave has been changed. It means my salary package will be changed .	8/9/2021 12:17 PM
855	The relocation grant and allowances took a very long time to pay and I had to compensate for the delay.	8/9/2021 12:15 PM

Pulse check about the changes to your compensation package

856	The family was somehow negatively affected by the changes.	8/9/2021 12:15 PM
857	Positivement	8/9/2021 12:13 PM
858	Favorably and appreciated	8/9/2021 12:11 PM
859	Expensive to handle two homes, before the SOLA was enough but the allowance aren't enough so you cannot see the family often	8/9/2021 12:08 PM
860	positive	8/9/2021 12:07 PM
861	Negatively	8/9/2021 12:05 PM
862	N/A	8/9/2021 12:04 PM
863	It has left the family more exposed to charges by schools and lowers the salary.	8/9/2021 12:03 PM
864	Yes, Education Grant and Unified salary scale	8/9/2021 12:02 PM
865	limited	8/9/2021 11:59 AM
866	They have resulted in a reduction in my overall take-home compensation at a time when the burden to work for the UN has increased and global costs are also increasing. The obviously cost-savings approach sends a message to staff that Member States and the UN system does not adequately value the work we do, especially under challenging and dangerous circumstances in the field.	8/9/2021 11:57 AM
867	Did not impact me.	8/9/2021 11:55 AM
868	Loss of earnings - led to more debt	8/9/2021 11:49 AM
869	Minimal change so far since my case has been relatively generic over the past few years. I do expect more negative impacts in the coming few years. But, I do find the rules/regulations a bit easier to understand (thus not needing HR interpretations) than before.	8/9/2021 11:44 AM
870	The change from SOLA to AHA makes working in a non family duty station unattractive as it becomes a financial burden. Not many spouses come from the same home leave duty station as the staff member. The introduction of a flat rate for boarding school is difficult to understand as if the UN wants to encourage mobility sometimes the only way to ensure stability and the standard of education is to put children into a boarding school.	8/9/2021 11:44 AM
871	De manera posiitiva, como madre soltera. a parte la frecuencia de home leave	8/9/2021 11:40 AM
872	not sure	8/9/2021 11:39 AM
873	With a dependent husband and dependent child, my salary has immediately decreased with the new changes. Re education grant, won't be able to afford UNIS much longer if the education grant is not increased or the UN pressures UNIS to implement a tuition fee for UN parents separate from other parents, that does not necessitate a yearly cost increase for UN parents	8/9/2021 11:39 AM
874	the UN has a steady erosion of benefits for staff. additionally it is harder and harder to hire staff so we have a sea of consultants.	8/9/2021 11:38 AM
875	Little to no impact, with the exception of the education grant: not being able to claim boarding and travel expenses, our budget has become a little tighter: when the changes were approved, we had three children between the ages of 15 and 19, and two of them chose to study in European universities (we are in NY).	8/9/2021 11:36 AM

Pulse check about the changes to your compensation package

876	some areas good - some not	8/9/2021 11:35 AM
877	Affecting family budget.	8/9/2021 11:27 AM
878	Most changes have been great, and impacted positively on us	8/9/2021 11:27 AM
879	n/a	8/9/2021 11:24 AM
880	J'ai senti une amélioration dans mon traitement salarial	8/9/2021 11:23 AM
881	not really. One simply has to adjust to forced changes.	8/9/2021 11:17 AM
882	Because of the Geneva pay-cut, I as a 52 year old P3 staff with dependent spouse & 2 children can no longer afford to live at my duty station.	8/9/2021 11:08 AM
883	The impact on my salary and pension are negative, I am not sure how much. I am already expecting to relocate myself as the allowance will not cover enough of the expenses...When I joined it was much better.	8/9/2021 11:05 AM
884	NO	8/9/2021 11:03 AM
885	No impact.	8/9/2021 11:03 AM
886	My salary and benefits decrease due to the change in post adjustment calculation	8/9/2021 11:00 AM
887	Les changements introduits ne sont pas toujours realistes par rapport au lieu d'affectation, il n'est pas facile d'avoir toujours sa famille aupres de soi malgre le statut de element avec famille.	8/9/2021 10:59 AM
888	n/a	8/9/2021 10:57 AM
889	Costs that I have to support has greatly increased. A lower post adjustment, lack of accelerated steps and decreased in entitlement with education grants (food, transport and board) means that I have lost at least two months worth of income. That means being able to cover regular expenses with 10 months salary rather than 12 months salary.	8/9/2021 10:57 AM
890	Personally I "regressed" one step, but my salary remained stable or perhaps it increased, I cannot remember.	8/9/2021 10:53 AM
891	Change in education grant made daughter travelling a long distance to university from home, instead of boarding.	8/9/2021 10:48 AM
892	Since then I'm loosing a salary per year. But all costs went higher, not lower, so it significantly impacted, in a negative way, all my family	8/9/2021 10:39 AM
893	Negatively due to the loss of salary	8/9/2021 10:38 AM
894	Loss of purchasing power	8/9/2021 10:38 AM
895	Moderate harm	8/9/2021 10:31 AM
896	Not much	8/9/2021 10:30 AM
897	less disposable income as well as remuneration for being away from family. Review of the Rest and recuperation cycle and the number of days should be increased as per level of hardship missions	8/9/2021 10:26 AM
898	the changes should go along with a timeline taking into consideration all the scarifies done by the staff member on the name of the	8/9/2021 10:23 AM

Pulse check about the changes to your compensation package

organization in order to guaranty an future for the family members.

899	No	8/9/2021 10:22 AM
900	Economically at home, it did not impacted at all. However felt distracted by all the noise that generated around the situation.	8/9/2021 10:21 AM
901	Cost money and made it difficult to see family.	8/9/2021 10:20 AM
902	Pretty much all introduced changes under the new system has affected me and my family very negatively in financial terms. We feel unappreciated showing geographic mobility while many people stay e.g. at headquarters all their lives. Also I am very disappointed that my ability to communicate in three official languages with Member States (two proven with LPEs) and an additional two unofficial languages is not appreciated by the organization.	8/9/2021 10:14 AM
903	no	8/9/2021 10:12 AM
904	Not much	8/9/2021 10:06 AM
905	.	8/9/2021 10:05 AM
906	NA	8/9/2021 10:00 AM
907	N/A	8/9/2021 9:48 AM
908	not much.	8/9/2021 9:48 AM
909	The changes did not affect much my family. My entitlements and benefits did nit vary significantly.	8/9/2021 9:40 AM
910	Every change impacts family either negatively or positively. The issue is how much is done to ensure inclusive involvement of us that are affected and our voices heard	8/9/2021 9:39 AM
911	Step increment and the differentiation in pay with other UN staff in Geneva, had contributed somewhat to a reduction of income. It is obvious that this difference would have been difficult to assimilate with one income only.	8/9/2021 9:26 AM
912	I have been heavily penalized because both my children are in international school and this has increased the financial burden on me as a single father.	8/9/2021 9:24 AM
913	It hasn't	8/9/2021 9:24 AM
914	Education allowance has not kept pace with market changes in suitable international schools. Neither has rental subsidy where thresholds are far too high to allow for subsidy.	8/9/2021 9:23 AM
915	Changes were positive and well appreciated. At least staff members were not placed out of pocket	8/9/2021 9:23 AM
916	no change	8/9/2021 9:16 AM
917	In a very positive way.	8/9/2021 9:16 AM
918	Yes, they did, I am less motivated to perform my duties at the highest level; decreased standard of living; seeing my family less; all resulting in a decreased morale of me and my family.	8/9/2021 9:15 AM
919	N/A	8/9/2021 9:15 AM

Pulse check about the changes to your compensation package

920	positif	8/9/2021 9:14 AM
921	Reduced household income. Extreme difficulty in university financing for dependent children	8/9/2021 9:11 AM
922	The changes in especially education grant has added several 1000 usd in annual cost, which increases with each child reaching shcoolage.	8/9/2021 9:10 AM
923	All comment provided above are clear. In summary, these changes significantly decreased my family financial status.	8/9/2021 9:08 AM
924	A lot of concern on the education grant entitlement especially for tertiary education.	8/9/2021 9:07 AM
925	Normal.	8/9/2021 9:05 AM
926	Work with UN is not attractive as before.	8/9/2021 9:04 AM
927	to get hop of the future	8/9/2021 9:03 AM
928	Positively	8/9/2021 9:03 AM
929	It has impacted me and my family we have to adjust our budget	8/9/2021 9:02 AM
930	N/A	8/9/2021 8:59 AM
931	Salary reduction while housing and medical insurance costs are particularly high in Switzerland.	8/9/2021 8:56 AM
932	Negativamente,	8/9/2021 8:55 AM
933	In an expensive city such as Geneva, we needed to do several cuts in our budget and live with the minimal necessities. Especially having children at the university and family in countries were the economic situation due to Covid , require us to send money and help , is becoming really hard	8/9/2021 8:54 AM
934	Negativement	8/9/2021 8:53 AM
935	no comment	8/9/2021 8:39 AM
936	We just have to cut out on some of the things that we were used to before.	8/9/2021 8:38 AM
937	I started as a temporary P2 step 6 in 2015. I gained steps annually to reach p2, step 9 before separating to re-join the organization on a fixed term basis less than a month later. I lost all my steps and under the new system it is taking six years to re-gain them. As a junior staff member, in an expensive duty station, which faced significant cuts to the post allowance, this has been challenging. It also has meant I earn significantly less than peers who started at the same time on a fixed term basis.	8/9/2021 8:37 AM
938	Fairness - "equal pay for equal job" regardless of status (between single and married status)	8/9/2021 8:35 AM
939	N/A	8/9/2021 8:33 AM
940	Bearable.	8/9/2021 8:31 AM
941	In my case i do not have a family, primarily because the UN does not seek to facilitate transfers in couples where both work for the UN nor does it have a policy making sure people rotate between war zones and family d/s (in fact, one is proposed more category E posts after a few category E post, having shown their resilience). For those of us in the field, the impact on personal life is so	8/9/2021 8:25 AM

Pulse check about the changes to your compensation package

pervasive that one wonders whether we signed a job contract or joined a cult, and career change is often the only way to address this - which i have seen, over the years, cost the UN some of its best staff in specific d/s.

942	not much for now	8/9/2021 8:12 AM
943	increased my remuneration to make up for the drop in Danger Pay and other benefits not available in my new Duty Station	8/9/2021 8:11 AM
944	EG is very low	8/9/2021 8:05 AM
945	My family already failed as a result of inability to travel. accelerated home leave also in R&R environments is a requirement.	8/9/2021 7:58 AM
946	Salary has effectively been reduced due to longer time between increments and introduction of costs for children to go to school.	8/9/2021 7:56 AM
947	Marginally	8/9/2021 7:53 AM
948	I feel that as a result of the changes the level of actual compensations have decreased.	8/9/2021 7:51 AM
949	N/A	8/9/2021 7:44 AM
950	En general, les différents changements ont eu pour conséquence de réduire les avantages accordés au staff et sa famille	8/9/2021 7:43 AM
951	Limiting the number of years to 4 for education grant for children who are studying courses that extend beyond 4 years will require additional planning and adjustment	8/9/2021 7:40 AM
952	I have no comments on this	8/9/2021 7:19 AM
953	No main changes - challenges remain for families with small kids	8/9/2021 7:15 AM
954	Biannual increments within steps from 6 and higher is demotivating.	8/9/2021 7:08 AM
955	The changes have impacted me and the family adversely	8/9/2021 6:31 AM
956	The most important was the negative impact on the choice of school for my children.	8/9/2021 6:28 AM
957	Not much for my own family	8/9/2021 6:23 AM
958	It has streamlined our understanding of the system, and helped reduce mis-understanding among colleagues of different agencies.	8/9/2021 6:08 AM
959	Some positive, some negative.	8/9/2021 6:04 AM
960	As living costs continue to increase (see recently inflation rises) our salaries are not increased, and additionally entitlements are reduced. This will negatively impact our ability to serve the organization undermining its ability to attract good new recruits and deter others from staying.	8/9/2021 5:47 AM
961	Changes have had little real impact. Salaries are still stagnant.	8/9/2021 5:34 AM
962	na	8/9/2021 5:20 AM
963	UN Compensation package is less and less attractive. Not willing to consider the most difficult duty stations anymore.	8/9/2021 5:12 AM
964	N/A	8/9/2021 5:01 AM
965	Not much as I am a nationally recruited staff, despite the fact that I hold a permanent appointment contract	8/9/2021 4:07 AM

Pulse check about the changes to your compensation package

966	reduced income	8/9/2021 3:31 AM
967	No big changes	8/9/2021 2:17 AM
968	Removal of annual increments within certain steps is not welcome. As it is the annual increments are minuscule . In the absence of performance related increments, the removal of annual increments as well is bit demotivating, especially if you are a high performer.	8/9/2021 1:30 AM
969	The changes to the education grant and family allowances create a financial disincentive for being in duty stations with families.	8/9/2021 12:16 AM
970	Directly impacted in terms of in grade progression (slower), no longer benefitting from language incentives, not benefitting from mobility incentive when moving to headquarters even if never before at HQ and have spent all previous career in the field in different assignments.	8/9/2021 12:11 AM
971	This causes financial troubles.	8/8/2021 11:08 PM
972	Negatively.	8/8/2021 11:07 PM
973	I cant answer this as we in the field are not aware of these changes and most of my answer are not applicable as I never had them before	8/8/2021 10:03 PM
974	Its been extremely difficult to balance work and family and to properly meet a number of financial responsibilities. Especially when the family is in a different country.	8/8/2021 9:29 PM
975	Important benefits and entitlements were reduced which negatively impacted staff with family. Furthermore, Geneva is an expensive city and with a reduced salary due to the changes in the benefits package and the reduced salary scale, the financial situation of staff is quite complicated.	8/8/2021 9:21 PM
976	Tres positivement	8/8/2021 9:17 PM
977	No comment	8/8/2021 9:15 PM
978	Thé EG grant and lost of books, lunch and transportation is high cost	8/8/2021 7:56 PM
979	I didn't know about any of the changes. Perhaps one of the survey questions should have been whether we were familiar with the before and after.	8/8/2021 6:58 PM
980	N/A	8/8/2021 6:48 PM
981	not better than before	8/8/2021 6:10 PM
982	Minimally	8/8/2021 5:59 PM
983	It has impacted me and my family to a certain extent.	8/8/2021 5:13 PM
984	honestly don't really know. I am single with no dependents so most of these entitlements don't apply to me. I wish I'd have family reunificaiton to see sick aging parents (which should be the same as someone flying out to see their kids...) I just know the base salary amount doesn't really increase each year.	8/8/2021 4:41 PM
985	- Less remuneration for staff working in high risk emergency settings; too much benefits cut - Discontinuation of EPA (allowing staff in emergencies to relocate their families close to where they are with the support of the respective organisations) has resulted in	8/8/2021 4:38 PM

Pulse check about the changes to your compensation package

psychosocial and mental affects to staff and families, especially children.

986	We feel valued. Quality of life is improved	8/8/2021 4:29 PM
987	AS an international civil servant, I think it is unfair to take the mobility out of H duty stations. I have moved around, and living in a H duty station is very expensive, and my family has moved all the same. The changes in allowances and support to families to relocate to duty stations close to E duty stations have also affected the organization's ability to attract different nationalities. There are high concentrations of specific nationalities in certain E duty stations due to the proximity to home countries. This does not support diversity and inclusion and makes it particularly difficult for women.	8/8/2021 4:15 PM
988	Net income decrease results in lower standard of living in comparison with the equivalent MB Foreign service remuneration.	8/8/2021 4:08 PM
989	The change in the way home leave airfares are calculated has a huge impact...the difference is enormous.	8/8/2021 3:55 PM
990	Even though I moved duty station with my son, I do not get repatriation at family rate because the son is not considered my dependent family. This adds complexity to family relocation and can cause difficulties.	8/8/2021 3:46 PM
991	N/A	8/8/2021 3:44 PM
992	Every year we get our allowances and incentives reduced. For families from 4 and more members it becomes very difficult to move from one duty station to the other and live with one salary	8/8/2021 3:19 PM
993	N/A	8/8/2021 2:27 PM
994	The cost of childcare is our second biggest monthly expense and I would like the UN to consider helping with the cost for children under 5 years. The current child support of USD 244 is not sufficient to cover all the needs. I would also appreciate more regular updates and information on any changes - some of the above did not reach me (unless I missed something?)	8/8/2021 2:25 PM
995	More challenges in using family related travel rights (home leave and education and spouse) due to stringent implementation.	8/8/2021 2:03 PM
996	I am happier with my pay now but unhappy with discontinuation of accelerated home leave in D and E duty stations, changes to R&R (calendar days rather than workdays) and the ridiculous rule whereby if you don't use the R&R entitlement within one month of qualifying, the balance resets to zero. Like home leave points, once you accrue enough it should just sit there until you can take: We have fewer and fewer staff and are in the grips of a global pandemic and these make it extremely hard to take breaks.	8/8/2021 1:41 PM
997	discontinuation of accelerated HL is very impacting especially when one needs to take advance leave due to family emergencies.	8/8/2021 1:15 PM
998	Less salary - but hopefully that increased the money that went to programming and saving lives	8/8/2021 12:50 PM
999	n/a	8/8/2021 12:36 PM
1000	We are benefitting from increments through the introduced changes	8/8/2021 12:35 PM
1001	-	8/8/2021 11:42 AM
1002	My options supporting family and level of life narrowed to the essential needs. Possibility for having savings on retirement was narrowed.	8/8/2021 11:34 AM
1003	Not sure at this stage	8/8/2021 10:45 AM
1004	Less income and slowly UN is losing its attractive power for exceptionally skilled individuals	8/8/2021 10:29 AM

Pulse check about the changes to your compensation package

1005	It is coming to a point where there is little incentive in working away from my family. The salary scales and benefits are now only an incentive for staff from program countries.	8/8/2021 10:29 AM
1006	Education grant travel (one per scholastic year) will mean less frequent re-union with the the extended family back at home country.	8/8/2021 10:11 AM
1007	It has impacted positively on me and my family.	8/8/2021 9:48 AM
1008	I have been happy with the changes.	8/8/2021 9:44 AM
1009	depleting standard of living and less less motivation	8/8/2021 9:37 AM
1010	Decreased purchasing power impacting family quality of life while cost of living continues to increase in all the economies around the world	8/8/2021 9:14 AM
1011	In general I see that the package is more realistic and takes into account mutual responsibility between the organization and staff member. EG for instance reflects the impact of the choices made by the individuals when looking at the progressive approach to the "co-pay" based on the cost of education. But I do not agree with the cessation of within grade increment. Not all organizations and job functions in the UN offer the same level of opportunities for change of jobs and mobility. I think the yearly within grade increment should be applied all the way to the last step.	8/8/2021 9:14 AM
1012	As a result the cumulative money loss of my family amounted to more than 20 000 chf	8/8/2021 9:12 AM
1013	Not impacted	8/8/2021 9:11 AM
1014	Significantly - out of pocket payment for dependents, especially for education grants (and boarding) increase significantly. For one child (attending a UWC boarding/school), I had to pay) \$21 000 out of pocket per year.	8/8/2021 9:07 AM
1015	Financial constraint as i have to pay more out of pocket for school fees especially Tuition, boarding and extras that are now mostly inadmissible costs.	8/8/2021 8:58 AM
1016	In a positive way	8/8/2021 8:33 AM
1017	Fairly	8/8/2021 7:54 AM
1018	Morally discouraged, removalable allowance was helpful for family and increased additional financial burden	8/8/2021 6:54 AM
1019	Take home pay is significantly lower	8/8/2021 6:10 AM
1020	No major impact	8/8/2021 5:47 AM
1021	Less income.	8/8/2021 4:50 AM
1022	As the lead breadwinner, it is sometimes frustrating that there is neither a mechanism for promotion nor performance based pay system	8/8/2021 3:56 AM
1023	Retroactively award me the 3 step increases I have been cheated on thanks to UN/UNDP's grossly unfair rules as they pertain to Step increases. And afterwards, award Step increases based on total months completed under that Step and not on a per contract basis. I'm sure HR staff are able to count from 1 to 12 and then continue on to 13 and onwards as opposed to restarting at 1. If OHR cannot see the gross unfairness of it all then there is little hope. Ask HR staff if they will be willing to revert back to their 2013 salary scale, give back all the extra money they earned at the higher Step levels they moved to since 2013, and if they will also	8/8/2021 3:56 AM

Pulse check about the changes to your compensation package

agree to remain at that Step level until they retire? Once this question is put into context then hopefully the stark reality of systematic abuse through irregular regulations and poorly thought through rules should become apparent to all that have more than a 2-digit IQ.

1024	I can't see	8/8/2021 2:05 AM
1025	Post adjustment and pay cut	8/8/2021 12:54 AM
1026	My salary has been significantly reduced, though my work load has increased.	8/7/2021 10:20 PM
1027	Nothing of great significance.	8/7/2021 9:32 PM
1028	More expenses for children travelling to University outside duty station	8/7/2021 8:44 PM
1029	N/A	8/7/2021 8:36 PM
1030	I earn definitely less.	8/7/2021 6:31 PM
1031	NA	8/7/2021 6:05 PM
1032	substantial financial loss (net)	8/7/2021 5:31 PM
1033	Not bad , it gives better payments.	8/7/2021 4:40 PM
1034	Marginal impact, overall no visible positive impact	8/7/2021 4:39 PM
1035	Negatively in areas like home leave which is maxed out at 40units	8/7/2021 4:18 PM
1036	not much	8/7/2021 3:42 PM
1037	No bad impact.	8/7/2021 2:34 PM
1038	Yes, its now more expensive to maintain a family at Home as a staff member in an E duty station.	8/7/2021 2:32 PM
1039	Pas beaucoup d'impact car je suis entrée en service au moment du nouveau package. Je n'ai pas vraiment connu le précédent. 1/01/2015	8/7/2021 1:47 PM
1040	We had to diminish the extracurricular activities for our children and review in an important way our holiday budgets (which need to include travels to our home country to see the family as we have very ageing parents).	8/7/2021 1:32 PM
1041	Not a positive impact, job insecurity	8/7/2021 1:28 PM
1042	Negatively in some areas. Recommend to review the changes to add staff wishes.	8/7/2021 12:48 PM
1043	The major area of impact is the review of the Education Grant which has made me and family to pay out more money now for Education than before.	8/7/2021 12:19 PM
1044	More living expenses that could not help my family to travel with me	8/7/2021 12:16 PM
1045	Not much	8/7/2021 12:01 PM
1046	Affected mobility and choices for education	8/7/2021 11:48 AM

Pulse check about the changes to your compensation package

1047	positivement et augmentera ma motivation	8/7/2021 11:30 AM
1048	Negatively!	8/7/2021 11:30 AM
1049	No alternative but, to accept in case there are changes in compensation package.	8/7/2021 11:29 AM
1050	No impact to my family.	8/7/2021 11:13 AM
1051	Negatively impacted	8/7/2021 10:57 AM
1052	We continue to live a decent life (SM/ dependent spouse and 2 dependent children)	8/7/2021 10:46 AM
1053	The rights incomes give better wellbeing...	8/7/2021 10:33 AM
1054	Limited impact. When mobility is limited, making changes in mobility and relocation may not be assessed easily!	8/7/2021 10:32 AM
1055	Not much in the short term, potentially a lot in the medium-long term	8/7/2021 10:02 AM
1056	Na	8/7/2021 9:51 AM
1057	I have a non-traditional family situation, and I find that the revised compensation package introduces some flexibility that helps me move to and from difficult duty stations (where, for instance, my spouse is not recognized by the host government).	8/7/2021 9:50 AM
1058	I do not necessarily see an additional benefit that resulted from some of these changes.	8/7/2021 9:12 AM
1059	No affect on family.	8/7/2021 9:11 AM
1060	Positively	8/7/2021 9:06 AM
1061	It's ok	8/7/2021 8:29 AM
1062	Based on change to salary (reduction) with post - taken out a loan to cover for the salary difference in order to afford schooling and rent. Salaries per post are no longer based on reality of cost of living in Geneva HQ !!	8/7/2021 8:26 AM
1063	.	8/7/2021 8:13 AM
1064	I am relatively new FT staff so have no comparison	8/7/2021 8:08 AM
1065	Positive financiallly	8/7/2021 8:06 AM
1066	Fairly	8/7/2021 7:12 AM
1067	N/A	8/7/2021 6:30 AM
1068	Some negative impact regarding support for students who have to study overseas and live away from home.	8/7/2021 4:43 AM
1069	Lost an expected step increase.	8/7/2021 4:34 AM
1070	I haven't seen my daughter for more than 2 years, as Covid has meant travel costs are higher, and Fiji is a long way from anywhere. She is also not eligible for travel grant.	8/7/2021 4:28 AM
1071	My salary has decreased and since I am the only eage earner (like many UN families), it has impacted negatively our life style	8/7/2021 3:30 AM

Pulse check about the changes to your compensation package

1072	Lower salary in the long run due to longer period for step increments and loss of the dependency rate.	8/7/2021 2:42 AM
1073	The changes to the education grant and making transportation costs not eligible has significantly impacted my family. We don't have choice of schools and have no way of avoiding the transport costs which are significant	8/7/2021 2:37 AM
1074	Benefits are slightly lower than before.	8/7/2021 1:54 AM
1075	Negatively.	8/7/2021 12:45 AM
1076	I'm not aware so no change	8/7/2021 12:33 AM
1077	Overall, the changes have had a negative impact, in particular those relating to the education grant, and should be revisited and in many cases reversed. The UN's compensation package is increasingly uncompetitive and the loss of many qualified staff members is a direct result of this.	8/6/2021 11:50 PM
1078	The reduction in the overall maximum amount of the Special Education Grant entitlement translated into a compromised ability to provide my dependent, disabled family member with appropriate treatment.	8/6/2021 11:35 PM
1079	Loss of education related entitlements like travel, room/board negatively impacted	8/6/2021 11:33 PM
1080	That what I request is fairness and equality	8/6/2021 11:21 PM
1081	I receive less money, I have receive no pay raise since Jan 2017	8/6/2021 11:20 PM
1082	Not really	8/6/2021 11:17 PM
1083	No change as I didn't know well on the old rules.	8/6/2021 11:13 PM
1084	Important decrease of salary. And the WMO does not have a career development strategy, therefore no expectation to come back to similar conditions. This has a direct impact on monthly charges: loans, education , etc...	8/6/2021 11:13 PM
1085	I don't know anything about these changes so it is hard to assess. Obviously more information is needed.	8/6/2021 10:54 PM
1086	Not much so far	8/6/2021 10:52 PM
1087	The changes heavily affected my family, because of high cost of living in duty station and impossibility to travel home once a year with the change of HL rules.	8/6/2021 10:49 PM
1088	reduction of income and quality of life and opportunities	8/6/2021 10:34 PM
1089	To some extent, the changes were good	8/6/2021 10:26 PM
1090	In 2017, both my husband and I were working. I was disappointed to learn that staff in that situation (both gainfully employed) would lose money. My income has steadily decreased as a result of that change.	8/6/2021 9:48 PM
1091	There has been no impact on my family. The compensation package continues to be fair, competitive and overall meets my family's needs taking into consideration the overall social benefits .	8/6/2021 9:30 PM
1092	NA	8/6/2021 9:26 PM
1093	RAS	8/6/2021 9:13 PM

Pulse check about the changes to your compensation package

1094	Having reached the new top pay Step earlier than expected and not being able to get higher grade since I am less than 2 years from retirement has meant that my monthly take home income has frozen.	8/6/2021 9:12 PM
1095	IT IS RIDICULOUS THAT THIS SURVEY IS AIMED ONLY TO CATEGORIES WHERE GENERAL SERVICE STAFF ARE NOT INCLUDED. WHOEVER IS CONDUCTING THIS STUPID SURVEY DOES NOT REALISE THAT GENERAL STAFF ALSO HAVE A LIFE WHERE FAMILIES NEED TO BE FED, EDUCATED PLUS THE NEED TO LOOK FOR A BETTER FUTURE FOR THEM THAT DEPENDS ALSO FROM THEIR SALARIES. THIS ORGANIZATION ONLY AIMS FOR A BETTER LIFE TO THOSE REGISTERED IN THE CLUB OF SO CALLED PROFESSIONALS OR DIRECTORS. TOO SAD THAT THERE ARE SO CALLED SDGs CREATED BY THE ORGANIZATION WHERE GOAL 8 CALLS FOR DECENT WORK AND ECONOMIC GROWTH BUT IT IS NOT APPLIED BY ITS OWN DRAFTER. WHERE IS THE ECONOMIC GROWTH AIMED FOR GENERAL SERVICE STAFF? THAT ECONOMIC GROWTH IS AND HAS BEEN SINCE ITS FOUNDATION DESIGNED ONLY TO THE CLUB OF Ps and Ds. TOO SAD!	8/6/2021 9:11 PM
1096	Changes in education grant and boarding expenses were biggest challenges . As a single mother I am having difficulty as an international staff member.	8/6/2021 9:05 PM
1097	Very had	8/6/2021 8:53 PM
1098	The revised Education grant, e.g removing boarding cost for children who are at university made the Education very expensive.	8/6/2021 8:50 PM
1099	Passivement	8/6/2021 8:47 PM
1100	Education grant was reduced causing hardship. Salary has been reduced by almost \$ 1000/month due to above changes!	8/6/2021 8:43 PM
1101	They will impact future reallocations. Changes in the education grant on boarding costs have had a huge impact on the choices of my children studying abroad.	8/6/2021 8:30 PM
1102	I have not been able to have a family and a UNICEF career at the same time, I have chosen to grow my career and it is now too late to have a family, I do not believe the organisation has empathy for or support for single female colleagues who are pushed from one emergency to another. There are ZERO advocates for us	8/6/2021 8:26 PM
1103	the changes have not so far impacted greatly me and my family, we were able to adjust ourselves to the new system although that was not too easy	8/6/2021 8:24 PM
1104	The introduced changes do not have major impacts for me and my family.	8/6/2021 8:19 PM
1105	I have less money now as I only get a salary step every 2 years.	8/6/2021 8:14 PM
1106	Rien a changer pour moi et ma famille. Les changements sont pour les internationaux. Alors que les nationaux aussi travaillent durement	8/6/2021 8:14 PM
1107	no family	8/6/2021 8:09 PM
1108	Increased Hardship	8/6/2021 8:07 PM
1109	not significant	8/6/2021 8:06 PM
1110	Losing out on the education grant. The new calculation of home leave lump sums have also lowered the payable amount, and after ensuring fluency certificates in two working languages it's a bit sad to see the incentive go.	8/6/2021 8:05 PM

Pulse check about the changes to your compensation package

1111	I have lost significant amount of money with the discontinuation of some benefits, including geographical moves and language incentive.	8/6/2021 8:02 PM
1112	I have a lot more of out of pocket expenses for the education of my children.	8/6/2021 7:57 PM
1113	Sense of being shortchanged.	8/6/2021 7:53 PM
1114	Not significantly yet.	8/6/2021 7:53 PM
1115	Very little, being on a TA	8/6/2021 7:50 PM
1116	The abolishment of accommodation allowance for students in universities has brought additional hardship to the family.	8/6/2021 7:46 PM
1117	No boarding costs subsidy and no education grant travel for our college students.	8/6/2021 7:43 PM
1118	The impact is negative	8/6/2021 7:38 PM
1119	I would say in May ways positively, except education grant.	8/6/2021 7:28 PM
1120	N/A	8/6/2021 7:22 PM
1121	lower the living standard	8/6/2021 7:22 PM
1122	See comment above	8/6/2021 7:20 PM
1123	Huge negative impacts to the well being of my family.	8/6/2021 7:17 PM
1124	Have had no salary increases for years and am losing salary each year due to alignment of salaries	8/6/2021 7:12 PM
1125	Gratefully, my youngest child is about to complete formal education at a family duty station and therefore I have not been negatively impacted with the changes to education grant and boarding assistance. However, many families have been.	8/6/2021 7:09 PM
1126	I have not assessed the impact	8/6/2021 7:05 PM
1127	I had to turn down at least 1 offer due to changes in educational grant scheme as with 2 school children and the level offered, I wouldn't be able to afford the international school (non-English duty station).	8/6/2021 7:05 PM
1128	The loss of the APA as well as the loss of the boarding costs for children in undergraduate study are the biggest losses felt and experienced.	8/6/2021 7:01 PM
1129	Some changes were plus constructive and productive	8/6/2021 6:59 PM
1130	Loss of revenue hampering ability to carry out certain activities	8/6/2021 6:54 PM
1131	Clearance less remuneration I have.	8/6/2021 6:43 PM
1132	Changes have increased the education costs for my family.	8/6/2021 6:41 PM
1133	Vvry badly. When I was a National Staff my household income and saving capacity was higher. Now my wife can't work and entitlements are not attractive anymore. Worse if compared with other non UN international organizations	8/6/2021 6:36 PM
1134	I did not feel the impact because my contract type.	8/6/2021 6:35 PM

Pulse check about the changes to your compensation package

1135	As a single staff member, the impact has not been huge on me. Nevertheless, I have lost a number of incentives in this process which made me consider employment outside the UN.	8/6/2021 6:34 PM
1136	my take-home salary has reduced	8/6/2021 6:31 PM
1137	Reduced education benefit has been hardest although grateful for the support nonetheless. For those joining the UN later in their career and who have children, the financial burden is so much greater.	8/6/2021 6:24 PM
1138	Tighter budget	8/6/2021 6:24 PM
1139	Beaucoup affecté avec l'education grant, ma fille a dû changer d'école	8/6/2021 6:13 PM
1140	Not much	8/6/2021 6:12 PM
1141	negatively	8/6/2021 6:10 PM
1142	GOOD	8/6/2021 6:05 PM
1143	Changes to the education allowance had a negative impact on my family; given the struggle to identify colleagues with proficiency in UN languages should be an incentive to reintroduce a language allowance/benefit for IP colleagues	8/6/2021 6:00 PM
1144	Main issue is the perpetually changing post adjustment. It is difficult to budget with those arbitrary changes.	8/6/2021 5:58 PM
1145	I haven't seen a positive impact since my situation is not really contemplated in current categories - caring for elderly parents is a very costly endeavor (not counting the stress it brings and the additional burden on staff members), and it is both not recognized or supported accordingly - it also creates stark differences between people with and without children which are artificial and arbitrary since costs are equivalent.	8/6/2021 5:56 PM
1146	NO comment	8/6/2021 5:55 PM
1147	Not all of them have, but see the comment earlier. My income has steadily declined.	8/6/2021 5:55 PM
1148	Less quality of living	8/6/2021 5:50 PM
1149	No impact	8/6/2021 5:47 PM
1150	We were left unable to perform some of the duties or activities that we have doing. Salary, incentive and other benefits changes and adjustments. Even the meal rate per day per family is affected.	8/6/2021 5:44 PM
1151	These changes have particularly: - demotivated me to go again to the field - made it more difficult for my children to access adequate education	8/6/2021 5:39 PM
1152	De maniere positive	8/6/2021 5:38 PM
1153	I didnt see many of concrete changes	8/6/2021 5:33 PM
1154	The changes introduced are not affecting us in any way.	8/6/2021 5:30 PM
1155	Financially very bad, I have to finance my relocation just because i have no dependent recognized by the UN, although they are my dependents.	8/6/2021 5:30 PM
1156	Yes, the change in steps and the 10% salary cut had a huge impact in my family. We are having trouble making ends meet.	8/6/2021 5:27 PM

Pulse check about the changes to your compensation package

1157	It made the education grant more equitable and just.	8/6/2021 5:26 PM
1158	It has been tough and I am still paying an education loan I had to take for my last child whom I could not withdraw from his college when the changes happened.	8/6/2021 5:24 PM
1159	In total the changes have left me receiving less pay and benefits at a time where my workload and therefore the hours I work has increased	8/6/2021 5:23 PM
1160	My main concern is how the changes WILL impact me once my children are at university in another country.	8/6/2021 5:20 PM
1161	Family budget was reduced by 17% . My wife also works for UN and we had developed obligations based on our salaries....	8/6/2021 5:17 PM
1162	Lasuppression d ibdemnite de visite des parents eloigbe pour plusieurs années les enfants étudiants très loin des parents	8/6/2021 5:15 PM
1163	Somewhat.	8/6/2021 5:15 PM
1164	partial impact	8/6/2021 5:11 PM
1165	POSITIVEMENT	8/6/2021 5:10 PM
1166	Money is tighter than it was, and the loss of steps will have a long-term affect on my income.	8/6/2021 5:08 PM
1167	Charges familiales mieux supportées	8/6/2021 5:07 PM
1168	The increment and incentives have enable us to better cater to our families needs	8/6/2021 5:07 PM
1169	Not much.	8/6/2021 5:06 PM
1170	Yes, impacted as my lifestyle and quality has been reduced a lot. I joined the UN system in 2005 and since then I see that the total compensation package in the UN system is going down and down if i compare with the private market and the governments and the inflation rate. Now, we are unable to attract best candidates due to many factors such as: 1) job security 2) low compensation package 3) low career growth/pattern, such as in government and multinational they have many levels and grades (every promotion or grade gives huge morale, however, we are decreasing grades and level) 4) complexity (childs lose their identity, many divorce/separation, stress and depression due to living in abroad or at non-family status) created in personal life vis-a-vis the benefit received 4) An example, I pay total 30,000 usd for one of my daughter's expenses (4000/6000 for my portion of education grant+ 12000 for housing + 6000 for meal plan + return ticket and pocket money), these expenses have made me broke over the last 6 years for my two daughters. One of the main incentive for me joining in UN was education related expenses, however, I see it is otherwise now. Government staffs are being paid higher with many additional benefits, however, having the uncertainty of the job, decreasing incentives etc i find UN job is no more that attractive considering the complexity it creates to someone's life. Where do we stand with the "Noblemaire principle" - are we still comparing and following this principles?	8/6/2021 5:06 PM
1171	No impact	8/6/2021 5:03 PM
1172	Minimally, as I have no dependents.	8/6/2021 5:02 PM
1173	The revisions made to the EG entitlements did not take into consideration the rising cost of education. The revisions have added financial burden to staff.	8/6/2021 5:01 PM
1174	Despite promotions over several years, I earn less now than I did in 2014, and educational expenses are much higher	8/6/2021 5:00 PM

Pulse check about the changes to your compensation package

1175	directamente	8/6/2021 4:58 PM
1176	Education grant was the one aspect negatively impact for me and family i.e, education grant travel and the threshold for reimbursement	8/6/2021 4:57 PM
1177	Some changes were satisfactory in general. However some remain to be improved. Bonus, the Rest and recuperation. Let me explain. We are supervising staff based in hardship D & non family duty station while being in the capital city of the country in hardship C. We work on the rythme of those staff who benefit of R&R. They are in emergency situation and at the end of the day, while being in the capital city , we work hard like them no weekends and we don't benefit of any rest. Can this be analyzed by ICSC ?	8/6/2021 4:55 PM
1178	The changes to grade increments have allowed the administration to delay promoting me from P4 to P5.	8/6/2021 4:52 PM
1179	My overall remuneration has decreased.	8/6/2021 4:52 PM
1180	négatif, rien ne change	8/6/2021 4:51 PM
1181	Less income	8/6/2021 4:51 PM
1182	Made our situation less stable and more precarious	8/6/2021 4:51 PM
1183	n/a	8/6/2021 4:51 PM
1184	No impact	8/6/2021 4:49 PM
1185	Ces changements ont occasionnés de frais supplémentaires ce qui a affecté ma famille	8/6/2021 4:49 PM
1186	No he tenido cambio alguno	8/6/2021 4:48 PM
1187	Les différents éléments décidés conduisent juste à faire contribuer davantage ma famille aux développement de ma propre carrière, et à rendre plus difficile la vie de mes proches. Cela nuira à ma mobilité, tout simplement, puisque je veillerai à e que ma famille, une fois installée, ne patisse pas de l'absence d'aides existantes jusqu'alors pour maintenir un lien avec notre pays d'origine.	8/6/2021 4:48 PM
1188	the feeling of being discriminated by marital status remains more than ever. THE UN system is for families, not single persons.	8/6/2021 4:47 PM
1189	Its not affected me one way or another	8/6/2021 4:46 PM
1190	I can't maintain my family's standard of living. It was an important reduction of my income.	8/6/2021 4:44 PM
1191	Honestly I am not really sure which changes have affected us.	8/6/2021 4:43 PM
1192	The changes in what is paid for educatoin for tertiary and home leave every other year has been an extreme hardship for us and has made us reconsider further work for UN - this is compared to internatoinal NGOs and Embassies who have not reduced this and in fact give RnR in places where UN has no RnR scheme - meaning in some placed embassy staff take RnR every quarter whereas our home leave is once in 2 years. Very unfair.	8/6/2021 4:43 PM
1193	Education grant falls far short of annual outlay.	8/6/2021 4:42 PM
1194	Yes, made our life more changing and difficult to live in a duty station and to move to another. Our household income have been reduced.	8/6/2021 4:41 PM

Pulse check about the changes to your compensation package

1195	We are feeling more and more the financial crunch and perhaps lack of appreciation to our contributions?!	8/6/2021 4:41 PM
1196	Not at all for now!	8/6/2021 4:38 PM
1197	It is very harmful	8/6/2021 4:36 PM
1198	Home leave and EDG	8/6/2021 4:36 PM
1199	Not very significant change.	8/6/2021 4:35 PM
1200	I am not yet fully aware of all the impacts as it is not easy to obtain detailed information. For example, I am not aware exactly of my entitlements for repatriation.	8/6/2021 4:35 PM
1201	slightly	8/6/2021 4:35 PM
1202	Negatively	8/6/2021 4:34 PM
1203	Marginally as I do not have a family, my overall compensation and benefits did not change much	8/6/2021 4:34 PM
1204	Not much, as most of the entitlements do not apply to TA. I would really appreciate for families on TA to get more support in paying for all expenses when changing from one duty station to another. It is a fact, that these changes are mostly for more that just a few months and end up being years where the TA staff member will not get any of the shipment or family travel covered.	8/6/2021 4:33 PM
1205	very satisfied with the new changes, especially the inclusion of the spouse benefits	8/6/2021 4:31 PM
1206	As a family, we are happy with it as it became a unified process/procedures for all.	8/6/2021 4:30 PM
1207	The changes does not take into consideration the increased cost of living in duty stations, especially for staff with disabled children where the allowance covers nothing of the cost needed. With the increase in cost of living the staff continues to pay for the cost of children over 21 who are unable to become independent, but the organization stops paying the allowance beyond 21 and the allowance itself is insufficient.	8/6/2021 4:30 PM
1208	Home leave is no longer something to long for. The reduction was too radical and punitive.	8/6/2021 4:28 PM
1209	Education grant is a pain point. UN is becoming anti-family. Capital assessment must be reimbursed at 100 percent across all agencies. Education grant must be reimbursed at 100 percent - the sliding scale has left us very broke - we work in countries where international schools are very expensive and the education grant must consider this - e.g Addis Schools are extremely high.	8/6/2021 4:28 PM
1210	L'allocation pour frais d'études est bien moindre qu'auparavant, ce qui accroît la pression financière pour les fonctionnaires vivant à New York	8/6/2021 4:28 PM
1211	I have two school going children and have been impacted the most by the changes in the education grant. In principle, I do understand the need to create incentives for lower cost options and move away from a 75% reimbursement amount to manage costs. However, the global reimbursement sliding scale has not been revised even once since 2017 in terms of dollar value (when my understanding was that it was going to be revised every two years). This means that while living costs and tuition costs have increased over the past 5 years, the reimbursement amounts have not taken this into account. Therefore, the new system becomes even less fair as time passes, which I don't believe was the intention. For New York, which has very high tuition costs for example, the maximum amount to be reimbursed has been US\$30,566 since 2017. At the same time, the tuition rate in my daughter's school has increased from US\$48,600 in 2017 to US\$56,750 in 2021 - which is a US\$8,150 with no similar or proportional increase in the sliding scale being currently used.	8/6/2021 4:28 PM

Pulse check about the changes to your compensation package

1212	less salary	8/6/2021 4:27 PM
1213	Difficultes a venir pour soutenir enfants en etudes superieures ou au chomage !!!	8/6/2021 4:25 PM
1214	My income has steadily decreased since joining the UN	8/6/2021 4:22 PM
1215	I have a wife and two kids, and changing our entitlements and benefits means more money is coming out of our pockets at a time when the cost of living is only going up. It is, therefore, getting harder and harder to make any savings, and you could literally end up in debt if you're not careful with your finances.	8/6/2021 4:21 PM
1216	From dependent salary and dependency allowance, I initially moved to unified salary plus single parent allowance and dependency allowance. Right now, I am at unified salary. The single parent allowance was discontinued. The Austrian Government pay to former spouse family allowance and child deduction amount (a negative income tax as a deduction of her income tax), which is higher than the UN dependency allowance, meaning I am paid like any staff member without children. Yet I have to pay full alimony, as under Austrian law the Austrian family allowance does not reduce the amount of alimony due, as under Austrian law, the person liable to pay alimony is entitled to tax benefits, to offset the financial burden. Since I don't pay income tax in Austria directly, I am not entitled to these benefits. The accumulation of loss of dependent salary or later single parent allowance, and the deduction of the child deduction amount from the dependency allowance, together with the non-increase of dependency allowance since 2011, and the pay cut due to the revised methodology for determining the post adjustment, the bi-ennialization of the step increases and abolishment of several steps, and accelerated steps, resulted in a big financial loss. I never calculated it in details, but I guess it is about 10-15%. Since I had a bad divorce, the result is that the bank rejects my demand for a mortgage for an amount that would allow me to purchase an apartment in Geneva, which is big enough to accommodate three children.	8/6/2021 4:21 PM
1217	I have dependants that don't fit UN criteria. Therefore at times I am worse off compared to peers.	8/6/2021 4:20 PM
1218	Overall, I am not better off. I am still dipping into my savings every month in order to support the family given the package.	8/6/2021 4:20 PM
1219	NA	8/6/2021 4:19 PM
1220	Negatively , our savings has diminished and risks increased. So we cannot consider some positions despite our experience being helpful for the position...UN will lose competent staff..	8/6/2021 4:18 PM
1221	Changes have immensely affected my family. Changes to post adjustment in Geneva meant that we had to adjust many things including the reimbursement of loans. Relocation to home country for the education of children due to salary cut and reduction in education grant. It has become difficult to raise and educate children in Geneva.	8/6/2021 4:18 PM
1222	No impact. I continue to be adequately compensated for my work.	8/6/2021 4:17 PM
1223	I still get a decent salary and considering that many people in external organizations have had to take deep cuts in salary due to the COVID situation , we are in a good position.	8/6/2021 4:17 PM
1224	What I have lost in one area I have gained in another so it has all more or less evened out.	8/6/2021 4:15 PM
1225	No comments	8/6/2021 4:15 PM
1226	Changes in Unified Salary Scale - The staff pushed back on this and the administration fought this in the Tribunal and won. Staff with non-dependent spouses and dependent children were discriminated against (and lost a substantial amount of money). The administration did not agree, which was very disappointing and hurt the morale of many people. Education Grant - I may have to	8/6/2021 4:15 PM

Pulse check about the changes to your compensation package

eventually move to an overseas duty station in order to get help with college expenses, which will separate me from my US based family.

1227	It is never a welcome action when ones entitlements are affected, however overall, UN IP staff are still well compensated and I am grateful for the entitlements we have. We managed through reprioritization and careful management of the new income. The transitional allowance was also a welcome recognition of the gradual changes, so it would be good to recognize this in this survey.	8/6/2021 4:13 PM
1228	Good.	8/6/2021 4:12 PM
1229	My husband is an UN retiree who served in the Organization for less than 12 years, therefore his pension is not sufficient while living in NY so I am the main breadwinner. I cannot claim dependency allowance because if he does a consultancy he is over the limit but I have to pay a high insurance cost because the Administration obliges me to pay for his insurance instead of applying ASHI. At the time of his retirement he was not entitled to ASHI because he had hold a 300 series contract for a number of years.	8/6/2021 4:12 PM
1230	. Creo que no se han considerado otros gastos que el trabajador ha tenido que asumir en estos últimos años	8/6/2021 4:10 PM
1231	Increased financial burden due to elimination of scholastic travel and flat rate accommodation fee for university students. In a family with 2 students studying abroad it is quite substantial burden. This was topped up with covid tests (not reimbursable as it is not statutory travel anymore). For example, in academic year 20/21 approx. 600 CHF was spend on covid tests for 1 student (travelling back of forth due to lockdowns)	8/6/2021 4:10 PM
1232	Lower base salary	8/6/2021 4:10 PM
1233	Negative	8/6/2021 4:10 PM
1234	minor financial impact due to discontinuation of language incentive	8/6/2021 4:10 PM
1235	Demotivation, loss of real purchasing power, loss of recognition.	8/6/2021 4:10 PM
1236	No impact	8/6/2021 4:09 PM
1237	Not yet affected but to be affected if further changes are in the process.	8/6/2021 4:09 PM
1238	The more money the better if the wife is sole bread winner	8/6/2021 4:09 PM
1239	Negativelt	8/6/2021 4:08 PM
1240	n/a	8/6/2021 4:07 PM
1241	Year after year I have seen my salary reduce, despite my grade going up. In relative terms, I earn less today than 10 years ago while I had a lower grade	8/6/2021 4:06 PM
1242	My salary did not increase since since 2012. Actually it decreased.	8/6/2021 4:04 PM
1243	Benefits reduced, not motivated	8/6/2021 4:04 PM
1244	Negatively.	8/6/2021 4:02 PM
1245	My salary decreased significantly since few years, including with child allowance which is small despite the fact that the fees are still high. When you have 1 month salary less it has a significant impact on your expenditures	8/6/2021 4:01 PM

Pulse check about the changes to your compensation package

1246	Not much.	8/6/2021 4:01 PM
1247	Negative	8/6/2021 4:00 PM
1248	The combination of changes applicable to my case has resulted in a situation where I lost part of my salary. It took over 5 years to barely recuperate the difference.	8/6/2021 4:00 PM
1249	by not being together for a long time, and made me a single mother.	8/6/2021 3:59 PM
1250	I can certainly feel the weight of all these cuts which obviously translate into financial losses and can be heavy.	8/6/2021 3:59 PM
1251	N/A	8/6/2021 3:58 PM
1252	The changes in dependency allowances have greatly helped me to better meet the living needs of me and my family in my duty station.	8/6/2021 3:58 PM
1253	Change in Education Grant negatively impacted us as we live in the US where private education cost has been increasing.	8/6/2021 3:57 PM
1254	badly, less income in country with high inflation. UNDP not fast enough.	8/6/2021 3:56 PM
1255	Haven't noticed much change	8/6/2021 3:56 PM
1256	Very poorly	8/6/2021 3:55 PM
1257	not much	8/6/2021 3:54 PM
1258	It is very important to keep moving	8/6/2021 3:54 PM
1259	I have lost a fair amount of income, between the lowering of the post adjustment and the lowering of the education grant. This is especially difficult as I am a single parent. Money is tight now.	8/6/2021 3:54 PM
1260	Hardly at all.	8/6/2021 3:54 PM
1261	The changes had a negative impact on my resources and by consequences on my family as well	8/6/2021 3:54 PM
1262	positively in the spouse and child allowance. positive in the once a year mobility incentive, negative for some missed expenditure items in the education grant	8/6/2021 3:53 PM
1263	Overall the changes are positive.	8/6/2021 3:53 PM
1264	I am worse off due to the education grant, and the duty station allowance in Geneva being reduced. But compared to the outside world, we are extremely well recompensed for the work which we do. Also for those of us lucky enough to have FT or WLT contracts, job security is a luxury few outside the UN system enjoy.	8/6/2021 3:52 PM
1265	None	8/6/2021 3:52 PM
1266	While expenses in Geneva (inflation + cost of life) have increased the level of income has decreased.	8/6/2021 3:52 PM
1267	No me han afectado	8/6/2021 3:51 PM
1268	Due to the changes in education grant and family allowance rules, my net take away is 10% less than what i used to get prior to 2017, which is very high amount	8/6/2021 3:50 PM

Pulse check about the changes to your compensation package

1269	Not really effect	8/6/2021 3:48 PM
1270	NYC private schools are on average 50,000 per year. The ceiling for the education grant is 30,000, i.e. roughly 60%, leaving a significant outlay to be paid by the staff member. It puts a severe strain on household finances and is unfair on single parents. This should be reviewed.	8/6/2021 3:48 PM
1271	The new systems, especially the education grant increases the financial burden on my family.	8/6/2021 3:47 PM
1272	Overall good	8/6/2021 3:47 PM
1273	N/A	8/6/2021 3:46 PM
1274	I am being paid around CHF 900 less than before for the same work.	8/6/2021 3:45 PM
1275	The changes with the language allowance and steps in particular are petty and impact morale more than anything else.	8/6/2021 3:45 PM
1276	the cost of living in Geneva is so much higher than the post adjustment we get and the fact that ILO and other get a different salary scale than the UNICEF employees.	8/6/2021 3:45 PM
1277	No significant impact	8/6/2021 3:43 PM
1278	n/a	8/6/2021 3:43 PM
1279	Reduction in salary.	8/6/2021 3:41 PM
1280	We had to move in order to reduce our monthly costs. We also had to make changes to our way of life by stop going out to restaurants, reduce personal expenses to the minimum, etc.	8/6/2021 3:37 PM
1281	I've lost also 10% of my monthly salary without notice and then since 2017 my salary is frozen despite the raising costs of living.	8/6/2021 3:37 PM
1282	I earn less. Still have no chances to move around.	8/6/2021 3:37 PM
1283	I got less disposable income, stressing me out raising two young kids.	8/6/2021 3:37 PM
1284	I probably see a decrease in overall net salary but I'm okay with that as I found some of our entitlements to be overly generous.	8/6/2021 3:36 PM
1285	Negatively	8/6/2021 3:36 PM
1286	Less willingness to relocate, less comitment to the long term	8/6/2021 3:35 PM
1287	We effectively have less money than before.	8/6/2021 3:35 PM
1288	Little impact felt	8/6/2021 3:34 PM
1289	I feel my purchase power has gone down	8/6/2021 3:34 PM
1290	J'ai perdu environ CHF 1000 francs par mois	8/6/2021 3:33 PM
1291	changes do no seem to have affected my family in general	8/6/2021 3:31 PM
1292	La question relative au frais d'installatikn entre TA et FT reste sans reponse. Car on comprend toujours pas pourquoi 15000 et 1200 alors tous les drux font face au meme contexte ou realités pour s'installer	8/6/2021 3:31 PM

Pulse check about the changes to your compensation package

1293	About 10% worse off	8/6/2021 3:31 PM
1294	No change. Pas de changement. Ningun cambio.	8/6/2021 3:30 PM
1295	Changes introduced to education grant and post adjustment had a direct impact on my family.	8/6/2021 3:30 PM
1296	The changes in the education grant impact especially in the Field. Safe transport is a must in some duty stations and is particularly expensive. This is really discriminatory with HQ stations where public transport is generally appropriate.	8/6/2021 3:30 PM
1297	Positive impact thanks to the single parent allowance. Streamlining some benefits is a positive development for the organization.	8/6/2021 3:30 PM
1298	diminished spending capacity of 7% affecting quality of everyday living	8/6/2021 3:28 PM
1299	reduction in the remuneration/salary	8/6/2021 3:24 PM
1300	less available fund for family use	8/6/2021 3:23 PM
1301	Less income!!!	8/6/2021 3:22 PM
1302	I believe that the changes made are against any rule of legal certainty. When I joined the UN in 2009, one of the incentives staff had to take additional languages was the accelerated step. However, for P staff this was discontinued without any type of alternative (as it was promised). In the meantime, G staff kept their language incentives. Moreover, there were changes in the annual steps. However, those were not in line with other rules that were not changed such as housing allowance. These changes have severely impacted my salary, which I expected to increase at least annually when I joined the UN. That was the expectation and the UN should have ensured legal certainty.	8/6/2021 3:22 PM
1303	I have suffered financial loss as a result of the changes.	8/6/2021 3:21 PM
1304	Overall satisfied.	8/6/2021 3:19 PM
1305	Has negatively impact income and made the UN less competitive compared to other employers.	8/6/2021 3:17 PM
1306	I no longer benefit from the accelerated step.	8/6/2021 3:16 PM
1307	Less money	8/6/2021 3:12 PM
1308	Have not impacted. Will be good if overall staff costs are lower so it is easier to find budget to hire people. Most of the benefits are not required to attract and retain staff	8/6/2021 3:09 PM
1309	Yes: lower pay and slower pay raise, while cost increased.	8/6/2021 3:09 PM
1310	I don't feel any change.	8/6/2021 3:07 PM
1311	The reduction in remuneration has strongly affected the family as we have had to make cuts in our previously normal lifestyle.	8/6/2021 3:06 PM
1312	I have less money in my pocket since the changes and also since changing the duty station from New York back to Geneva for reasons too well known (the post adjustment case before the UNDT/UNAT).	8/6/2021 3:05 PM
1313	We live paycheck to paycheck. The post adjustment in Jordan is extremely low for such an expensive city. I am a paycheck away from poverty. Also I cannot afford the employee portion of education grant. These changes were evil to hardworking staff	8/6/2021 3:05 PM

Pulse check about the changes to your compensation package

1314	Loss of income due to the unified base/floor salary scale structure.	8/6/2021 3:04 PM
1315	A considerable decrease in income, highly demotivating I am local staff so all alternative sources of extra income do not apply to me. A fair cost of living evaluation is essential. I feel cheated.	8/6/2021 3:03 PM
1316	I am barely able to cover living costs in Geneva	8/6/2021 3:03 PM
1317	not much. salary progression in higher grades is slower	8/6/2021 3:02 PM
1318	less funds available for the wellbeing of the family	8/6/2021 3:00 PM
1319	Will die without food	8/6/2021 2:59 PM
1320	Decrease in monthly salary for single person in a duty station with high living costs.	8/6/2021 2:57 PM
1321	My salary is lower now than 10 years ago, although I am at higher grade, ridiculous!	8/6/2021 2:55 PM
1322	The lessening of the education grant has had an impact; also, there was a significant impact for us based on the discrepancy between the staff rules that allow for a child's age to change within three months of starting school ONLY for those starting school at age 5 (our residence at our duty station mandates the starting age as age 4 and the three month period does NOT apply in this case, which seems to discriminate based on location of residence)	8/6/2021 2:54 PM
1323	I was promoted in 2016 and the pay increase as a result of the promotion was totally eliminated by the pay cut. Overall, the changes have a negative impact on my private life because I have to provide for my family. Honestly I feel very demotivated since.	8/6/2021 2:51 PM
1324	-	8/6/2021 2:51 PM
1325	positively	8/6/2021 2:48 PM
1326	see above	8/6/2021 2:48 PM
1327	As a single person with no dependents, there are very few benefits or entitlements that affect me.	8/6/2021 2:47 PM
1328	Reduced significantly our well-being.	8/6/2021 2:47 PM
1329	facing financial challenges in paying school fees	8/6/2021 2:44 PM
1330	I have been put in serious financial jeopardy because of the changes.	8/6/2021 2:43 PM
1331	grade increments yearly makes things better due to cost of living and inflation rising more than waiting 2 years	8/6/2021 2:43 PM
1332	Removal of certain relocation grant package is affecting stability. As well as education grant for the well being of your family	8/6/2021 2:41 PM
1333	- Less power of purchase in the Geneva area	8/6/2021 2:40 PM
1334	After 10 years in the same duty station, and having had two promotions, first to P-4 and then to P-5, my salary is practically the same as when I arrived. Very demotivating.	8/6/2021 2:40 PM
1335	perte de revenu équivalent à 10% du salaire net, I would gone somewhere else without the pandemic	8/6/2021 2:39 PM
1336	These changes impacted me significantly. I had three children studying abroad at the time. My spouse is not a dependent. I used to receive the language allowance. My take home pay was significantly reduced. I had to move from a house to a smaller apartment	8/6/2021 2:37 PM

Pulse check about the changes to your compensation package

and sold my car. This was compounded in Geneva by the reduction in post adjustment.

1337	The post-adjustment formula review has meant that I receive less than I used to, while still posted at a very expensive duty station. I am facing shortfalls almost every month.	8/6/2021 2:37 PM
1338	none	8/6/2021 2:36 PM
1339	Overall loss of income, salary plus allowances have gone down, especially for Geneva-based staff who already suffered from a big decline in salary due to pay cuts.	8/6/2021 2:36 PM
1340	We are in unprivileged position as compared to staff a few years ago, while the general living cost is higher than before	8/6/2021 2:35 PM
1341	As mentioned, since I joined the UN I have only seen my salary decreased as I'm not entitled to any benefits. There is no system of promotion (only to apply to position which are usually opened for someone else). Which is not something you can call a promotion ... if you have to apply to publicly advertised position. The only salary increase you see is the increase in steps/experience which is nothing. When was the last time the UN revised to base salary to take into account at least inflation ?	8/6/2021 2:33 PM
1342	I have needed to adjust many things as my income hardly covers expenses (which are quite basic and not in any sense extravagant). One of the consequences is that it is virtually impossible to save anything.	8/6/2021 2:32 PM
1343	The 5% pay cut has had a significant effect on disposable income while costs have been increasing in Switzerland all the time. It is difficult to find affordable housing.	8/6/2021 2:32 PM
1344	Mucho en las finanzas	8/6/2021 2:32 PM
1345	Mobility incentives should be extended given the lack of opportunities . Similarly, step allowance should be extended due to the same reason.	8/6/2021 2:31 PM
1346	My salary has decreased with the changes in 2017 and since then I have not had any increase. After 4 years I earned less than what I was making in 2016...	8/6/2021 2:31 PM
1347	Enormous budget implications, especially on the education grant reductions.	8/6/2021 2:28 PM
1348	The changes have led to an overall reduction in emoluments, whilst costs in Geneva have increased.	8/6/2021 2:28 PM
1349	The discontinuation of the language incentive makes it far less attractive to take on the challenge to learn a new language whereas it can only be beneficial to the work of the United Nations and the outputs to its beneficiaries. The changes in granting within grade increments is even more depressing when career advancement is stopped or impeded as additional steps are awarded less often than before	8/6/2021 2:28 PM
1350	Income has been reduced.	8/6/2021 2:27 PM
1351	I am retiring soon. Most of them affect me little directly, except the slower salary increment and the suppression of the accelerated increase for languages	8/6/2021 2:26 PM
1352	Noticeable loss of income. Accelerated step increments supposed to be replaced by new language incentive but never implemented.	8/6/2021 2:24 PM
1353	School is becoming very expensive as out of pocket payments. For two children it is equivalent to almost one and a half months of salary.	8/6/2021 2:23 PM

Pulse check about the changes to your compensation package

1354	I receive less pay for my language capabilities and was stuck on a within pay grade increase for 3 years as I was at the top of my band.	8/6/2021 2:22 PM
1355	Not much	8/6/2021 2:22 PM
1356	I am adversely affected as a childless staff member without a dependent spouse, who continues to receive far less U.N. income than staff with children who are working at the same level and doing the same job.	8/6/2021 2:21 PM
1357	I earn less now than 4 years ago.	8/6/2021 2:21 PM
1358	There was a substantial decrease in take home salary which has affected standards of living.	8/6/2021 2:18 PM
1359	Salary decrease as single parent but recognized as such	8/6/2021 2:17 PM
1360	Remains to be seen.	8/6/2021 2:17 PM
1361	Negatively. They have represented a significant reduction in benefits and take-home pay.	8/6/2021 2:15 PM
1362	As I have been in Geneva for the past 7 years, and I am single with no dependents, I have not been directly affected. I did not even know about many of these changes.	8/6/2021 2:15 PM
1363	The paycut in Geneva in addition to the recent changes have impacted me greatly.	8/6/2021 2:14 PM
1364	less money, no savings, no salary or career progress.	8/6/2021 2:12 PM
1365	We pay much more for school transport and we now pay nearly as much for that from our own pocket as we do for tuition, as life in Bangkok would not work without it. It also means that as the children get older we will consider moving to a more expensive apartment (where we need to claim a lot more in rental subsidy), so that we can be closer to safe public transport and the children can go at least partly to school by themselves.	8/6/2021 1:59 PM
1366	I have a loss of salary of 900 \$ per month with the new rules. So I have indeed been affected negatively.	8/6/2021 1:54 PM
1367	Reduction in overall income and implications on living standards for me and family	8/6/2021 1:46 PM
1368	Less salary	8/6/2021 1:45 PM
1369	Will result in significant cuts in family budget and expenditures	8/6/2021 1:40 PM
1370	It really affects my economic situation	8/6/2021 1:33 PM
1371	financial stress to pay for school as advance was denied	8/6/2021 1:32 PM
1372	Not at all	8/6/2021 1:30 PM
1373	Less motivation to work for the UN	8/6/2021 1:26 PM
1374	not much	8/6/2021 1:13 PM
1375	No substantial difference from previously.	8/6/2021 1:10 PM
1376	Impacted heavily financially, not able to manage adequately as a widow with 3 children	8/6/2021 1:08 PM

Pulse check about the changes to your compensation package

1377	None	8/6/2021 1:07 PM
1378	Added financial hardships due to reduced compensation package.	8/6/2021 1:02 PM
1379	No change yet	8/6/2021 12:33 PM
1380	Given changes in relocation/repatriation grants and other incentives I'm less likely to move.	8/6/2021 11:57 AM
1381	I have felt the loss of income that I have had to cover from my pocket. Overall, the reforms took away some cushioning that I used to get from the UN.	8/6/2021 11:57 AM
1382	no comment	8/6/2021 11:56 AM
1383	The dependency structure has been a source of increased stress, especially during my tenure at a high-cost duty station.	8/6/2021 11:43 AM
1384	Reduction in household income. Inability to return often to home country.	8/6/2021 11:27 AM
1385	The changes have reduced greatly my overall salary and benefits.	8/6/2021 11:26 AM
1386	Not tremendously, since my home country is close to the duty station.	8/6/2021 11:26 AM
1387	All changes have been positively welcome.	8/6/2021 11:24 AM
1388	We have less money. We see our children less. We are losing touch with our home countries. We are very unhappy with remaining UN employees.	8/6/2021 11:16 AM
1389	discontinuation of boarding and edu-travel for secondary and post-secondary education grant was a big blow to family budget, espacially with 2-3 children at boarding school/university	8/6/2021 11:02 AM
1390	no impact	8/6/2021 11:02 AM
1391	Net impact is reduced salary although the reduction was in the range of 1% to 2% compared to pre-2016 salary.	8/6/2021 10:58 AM
1392	We are fine with it. Nothing more to ask for.	8/6/2021 10:56 AM
1393	Don't have a family, have not relocated so very little impact. But the pay cut a few years back compounded with cut in accelerated steps and other changes are definitely felt.	8/6/2021 10:42 AM
1394	not sure as not fully aware	8/6/2021 10:41 AM
1395	Mildly	8/6/2021 10:26 AM
1396	there was a decrease in some allowances.	8/6/2021 10:26 AM
1397	We have seen our family's income unchanged for sometime , while the cost of living in this duty station continues to grow!!!	8/6/2021 10:12 AM
1398	The largest negative impact was the decreased number of step increments. It is not always a matter of moving up the ladder. For staff engaged in technical work, may not necessarily wish to move to managerial positions (which may be few and competitive). A technical staff is likely to remain at the final step of the salary scale, with little movement or incentive, until the end of staff's career, particularly when other incentives have been cut.	8/6/2021 10:04 AM
1399	Resulted in a significant loss of income	8/6/2021 10:03 AM

Pulse check about the changes to your compensation package

1400	They haven't impacted me.	8/6/2021 10:01 AM
1401	Too early to tell	8/6/2021 9:56 AM
1402	Minimal impact	8/6/2021 9:52 AM
1403	Negative impact.	8/6/2021 9:33 AM
1404	My salary have decreased significantly over the years, the benefits packages are less attractive (education grant and home leave travel). As I am unmarried, I lose both side, single parent allowance and home leave... This is discriminating in my views. With the paycut, we had to reduce many expenses and quality of life has gone bit down. Fortunately some benefits remains such as a good health insurance, which encourage us to stay.	8/6/2021 9:31 AM
1405	Not applicable	8/6/2021 9:29 AM
1406	Negatively, especially education grant	8/6/2021 9:27 AM
1407	no	8/6/2021 9:26 AM
1408	Not much	8/6/2021 9:13 AM
1409	We are adjusting and making the necessary changes	8/6/2021 9:03 AM
1410	Not a lot, but still perceptible.	8/6/2021 8:49 AM
1411	The removal of boarding expenses for university education has negatively affected my family as well and the loss of education grant travel.	8/6/2021 8:25 AM
1412	Negatively, as overall my compensation package is less than it was in 2017. The effort of the UN to save money on staff is likely to impact the quality of the recruitment. Particularly it may impede recruitment of staff with families.	8/6/2021 7:54 AM
1413	UN salaries and entitlements remain opaque and only those who know them well are able to fully benefit.	8/6/2021 7:08 AM
1414	It is very difficult to find staff willing to travel to family duty stations where their spouse cannot work. The UN should do more to identify and manage this issue	8/6/2021 6:23 AM
1415	Not much changes as many of the benefits not applicable to me	8/6/2021 6:03 AM
1416	I moved from family to non family, and have less net income now. I feel betrayed by the UN Secretariat and am looking for jobs outside.	8/6/2021 4:14 AM
1417	Not much really.	8/6/2021 3:40 AM
1418	yes, I am in receipt of the single parent allowance which previously did not exist	8/6/2021 3:30 AM
1419	The changes impacted my family very, very negatively financially, as well as my motivation. I was/am disillusioned with the UN and how it treats its long-serving staff	8/6/2021 3:07 AM
1420	Not much really, it is a great place to work benefits wise. I am happy with the organisation have provided for me.	8/6/2021 2:12 AM
1421	less money	8/6/2021 1:38 AM

Pulse check about the changes to your compensation package

1422	I have seen limited impact	8/6/2021 1:18 AM
1423	Less income for my family, while since 2017 the volume of work increased, e.g. more work assigned to fewer people because they cut posts for "Umoja benefits", while adding new clients to service without adding resources.	8/6/2021 1:15 AM
1424	See question above	8/6/2021 12:56 AM
1425	The biggest impact has been around the change in home leave entitlement. We have been financially penalized for our readiness to serve in difficult duty stations.	8/6/2021 12:51 AM
1426	Not significantly.	8/6/2021 12:46 AM
1427	Luego de mi divorcio me case nuevamente y mi esposa no tiene otro beneficio de traslado mas que el pasaje y gastos de terminal	8/6/2021 12:20 AM
1428	No impact	8/5/2021 11:57 PM
1429	While the unified scale led to decreases in my case, the new system is clearer. Ideally, the affected staff members should have been grandfathered.	8/5/2021 11:48 PM
1430	Not much change	8/5/2021 11:41 PM
1431	No	8/5/2021 11:32 PM
1432	Not	8/5/2021 11:30 PM
1433	I am not familiar with any of these changes, which likely means that I haven't been seriously impacted by them	8/5/2021 11:13 PM
1434	Hemos tenido que ajustar presupuesto y no quedan opciones ni de ahorro o de inversion de ganancias.	8/5/2021 11:12 PM
1435	The single parent allowance was most welcome, as it is considerably higher than the child dependent allowance, however, depending on where the child lives, the allowance can be removed and that shouldn't be the case if the staff member has sole financial responsibility for the child.	8/5/2021 11:09 PM
1436	Financial impact on the reduction of the education grant for children visiting US colleges.	8/5/2021 11:08 PM
1437	Expenses have increased with the cost of living in Bonn and this is not taken into consideration with salaries; families have less disposable income with the increased cost	8/5/2021 11:06 PM
1438	yes, the working conditions and compensations keep deteriorating, and career prospects are grim	8/5/2021 11:02 PM
1439	Badly	8/5/2021 10:33 PM
1440	Step increase were already below the increase in the cost of living. Make the step increase every two years results in a loss of income.	8/5/2021 10:28 PM
1441	NIL	8/5/2021 10:28 PM
1442	Between a phase out of the rental subsidy and changes in the dependency allowances, my salary has decreased by 10% while the costs of living in my duty station remain unchanged.	8/5/2021 10:27 PM
1443	segun la calculadora., no me afectaría sustantivamente	8/5/2021 10:24 PM

Pulse check about the changes to your compensation package

1444	Slower progression in steps means reduced real terms salary as post adjustment and other cost of living adjustments never keep pace with actual cost of living increases.	8/5/2021 10:13 PM
1445	not well	8/5/2021 10:10 PM
1446	we are ok with the changes	8/5/2021 10:08 PM
1447	There is no such impact	8/5/2021 9:59 PM
1448	We have less money	8/5/2021 9:54 PM
1449	My total pay went down due to the unified scale. I also lost the non-removal allowance, the accelerated step increase (language incentive for P staff), and now I am stuck for 2 years at each step.	8/5/2021 9:50 PM
1450	Biggest change was in change in dependency status and change to education grant.	8/5/2021 9:50 PM
1451	Up today, the impact has not been significant, however, I am concerned about the future.	8/5/2021 9:48 PM
1452	As a single parent, I work hard to support children to get education. It is disappointing that I can't count on the UN to support when all prices go up but our benefits.	8/5/2021 9:33 PM
1453	Positively to some extent	8/5/2021 9:29 PM
1454	Salary for P staff is too low	8/5/2021 9:28 PM
1455	Not very much overall.	8/5/2021 9:22 PM
1456	As a result of the changes I incurred a loss of approximately \$1,000 per month on a continuing basis and slower salary increments.	8/5/2021 9:20 PM
1457	Financial entitlements significantly lost value since 2017 because the living expenditures have been raised.	8/5/2021 9:19 PM
1458	my son was studying at a colleague in a country different from my duty station and could not bring him to see us because of the changes. the travel allowance was only for primary or secondary school students.	8/5/2021 9:17 PM
1459	The changes have impacted my family and I in a negative way. I am head of a family of 3 living on a single income. We have lost quality of living, we worry that in the coming years we will not be able to face mounting costs for housing and schooling in New York (owing to the new in grade salary increment scheme, the new structure for the spouse allowance and the changes in the education grant). As a family we also have to factor in medical expenditures, school extra expenditures (i.e tutoring), sport/healthy activities for children wellbeing. Our saving capacity has been impacted as well and I expect it to continue to shrink.	8/5/2021 9:15 PM
1460	did not affect	8/5/2021 9:15 PM
1461	Nothing to add	8/5/2021 9:11 PM
1462	Loss of annual income made us to change our usual life choices!	8/5/2021 9:11 PM
1463	Not affected at the moment	8/5/2021 9:10 PM
1464	N/A	8/5/2021 9:08 PM
1465	Any extra income is helpful	8/5/2021 8:50 PM

Pulse check about the changes to your compensation package

1466	A great impact to me and my family	8/5/2021 8:48 PM
1467	There has been areas where financial plans had to be change.	8/5/2021 8:47 PM
1468	De forma mínima.	8/5/2021 8:43 PM
1469	The introduction of the new Education Grant arrangement resulted in me having to pay more for my children's education; such that I eventually had to take both of them out of a private school and place them in a public school, which diminished the education they received.	8/5/2021 8:41 PM
1470	Not much impacts being made thus far.	8/5/2021 8:37 PM
1471	Some of the changes have had negative financial impacts and also the changes and their administration have created many problems that staff spend hours trying to fix instead of doing the jobs they applied for. The administration of the education grant is a joke. The easiest thing to do would be to get a sense of the cost of private school in each duty station (usually they all are in the same ballpark) and provide a grant without all this paperwork at the end of the year for both staff applying and staff processing. Its a big waste of time and energy. Every year I have serious problems and the HR staff who are not really trained in financial analysis make serious mistakes	8/5/2021 8:36 PM
1472	Poco aun	8/5/2021 8:34 PM
1473	No real change noticed, but it is much more user friendly to have a simplified allowance structure. The old system was difficult to understand.	8/5/2021 8:33 PM
1474	0	8/5/2021 8:29 PM
1475	In total all those changes, including my reassignment to HQ have resulted in a salary decrease therefore have negatively impacted my family and myself.	8/5/2021 8:25 PM
1476	Less money on hardship duty stations	8/5/2021 8:23 PM
1477	Greatly, my take home pay was reduced significantly and noble cause of harmonizing conditions of service between the Secretariat and AFPs was never achieved. The AFPs are much better paid than the Secretariat staff, and the gap is only getting bigger. Not to mention my total lack of trust in 'good faith' reforms presented by the management, which almost always lead to the erosion of staff entitlements.	8/5/2021 8:18 PM
1478	Well, some are good and some financially bad.	8/5/2021 8:18 PM
1479	dramatical less income	8/5/2021 8:10 PM
1480	In effect I have a lower pay after the changes.	8/5/2021 8:07 PM
1481	Yeah, a loss of normal lateral moves, a loss of the regular upgrade from FS 4 to FS 5, a loss of hard cash, a loss of pension remunerable income, a loss of motivation, and the realization that the UN have zero interest in its FS grades.	8/5/2021 8:07 PM
1482	Relocating is expensive.	8/5/2021 8:04 PM
1483	No	8/5/2021 8:03 PM
1484	Il faudrait revoir la classification de certaines duty stations comme par exemple l'Arabie saoudite, catégorie À alors que jusqu'à mi 2028 les femmes n'avaient pas le droit de conduire et n'ont toujours pas le même accès que les hommes aux équipements sportifs,	8/5/2021 8:03 PM

Pulse check about the changes to your compensation package

ne peuvent pas voyager dans le pays (accès difficile aux restaurants, pas de toilettes), sont soumises à des obligations vestimentaires (port de l'abaya), certains soins médicaux sont inexistantes ou compliqués pour les femmes célibataires.

1485	It has made it harder for my spouse to work.	8/5/2021 8:03 PM
1486	N/A	8/5/2021 8:03 PM
1487	No impact	8/5/2021 8:03 PM
1488	I am getting lesser salary now.	8/5/2021 8:01 PM
1489	I'm thankful for all that I'm receiving, if they'll add more I'll be very more thankful, if not it's the same.	8/5/2021 8:01 PM
1490	Very little	8/5/2021 7:59 PM
1491	Negatively. Our purchasing power decreased.	8/5/2021 7:54 PM
1492	ninguno	8/5/2021 7:51 PM
1493	No impact	8/5/2021 7:51 PM
1494	I'm single and I haven't been affected greatly by the changes	8/5/2021 7:48 PM
1495	Yes, lost increments.	8/5/2021 7:48 PM
1496	My dependency allowance was discontinued by mistake causing confusion. Changes have not been communicated well.	8/5/2021 7:46 PM
1497	No significant changes	8/5/2021 7:40 PM
1498	We have less money, and less ability to save	8/5/2021 7:40 PM
1499	economically challenging, given a dependent spouse and child, as rents and expenses increase yearly but salary does not yearly increases	8/5/2021 7:40 PM
1500	OK	8/5/2021 7:33 PM
1501	Since changes were cast in stone, gave the changes no consideration.	8/5/2021 7:33 PM
1502	I lost money as a single mother, in a non family duty station	8/5/2021 7:33 PM
1503	As a single-income household, the removal of the language incentive plus the changes to the annual step increment has potentially reduced my family's income.	8/5/2021 7:32 PM
1504	I will have fewer benefits upon leaving the UN and now that I have maxed out my payscale, I don't think that incremental increases allotted cover rising costs to live at the duty station.	8/5/2021 7:30 PM
1505	Somewhat	8/5/2021 7:30 PM
1506	Not much but our Salary is what is impacting our families. Higher cost of living and no reflection in salary is making it harder and harder to live and lowering staff morale	8/5/2021 7:29 PM
1507	Reduced benefits and compensation	8/5/2021 7:28 PM

Pulse check about the changes to your compensation package

1508	The exclusion of board and lodging from reimbursement at post secondary level has rendered an additional financial burden to the family	8/5/2021 7:25 PM
1509	Reduced income	8/5/2021 7:25 PM
1510	Not much so far, but will likely have an effect once I retire and have to apply for a repatriation package.	8/5/2021 7:24 PM
1511	No comment	8/5/2021 7:23 PM
1512	The revision of the home leave policy means I do not see my family nor conduct self care as much as I should, despite serving in successive category E d/s. The removal of HQ d/s from the mobility incentive further pushes me to stay in hardship locations, despite the diminishing support.	8/5/2021 7:23 PM
1513	N/A	8/5/2021 7:22 PM
1514	I haven't had a raise in four years, and we have suffered financially.	8/5/2021 7:21 PM
1515	N/A	8/5/2021 7:21 PM
1516	No impact.	8/5/2021 7:19 PM
1517	yes	8/5/2021 7:18 PM
1518	Mi salario real ha sido reducido. El paquete de beneficios aplicables a mi contrato original también ha sufrido disminución. Ambos rubros han sido devaluados debido a la falta de ajustes por inflación en en los EE.UU.	8/5/2021 7:17 PM
1519	I have less disposable income.	8/5/2021 7:15 PM
1520	Downgraded purchasing power and life-style.	8/5/2021 7:13 PM
1521	The G category is getting screwed. We're not even considered for this survey and we get treated like shit.	8/5/2021 7:12 PM
1522	less income	8/5/2021 7:09 PM
1523	I do not see any positive side effect of the changes. As the outside world is becoming more competitive and paying higher salary and bonuses for talented staff, UN is doing the opposite. Instead of increasing the salary per year, UN is either lowering it or keeping same.	8/5/2021 7:07 PM
1524	My income salary has been stagnated for past several years.	8/5/2021 7:06 PM
1525	The elimination of coverage for boarding expenses from the education grant has meant a significant reduction in the availability of funds for my family on a daily basis, and the expenditure of the majority of the savings that I had been able to make. We live in Germany. We do not speak German. My children needed to study away from Germany, because of language and their career choice (the few undergraduate careers taught in English in nearby German cities were not suitable for them). Covering these significant costs has enormously reduced the resources available to, for example, travel back home to visit family (my children are no longer eligible for home leave benefits due to age). In addition, the complexity of the new procedures to complete a relocation strongly reduce my interest in moving to another duty station, as it would mean an extra burden for my family.	8/5/2021 7:04 PM
1526	educational grant for our three kids was effectively reduced. I pay over \$12000 more out of pocket for kids' education.	8/5/2021 7:04 PM
1527	No lo tengo claro	8/5/2021 7:03 PM

Pulse check about the changes to your compensation package

1528	With reduced salary and dependency allowance combined with tuition increase at UNIS (UNHQ) and reduced within grade increments overall situation is changing to the negative side and forcing more time to spend on searching for more affordable options, making sacrifices by reducing or totally eliminating after class activities for kids, vacation plans, entrainment options and others.	8/5/2021 7:03 PM
1529	Pérdida compensación	8/5/2021 7:01 PM
1530	I reached the end of my job grade quicker and hence will not receive any more step increments.	8/5/2021 7:00 PM
1531	All of these "reviews" seem to be an exercise in how to remove/reduce staff entitlements.	8/5/2021 7:00 PM
1532	The changes impacted my family negatively insofar as my salary has stagnated and I no longer receive the dependency rate.	8/5/2021 7:00 PM
1533	The boarding assistance changes proved hard for the family.	8/5/2021 6:59 PM
1534	Far less income, overall drop in quality of life.	8/5/2021 6:58 PM
1535	not applicable	8/5/2021 6:58 PM
1536	No impact felt	8/5/2021 6:58 PM
1537	I don't have a spouse or children, therefore the impact to me was the same level of pay when they brought in the unified scale. My pension contribution under the new scale was less than before by over \$1,500.	8/5/2021 6:57 PM
1538	I have been impacted a lot by the removal of the boarding expenses	8/5/2021 6:55 PM
1539	at the moment i do not consider myself financially secure. the pay provided by the UN barely meets the cost of living annually. the ridiculous thing is if i did take up some of the grants like education grant, rental assistance etc i would be even worse off as staff have significant out of pocket expenses. basically the cost of living allowance for NYC is not enough to cover the cost of living and working for the UN.	8/5/2021 6:54 PM
1540	We have lost income	8/5/2021 6:52 PM
1541	Little changes.	8/5/2021 6:52 PM
1542	They have not impacted me or my family	8/5/2021 6:52 PM
1543	Loss of money and inability to visit frequently.	8/5/2021 6:49 PM
1544	it's make me depressed	8/5/2021 6:45 PM
1545	I have not experienced any major impacts because I join the organization in 2015 as a national professional so was not impacted by the changes. Now that I am a P level staff and at my 2nd DS, I can see the positive impact of some of the changes but can also imagine what impact some changes may have had on some staff.	8/5/2021 6:44 PM
1546	I have lost on my sons university allowances and his travel allowances and that has affected our family unit.	8/5/2021 6:43 PM
1547	Reduced net income	8/5/2021 6:40 PM
1548	Unknow	8/5/2021 6:40 PM

Pulse check about the changes to your compensation package

1549	They have not.	8/5/2021 6:39 PM
1550	Income has decreased causing hardship	8/5/2021 6:38 PM
1551	Less income, higher living costs	8/5/2021 6:35 PM
1552	Not much since I only was in the UN for a couple of years before.	8/5/2021 6:35 PM
1553	No	8/5/2021 6:33 PM
1554	I have seen a decrease of 5% or more since I maxed out the steps in 2018 and no further increase is to be expected.	8/5/2021 6:33 PM
1555	Outstanding performance is not recognized. Promotion is more based on years of experience rather than performance. It is strongly recommended to link performance to salary and promotion. For example, staff who have been rated as "exceed expectations" should be increased by more than one step and be granted accelerated step increments. Also, staff who have been rated as "exceed expectations" could be given more consideration when they apply for a higher level position.	8/5/2021 6:32 PM
1556	No impact on me as I have lived within my means and parameters all these years and not overextended myself.	8/5/2021 6:32 PM
1557	Not really	8/5/2021 6:30 PM
1558	The new 100% special education grant changed the life of my family. Before this I was going into an annual debt of 15-20,000 USD to keep my child in school in my duty station. It was completely unsustainable and without the new grant I would not have been able to continue in the field as a parent of a child with special needs.	8/5/2021 6:29 PM
1559	I am not aware of the changes so I can only say	8/5/2021 6:29 PM
1560	positively	8/5/2021 6:28 PM
1561	Less money and incentive.	8/5/2021 6:27 PM
1562	Lost of income in relation to the Cost of Living when you are in the Field and need to keep your family in a different country	8/5/2021 6:27 PM
1563	It reduced our income and benefits and that impacted our standard of living	8/5/2021 6:26 PM
1564	NA	8/5/2021 6:26 PM
1565	The changes to the salary scale, the frequency of the step increments, dependency benefits and the reduction of the entitlement to EG have had a very negative impact on my take-home pay, estimated in a few thousand dollars per year in purchasing power. The review of the compensation package was simply a cost-cutting exercise with a softer name and the effects will be seen long term.	8/5/2021 6:24 PM
1566	As a single staff member, none.	8/5/2021 6:24 PM
1567	Positive	8/5/2021 6:23 PM
1568	negative impact, downsizing, and quality of life is lower	8/5/2021 6:22 PM
1569	unaware of the changes	8/5/2021 6:21 PM
1570	Loss of income	8/5/2021 6:20 PM
1571	Being single I didn't get much before. New rules are actually more fair. Same work - same pay... if you decide to spend money on	8/5/2021 6:18 PM

Pulse check about the changes to your compensation package

your family or eg cars... it is staff member choice.

1572	negativamente	8/5/2021 6:16 PM
1573	The loss of boarding fees for dependent children has been the biggest impact.	8/5/2021 6:14 PM
1574	The education grant changes have added an extra financial burden	8/5/2021 6:12 PM
1575	Since joining the UN I have made less money each year after the rental subsidy tapered out. This is the first time in my professional career where you get pay cuts as you become more efficient and proficient.	8/5/2021 6:12 PM
1576	Yet to be seen. Definitely i had not raise in my salary for the last years, which also with hit the pension entitlement at the end.	8/5/2021 6:11 PM
1577	Rules have become a nightmare to understand with so many additional layers of interpretation. UN job is not attractive and for people who have given their entire career to UN, they are taken for a ride	8/5/2021 6:09 PM
1578	Yes	8/5/2021 6:08 PM
1579	It's not attractive any longer to work in NYC.	8/5/2021 6:08 PM
1580	I've had a cut in pay	8/5/2021 6:08 PM
1581	We have been negatively impacted by the discontinuation of the language allowance and the absence of performance bonus for P level staff. Also, the rental subsidy should be permanent, not a sliding scale that is discontinued after seven years. This makes a big difference in New York	8/5/2021 6:08 PM
1582	A lot	8/5/2021 6:07 PM
1583	Not really.	8/5/2021 6:06 PM
1584	The rules governing the dependency allowance (ceiling rate) harmed our family when the Organization moved me from one duty station to another as part of the YPP mandatory mobility. While my wife earned below the ceiling in one duty station, she earned more in another on an annual basis and we were forced to reimburse the subsidy years later when it was reviewed. We asked repeatedly for HR guidance the year of the change and heard nothing. The subsidy was then taken out of my paycheck years later when we had a child on the way and our finances were tight. The whole system should be reexamined to provide clarity and to meet the financial realities staff members face.	8/5/2021 6:06 PM
1585	The dependent spouse allowance is insulting. It is barely sufficient to cover my spouse's insurance. My spouse had to give up her job to join me for my reassignment and we've essentially had to give up 50% of our joint income, and that is not even accounting for our substantially higher expenses in New York. The UN should offer more assistance to help spouses find employment or cover the difference.	8/5/2021 6:06 PM
1586	No impact. To be honest, I am more than happy with my salary and benefits, if the changes are for the good of the Organization, I am OK with them.	8/5/2021 6:05 PM
1587	Not really	8/5/2021 6:04 PM
1588	Lower net income and increased hardship.	8/5/2021 6:04 PM
1589	Demoralizing.	8/5/2021 6:03 PM

Pulse check about the changes to your compensation package

1590	No comment	8/5/2021 6:02 PM
1591	The new system has overall decreased my compensation.	8/5/2021 6:01 PM
1592	I understood that the United Nations has become a worse employer. Even worse, it did not adhere to the principles (e.g. Noblemaire principle) it proclaims.	8/5/2021 6:00 PM
1593	Negatively	8/5/2021 6:00 PM
1594	see my comments above	8/5/2021 6:00 PM
1595	The family/spouse entitlement positively, and mobility not available for UNHQ have negatively impacted me.	8/5/2021 5:59 PM
1596	I had to repatriate my family home despite the fact that the cost of education grant and EG travel was cheaper than the combined Homeschooling and the EG travel combined compared with having my family with me.	8/5/2021 5:59 PM
1597	No impact	8/5/2021 5:59 PM
1598	They have affected our financial planning and we have been unable to get some projects done that we planned on years ago. It would not be right to say that we are experiencing hardship, as the package is still a very good one, but there is definitely a difference that is felt on the family budget.	8/5/2021 5:58 PM
1599	the saving grace was the single parent allowance for me - otherwise I would have lost out heavily.	8/5/2021 5:58 PM
1600	Changing step increment to biannual eliminated some compensation for increase in cost of living, especially as the governing bodies remain reluctant to increase salaries on that basis (cost of living).	8/5/2021 5:56 PM
1601	We have some leverage with some of the newly introduced packages	8/5/2021 5:54 PM
1602	There was a financial impact as I am a one income family.	8/5/2021 5:53 PM
1603	The changes in the Education grant procedures negatively impacted my family as daily transportation to school is not anymore covered by the UN.	8/5/2021 5:52 PM
1604	They haven't noticeably. The bigger impact was the pay cut in Geneva.	8/5/2021 5:52 PM
1605	My salary is not competitive with the private sector. The value has been diminishing over and over	8/5/2021 5:51 PM
1606	No much as most changes don't. While the change to a unified scale has affected me negatively and it would have been ideal to grandfather the old system for serving staff, the rationale of the change seems to make sense	8/5/2021 5:51 PM
1607	NO COMMENT	8/5/2021 5:51 PM
1608	Education grant (financial burden getting heavier each year since the tuition fees keep increasing)	8/5/2021 5:51 PM
1609	Loss of education subsidy for lodging and travel to tertiary institutions a major negative.	8/5/2021 5:51 PM
1610	These changes have not directly impacted me and my family as the dependent rate of the scale has been replaced by a spouse allowance.	8/5/2021 5:50 PM
1611	no impact	8/5/2021 5:50 PM

Pulse check about the changes to your compensation package

1612	Reduction in education subsidy (living allowances)	8/5/2021 5:50 PM
1613	My within-grade increase now takes longer to accrue.	8/5/2021 5:49 PM
1614	Casi nada, la pandemia ha limitado estas situaciones	8/5/2021 5:49 PM
1615	It is difficult to judge but with my upcoming deployment to the field, I will look forward to identifying the differences from the field context.	8/5/2021 5:48 PM
1616	NA	8/5/2021 5:48 PM
1617	Je pars prochainement en retraite et les nouveaux changements ont été introduites au détriment du fonctionnaire et sa famille	8/5/2021 5:48 PM
1618	No	8/5/2021 5:48 PM
1619	The changes negatively impacted our finances.	8/5/2021 5:47 PM
1620	Less for two children. Language increments were removed for professional level who have passed LPE, less incentive to use or learn languages.	8/5/2021 5:47 PM
1621	I joined the UN when I was single and childless. I have since gotten married and had a child. My salary does not cover my cost of living (rent, food, utilities, childcare), especially given the rise in the cost of living post-COVID. If this trend continues, I will be forced to leave the UN and move to a location where the cost of living is lower. This will be to the detriment at the UN since professionals in my category and department are difficult and expensive to recruit.	8/5/2021 5:46 PM
1622	the income is compromised, making life harder especially in the pandemic.	8/5/2021 5:45 PM
1623	I have to pay more for my kids education.	8/5/2021 5:45 PM
1624	See above.	8/5/2021 5:44 PM
1625	Home-leave definitely is less but I would not say it has affected me immensely	8/5/2021 5:44 PM
1626	Reduction in salary.	8/5/2021 5:43 PM
1627	No impact	8/5/2021 5:43 PM
1628	Plus équitable pour les membres du personnel sans enfant.	8/5/2021 5:43 PM
1629	The education grant was changed.	8/5/2021 5:43 PM
1630	The increments affects us all and should not have been made every two years. It will affect the pension	8/5/2021 5:42 PM
1631	lost money due to changes in dependency calculations	8/5/2021 5:41 PM
1632	Several of these changes have negatively affected my family financial situation.	8/5/2021 5:41 PM
1633	Very difficult to make ends meet in New York as costs very high. The lower education grant and housing allowance makes it difficult. Especially once the percentages in the housing allowances drops. The cost of housing does not decrease so this makes it hard to meet the demands of expenses and puts additional stress on international families.	8/5/2021 5:41 PM
1634	i had to sell my house and buy a smaller one with a longer drive to work	8/5/2021 5:38 PM

Pulse check about the changes to your compensation package

1635	Positive impact	8/5/2021 5:30 PM
1636	I have a large family and my husband cannot work here. We certainly have a smaller disposable income. Returning to providing support for daily school transport costs would be an enormous help. I also think the dependency allowance for a spouse who is not allowed to work in the duty station should be increased as it is an enforced single salary family.	8/5/2021 5:25 PM
1637	yer	8/5/2021 5:23 PM
1638	Only marginally, considering other trouble linked to the pay cut.	8/5/2021 5:22 PM
1639	Changes to education grant have impacted negatively and significantly.	8/5/2021 5:16 PM
1640	Less income creates economic hardship	8/5/2021 5:14 PM
1641	Not really	8/5/2021 5:07 PM
1642	The most important support that UN provides me for my family is higher level education. This is not a luxury, it is a relevant compensation for international personnel who have compromised living in their country with their families and communities and cultural education, but have not agreed to compromise on their child education. While funding remains, boarding and other costs have unfortunately been reduced, making higher level education a bigger challenge for staff with families.	8/5/2021 5:07 PM
1643	The changes seem fair vs the previous package	8/5/2021 5:04 PM
1644	Education grant would be the largest felt impact for me.	8/5/2021 5:02 PM
1645	Easy understanding.	8/5/2021 4:59 PM
1646	negative impact on take home pay	8/5/2021 4:57 PM
1647	Reduced income we had to dig deeper to meet education costs for children and dependents	8/5/2021 4:54 PM
1648	Aucun changement	8/5/2021 4:52 PM
1649	Not significantly.	8/5/2021 4:50 PM
1650	Generally worse off now.	8/5/2021 4:49 PM
1651	N/A	8/5/2021 4:49 PM
1652	They have probably on balance been financially favourable, but I'm not sure that the single family allowance and some others really is tackling the right problem, either from an individual or organizational perspective, and it creates some unhelpful incentives to personal choices. Linking remuneration to personal circumstances feels rather outdated in principle.	8/5/2021 4:47 PM
1653	Managing	8/5/2021 4:47 PM
1654	It has impacted very much	8/5/2021 4:47 PM
1655	A loss in one area is off set by a gain in another. Overall however the impact is minimal.	8/5/2021 4:45 PM
1656	It has not impacted me a lot personally, especially as I do not have dependents.	8/5/2021 4:37 PM
1657	Many years of lost wigs.	8/5/2021 4:35 PM

Pulse check about the changes to your compensation package

1658	I find it more challenging to support my family; which in my context is extended; since the changes have resulted in a net reduction in my earnings.	8/5/2021 4:34 PM
1659	Overall salary reduction and eligible education grant reduction.	8/5/2021 4:32 PM
1660	inflexibility in availing HR entitlements	8/5/2021 4:30 PM
1661	I was able to benefit from the single parent allowance	8/5/2021 4:29 PM
1662	Not many impact.	8/5/2021 4:21 PM
1663	No major impacts	8/5/2021 4:09 PM
1664	N/A	8/5/2021 3:58 PM
1665	Not much	8/5/2021 3:52 PM
1666	No impact	8/5/2021 3:47 PM
1667	substantially good as the Post adjustment was revised for my duty station and other entitlements also were increased.	8/5/2021 3:44 PM
1668	Delay is getting required steps in grade, it used to be every year, but now its every 2 years. Staff member should be promoted to another grade level when they reach the maximum level of steps.	8/5/2021 3:39 PM
1669	What changes?	8/5/2021 3:31 PM
1670	None at all	8/5/2021 3:23 PM
1671	Positively	8/5/2021 3:23 PM
1672	My wife quit her job to join me in family duty station to find that she is not allowed to work. The spouse allowance is not sufficient to support.	8/5/2021 3:11 PM
1673	The changes to EDGRANT need to be reviewed. I am not even sure some of them are legal. In particular, please review the entitlement of university going kids to boarding support and to EDGRANT travel.	8/5/2021 3:10 PM
1674	Every year we are getting less and less, while prices are getting more and more!!	8/5/2021 2:58 PM
1675	Assisted well financially	8/5/2021 2:53 PM
1676	From JY9, the UN did not honor the transitional allowance that was to maintain the same net pay. Many adjustments had to be done in terms of housing and schooling in order to meet ends meet.	8/5/2021 2:45 PM
1677	Not in a good way	8/5/2021 2:39 PM
1678	Not affected	8/5/2021 2:37 PM
1679	Fair impact; a small improvement.	8/5/2021 2:29 PM
1680	Decrease in steps in especially FS categories means that I am effectively "stuck" at the highest step for well over 13 years now in the same Mission.	8/5/2021 2:27 PM

Pulse check about the changes to your compensation package

1681	No problem	8/5/2021 2:20 PM
1682	It can impact negatively	8/5/2021 2:19 PM
1683	No effect	8/5/2021 2:11 PM
1684	It has very much impacted.	8/5/2021 2:11 PM
1685	Positively.	8/5/2021 2:04 PM
1686	My salary became a month to month paycheck... WE DESERVE BETTER	8/5/2021 2:02 PM
1687	Negatively impacted.	8/5/2021 1:57 PM
1688	I am single without children and considered as with no family by UN then N/A.	8/5/2021 1:55 PM
1689	No significant impact.	8/5/2021 1:49 PM
1690	Financial difficulties with respect to children education.	8/5/2021 1:48 PM
1691	I have serviced at the same duty station, Kuwait, both in 1993-1998 and again in 2017 - present. In my first assignment to Kuwait I received MSA and accommodation was provided by the organization. We had access to a PX and duty free privilege's. We had ORB (this evolved into R&R) and home leave every 12 months. Many staff also rented at their own cost private housing for rest and recuperation purposes within the duty station on weekends and days off. In my present assignment to Kuwait from 2017 till present, I am significantly worse off at the end of each month. My take home salary is very similar to what it was 28 years ago albeit the buying power is greatly reduced. Now I have no access to duty free items, or a PX. I now have to rent my primary accommodation and suffer severe cultural changes due to the strict Islamic policies of the duty station, yet the hardship classification of the duty station has been reduced to A. Now home leave is reduced to once every 2 years and there is no R&R. Living in a strict Islamic society for a western person is extremely stressful, yet there is no recognition or compensation for this. In many aspects the duty station is more restrictive now than it was 28 years ago let the present benefits and entitlements do not accurately compensate for this.	8/5/2021 1:47 PM
1692	Not much.	8/5/2021 1:46 PM
1693	N/A	8/5/2021 1:42 PM
1694	NA	8/5/2021 1:42 PM
1695	relatively normal.	8/5/2021 1:35 PM
1696	In the beginning, it had a negative effect but over the course of time, we got used to our pay package.	8/5/2021 1:35 PM
1697	Not to any great extent, some small changes to overall income but I am very happy with my compensation package.	8/5/2021 1:34 PM
1698	Less of everything	8/5/2021 1:33 PM
1699	UN salary is no longer attractive	8/5/2021 1:28 PM
1700	I have lost for instance my EG lump sum	8/5/2021 1:25 PM
1701	not so much however it would good to have a look at the take home of staff for 10 years and see that his next move will make him	8/5/2021 1:23 PM

Pulse check about the changes to your compensation package

	loose 3000 or more and find a way to compensate.	
1702	Changes resulted in the reduction of the allowances.	8/5/2021 1:22 PM
1703	Well	8/5/2021 1:20 PM
1704	Frustration is increased	8/5/2021 1:19 PM
1705	Very negatively. While single staff without additional expenses can enjoy their life with a decent income, a staff member who is founding a family and is having children is clearly disadvantaged. Significant cuts in the EG, lack of periodic/annual adjustments of the child and spuse allowances for many years, while all of us facing inflation and devaluation of the USD compared to our local currencies.	8/5/2021 1:15 PM
1706	no impact	8/5/2021 1:15 PM
1707	Lukewarm	8/5/2021 1:11 PM
1708	Financially not i good shape due to 2 dependents are in colleges	8/5/2021 1:07 PM
1709	NIL	8/5/2021 1:06 PM
1710	Education Grant has been poorly received by staff	8/5/2021 1:01 PM
1711	AS BEING SINGLE WITH NO DEPENDANTS, THE CHANGES WERE GLOABLLY POSITIVE.	8/5/2021 12:52 PM
1712	financial contentment	8/5/2021 12:50 PM
1713	the response is mitigated	8/5/2021 12:49 PM
1714	n/a	8/5/2021 12:48 PM
1715	Good	8/5/2021 12:46 PM
1716	Yes, living in a D/S not conducive for family I relocated the family in my home country at my own expenses.	8/5/2021 12:45 PM
1717	Home leave - Although I work in a family duty station it is not my home nor my family home/ and must staff members choose to keep their at family in their home country for various reasons. Family duty station don't pay enough to travel regularly.	8/5/2021 12:45 PM
1718	I have to limit the choice of type of education institution for my children.	8/5/2021 12:44 PM
1719	negetively	8/5/2021 12:42 PM
1720	No negative impact.	8/5/2021 12:42 PM
1721	NOT GOOD	8/5/2021 12:42 PM
1722	Not sure how long you will continue to work against staff members and continue to ignore all of us.	8/5/2021 12:40 PM
1723	not much	8/5/2021 12:39 PM
1724	Very little in my case but that does not mean that many others with different family circumstances were not impacted.	8/5/2021 12:38 PM
1725	I had to cope with the new realities.	8/5/2021 12:37 PM

Pulse check about the changes to your compensation package

1726	The introduced changes impacted negatively to my family its adding more stress from type of contract and job security.	8/5/2021 12:36 PM
1727	Monerally, Able to afford for the living condition.	8/5/2021 12:34 PM
1728	It is mainly the removal of the boarding fees facilitations that has negatively impacted on my children's education.	8/5/2021 12:34 PM
1729	...	8/5/2021 12:33 PM
1730	At least I have good money which encourages me to work in any duty station regardless of its hardship category.	8/5/2021 12:32 PM
1731	There has been no major impact to me or the family	8/5/2021 12:31 PM
1732	We are operating on a tighter budget and under more strenuous working arrangement.	8/5/2021 12:31 PM
1733	Except for the non-removal and the universal salary scale, both which have disadvantaged me and my family, I am very happy with the rest. Please address these two.	8/5/2021 12:27 PM
1734	It has made minimal impact on me and my family	8/5/2021 12:23 PM
1735	N/A	8/5/2021 12:21 PM
1736	./.	8/5/2021 12:21 PM
1737	Because I have been assigned to an "H" duty station which is designated as such solely because of being in the "Euro" zone, I am disadvantaged and am losing more than 700 Dollars on my pay. On top of that salaries in these "H" duty stations that were traditionally pegged as "Missions" staff get paid in US Dollars, there is therefore no protection against the currency fluctuations between USD and EURO, this results in a constantly changing post adjustment. Other UN Entities in the same country have this issue resolved because their salary is disbursed in Euros or has at least a protection against exchange rate fluctuation built in.	8/5/2021 12:20 PM
1738	We are trying to survive through these difficult times as the inflation rises and food products, fuel, etc, just skyrocket.	8/5/2021 12:19 PM
1739	Most of the changes were made before the COVID-19 pandemic, the issues affective me are different, and I am sure it is more so for those with family.	8/5/2021 12:18 PM
1740	yes	8/5/2021 12:18 PM
1741	Sliding scale of education grant especially Staff not informed about the calculations in timely manner forced many staff to go for education loans with UNFCU. Data may be confirmed with UNFCU.	8/5/2021 12:17 PM
1742	Positive impact. Clear understanding.	8/5/2021 12:17 PM
1743	None	8/5/2021 12:16 PM
1744	Not badly	8/5/2021 12:16 PM
1745	It removed the lump sum option for my children in education and the second installation grant.	8/5/2021 12:16 PM
1746	I need more details to understand some changes	8/5/2021 12:15 PM
1747	not at all	8/5/2021 12:15 PM

Pulse check about the changes to your compensation package

1748	pas	8/5/2021 12:14 PM
1749	No impact	8/5/2021 12:14 PM
1750	General fair.	8/5/2021 12:11 PM
1751	N/A	8/5/2021 12:10 PM
1752	We are happier and thanks for all the goodness	8/5/2021 12:10 PM
1753	n/a	8/5/2021 12:10 PM
1754	good	8/5/2021 12:10 PM
1755	Some changes have had effects.	8/5/2021 12:08 PM
1756	NA	8/5/2021 12:07 PM
1757	No noticeable impact	8/5/2021 12:06 PM
1758	Overall, I'm grateful despite the difficulties of mobility to move out of E station	8/5/2021 12:06 PM
1759	mainly for the home leave travel especially being before at a family duty station. and for EG claims	8/5/2021 12:05 PM
1760	So far there has been minimal impact.	8/5/2021 12:05 PM
1761	They haven't, really.	8/5/2021 12:01 PM
1762	na	8/5/2021 12:01 PM
1763	some of the changes is difficult to know what the separate implications are, or what teh changes were	8/5/2021 12:01 PM
1764	v	8/5/2021 11:59 AM
1765	Less contribution with EG	8/5/2021 11:59 AM
1766	For now not much	8/5/2021 11:59 AM

Q22 Do you have any further comments?Avez-vous un commentaire supplémentaire ?¿ Tiene algún otro comentario?

Answered: 1,099 Skipped: 3,492

#	RESPONSES	DATE
1	UN should care of its staff	9/2/2021 2:28 PM
2	There is no decent social security coverage anymore in the UN system in case of non-renewal of contracts since the former Permanent contracts were performing this function.	9/2/2021 11:43 AM
3	Performance reward mechanism is very very weak, comparing to the private sector.	8/31/2021 5:46 PM
4	The UN should aim to streamline the administration of the entitlements.	8/31/2021 4:37 PM
5	The lack of thorough consultation and the lack of full consideration of input provided in the process leading to the adoption of the new compensation package has resulted in an enormous loss of staff time and energy. It has burdened the administrative review and judiciary bodies and caused a sudden loss of security of schooling assistance. The frustration this has caused has negatively affected my enthusiasm for the organization and daily work.	8/30/2021 9:48 PM
6	The education and dependency benefits of this Organization are EXCESSIVE and should be reviewed in light of ongoing budget and liquidity shortfalls that leave staff doing double the work to cover the work of posts that cannot be recruited. Why is the UN facilitating my French colleague sending his/her child to a private university when they have adequate free options in their country when we have no money and I cannot recruit a G5 to support me in my team? Why aren't we looking at this discrepancy?	8/30/2021 7:06 PM
7	No	8/30/2021 2:27 PM
8	not resisting change, supporting the idea of a modern flexible compensation system, but seeing loss of mobility for HQ duty stations as a loss to organisations as less long serving and experienced field staff would bring their expertise to HQ. rated questions I do not care about/indifferent if satisfied or not, with not applicable.	8/30/2021 11:57 AM
9	-	8/30/2021 11:36 AM
10	Disappointed to see an increase in the number of months of paid maternity leave was not included in these changes.	8/30/2021 7:54 AM
11	UN should have a package for staff that wants to leave before reaching the mandatory retirement age	8/29/2021 4:57 PM
12	No	8/27/2021 10:54 PM
13	Thank you for caring and taking care of the staff well-being.	8/27/2021 5:50 PM
14	No	8/25/2021 2:14 PM
15	Considerations must be taken to changing the approach of review of allowances and compensation packages for UN organizations.	8/25/2021 2:05 PM

Pulse check about the changes to your compensation package

The salaries are paid from contributions of membership to our organization, there is continuous increase of these funds thanks to satisfaction in our activities. It is abnormal that UN does not consider these show of achievements, as well as economical realities at the duty-stations, but creates questionable measures resulting in additional burdens to staff to be fairly compensated for its efforts.

16	Joining pension fund without my approval affected all my finance programme. We will have only 3 years and half in the pension fund which doesn't allow us to be in the system when we leave the organization	8/25/2021 12:59 PM
17	As often, reform or modernization appears to be a cover for reducing wages.	8/24/2021 8:24 PM
18	Please address the staff rotation system in IAEA!	8/24/2021 4:07 PM
19	The workload is too much but the salary is to low for tripple hatting post.	8/24/2021 3:14 PM
20	The policies are sexist (mobility etc.) in general. The lack of pay raise as before is disconcerting. It was necessary to fight for the single parent allowance, which was at first not in the in the original plan. Please could the UN enter the 21st century now???	8/24/2021 11:59 AM
21	rate of post adjustment in NY doesn't not factor in the increasing inflation which had led much higher living expenses every month.	8/23/2021 9:57 PM
22	None	8/23/2021 6:27 PM
23	The questionnaire is very hard to answer as I don't have specific details on the changes handy, nor do I have an opinion on most of them. This will negatively affect the validity of responses from myself and others. Tell your consultants to analyze with caution!	8/23/2021 6:07 PM
24	N/A	8/23/2021 12:32 PM
25	no	8/23/2021 12:13 PM
26	See my response to Q22. Also, it appears that member states are strategically trying to squeeze staff by limiting benefits in a variety of ways, a bit here and a bit there. It is not transparent. Furthermore, the ceiling for rental subsidy is not being increased in line with rent inflation and there is too little different between a single staff member and a family with two children and two adults (e.g. in Vienna), both of which seriously affect families with children.	8/23/2021 11:23 AM
27	No.	8/23/2021 3:48 AM
28	More interaction within staff members HR and Administrative Sections to increase awareness on the changes	8/22/2021 6:06 PM
29	no	8/20/2021 2:39 PM
30	Staff members need to be consulted and decisions affecting their careers and personal life should be taken with their effective involvement.	8/20/2021 2:04 PM
31	no	8/20/2021 12:41 PM
32	NA	8/19/2021 5:49 PM
33	I would be interested to know if there are any ideas that we can bring from other public sector institutions to better link performance with compensation.	8/19/2021 5:23 PM
34	I believe the Union should look into how the post adjustment is calculated in NYC. The disparity in pay between Geneva and NYC is vast. Considering the cost of living in these two cities , I fail to see why the post adjustment is much lower in NY than in Geneva...	8/18/2021 5:53 PM

Pulse check about the changes to your compensation package

In Geneva itself, rent and education (the two big expenses for most people) are less expensive than in NYC. Also, Geneva staff can live in nearby France (which is comparatively very cheap!) and commute to the office in less time than it takes some people to ride the subway from Brooklyn/Queens to Midtown!

35	With cuts in salary, child allowance, education grant, and home leave lump-sum, overall staff are worse off now compared to a few years ago. Meanwhile, cost of living continues to go up. Also, in Geneva, UN Secretariat staff are being paid at a lower rate than other UN agencies. This is not motivating and the Secretariat might lose its staff to other agencies if they are paying better.	8/18/2021 5:41 PM
36	Rental subsidy still remains a concern, as accommodation continues to grow and allowance never matches it. Post-adjustment sometimes helps but rental subsidy remains largely uncovered	8/18/2021 3:06 PM
37	Reconsider the inclusion of school transport in the education grant especially in location in Europe where it is very significant.	8/18/2021 2:39 PM
38	The fact that the UN system itself is unable to live up to the human right of "equal work equal pay" is extremely discouraging and demotivating.	8/17/2021 1:55 PM
39	no	8/17/2021 1:52 PM
40	No	8/17/2021 10:04 AM
41	The rental subsidy system is discriminating against higher earners and child-less families	8/17/2021 10:02 AM
42	The percentage decrease of housing allowance is not very encouraging and makes it difficult to settle in to a duty station without having to think of moving around and adjusting after a few years. Perhaps a fixed percentage could be proposed (an average of all years for staff with a 7 year tenure) and this would be allocated as a fixed amount for the duration of the term.	8/17/2021 9:35 AM
43	n/a	8/17/2021 8:56 AM
44	n/a	8/17/2021 2:08 AM
45	Non	8/16/2021 11:19 PM
46	I was not aware of most of these changes and how they have impacted my compensation package. I would suggest an information campaign, featuring live sessions with HR colleagues and quick-read factsheets on what each of these policies entail.	8/16/2021 8:10 PM
47	All the changes to the compensation structure negatively affect staff who have working spouses and dependent children. These are mostly women. It appears that the main champions of these cuts to staff pay are past and present ASGs and USGs who have no families and dependents. Every member state has taxation structure with different tax brackets for single and tax-payers with families, where employees with families bring home higher net pay. Not the UN.	8/16/2021 5:59 PM
48	It would be good to introduce some incentives/rewards for staff members. We are not competitive in comparison with the private sector. For example, staff who have served the UN for a number of years could get a sabbatical (paid), extra vacation days, a special bonus or something that recognizes their service and contributions. This is standard practice in other organizations and it would motivate staff.	8/16/2021 5:08 PM
49	No	8/16/2021 4:17 PM
50	Entitlements should be thoroughly revised to guarantee a mid level of living to the UN staff	8/16/2021 12:02 PM
51	The Human Resources Sections starting from HQ and down to each and every entity, mission, section, unit has to share	8/16/2021 11:43 AM

Pulse check about the changes to your compensation package

information on this new package. DPKO has not done it for which the majority of international staff in the field do not know the content of these changes. They are keeping us in the dark

52	We should try to further rationalize some of the UN expenses and give priority for improvement of conditions to colleagues working in the field (especially hardship duty stations). Many thanks.	8/16/2021 11:21 AM
53	Non	8/16/2021 11:07 AM
54	Kindly look into reinstating mobility it is not to our fault that we are unable to move considering limits in movement to different locations, there could also be a planned mobility within the mission	8/16/2021 11:00 AM
55	I am extremely disappointed by the compensation package of the UN, as my years of dedication, hard work and success for the organization has been "rewarded" by a severe paycut.	8/16/2021 10:52 AM
56	Older system was more careful to staff needs than the new one	8/16/2021 10:22 AM
57	As a UN system, these changes proposals should be communicated earlier and discussed among all staff! We want to believe in the UN system for transparency, and this should start with its personnel.	8/16/2021 10:02 AM
58	A \$250 monthly dependent allowance is very small being situated in Geneva.	8/16/2021 7:46 AM
59	So far changes have been beneficial using an uniform approach which makes it easy for staff to understand, but will need to be revisited considering the pandemic is causing and increase in cost across the board including travel restrictions.	8/16/2021 7:29 AM
60	None	8/15/2021 10:35 PM
61	No comments	8/15/2021 8:08 PM
62	Creating a system where colleagues in the same common system earn different salaries and have different benefits simply because one agency has the ILO as its arbiter of disputes and another has the UNAT, creates an uneven remuneration system within the same organisation. Uniform applicability should be the norm, not differentiated packages.	8/15/2021 7:47 PM
63	It would be helpful in the human rights of staff members can also be protected, if the Organization wants to deliver better on its mandates.	8/15/2021 4:35 PM
64	All these measures are impacting staff and families working and living in difficult conditions and complex context (humanitarian, with high rotation) when savings could have been done for the majority of the UN staff in HQ D/S (New York, Geneva, ..) where post adjustment could be revised lower.	8/15/2021 1:09 PM
65	Yes, the Post Adjustment is totally inappropriate for the the cost of living in Paris. ICAO has no mobility and we should have rental subsidy without end, as is the case in Bangkok.	8/15/2021 12:18 PM
66	There are differences in duty stations, which needs to be considered carefully when it concerns transfer of shipments during staff re-assignments. A staff needs to be allowed to simply go for a calculated shipment allowance, which will allow him or her to decide to dispose of what s/he finds cost-effectively replaced at the new duty station rather than grappling with shipments that may arrive broken or deteriorated etc.	8/15/2021 10:20 AM
67	there is limited communication on changes made to entitlements & benefits	8/15/2021 9:09 AM
68	I see NOWHERE it mentioned FS Category at all...How, are we FS people thrown away from everything?? I'd like to have my FS	8/14/2021 11:28 PM

Pulse check about the changes to your compensation package

category mentioned in the instances!!!!

69	Please look into compensating single staff who get much less	8/14/2021 3:57 PM
70	Regional positions include excessive travelling which should get more recognition in terms of hardship or mobility. Cost of living survey need to be updated more often and dedicated trainings organized for staff to ensure all hidden costs are captured, even more so now with home office arrangement which require more space at home than what is prescribed by the rental subsidy hence trigger higher living charges	8/14/2021 7:50 AM
71	No Comments	8/14/2021 6:53 AM
72	No	8/14/2021 4:09 AM
73	Yeah, can yall just pay us more? Our salaries are not keeping pace with cost of living nor the Noblemaire principle. Furthermore, staff members who are American who work in the US should also receive a stipend because Americans who work for the UN in the USA are literally being financially penalized for working for the UN to the tune of \$600-1500+ per month depending on your category (G/P/D/higher), which is between \$8000 and \$20,000 USDOLLARS per year. This is against every principle the UN stands for and I find it personally reprehensible to punish Americans for working in their own country with this horrific additional tax burden. Maybe when it started, in the 1940s, it was a small amount but it has ballooned and every year it goes up exponentially and I owe money despite trying to make the quarterly payments as I'm supposed to. None of the other 193 Member States or their nationals have to deal with this, just the Americans who work at HQ. It's really really really unfair and I'm quite frankly sick to death of being financially kneecapped simply for working in my country of origin.	8/13/2021 11:58 PM
74	Staff should be protected by the organization. It has been a disregard for the well being in the last years and a lack of communication and support from HR. We hope the new Senior Management will bring back the levels of support the Organisation used to have with the staff.	8/13/2021 11:00 PM
75	Me gustaría que los beneficios de todo el PS internacional fueran iguales. Yo soy PS local y no recibo los mismos beneficios y me parece injusto.	8/13/2021 9:53 PM
76	No, thank you!	8/13/2021 7:26 PM
77	None	8/13/2021 6:47 PM
78	none	8/13/2021 6:23 PM
79	Motivation + dignity are essential for the international civil servants	8/13/2021 6:09 PM
80	One last suggestion would be to ensure those who think through benefits and entitlements are in and from the field as this would certainly guarantee to facilitate better understanding of the needs on the ground. Many of what existed in the past which made sense on the ground is no longer possible (having dependents included in UNLPs which is always useful, particularly in case of evacuation or in most of the difficult fields we serve in; the use of UNDP offices for UNFCU payments to staff at any time with no fees; the ordeal it is for the issue of UNLPs, even for those in representation positions...). all those elements and more should be discussed with personnel in the field, not those sitting in NY and holding passports enabling them to cross borders easily. COVID times have shown even more how important some of those elements were to UN personnel to enable the Organization to still be able to move people around and deliver on its mandate.	8/13/2021 4:54 PM
81	too many expert left the organisation due to HR policy and reduce the benefits for staff member and his eligibles	8/13/2021 4:54 PM

Pulse check about the changes to your compensation package

82	What seems to be popular staff opinion - from speaking with other colleagues - never seems to make a difference!	8/13/2021 4:29 PM
83	reconsider revision	8/13/2021 4:11 PM
84	No	8/13/2021 3:52 PM
85	more attention and grants should be given to family with more than 1 child	8/13/2021 3:06 PM
86	No.	8/13/2021 2:07 PM
87	satisfied for now	8/13/2021 1:32 PM
88	Cette politique devrait être revue.	8/13/2021 12:51 PM
89	It would be excellent if UN could invest itself in continuously seeking opportunities to improve staff's compensation packages. Also, UN and its agencies should commit with gender parity, especially ensuring that qualified women can fill senior level position (P5, D and above). Currently, it seems that most high level positions are filled by men.	8/13/2021 11:44 AM
90	Thank you for conducting this very relevant survey.	8/13/2021 11:03 AM
91	Aucune prise en compte des considérations personnelles et conjoncturelles.	8/13/2021 10:34 AM
92	When making reforms, try involving staff from developing countries living under actual field conditions	8/13/2021 10:26 AM
93	The UN System would benefit from attracting (and retaining!) talent professionals from around the world. It should place an emphasis on maintaining and increasing benefits, not decreasing them. Ultimately the costs borne by the system for a rotation policy-based org like the IAEA are huge, yet there is not a culture of rewarding excellence and retaining good staff. That could be improved by extending the tour of service which would also be more economical for the System.	8/13/2021 9:54 AM
94	New compensation pacakge brings considerable improvements to conditions of service for P staff.	8/13/2021 9:48 AM
95	Reclassification of post for at least once over 10 years	8/13/2021 9:04 AM
96	Thanks for this survey. We need to have our voices heard.	8/13/2021 8:19 AM
97	International staff sacrifice a lot, their families too and it is only fair that they should be compensated.	8/13/2021 7:58 AM
98	None	8/13/2021 7:43 AM
99	Inadvertent financial discrimination for single person's with either no children or 21 plus should be addressed.	8/13/2021 5:52 AM
100	The fact that the organization does not support me in keeping my family at RnR location/ in a country close to duty station has a significant impact in my choice of duty station, essentially non-family is not an option unless it's close to my PPR. Additionally, the cut in RnR benefits has resulted in local rules, agency specific exceptions and substantial financial loss (or opting out on RnR due to cost).	8/13/2021 5:45 AM
101	No	8/13/2021 5:29 AM
102	No	8/13/2021 2:37 AM
103	Il serait mieux que les avantages déjà acquis par le personnel ne soient pas supprimés. Mais que la commission analyse plutôt des voies et moyens d'encourager le personnel des Nations Unies, surtout celui qui est affecté dans des pays "No family duty station"	8/13/2021 12:26 AM

Pulse check about the changes to your compensation package

104	No	8/12/2021 11:45 PM
105	Me afecto negativamente la reclasificacion de mi duty station de B a A porque em redujo el salario en 500 dolares aprox.	8/12/2021 11:44 PM
106	Non	8/12/2021 9:45 PM
107	no thank you	8/12/2021 9:41 PM
108	The UN is a much less attractive employer now; mobility is too expensive for staff ; incentives do not compensate for the high cost of relocating a family	8/12/2021 9:33 PM
109	Most of the changes made are at a disadvantage to staff .. worth consideration staff interest in these decisions	8/12/2021 9:24 PM
110	The trend is to reduce benefits, but we become less and less competitive with other employers. People already employed are somewhat "trapped" in the system and may not want to leave, but this affects the motivation.	8/12/2021 7:25 PM
111	Overall streamlining benefits and entitlements was justified. Nonetheless as there was no phasing in of the changes, mid-career staff with children were hit with many changes at the same time resulting in significant cut in benefits and loss of future earnings and pension while benefits at the same time.	8/12/2021 7:25 PM
112	No	8/12/2021 7:23 PM
113	Why is there no selection in the type of staff for "G" staff? I am a G staff. Are we not included in this survey?	8/12/2021 7:08 PM
114	Questions applicable to international staff	8/12/2021 7:01 PM
115	More consideration should be given to the challenges faced by International staff from developing countries in terms of higher costs of education at tertiary institutions (e.g. boarding, travel, visa costs no longer reimbursable).	8/12/2021 7:00 PM
116	I hope that the elements taken away from the EG grant like lunch and transport could be added back. Thank you	8/12/2021 6:34 PM
117	As life expectancy increases and dementia becomes an increasing issue for staff with elderly parents, what is being doing to facilitate staff to carry out caring duties. These can be even more onerous than the challenges of childcare, especially for single or unmarried UN staff who have busy professional lives.	8/12/2021 6:33 PM
118	The pay in the IAEA is getting less than elsewhere	8/12/2021 6:23 PM
119	I realize that for colleagues affected by some of these measures the effects can be quite substantial. I find it problematic to unilaterally change conditions of employment in a situation where there is no individual nor collective wage bargaining right, no union and no right to strike. In effect the only individual choice exists before signing the contract, namely: to sign or not to sign. This gives unilateral reductions in the pay package an aspect of illegitimacy.	8/12/2021 6:19 PM
120	please increase unified salary scales for p1 and p2 grades.	8/12/2021 5:41 PM
121	Allowances are a way of attracting talent to the UN. They make staff feel valued. Taking away these allowances mean that the Un is no longer committed to hiring talent and is no longer as preoccupied with hiring the best and keeping them satisfied. These insidious changes that are creeping slowly out of our paycheck will have unintended consequences. We may end up saving a few pennies here and there, but we risk taking away the talent and motivation that has enabled the UN to deliver on its mandate. Are the people our best assets anymore?	8/12/2021 5:40 PM

Pulse check about the changes to your compensation package

122	Think of families. We work for families, but our families are disregarded.	8/12/2021 5:35 PM
123	Information was not properly shared in due time	8/12/2021 5:34 PM
124	Short term contracts increase personal cost of living to keep a houses/apartments in home countries	8/12/2021 5:25 PM
125	No	8/12/2021 4:46 PM
126	COVID and economic crisis is affecting the prices on a daily basis it is envisaged a scheme to properly response. States have imposed biddings for espouses to work at the duty stations.	8/12/2021 4:36 PM
127	No	8/12/2021 4:31 PM
128	Las familias diversas deberían ser el centro gravitacional de la reforma que afecta a una organización diversa!	8/12/2021 4:27 PM
129	who makes these recommendations for changes and where do they get a feel of what really matters to staff ???	8/12/2021 4:17 PM
130	NO	8/12/2021 4:11 PM
131	I believe that benefits we have a vey good compared with other sectors. As far as it is sustainable to do so, it will be good to keep them.	8/12/2021 3:59 PM
132	rental sub benefit should be review to align to standard and the real costs of city	8/12/2021 3:46 PM
133	instead of trying to pay less they should endeavor to recognize the effort staff make while due to the job we all have two houses, payment of international schools bonus, boarding cost for international universities, etc...	8/12/2021 3:44 PM
134	The United Nations system is the best we have and works well for a safe majority - but the application of its rules and standards, if not closely monitored and overseen or administered by undertrained personnel, can result in unjust practices and brutal arbitrariness.	8/12/2021 3:34 PM
135	Toda reivindicación justa en UN muere en la red burocrática de la organización.	8/12/2021 3:32 PM
136	thanks	8/12/2021 3:20 PM
137	No	8/12/2021 3:19 PM
138	RAS	8/12/2021 3:13 PM
139	working with UN, staff dedicate half of their life for the organization and delivery the service, far from their loved one. the only reason staff would encourage to ensure staff has all the mean to make their family happy and have the good life.	8/12/2021 3:08 PM
140	This survey should have included information regarding the referenced changes. Staff are often unaware of HR rules and/or changes, as there is poor communication within the UN and the organization lacks a system of easy reference to HR rules. Plus, these changes occurred years ago.	8/12/2021 2:35 PM
141	no	8/12/2021 2:35 PM
142	I hope that agencies have a weight on incentives decision , based on the number of International field employees they have . WFP and other "big" agencies must have a different weight than these with international employees in capitals only . We do have issues	8/12/2021 2:30 PM

Pulse check about the changes to your compensation package

to attract employees in many countries for different reasons but incentives are becoming more and more the reason, especially in non-family D/S

143	—	8/12/2021 2:21 PM
144	Rental subsidy mechanism is not equitable. It should be a flat rate by grade and payable to all staff.	8/12/2021 1:54 PM
145	No	8/12/2021 1:54 PM
146	No	8/12/2021 1:53 PM
147	None	8/12/2021 1:52 PM
148	Not for the moment	8/12/2021 1:45 PM
149	No	8/12/2021 1:44 PM
150	The way in which post adjustment is being calculated, as well as the slower progression through step increments means that my pay packet has shrunk in recent years and cost of living is increasing. I will soon have to leave my job just to make ends meet.	8/12/2021 1:38 PM
151	For political reasons, several duty stations like Kinshasa are considered family d/s when the availability of good 2ndary schools and modern hospitals remains limited. In term of COVID, it forced parents to repatriate their children out of the d/s without having entitlements to go and see them regularly, since it remains a family d/s. flexibility should be offered to staff to move to these difficult duty stations with or without their families. Many thanks	8/12/2021 1:35 PM
152	no.	8/12/2021 1:25 PM
153	Same as above-why the current Educational Grant do not cover children of staff members	8/12/2021 1:16 PM
154	Salaries may need to be better aligned with the duty stations, such as Vienna, rate of increase of the cost of living.	8/12/2021 1:07 PM
155	No	8/12/2021 12:57 PM
156	I love to work for the UN because its a purpose driven organization. But for my skills and knowledge I get a much higher salary in a private sector. Plus career progression does not exist here. The UN will lose competent people.	8/12/2021 12:55 PM
157	Next important challenge to solve: equal pay. The situation following pay cuts is still totally inadmissible.	8/12/2021 12:48 PM
158	No.	8/12/2021 12:42 PM
159	No	8/12/2021 12:34 PM
160	The constant drive to reduce compensation and benefits makes staff anxious. I cannot understand why the drive is not to make operations more efficient and effective. I understand that this approach avoids some of the difficult decisions (e.g. such as the inability of supervisors to manage staff and resources). A person has to decide to leave their national system when joining the UN, it should be the responsibility of the UN to provide a healthy work environment for the development of the person's career - not a constant attack of the conditions under which they decided to join the UN.	8/12/2021 12:34 PM
161	Revoir les mesures incitatives et systèmes pour faire évoluer les fonctionnaires plafonnés et qui ne peuvent pas bouger faute de poste.	8/12/2021 12:28 PM

Pulse check about the changes to your compensation package

162	I would like to check as to why no DSA OR reduced DSA paid for the TDYers in your own PPR (own country) when you do not have your own place to live. How can one cover the costs to work there.	8/12/2021 12:26 PM
163	This survey was circulated by the PSA on 12 August. August is a month in which most staff are on leave hence the timing is questionable and I assume most staff will not reply. I would encourage the federations to improve their timing when issuing such surveys.	8/12/2021 12:23 PM
164	No.	8/12/2021 12:23 PM
165	Les reformes devraient s'étendre, dans la mesure du possible, aux contrats nationaux, qui œuvrent chaque jour au rayonnement des Nations-Unies dans leur pays.	8/12/2021 12:23 PM
166	No	8/12/2021 12:06 PM
167	Education grant needs to be reviewed 1) definition of 1st university degree from one curriculum to another is different; i had to pay from my pocket for master studies of my children in UK while in US master being part of the curriculum is covered under education grant 2) bring back the old education grant scheme (even though i am not entitled anymore)	8/12/2021 12:06 PM
168	no, thanks	8/12/2021 12:00 PM
169	No	8/12/2021 11:58 AM
170	Certain cuts in education grant and people serving in hadrship duty station should be reversed and staff members given their correct entitlement as in other similar organizations.	8/12/2021 11:52 AM
171	We are spoiled. We have far too many incentives, many of them being based on the marital status, dependants and children. The entire world has been paying the UN system huge amounts of money for decades, but countries now start wondering what is our impact worldwide, especially at a time where they financially struggle with the pandemic. With the huge salaries we receive, we should do much better.	8/12/2021 11:49 AM
172	NA	8/12/2021 11:44 AM
173	Pas assez d'incitation financière par rapport au système privé pour vivre correctement dans les grandes capitales surtout pour les petits grade.	8/12/2021 11:40 AM
174	No	8/12/2021 11:39 AM
175	Any UN staff who complains of the pay is in the wrong business.	8/12/2021 11:37 AM
176	NA	8/12/2021 11:36 AM
177	Not so much... don't see big value as no changes will come from this	8/12/2021 11:34 AM
178	ICSC should review the change and reduce the overall financial impact on the families.	8/12/2021 11:33 AM
179	All the P staff should be treated the same, without considering their nationality	8/12/2021 11:28 AM
180	No thank you	8/12/2021 11:26 AM
181	Thank you for taking the time to conduct the survey.	8/12/2021 11:22 AM

Pulse check about the changes to your compensation package

182	Home Leave travel expenses reimbursement should be revised, systematically people by their own tickets at much cheaper prices and ask for the lump sum which is way too high. Tickets should be purchased by the organisation so actual amount spent is charged and this does not become another source of income.	8/12/2021 11:20 AM
183	The salary structure at this time seems to favour staff who stay in one place, and stay in a HQ duty station, as opposed to incentivising and rewarding those who work closer to people in need, in hardship locations. This needs to be changed	8/12/2021 11:20 AM
184	To review boarding fees structure for staff members who have kids going to schools that pay no tuition but pay only boarding fees. This disadvantage staff members who kids go to schools that pay no tuition fees but high boarding fees. The cap of \$5000 for boarding cost disadvantage staff who kids attend schools with not tuition fees. I propose a review be done to have a cap on boarding fees if your child tuition fees is above a ceiling or if your child school has tuition fees charges. For staff members whose kids school are not charging tuition fees but only boarding fees-A cap of 70-80% should apply as the case of tuition fees.	8/12/2021 11:17 AM
185	The UN took a very dangerous path to cut down or drastically reduce the allowances, grants and other incentives during the last several years, which will lead to the situation when the most experienced personnel with 15+ years of working in UN entities will start looking for jobs in other places.	8/12/2021 11:15 AM
186	Generally annoyed by the disregard of UN staff's social security. I find salaries and entitlements are generally too high, while social safety nets are absent. instead of throwing money at staff during their tenure, better to introduce some sort of UN unemployment insurance and possibility to retain pension in case of a break from FT. Totally outdated approach to employment in the 21st century, which is at the heart of many of the UN's inefficiencies. In short, pay lower (more normal) salaries, but increase social safety net	8/12/2021 11:15 AM
187	Currently there are a lot of varying rules with regards to recognition of dependants who are partners rather than spouses, and the laws of partnerships differ from country to country and are sometimes "grey". Exploring the local laws for recognition of partnerships takes time and laws can be interpreted differently, as there is no 100% correlation between host country laws and UN regulation. E.g. some partnerships are recognized by local laws, but not by UNJSF. It would good to have a unified clear approach to any kind of partnerships which do not constitute "marriage" to have them either recognized or not recognized for all purposes.	8/12/2021 11:09 AM
188	A whole-system, client-centred approach to staff remuneration package design is lacking. The approach should take a harder look at the post adjustment element also - in a number of duty stations the methodology used to determine post adjustment simply does not deliver outcomes that would allow staff to live with dignity.	8/12/2021 11:08 AM
189	Check your spelling in the survey and be consistent in it. And if you are going to have three languages, then have separate language surveys. It's confusing and untidy having all three. Besides, where's the Arabic version. Finally, why do we need three staff federations? Get your act together and have one.	8/12/2021 11:08 AM
190	No comments	8/12/2021 11:02 AM
191	NO	8/12/2021 11:00 AM
192	Over time, the purchasing power of UN salary scales are being diminished, reduced, and do not take into consideration the real inflation rates. The UN salary scale is lagging behind private sector salaries, big time.	8/12/2021 11:00 AM
193	No	8/12/2021 11:00 AM
194	Thank you	8/12/2021 10:58 AM
195	No	8/12/2021 10:57 AM

Pulse check about the changes to your compensation package

196	In locations where the local schools are adequate (ex/Geneva) we should not be giving people additional money to educate their children at expensive private schools. If parents want to send children to expensive private schools that is their choice and they should pay for that themselves.	8/12/2021 10:56 AM
197	It would have been great to detail the changes or add URL for more information on the changes as some of them I needed to review.	8/12/2021 10:54 AM
198	No, thank you for giving us the opportunity to voice our concern about these changes. As a general comment, I would like to re-state my opinion that these changes should have been applied only to staff hired after 2017. Staff hired before should have kept the same benefits under which they were hired to avoid perceiving them as a deterioration of their employment benefits.	8/12/2021 10:53 AM
199	No	8/12/2021 10:53 AM
200	I think we are EXTREMELY privileged and personally find that advantages in particular of P staff should be slightly cut in order to allow for payment of interns/improvement of conditions of non-staff colleagues!	8/12/2021 10:52 AM
201	no	8/12/2021 10:52 AM
202	The rental fee reimbursement has a false incentive to find an expensive apartment. It would be more fair to reimburse %% below the threshold amount and may be some additional % above, but not %% above the threshold.	8/12/2021 10:50 AM
203	non	8/12/2021 10:47 AM
204	The limitation of the increment steps to 13 ignore that other staff are in the same grade for more that 16 years with a stuck salary although the life expenses is increasing every year. Although the education grand has been improved for the study in school, it does not include the accommodation for the student aboard which in many cases are more expensive that the university fees.	8/12/2021 10:41 AM
205	Keep cutting the benefits and see what kind of quality you will get at the UN. None.	8/12/2021 10:36 AM
206	Not very much	8/12/2021 10:10 AM
207	The revision of the package was meant to be a streamlining of staff entitlements. It completely missed the target: the compensation package is still very complex and the measures were used as a cost cutting strategy.	8/12/2021 10:08 AM
208	Nothing	8/12/2021 10:06 AM
209	Member State representatives would like a cheaper system with a reduced proportion of their contributions attributed to HR costs and associated staff benefits. They are uncomfortable with our package, but work from their own country with little understanding of the real costs (financial and social) of working abroad. Understandable perhaps, but represents a simplistic view of the wider issue of maximizing the efficient use of resources. Classic public sector thinking from the 1970s.	8/12/2021 9:57 AM
210	the post adjustment change has decreased my take home pay and I do not yet understand what this is based on. I think we also need to be reimbursed for home office costs such as internet given the requirement to work at home.	8/12/2021 9:25 AM
211	The effects resulting from applying numerous contractual changes at the same time and for employees already in service must have been seriously considered prior to the blanket approach used as each has specific impact on staff performance including emotional and financial obligations. Changes are welcome but they have to be applied appropriately following adequate consultations.	8/12/2021 9:16 AM
212	Recommend to recognize parent as dependent for single staff	8/12/2021 9:11 AM

Pulse check about the changes to your compensation package

213	Transparency is everything when it comes to negotiating the UN Compensation Package. No trying to make changes via the back door.	8/12/2021 9:03 AM
214	no	8/12/2021 8:40 AM
215	No	8/12/2021 8:30 AM
216	Maybe some compensation could be thought of for long term career staff members. It is a bit frustrating seeing no possibility of increase on my post.	8/12/2021 8:26 AM
217	None	8/12/2021 8:25 AM
218	No	8/12/2021 8:15 AM
219	Please change it.	8/12/2021 8:08 AM
220	Now my career is stopped as women have priority over men regardless of merit. A lot of staff is unhappy with that.	8/12/2021 8:07 AM
221	No	8/12/2021 8:00 AM
222	No	8/12/2021 7:30 AM
223	No.	8/12/2021 5:38 AM
224	HR should do some online presentations to clarify the impacts further and then we should redo this survey	8/12/2021 5:06 AM
225	To attract and help women, it would be interesting to think of an action (special allowance , or special agreements with day cares and/or special maternity leave days) when they are single mothers, living in a foreign country with no other family support or assistance (no father declared), for the purpose of helping them with regard to young child care. Such cases are more and more frequent in our world and may need to be considered dur to their specificity.	8/12/2021 5:06 AM
226	No	8/12/2021 3:53 AM
227	A bigger challenge has been the update of the related forms and documents to support the claims for benefits as well as the timely processing of the claims.	8/11/2021 11:26 PM
228	staffing costs needs to be balanced with other factors such as retention of essential/critical skills and institutional knowledge; creating a good working environment that staff want to work for and feel well compensated; the need for UN to have sufficient qualified permanent staff to implement the mandates, protocols, agreements and respond proactively to crises like COVID pandemic.	8/11/2021 11:15 PM
229	Non	8/11/2021 10:54 PM
230	Not sure i understood all the revisions you are referring to in the survey, so my answers may be misleading.	8/11/2021 10:38 PM
231	No	8/11/2021 10:25 PM
232	Thank you	8/11/2021 10:20 PM
233	I found the salary changes unclear, unfair (in Geneva organisations have now two salary scales) and people like us moved to Geneva counting on a certain package that is now, reduced by 10% overall between education grant and salary reductions. it is a	8/11/2021 10:01 PM

Pulse check about the changes to your compensation package

very big change for a family to absorb. I would not recommend the UN as an employer based on how staff has been treated in this case.

234	Stop making us feel disposable.	8/11/2021 9:55 PM
235	There is a need of salary revision and respectful increment. In last 10 years, prices and living cost has rapidly gone up with no increment in our salaries.	8/11/2021 9:36 PM
236	Staff in European, NY or high income country duty stations should not be offered education support for dependents. Ridiculous waste of money that encourages mediocre or poorly motivated staff to stay in post. It should be abandoned.	8/11/2021 9:24 PM
237	The compensations for UN international civil servants hasn't improved for over 15 years, it was meant to be at par with industry to attract the best of the talents and that is not happening due to the wide gap in the income ranges of the industry and the stagnated income of the UN civil servants	8/11/2021 9:18 PM
238	No	8/11/2021 9:06 PM
239	For those achieving the max step within a grade, there are no incentives and the system does not reconsider a reclassification despite the years of service and positive/satisfactory evaluations in the PMDSs.	8/11/2021 8:56 PM
240	The arbitrary change of rules seems inappropriate and unfair. Instead of caring about the well being of staff that is abroad and facing a number of difficulties the adjustment of the package seems to come from a for profit organization	8/11/2021 8:56 PM
241	The pay cut and the way it was done and having UN staff at the same level getting different pay amounts is disgraceful, should be investigated and corrected.	8/11/2021 8:47 PM
242	-	8/11/2021 8:38 PM
243	I trust that the survey that will be done in Geneva will have as a sample those staff who are living in Geneva. Thank you in advance.	8/11/2021 8:21 PM
244	No	8/11/2021 8:06 PM
245	no	8/11/2021 7:56 PM
246	Working for UN has become less and less attractive after these changes. Professionals aren't attracted to join UN and quality of UN work has degraded to the point of needing hundreds of consultants to deliver decent quality products. This will lead to the end of the value of UN	8/11/2021 7:55 PM
247	The education grant changes should be reversed and language incentives restored. Thank you.	8/11/2021 7:50 PM
248	The lack of transparency in processes around these changes, and forthcoming with supporting evidence to support these changes is disappointing.	8/11/2021 7:48 PM
249	Thanks you for successfully preventing the pay cut!	8/11/2021 7:35 PM
250	Basic salary and post adjustment should be updated on a regular taking into account the cost of living to ensure housing expenses are taken care of.	8/11/2021 7:30 PM
251	Nil	8/11/2021 7:25 PM

Pulse check about the changes to your compensation package

252	This represents a general erosion of UN benefits and will make it more difficult to attract and retain talent.	8/11/2021 7:24 PM
253	aujourd'hui il y a des organisations basées à Genève qui n'ont pas accepter ces modifications; les bases de salaire ne sont donc plus les mêmes pour toutes les organisations. Ceci n'est-il pas contraire au principe des UN: équité salariale dans le système?	8/11/2021 7:04 PM
254	I strongly believe that the ceiling for the rental subsidy should be adjusted, given the recent spike of the rent in many places.	8/11/2021 6:44 PM
255	For staff who are stuck at the top of the salary scale (last step) and their salary is projected to remain the same for many more years (unless they ever get the impossible promotion) these "incentives" and "benefits" were a welcome breath in the family's finances. At the same time a 10% increase for the salaries of the Under SG levels was asked. It is very ironic. I hope the associations will not rest but continue to put pressure	8/11/2021 6:36 PM
256	Almost all changes are disadvantageous for almost all staff! Hence, I would prefer you to revert the previous package/rules. My observance is that the rights&benefits of UN staff, particularly IAEA staff, is decreasing gradually year by year.	8/11/2021 6:33 PM
257	I appreciate my work and the good intentions of the organization.	8/11/2021 5:50 PM
258	No	8/11/2021 5:47 PM
259	None	8/11/2021 5:33 PM
260	no	8/11/2021 5:24 PM
261	all decisions should be voted by those who are directly affected and not by who just interpreted statistics or pretending to be experts on how to live a life	8/11/2021 5:21 PM
262	It would be good to receive what were these changes or which entitlements were discontinued / what did these mean for staff members in practical terms? Thank you for all your hard work and keeping us regularly informed.	8/11/2021 5:20 PM
263	Our salaries are not compatible with the costs of living in Geneva and I personally had to downscale a lot but still cannot make ends meet.	8/11/2021 5:15 PM
264	None	8/11/2021 5:12 PM
265	No	8/11/2021 5:04 PM
266	The post-adjustment changes severely affected my family and me. The cost of living in Geneva is very high - as high as in New York. I expect this to be rectified in this cycle.	8/11/2021 4:57 PM
267	N/A	8/11/2021 4:51 PM
268	After this reform which was a big blow to me, the mandatory age of retirement and now the policy on gender balance, why a qualified male with 20 years experience would stay in the UN system, especially if has contributed 25 years to the pension fund. It is necessary to have an accounting approach, but it should not be at the expense of losing good staff members.	8/11/2021 4:50 PM
269	I never really understood the entitlements to begin with. Now I really don't.	8/11/2021 4:44 PM
270	I see that in my Organization (FAO) there has been a tendency over the last years to make rather adhoc deviations from and non adherence to the common system (eg on relocation, or on not using the icsc maximum established rent ceilings in specific duty stations but an FAO-own ceiling instead). This highly frustrating.	8/11/2021 4:25 PM

Pulse check about the changes to your compensation package

271	No	8/11/2021 4:14 PM
272	wish to make correction asap	8/11/2021 4:07 PM
273	Equal pay for work of equal value, a principle that must be applied to civil servants.	8/11/2021 4:05 PM
274	No	8/11/2021 4:03 PM
275	No.	8/11/2021 3:56 PM
276	After close to 20 years of service, I have only seen things getting worse... and I see no sign of turning back	8/11/2021 3:52 PM
277	on a du travail, contrairement à d'autres.	8/11/2021 3:40 PM
278	N/A	8/11/2021 3:38 PM
279	Vive l'équité des salaires de l'ONU a Geneve	8/11/2021 3:36 PM
280	D1 and D2 less disadvantage . more advantages	8/11/2021 3:35 PM
281	Changes should be made to be able to choose to work remotely (without postadjustment for example) instead of necessarily be at the duty station if work can be done from home, where your family is	8/11/2021 3:35 PM
282	Nous avons déjà beaucoup de chance d'avoir un emploi	8/11/2021 3:35 PM
283	The biggest impact for me is the reduction of the post adjustment in Geneva and the applicability of a lower post adjustment for staff in the UN Secretariat than in other UN agencies	8/11/2021 3:33 PM
284	no	8/11/2021 3:31 PM
285	Change the mobility system.	8/11/2021 3:28 PM
286	It would be nice to include as well other types, nature, amount of support to parents and other families members, such as when a person is supporting on a permanent monthly basis parents (mother, father, siblings) facing a difficult financial situation, but not to an amount that completely strip one of her/his salary	8/11/2021 3:21 PM
287	No	8/11/2021 3:21 PM
288	None	8/11/2021 3:19 PM
289	All UN entities must align with and adopt same package. and mobility allowance should be paid for those who have been mobile, please do not put us in same box with colleagues who have not moved from HQ for their entire career.	8/11/2021 3:17 PM
290	No	8/11/2021 2:56 PM
291	Special consideration be given to staff in standing capacities who are currently regarded as in A family stations and yet spend most of the duty time and life working in hardship stations in the field. Most are for that reason forced to live without their families yet without the associated benefits and acknowledgement	8/11/2021 2:53 PM
292	No	8/11/2021 2:41 PM
293	No thank you	8/11/2021 2:39 PM

Pulse check about the changes to your compensation package

294	The changes in allowances, step increases only every two years, and additional cost of travel and medical insurance are influencing my decision to take early retirement.	8/11/2021 2:29 PM
295	None	8/11/2021 2:27 PM
296	no	8/11/2021 2:16 PM
297	n/a	8/11/2021 2:11 PM
298	I would recommend that the principle of Equal pay for equal work be applied. In most organizations, and around the world, you don't see additional allowances because you chose to marry and have kids. the overall salary and the value of entitlements should be equal whether you marry or have kids. Single staff are losing in the salary structure of the UN.	8/11/2021 1:54 PM
299	Changes that continually erode the package of staff members impact on their motivation, morale and wellbeing and should be avoided. Staff should be incentivized and rewarded instead	8/11/2021 1:53 PM
300	It was time the UN considered the disparities in salaries and reviewed the excessive payments for certain aspects. An employer has to be fair and make equal provisions and not base it on any kind of status of its staff.	8/11/2021 1:47 PM
301	"Saving costs" is not the way. The only thing the UN is causing is to lose its retention power of qualified talent.	8/11/2021 1:24 PM
302	Some duty stations such as the one we are working in are facing extreme conditions with lack of fuel, power, water, gas, medicine. Considerations should be to modify the classification of the duty stations that are undergoing economic and social and political changes that affect the well being of the staff members.	8/11/2021 1:11 PM
303	No further comments	8/11/2021 1:05 PM
304	Thanks to FICSA for taking care of us!	8/11/2021 1:02 PM
305	I feel like the organisation always try to find ways to cut staff entitlements to make savings to satisfy member states. There are other areas where savings could be made, staff entitlements should not be reduced.	8/11/2021 1:01 PM
306	No	8/11/2021 12:51 PM
307	No	8/11/2021 12:47 PM
308	no	8/11/2021 12:46 PM
309	NA	8/11/2021 12:41 PM
310	remove legacy step for G7/11 and they get automatic like all other increments. not fair	8/11/2021 12:36 PM
311	I am 39 years old woman, married with two daughters: 6y and 2.5 years old. My husband is civil servant in Germany and I am located in Cambodia. I arrived in Cambodia last October and I would like to stay. I truly love what I do here. However, I find it difficult, not only because of COVID situation in the country, but also because I think that UN family conciliation policies does not fit to nowadays reality: wives don't stop their careers any longer to follow their husbands on the field or the other way around. In my specific case, I am in Cambodia and my husband will stay in Germany. With this constellation, I am technically single-mother 12,000 km far away from home. However, as I am married, UN policies doesn't allow me any single parent benefit. I consider women (or man) raising their children on their own should be recognized as single parent, independently of their marital status. On the other hand, education support only applies to children up 5 years old. What about smaller children? Don't they have any right to	8/11/2021 12:33 PM

Pulse check about the changes to your compensation package

pre-education? In developing countries like in Colombia (I was there before) or Cambodia, a quality creche cost in average 500\$/month (often even more). When leaving the house, like in my case, before 7am and returning around 6pm, nanny costs must be added. Other thing I find also difficult in this sense is the concept of family as husband-wife-kids. What about parents? I declared my mother as my dependent back in 2013. My father recently passed away and I want her to live with me in Cambodia. However, she's not entitled to anything even though she's a member of my immediate family and even the visa process seems to be difficult because she's not entitled to the same time of visa than us. UN wants women to take on full-time managerial positions, however their policies aren't flexible enough or they don't adapt to the new family structures like mine. I am not an isolated case as I could realized through conversations with other colleagues.

312	We are loyal and dedicated soldiers and want to be acknowledged and appreciated. We have names, experiences, dreams, families, health and welfare needs. organization invests in training but lets same people go easily; we are not provided mobility opportunities but deducted for not moving. we encourage women's deployment, but they are conditioned to choose between their children or work... We bring single staff to family duty stations and keep mothers and fathers against their will in non-family duty stations. Plenty to do in this regard. lack of funds does not justify lack of empathy or consideration.	8/11/2021 12:30 PM
313	Thank you for your great efforts and care for staff members.	8/11/2021 12:16 PM
314	to make our life easy on the end of long service ..	8/11/2021 12:02 PM
315	No	8/11/2021 11:56 AM
316	No further comments	8/11/2021 11:31 AM
317	No	8/11/2021 11:27 AM
318	They should move staff within missions and avoid all these complications of reduction of salaries etc sitting in one mission more than 5 years.	8/11/2021 11:11 AM
319	How will costs to staff from pandemic teleworking be addressed? Staff faced higher costs of living due to home work, while organizations saved money on building utilities and supplies such as printer ink and paper which was borne by staff.	8/11/2021 11:08 AM
320	if changes enhance our life we welcome them	8/11/2021 11:08 AM
321	There should be no two salary scales in Geneva-Switzerland. ILO vs others for example, P staff get different salaries.	8/11/2021 11:04 AM
322	I should be more aware of implications for the medium -long term impact of these changes on the quality and relevance of services provided by the UN system overall. Changes may have been introduced for saving purposes only, not to increase quality and efficiency.	8/11/2021 10:55 AM
323	No	8/11/2021 10:46 AM
324	The mobility element should be manadatory for all staff member either they are working in AFPs or Field Missions. Full support for UNFSU the way they are struggling and contributing for colleagues.	8/11/2021 10:40 AM
325	N/A	8/11/2021 10:37 AM
326	No comments	8/11/2021 10:36 AM
327	would be great if we could also make progress on a functioning mobility scheme!	8/11/2021 10:33 AM

Pulse check about the changes to your compensation package

328	n/a	8/11/2021 10:32 AM
329	No, thanks	8/11/2021 10:31 AM
330	no	8/11/2021 10:30 AM
331	no comments	8/11/2021 10:25 AM
332	yes, very bad done to the staff	8/11/2021 10:22 AM
333	The lack of performances of a staff member during an appraisal/ePas should have a much higher impact on his career	8/11/2021 10:17 AM
334	For my personal if you want me to respond to questions concerning me and my family.	8/11/2021 9:45 AM
335	No comment	8/11/2021 8:53 AM
336	No	8/11/2021 8:05 AM
337	No	8/11/2021 7:51 AM
338	Please reconsider giving more annual increments to P3-P4 levels where most staff are stuck right now. Due to decreasing source of funds for salaries, some posts are even downgraded or maintained at same level despite increasing responsibilities.	8/11/2021 7:29 AM
339	National Professional Officers need more benefits since these are the officers who are in the frontline and most of the time relied upon by international officers for work once they are assigned in the country office	8/11/2021 6:51 AM
340	If possible some compensation to the loss that had been occurred due to changes in educational grant (removal of boarding expenses) for four years of study of my child in US.	8/11/2021 3:29 AM
341	Not Applicable.	8/11/2021 12:51 AM
342	Focus should be prioritized for field operations staff where is where most people are affected on sensitive areas.	8/11/2021 12:07 AM
343	The pension scheme should be addressed. Compared to the private sector, it is very unfavorable the number of years required to work in order to receive some of the Organization's contribution, and then it is only a small percentage for each year worked over 5. This is very bad compared to the private sector.	8/10/2021 11:28 PM
344	None	8/10/2021 10:08 PM
345	Please work to make life simple to the UN Staff who scarifies their lives in the war and manmade/natural disaster areas.	8/10/2021 9:44 PM
346	I absolutely love my job as a UN civil servant and especially working at ITU... However, that being said one has to be wary when bureaucrats continue to whittle away at your entitlements, which past UN system staff worked hard to gain for us. I am nearly retired, so it is the new generation of staff that also need to considered and protected...	8/10/2021 9:13 PM
347	Non	8/10/2021 9:04 PM
348	The level of existing entitlements should at least continue to be updated as provided for in the methodology: e.g. dependent child allowance has not been updated for a decade; and the amounts of the EG sliding scale and ceiling are based on education costs from several years ago). Needless to say they are not reflective of the current costs to be borne by the staff members.	8/10/2021 8:00 PM
349	Non	8/10/2021 7:11 PM

Pulse check about the changes to your compensation package

350	this is a reduction of salaries in another words	8/10/2021 6:33 PM
351	No	8/10/2021 6:33 PM
352	No, thanks	8/10/2021 6:31 PM
353	No comments. thank you	8/10/2021 6:27 PM
354	No	8/10/2021 6:22 PM
355	Important to think about staff morale and retention in comparable fields	8/10/2021 5:47 PM
356	No	8/10/2021 5:17 PM
357	None	8/10/2021 5:00 PM
358	No	8/10/2021 4:49 PM
359	This, together with the unjust pay cut (over 5%) and other administrative decisions (including the administration's interpretation of the GA-mandated increase in translation productivity standards, decided without consultation), pushes me to apply for jobs at other international organizations. I love my work at the UN but I feel discredited and unappreciated by the administration.	8/10/2021 4:40 PM
360	-	8/10/2021 4:21 PM
361	No	8/10/2021 4:20 PM
362	Dissatisfied with Home leave lump sum allowance reduction	8/10/2021 4:11 PM
363	None	8/10/2021 4:02 PM
364	The reason why many of the answers above are "not applicable" is because I do not know what the questions entail, i.e., I am not aware of the grants, suppressions thereof, etc. that the questions refer to. The communication to ICAO staff has always been problematic and we have no easy way to refer or get acquainted with the different changes brought about in 2017, even at the time they were supposedly announced or effected.	8/10/2021 4:01 PM
365	Even though the examples are good, more details on practical cases will help better understand the impact of the changes in the new scheme.	8/10/2021 3:49 PM
366	the UN system salary and entitlement regime is being compromised and will, ultimately, be unable to compete with other regimes.	8/10/2021 3:42 PM
367	If possible to improve salary and a better compensation package specially for retirement. Thank you for the opportunity. Best regards.	8/10/2021 3:39 PM
368	None	8/10/2021 3:35 PM
369	International staff salaries should be compared (like the salary survey for local staff) to the other salaries received by the same diplomatic professional staff at the duty station . We as UN international staff are the ones with fewer incentives and support than many other colleagues doing similar jobs in the field.	8/10/2021 3:34 PM
370	No	8/10/2021 3:30 PM

Pulse check about the changes to your compensation package

371	The modifications were one-sided to benefit the organizations, without consideration of "presumed acquired" rights by staff - meaning, rules changed in the middle of the game. Very demotivating.	8/10/2021 3:29 PM
372	No.	8/10/2021 3:28 PM
373	Thank you for the Survey!	8/10/2021 3:23 PM
374	No further comments	8/10/2021 3:21 PM
375	No	8/10/2021 3:02 PM
376	thanks,	8/10/2021 2:53 PM
377	Let's not forget the scandalous ICSC decision in 2017 concerning the implementation of the revised post adjustment in Geneva, set aside by the ILO Administrative Tribunal in July 2019. The degree of satisfaction would certainly look very different for many colleagues, had this decision been entered into force. It will be difficult for the ICSC to regain trust.	8/10/2021 2:45 PM
378	Staff benefits and allowances have been eroded over years. Cost of life goes up, while salaries stay the same and benefits and allowances go down. We end up earning less money for more work. Very demotivating.	8/10/2021 2:35 PM
379	To keep the original 15 steps for P4 because it's not easy for these staffs to get promotion to higher position.	8/10/2021 2:28 PM
380	No.	8/10/2021 2:21 PM
381	None	8/10/2021 1:55 PM
382	overall, entitlements are cut for staff	8/10/2021 1:51 PM
383	Habitant en région frontalière, il pourrait y avoir un système pour compenser le congé dans les foyers que je n'utilise pas	8/10/2021 1:47 PM
384	Please provide a means for staff to voluntarily contribute more to their UN pension schemes. Ideally the organization would match these. Or, provide a scale that employees can choose from when accepting an offer (contribute 6, 8, 10 or 12%) for example. Whatever the staff member chooses, the organization matches, and the staff member's retirement date can shift to an earlier date as well.	8/10/2021 1:27 PM
385	These changes exemplify the UN failed promise made to those of us that joined young and full of motivation based on this immense privilege (specially the YPP staff) that we would be mobile and get to see the whole organization because we were to be the future management of the organization . This failed promise that changes like these have contributed to destroying hurt the organization long term. I dedicated my professional life to the UN and performed beyond my grades at every job (I have exceeded expectations" in over 70% of my EPAs over the last 26 years) and I am told my remuneration is to shrink, that after all this time I am not qualified to be a resident coordinator (despite being a P5- Chief of section in a regional commission for 12 years and have applied to 175 posts over the last 10 years in all duty stations) . This erodes not just my faith in the organization but everyone's faith in a future career since the UN doesn't seem to be able to make decisions with the long term empowerment of staff and future of the organization in mind but the immediate need to secure easy/stop-gag solutions to complicated problems	8/10/2021 1:05 PM
386	Expats salaries need to be consistent with salaries of US, EU Government staff. The rental subsidy threshold should be lowered to 15%.	8/10/2021 1:04 PM
387	Thank you.	8/10/2021 1:02 PM

Pulse check about the changes to your compensation package

388	If the UN wants highly motivated and competent staff, willing to take risks and make sacrifices regarding the family life, it should not cut salaries. This is highly demotivating and gives the message that our work is not appreciated.	8/10/2021 12:54 PM
389	The only comment I feel like sharing is the extreme level of discomfort on HR Management amongst FAO Personnel (staff, Non staff), with the formed D-G Administration. Thank you for wishing to "quick-pulse" our opinions on these very important matters	8/10/2021 12:44 PM
390	I would only like to see three things that seem normal with any other job: 1. Continuous contracts after a certain no. of years of service 2. Unemployment benefits for a certain period of time 3. Encouragement of telework where the job does not require on-site presence All the other extra benefits are just a huge admin cost and open the door to abuse. These three things would truly empower staff and increase the level of security while at the same time reduce arbitrary behavior of senior management.	8/10/2021 12:00 PM
391	None	8/10/2021 11:57 AM
392	No.	8/10/2021 11:53 AM
393	no	8/10/2021 11:48 AM
394	None for now	8/10/2021 11:32 AM
395	Como empleados, damos lo mejor de nosotros por la organización, y al menos sería importante que la organización antes de hacer estas modificaciones drásticas, nos tomara en cuenta. A nivel del programa de mobility, esperé que hacer el esfuerzo mio y de mi familia tuviera algún reconocimiento, sin embargo, siento como que fuí castigado, ya que actualmente mi salario fue reducido.	8/10/2021 11:21 AM
396	no	8/10/2021 11:18 AM
397	Thank you	8/10/2021 11:15 AM
398	Our wage should be dependent on our work - that is all. Our organisations are costing too much, and so much money is already spent on staff that we do not have funds to do our core work. It is a rort.	8/10/2021 11:12 AM
399	Children of the UN common system staff should all be afforded the same opportunities for health and education grants	8/10/2021 11:11 AM
400	The real changes needed is gender and geographical parity in the recruitment to higher categories!	8/10/2021 11:10 AM
401	No	8/10/2021 11:10 AM
402	No	8/10/2021 11:03 AM
403	No	8/10/2021 10:58 AM
404	Thank you for surveying us.	8/10/2021 10:47 AM
405	From my experience, it seems that the special education grant is very hard to obtain because of a bureaucratic loophole : educational institutions are asking for proof of financial support before enrolling the child and the UN is asking for a proof of enrolment to give the education grant.	8/10/2021 10:43 AM
406	no	8/10/2021 10:12 AM
407	This new remuneration is not addressing the major problems identified in the past. It just differ, add or replace by other problems.	8/10/2021 10:07 AM
408	It is very difficult to say anything much on many of these as they do not always apply all the time and the changes are not on top of	8/10/2021 9:59 AM

Pulse check about the changes to your compensation package

our heads. It would have been better to share this survey with an overview table of the changes as a reminder.

409	Would be good to compensate for taking away all these benefits..I was not recruited under these conditions	8/10/2021 9:59 AM
410	It would have been useful to receive full info on all changes that have taken place	8/10/2021 9:51 AM
411	De pire en pire au niveau traitement salarial. Merci.	8/10/2021 9:43 AM
412	None	8/10/2021 9:24 AM
413	NON	8/10/2021 9:13 AM
414	Generally satisfied with the changes as they simplify and streamline the benefits	8/10/2021 9:12 AM
415	Higher experiences should be prioritized and considered during the salary revision.	8/10/2021 8:19 AM
416	I am more concerned with how UN Pension fund is being managed - Voice of those whose pension it is is less than those who are managing it.	8/10/2021 8:02 AM
417	UN, being a family, should harmonize its compensation package and not allow entities to keep doing "whatever".	8/10/2021 7:43 AM
418	no	8/10/2021 7:41 AM
419	The housing allowances seem to be handled differently in different agencies with FAO paying less in some field locations from anecdotal information.	8/10/2021 7:39 AM
420	There has been a sharp deterioration in the accuracy of hardship classifications and also in post adjustments, out of synch with reality (and out of synch with the criteria used by resident embassies as well). It all seems to be linked to a cost-reduction strategy that is affecting real salaries' purchasing power.	8/10/2021 6:33 AM
421	A review should be conducted and changes that negatively affect the net earning of staff members should be reversed.	8/10/2021 5:55 AM
422	As the population ageing deepens in every country in the world, I wish the UN provided more support for those who support their ageing parents (Secondary Dependents), especially if these staff didn't have any other dependents such as children. I think OECD gives exactly the same benefits to any "dependent" whether it is a child or an ageing parent.	8/10/2021 3:15 AM
423	What happened to the child allowance ? For about ten years there has been no adjustment for inflation, despite the ICSC recommending a meaningful upwards adjustment. When FAO's Ap-in-FAO inquired in April 2019 with FICSA we were told that Apparently there was no appetite, on the part of the Member States, to discuss the ICSC recommendation. Please continue to push for this.	8/10/2021 12:56 AM
424	I consider the salary, benefits and entitlements of UN staff unjustifiably high. I believe that we would have more credibility towards the affected populations that we serve and to the host governments with whom we work if the UN reduced the amount of money spent on staff salaries, benefits and entitlements. Even though it would negatively impact my own financial situation, I am supportive of any measures taken to further streamline/reduce UN expenditure on staff salaries and entitlements.	8/10/2021 12:05 AM
425	rental subsidy should not be connected to the salary increase.	8/9/2021 11:25 PM
426	I tried getting secondary dependency benefits for a parent and was told that pension is part of income. Meanwhile, a colleague who is receiving secondary dependency for their parent was not asked to disclose pension amounts and was eligible for the benefit. It seems that there is inconsistent application of the rules and this is unfortunate. :(How can we ensure consistency? ...	8/9/2021 11:01 PM

Pulse check about the changes to your compensation package

427	No	8/9/2021 10:56 PM
428	revise the Compensation to give the benefits not to cut	8/9/2021 10:49 PM
429	Staff should get one package and they decide how they use the funds given. Too much paperwork.	8/9/2021 10:31 PM
430	non	8/9/2021 10:22 PM
431	None	8/9/2021 9:17 PM
432	The education grant needs to be revised again. Childcare should be subsidized before school age to support women in the UN, especially single women and university subsidies can be reconsidered and removed to offset the cost. Parents with children that needs special education and medical services for their children should have a higher ceiling for their educational costs than the general education grant ceiling.	8/9/2021 9:05 PM
433	UN secretariat agencies will become more difficult to compete with specialized agencies and other international orgs in recruitment.	8/9/2021 8:55 PM
434	non	8/9/2021 8:16 PM
435	Wider dissemination of changes would be helpful.	8/9/2021 8:05 PM
436	None	8/9/2021 8:03 PM
437	NA	8/9/2021 7:33 PM
438	no comments	8/9/2021 7:28 PM
439	No	8/9/2021 7:15 PM
440	NON, merci.	8/9/2021 7:07 PM
441	there need to be much clearer explanations what are advantages and disadvantages. It is all much too abstract now.	8/9/2021 6:57 PM
442	UN is a great environment where and for whom to work but shall keep on reflecting on how to attract, keep, motivate its employees - Comparison with and using tips from the private sectors, constant consideration for its employees, upgrade and innovations shall keep the essential workforce happy. Particular attention shall be given to continuous education that is much too limited opportunities' wise. Part time shall also be considered as a possibility	8/9/2021 6:46 PM
443	None	8/9/2021 6:39 PM
444	Do not lamp all HQ classifications Another case in point; in Denmark, there is hardly any private sector hospitals because the public health hospitals are fantastic BUT IP UN staff cannot access or use Public Health services as per the UN cooperation agreement with the government. This means staff often have to travel to other countries to seek care and treatment, may be delayed in diagnosis etc. Maybe for such a country, the insurance should pay a certain amount to the Danish government so they can allow UN staff to access these services	8/9/2021 6:27 PM
445	Let's have a system like at the World Bank, where the total salary is higher and enough to support a small family, rather than the current system that pays ad hoc allowances for random things like single parent supplement etc.! This would create a more modern and fair system, and would also reduce the administrative burden	8/9/2021 5:58 PM

Pulse check about the changes to your compensation package

446	No	8/9/2021 5:30 PM
447	Since 2015 I have been on Step G2 Level 10 up to date. Does it mean once I reached level 10, I can not be moved to another Grade?	8/9/2021 5:20 PM
448	Many of the changes did not affect me directly, which is why I chose the n/a response for those questions.	8/9/2021 5:16 PM
449	My salary has been decreasing rather than increasing. Mobility was not an incentive, rather 20% loss	8/9/2021 5:12 PM
450	the salary vis a vis costs at certain duty stations is not competitive (for families) compared to other international organizations/private sector	8/9/2021 5:08 PM
451	More work needs to be done by agencies, such as FAO, to bring benefits at par with UN Secretariat in NY. Home leave travel needs to be recognized as official travel and the same rules for travel time vis a vis business/economy should apply.	8/9/2021 5:05 PM
452	At the time (in 2020) when Islamabad was changed from a Non-Family to a Family duty station (clearly evidence of FAO succumbing to local government pressures) our international colleagues in FAO-Quetta received USD15000/yr additional hardship allowance without justification. The basis for this decision is unclear and would warrant further investigation and justification.	8/9/2021 4:59 PM
453	no	8/9/2021 4:57 PM
454	n/a	8/9/2021 4:45 PM
455	no	8/9/2021 4:32 PM
456	for international entitlements they should be limited to 7 years like rental subsidy - staff stay in HQ duty stations for 10 to 15 years like NY and Geneva they settle there and if the international entitlements were limited we would have movement of staff as true international civil servants are meant to be and how package was created	8/9/2021 4:26 PM
457	The introduced changes have made less attractive to work for the UN.	8/9/2021 4:20 PM
458	Great effort on unifying salary scale regardless of family status.	8/9/2021 4:19 PM
459	no	8/9/2021 4:01 PM
460	No	8/9/2021 4:01 PM
461	Hiring of managers should be better evaluated based on qualification and ability to manage the program and staff	8/9/2021 4:00 PM
462	We need to reverse these changes for the benefits of staff and their dependents - financially and mentally.	8/9/2021 3:58 PM
463	No	8/9/2021 3:57 PM
464	no thank you	8/9/2021 3:54 PM
465	The organization should focus on bringing in good young experts and not on padding the pockets of higher Ds.	8/9/2021 3:53 PM
466	Good luck to FICSA in representing us!	8/9/2021 3:52 PM
467	No thanks	8/9/2021 3:51 PM
468	The changes have streamlined and made the compensation packages unified across the various IP categories across all UN	8/9/2021 3:50 PM

Pulse check about the changes to your compensation package

agencies, which is good when a staff member moves from one UN agency to another with no loss in compensation packages. However IPs on TA positions need to also be considered since they do also work under the same work environment facing the same work conditions as the other categories especially for those working in E duty stations who work away from their families, who may be single parents or having spouses and children dependent on them.

469	No.	8/9/2021 3:43 PM
470	Unified compensation package for salary and entitlements for staff at UN secretariat and its specialized agencies. Any salary deduction should be taken from higher P and D levels, not at the expense of lower P staff as previously adopted in the GA.	8/9/2021 3:37 PM
471	The dependency benefit (other than spouse or child) is not flexible and one cannot be eligible if supporting a family member (e.g. father or sister) with less than one-third of his monthly income, even though for me and for him my support is substantial. In addition, rules regarding education grants should include also children going to crash and kindergarten, the yearly costs of which in Rome is a minimum of 7,200 EUR!	8/9/2021 3:35 PM
472	I hope the above be consider. Also, I am not sure how these post adjustments are conducted, but it is obvious that cost of living, for example accommodation, is high when you consider the approved space staff are require to live, and the limited houses/apartments available in this space.	8/9/2021 3:33 PM
473	1) It remains completely unacceptable that, in 2021, the UN recognises dependent spouses and not dependent domestic partners. 2) All UN entities continue to abuse consultancy contracts as a means of evading staff costs.	8/9/2021 3:32 PM
474	Good luck - I DO DOT foresee another 75 years of successful achievements - the organization has began to spiral to depths of no return when its staff no longer are incentified to perform or commit	8/9/2021 3:32 PM
475	no	8/9/2021 3:29 PM
476	Pension processing needs to be revisted and issue of rotation needs to be looked into as one HR	8/9/2021 3:08 PM
477	It is important to have consultations from the field locations where staff are working under very bad conditions and compensation is not aligned.	8/9/2021 3:07 PM
478	Education grant: boarding expenses and corresponding one round trip shall be eligible for tertiary level schools as all dusty station do not have appropriate schools at this level for all children of UN staff members.	8/9/2021 3:05 PM
479	No	8/9/2021 3:04 PM
480	que los incrementos salariales se aplique en un mayor porcentaje a Servicios Generales	8/9/2021 3:03 PM
481	No	8/9/2021 3:01 PM
482	no thanks	8/9/2021 2:53 PM
483	The language incentive should be reinstated The process for the sabbatical leave should be simplified.	8/9/2021 2:51 PM
484	Overall, in many ways, some of the less "positive" changes, made the UN less agile, and staff became dissatisfied for being recognized for their hard work	8/9/2021 2:49 PM
485	Sounds like many changes are proposed to compensate staff without families with the same benefits of staff with families. For example a dependent spouse to an international staff member is a key to keep that family holding together, so at least the staff can	8/9/2021 2:46 PM

Pulse check about the changes to your compensation package

receive some allowance/increased salary scale to compensate (even very little) the spouse, and be able to support them. I work in the UN system since 2001, I have never felt that fairness, principals, and justice were neglected the same way they are in the past couple of years.

486	n.a	8/9/2021 2:43 PM
487	None	8/9/2021 2:41 PM
488	No	8/9/2021 2:40 PM
489	None	8/9/2021 2:34 PM
490	The changes to the eduction grants is the one that I affected me the most.	8/9/2021 2:33 PM
491	No	8/9/2021 2:25 PM
492	Within grade increment to revert back to yearly.	8/9/2021 2:16 PM
493	I am not well aware of the changes applied	8/9/2021 1:56 PM
494	Education allowance should include accommodation and stationary/books for 4 years post secondary as it was earlier (before revision) as it affect staffs in family duty station as there are no good education facilities for post secondary level, post adjustment is low and no other allowances applicable.	8/9/2021 1:55 PM
495	No	8/9/2021 1:53 PM
496	No	8/9/2021 1:46 PM
497	no	8/9/2021 1:37 PM
498	No.	8/9/2021 1:27 PM
499	I do not believe that the savings achieved with these changes match the difficulties created to s/ms and their families.	8/9/2021 1:26 PM
500	no	8/9/2021 1:15 PM
501	No	8/9/2021 1:11 PM
502	N.A	8/9/2021 1:05 PM
503	Why is there no counseling for men who are denied careers? How can we educate our children about the world and give hope when we ourselves are faced with unfairness on pay and careers?	8/9/2021 12:54 PM
504	n	8/9/2021 12:39 PM
505	I have the feeling that conditions of work in the UN are deteriorating for everyone (if we except the higher management from D1 and up).	8/9/2021 12:39 PM
506	Il faudra tenir compte de l'impact négatif de Covid-19 dans les ménages de staffs pour améliorer à la hausse les revenus des staffs et de leurs dépenadnts	8/9/2021 12:38 PM
507	COVID-19 situation must be taking into account when further changes are being discussed or revisions are being considered.	8/9/2021 12:25 PM

Pulse check about the changes to your compensation package

508	The ICSC should look at the education grant programme in the context of the organization's commitments to gender equality - expanding the programme to cover child day care and early education (pre-K).	8/9/2021 12:24 PM
509	Differences between UN agencies on how to account for mandatory quarantine costs is causing friction, as there is no common policy from ICSC.	8/9/2021 12:20 PM
510	The changes have led to a stagnation of my income which does not keep up with rising living costs.	8/9/2021 12:20 PM
511	Thank you for your support	8/9/2021 12:18 PM
512	I am still requesting to change my place of home leave and I can't take my home leave in D.R.Congo as I family is in USA since October 2011.	8/9/2021 12:17 PM
513	RAS	8/9/2021 12:13 PM
514	There is always room for improvement. COVID 19 pandemic has had a lot of positive and negative impact on the working style and hours. Virtual working has meant that staff members are putting more hours of work than the normal 8hrs and are never on leave as they are reached out on easily via the virtual systems in place.	8/9/2021 12:11 PM
515	The UN is less attractive now in some duty station where the cost of living is high	8/9/2021 12:08 PM
516	NA	8/9/2021 12:07 PM
517	No	8/9/2021 12:04 PM
518	I hope the a newer compensation package will integrate some of the allowances that have been removed	8/9/2021 12:02 PM
519	no	8/9/2021 11:59 AM
520	Overall the changes reflect that the UN cares more about saving money than supporting its staff.	8/9/2021 11:57 AM
521	No.	8/9/2021 11:55 AM
522	i am working for more than 8 years now but my net pay has not changed at all. all these complicated calculations. why cant you increase staff pay. PS. thanks for the opportunity to respond to the survey	8/9/2021 11:38 AM
523	We are becoming less competitive. In my sector (translation), more and more successful candidates from our roster are saying no when offered a position at the UN. Money and benefits are no doubt important, and the Union should keep working to retain a comfortable remuneration package that attracts candidates. At least for translators, the current package is more than enough. The people who said no were really interested in the money and benefits and admitted that it would be way more than they were earning in their current positions outside the UN. However, there were other concerns that outweighed money, mainly (a) a very bad experience with the UN Secretariat administration/paperwork and (b) the feeling that the organization is too hierarchical and does not offer even a modicum of flexibility to staff. These two factors, in my opinion, are rarely addressed by staff unions, even though they are the source of much anxiety and frustration among staff members.	8/9/2021 11:36 AM
524	No	8/9/2021 11:35 AM
525	No.	8/9/2021 11:27 AM
526	n/a	8/9/2021 11:24 AM

Pulse check about the changes to your compensation package

527	Je désapprouve le fait qu'après le step 13 il n'y a plus de possibilité d'évolution.	8/9/2021 11:23 AM
528	It was difficult to answer these questions without further information.	8/9/2021 11:11 AM
529	Because of the Geneva pay-cut, I as a 52 year old P3 staff with dependent spouse & 2 children can no longer afford to live at my duty station.	8/9/2021 11:08 AM
530	I think that staff and unions need to watch these things very carefully from here forward. Senior management (D1 and above) have enough money and pension and are not going to rock the boat - they just care about their own political survival and pensions, they do not understand that staff motivation and satisfaction is the key to delivering a high quality competitive product and the future of our organization.	8/9/2021 11:05 AM
531	Entitlements should be fare as well with local staff	8/9/2021 11:03 AM
532	Thanks for doing these kind of surveys and checking with staff how they are and what they are or may be struggling with! Your work on behalf of staff is much appreciated.	8/9/2021 11:03 AM
533	You should not focus only on advantage of Staff. The current fight is to keep the staff status. There are too much contractual agreements as ICA/LICA at UNOPS that are low cost contracts that should not exist in the UN	8/9/2021 11:00 AM
534	non	8/9/2021 10:59 AM
535	no	8/9/2021 10:57 AM
536	With the decrease of incentive, the UN will not be able to attract high-level and highly qualified professionals in the future. If the UN goes in the direction of changing the types of contract it gives that will also affect the number of people contributing to the pension fund and will in the longterm affect that beneficiaries of the Pension fund.	8/9/2021 10:57 AM
537	All changes will affect different persons in different ways. As I said in many of my comments, I chose to trust those that made the decisions, that they made them in an informed manner, and that this will lead to significant savings. I think UN staff are rewarded very well, before and after these changes. But I understand the unhappiness of those that will have to bear higher education expenses because they choose to put their children in expensive schools, or because they choose to accept jobs in difficult duty stations, etc. In these times of high unemployment and low wages, perhaps they should contemplate their priviledges.	8/9/2021 10:53 AM
538	l'appui pour les frais de scolarisation n'est pas suffisant	8/9/2021 10:50 AM
539	No	8/9/2021 10:48 AM
540	Salary scales have not been revised for a long time. Inflation consumed the salary. Today 5000\$ salary is not the salary it was in 2005.	8/9/2021 10:31 AM
541	Cost of living "Generally" is increasing ,including flight tickets , kindly review post adjustment	8/9/2021 10:30 AM
542	na	8/9/2021 10:23 AM
543	In my opinion the coordination council, should create a safe, informal, small-group meeting where this subject can be discussed among staff of different background. So the topic can be easily discussed and also provide a platform to share ideas and experiences.	8/9/2021 10:21 AM
544	Invest in staff.	8/9/2021 10:20 AM

Pulse check about the changes to your compensation package

545	no	8/9/2021 10:12 AM
546	None	8/9/2021 10:06 AM
547	.	8/9/2021 10:05 AM
548	no	8/9/2021 9:48 AM
549	no.	8/9/2021 9:48 AM
550	No	8/9/2021 9:40 AM
551	Changes ought to be driven by objective, rigorous and inclusive evidence, not just personal perspectives of uninformed leaders.	8/9/2021 9:39 AM
552	See above on step increments and equal pay.	8/9/2021 9:26 AM
553	Many good professionals are leaving the UN system. This trend will continue if the benefits package is not improved.	8/9/2021 9:24 AM
554	No	8/9/2021 9:24 AM
555	Need to emphasize on the mobility aspect where staff members after having spend 5 years in one duty station are penalized by a reduction in their net pay. Should consider a scheme where staff have the option to move. Or to consider the mobility payment if reassigned to another office within the same duty station without paying the settling in grant.	8/9/2021 9:23 AM
556	no	8/9/2021 9:16 AM
557	No	8/9/2021 9:16 AM
558	Yes, it is unethical to allow a Senior OHRM staff member of the Compensation and Classification Section who has, lets say, very close personal relations with an influential ICSC staff, have significant input in the compensation package review. It would appear that decisions were made to favor each other and with a bias against Field staff. This is unacceptable!	8/9/2021 9:15 AM
559	N/A	8/9/2021 9:15 AM
560	increase the salary and danger pay of the national staffs who are qualified and faced dangers at any time on the field.	8/9/2021 9:14 AM
561	The revised package does very little to compensate staff who must leave their home countries to serve in other countries. The changes to EG are terrible, cutting out living expenses for students studying abroad. The dependent spouse allowance is great though.	8/9/2021 9:11 AM
562	Everything provided in my comments above.	8/9/2021 9:08 AM
563	I am very concerned about any future changes with negative impact for staff especially related to education grant. UN international civil servants while having a reasonable salary are not compensated in a manner that allow them to save up to pay for their children's university education and cannot just put their children in local schools wherever they live. It is essential and absolutely critical that this allowance is not further weakened. It is more challenging for a family to live on only one income today than it was before which it makes the UN less attractive as an employer especially as the labor force participation rate for women has increased and both spouses wish to have a career. Staff who due to the significant challenges for a spouse in finding employment while moving around from duty station to duty station should be compensated differently than staff with a spouse staying in one duty station for many years.	8/9/2021 9:05 AM

Pulse check about the changes to your compensation package

564	More regular update by the HR partner in UMOJA on the mobility incitative for the SM always moving base on the rules and regulations statement.	8/9/2021 9:05 AM
565	no	8/9/2021 9:03 AM
566	no	8/9/2021 9:03 AM
567	None	8/9/2021 9:02 AM
568	N/A	8/9/2021 8:59 AM
569	No	8/9/2021 8:55 AM
570	Non	8/9/2021 8:53 AM
571	no further comments	8/9/2021 8:39 AM
572	No	8/9/2021 8:38 AM
573	Bonus incentives tied to work performance should be introduced soonest to increase staff productivity and morale.	8/9/2021 8:35 AM
574	None	8/9/2021 8:33 AM
575	Yes. Would be helpful if Secretariat gets involved in reassigning staff for mobility instead of withdrawing allowance.	8/9/2021 8:31 AM
576	It is not just about money but about respect. We have recently been informed that we will need to submit a monthly request for danger pay in UMOJA, as part of a "new solution" making this "fully automated". It is not fully automated to start with, as none of us is an automaton but will have to waste precious time doing the admin's job (once more - they are paid to click on UMOJA but maybe that could be an automaton's job), and this means our employer outsources responsibility for the payment of a contractual entitlement on a staff member risking their lives and working way more than the weekly 40 hours he/she signed for, even as there is already a multilayered process to check attendance. These constant administrative micro-aggressions are i find quite complementary to the progressive erosion of benefits. It is just a matter of time for this to be followed by an erosion of talent.	8/9/2021 8:25 AM
577	no	8/9/2021 8:12 AM
578	none	8/9/2021 8:11 AM
579	Mobility is almost impossible to achieve for field based staff and related benefits are thus unattainable - unfairly punished. Furthermore, continuous contract status is impossible to reach and comes with few implemented benefits.	8/9/2021 8:10 AM
580	To review/increasd EG payment	8/9/2021 8:05 AM
581	No	8/9/2021 7:54 AM
582	none	8/9/2021 7:53 AM
583	no	8/9/2021 7:19 AM
584	NO	8/9/2021 7:15 AM
585	With lesser opportunities to move to a different duty stations (while reassignment has been on holds), the 5 years cap for receiving mobility allowance should be extended or abolished.	8/9/2021 7:08 AM

Pulse check about the changes to your compensation package

586	Most of these are targeted to International staff. There is a need to have a similar benefits for local CO employees (example education grant, etc)	8/9/2021 6:33 AM
587	No	8/9/2021 6:31 AM
588	No	8/9/2021 6:23 AM
589	NA	8/9/2021 5:20 AM
590	The systematic post adjustment decrease on New Year to compensate the annual salary increase, added to the disconnection of this PA with real cost of living and to the biennial step increase, among others, make the UN package less and less attractive. It seems that these changes were made primarily to save money for the UN, not to value staffs and their work, and compensate for their family / personal sacrifices	8/9/2021 5:12 AM
591	N.A	8/9/2021 5:01 AM
592	The changes in UN compensation should further consider the impact of pandemic and the burden of child-caring age women (prior and currently due to pandemic). The financial costs could lead to physical and psychological costs of the staff and should be reviewed in a holistic manner. Furthermore, the salary scale assumes gender equality at home, but in reality, women still carry a large share of the burden - has UN considered an accelerated increment for child-caring age women since they miss out major career development opportunities due to pregnancy and post-maternity leave child care?	8/9/2021 4:21 AM
593	It would be advisable if benefits for nationally recruited staff are also reviewed and improved for the welfare of nationally recruited staff, including possibility of education grant given to the eligible dependents of national staff.	8/9/2021 4:07 AM
594	I would like to see a home based salary modifier so that staff could accept home based appointments and reduce the UN's global office footprint. Not every role requires presence in a centralized office.	8/9/2021 2:17 AM
595	No	8/9/2021 1:30 AM
596	No	8/9/2021 12:29 AM
597	NO	8/8/2021 10:03 PM
598	The UN is no longer a competitive employer who will attract the best talent. It is more interested in saving money.	8/8/2021 9:29 PM
599	Non	8/8/2021 9:17 PM
600	Changes to the compensation package should not be driven by cost savings. The organization should adopt a new compensation package aligned with the Covid-19 impact and the need for part of the Organization to move into a full remote working arrangement or a hybrid system. ICSC should adapt to the new normal.	8/8/2021 9:15 PM
601	I think we are overly fixated on the entitlements and packages that come with the job. As far as I am concerned I joined because I like the mandate and I think I am paid well enough. Perhaps I would think differently if I had dependents and the related obligations	8/8/2021 6:58 PM
602	N/A	8/8/2021 6:48 PM
603	Consideration should be given to those who are affected by reduced net salary payment due to the post adjustment when relocated	8/8/2021 5:13 PM
604	the organisation is almost broke. Entitlements like the education grant should be revisited since staff with lots of kids are getting	8/8/2021 4:41 PM

Pulse check about the changes to your compensation package

huge payments, including some into college years. Really excessive. If you're single like me, it's absurd how much more staff with kids get, although I often am the one working longer hours, holidays, weekends, etc. and expected to...

605	Explore ways of the addressing the 2 issues above for staff working in emergencies.	8/8/2021 4:38 PM
606	No	8/8/2021 4:29 PM
607	This seems to be trend, at the expense of international civil servants, of continually deteriorating the standard of living of UN Staff. It is already evident in the quality of applicants now applying for vacant posts at the UN.	8/8/2021 4:08 PM
608	Please consider same sex partners who are not married, due to unlegalization in duty stations (as NOs)	8/8/2021 3:44 PM
609	No	8/8/2021 2:27 PM
610	Adapt the rules on, for example, home leave and R&R, to the new reality of Covid-19 and our chronic staff shortages caused by budget cuts and the UN liquidity crisis.	8/8/2021 1:41 PM
611	step increments should be done yearly at least until the 10th year.	8/8/2021 1:15 PM
612	I believe this survey is a bit difficult to fill out since the changes that were made are not clear (I assume not everyone will recall all of this)	8/8/2021 12:50 PM
613	n/a	8/8/2021 12:36 PM
614	None	8/8/2021 12:35 PM
615	-	8/8/2021 11:42 AM
616	Colleagues who are making proposals and rafting the changes should have field experience at least for 10-15 years. Reforms proposals should be not vertically administrated, rather coming from the wide and open discussion.	8/8/2021 11:34 AM
617	Tx	8/8/2021 10:45 AM
618	N/A	8/8/2021 10:29 AM
619	NO	8/8/2021 10:11 AM
620	Not for now.	8/8/2021 9:48 AM
621	no	8/8/2021 9:37 AM
622	Changes should always aim to increase the competitiveness of United Nations system as opposed to making it less attractive compared to other International private companies	8/8/2021 9:14 AM
623	Many changes have been arbitrary and unfounded. Reasoning was artificial. The results undermine the staff welfare.	8/8/2021 9:12 AM
624	No	8/8/2021 9:11 AM
625	New rules and benifits are not fair to staff	8/8/2021 9:07 AM
626	Review of the education grant especially the ceiling for boarding and admissible costs would be very helpful to staff.	8/8/2021 8:58 AM

Pulse check about the changes to your compensation package

627	no	8/8/2021 8:33 AM
628	Fairly	8/8/2021 7:54 AM
629	Need to revise these changes as soon as possible and conside wellbeing of the staff and family	8/8/2021 6:54 AM
630	No	8/8/2021 5:47 AM
631	No	8/8/2021 5:39 AM
632	Periodic reviews should ensure that the package remains competitive against relevant benchmarks, including private sector competition	8/8/2021 3:56 AM
633	Yes! UN/UNDP rewards through longevity in post. Provided a person is "good enough" not to get fired, he/she will be rewarded with a Step increase in due time. UN/UNDP has created an environment of mediocracy -- one that rewards those that do little at the same rate as those that do a lot more. Why is there no merit-based way of being promoted? Note: The \$150k that I will be shortchanged by the UN is not an exaggeration! It is a reality! Put an auditor to work it out over a 10-year period at P4/9 with separate, shorter-term contracts vs. 1 or 2 long-term 5-year contracts.	8/8/2021 3:56 AM
634	I don't understand how after 15 years of service my salary take home is the same.	8/8/2021 12:54 AM
635	I feel the way our salaries were reduced was pathetic and unworthy of an organization which is supposed to lead by example.	8/7/2021 10:20 PM
636	I am grateful to my organisation	8/7/2021 9:32 PM
637	When security evacuation of families takes place, this should be followed by relocation allowances and arrangements and allowances for families in addition to evacuation allowance	8/7/2021 8:44 PM
638	N/A	8/7/2021 8:36 PM
639	NA	8/7/2021 6:05 PM
640	No , that is all.	8/7/2021 4:40 PM
641	No	8/7/2021 4:18 PM
642	None	8/7/2021 2:34 PM
643	Staff in E duty stations should be paid full harzard amount and full danger pay even if they are out of duty station for more than 7 days. May be make it not payable if out of DS for more than a month. Stress is not only when at DS, but all during travel, even when at home as one sorts out many household issues.	8/7/2021 2:32 PM
644	My salary decrease amounts to over 12.000 CHF per year, while we have mortgage, rent and other expenses foreseen before the changes. I have a feeling of profound unfairness, as my level of commitment with the Organisation is bigger and bigger (we have done enormous efforts during this pandemic) but I feel this is not recognised at all by this system.	8/7/2021 1:32 PM
645	All changes that are taking place in several past years only lead to increase dissatisfied staff members and getting less qualified new staff members, while the long serving staff are facing job insecurity, not fair hiring process and no chance for promotion or career development	8/7/2021 1:28 PM
646	Changes need to be focused on staff wellbeing and how to better support UN staff especially during this current covid19 situation	8/7/2021 12:48 PM

Pulse check about the changes to your compensation package

where prices increased everywhere.

647	No	8/7/2021 12:19 PM
648	non	8/7/2021 11:30 AM
649	I believe the UN lowers all it's standards. The changes are not staff oriented.	8/7/2021 11:30 AM
650	No further comments.	8/7/2021 11:29 AM
651	As noted above, I find the payment for spouses (spousal allowance, and influence on rental allowance) discriminatory against those without spouses. A single person still needs to live in a place that would be the same size as for a couple... a single person still needs to clean (or pay for a cleaner, which COSTS MONEY), shop, cook (or buy meals because there is no time to cook), pay bills, run errands during work hours - there is no one do to this for a single person, unless a housekeeper/keeper is employed and this costs MONEY. Why should a spouse get paid ? Honestly, this is the biggest rort in the system. Single people work hard and have a lot more to do and pay for than the System believes. I know of many spouses that employ a housekeeper, so they end up having a nice time lunching with friends, luxury shopping and just basically, having a easy going life while their spouse works, and gets paid extra for the spouse to do nothing. While the single person slogs away racing from work to personal errands, shops, cleaning ect just to keep up. Totally UNFAIR.	8/7/2021 11:19 AM
652	No	8/7/2021 11:13 AM
653	No	8/7/2021 10:57 AM
654	harmonization across agencies in the field regarding mandatory hotel quarantine payment would help. Some locations require it, others don't therefore element of fairness is lost.	8/7/2021 10:46 AM
655	Apologies by repeating; Change the rules - Open the applications to all personnel, especially to the Field Service. Here you can find excellent experts in highly specialised fields with great experience and high academic education.	8/7/2021 10:33 AM
656	Please educate staff about these changes.	8/7/2021 10:32 AM
657	Na	8/7/2021 9:51 AM
658	I support compensation measures that incentivize staff to relocate geographically and exchange knowledge throughout the organization. It is clear that supporting countries in achieving the 2030 Agenda requires a UN system where the staff share knowledge and experiences, rather than stay anchored in one duty station, sometimes for decades.	8/7/2021 9:50 AM
659	The current methodology of determining the impacts of inflation and change in cost of living should be reviewed to cope with the overall annual rise in cost of living globally.	8/7/2021 9:12 AM
660	None	8/7/2021 9:11 AM
661	No comment	8/7/2021 9:06 AM
662	I like the way staff council is fair to all concerned staff	8/7/2021 8:29 AM
663	Step ceilings in Post levels While reducing the ceiling many staff cannot obtain a higher post level - the salary increase per step is however no longer increased annually and this is not correct! There should be an increase annually no matter how long you have been at the post level and stuck at the step ceiling.	8/7/2021 8:26 AM

Pulse check about the changes to your compensation package

664	No	8/7/2021 8:08 AM
665	Revised the packages back	8/7/2021 8:06 AM
666	No	8/7/2021 7:12 AM
667	Contract extension more than two years or 5 years contract , Performance or Festival Bonus can be included	8/7/2021 6:30 AM
668	N/A	8/7/2021 4:43 AM
669	Please review the revision for general staff category in India as since 2017 the salaries are not reviewed.	8/7/2021 4:15 AM
670	The fact that boarding and education trips are discontinued is a disgrace. Overall, the reforms have ensured that UN salaries are less attractive to staff with families. In effect, the UN is trying to attract single staff because they are less expensive	8/7/2021 3:30 AM
671	Nothing particular. Let us focus on achieving SDGs and leaving no one behind.....not just look after our staff	8/7/2021 2:59 AM
672	The UN package used to be quite competitive, some 20 years ago. By now, especially for staff serving in the hardship duty stations, the package is meager and not attractive any more.	8/7/2021 1:55 AM
673	No.	8/7/2021 1:54 AM
674	at what point do staff benefits improve? thé UN is a sinking ship. The morale is low and there is no sense that staff are valued.	8/7/2021 12:45 AM
675	Like I've said, if there were changes, I was not made aware. And for the past 8 years, I don't notice any difference in my payslip.	8/7/2021 12:33 AM
676	If a single staff member in the Professional category has no children or husband and the UN recognizes an official secondary dependent, the organization does not support a medical insurance for this dependent .This is a discrimination of single staff members with staff who has several kids and all are covered. In some duty stations such as New York, the medical insurance cost is simply too expensive. A medical insurance for one secondary dependent is nothing in comparison with medical coverage for big families. Single staff is not in receipt of education grants and for home leave it is only one ticket. I am not talking about such benefits for secondary dependents but a medical insurance coverage might be at least a minimum what the UN can provide. The secondary dependent money is nothing to buy insurance in New York. Apologies if i am too direct. But this is a discrimination	8/7/2021 12:20 AM
677	No	8/6/2021 11:21 PM
678	yes, please revise Paternity leave entitlements	8/6/2021 11:20 PM
679	No	8/6/2021 11:17 PM
680	The conditions in the UN are no more concurrentiel versus private sector which is more attractive. The dedication to one's organisation is not compensated nor recognised.	8/6/2021 11:13 PM
681	I don't know anything about these changes so it is hard to assess. Obviously more information is needed.	8/6/2021 10:54 PM
682	The changes have affected me and my family very heavily and are a clear factor of demotivation to stay in the UN system	8/6/2021 10:49 PM
683	None	8/6/2021 10:26 PM
684	I like the idea that your family situation does not condition your pay, but I wish we had retained the same amount of money. This is a very wide survey, most of us are only aware of the changes that have impacted us directly.	8/6/2021 9:48 PM

Pulse check about the changes to your compensation package

685	The resettlement allowance should be given to everyone	8/6/2021 9:28 PM
686	NA	8/6/2021 9:26 PM
687	RAS	8/6/2021 9:13 PM
688	IT IS RIDICULOUS THAT THIS SURVEY IS AIMED ONLY TO CATEGORIES WHERE GENERAL SERVICE STAFF ARE NOT INCLUDED. WHOEVER IS CONDUCTING THIS STUPID SURVEY DOES NOT REALISE THAT GENERAL STAFF ALSO HAVE A LIFE WHERE FAMILIES NEED TO BE FED, EDUCATED PLUS THE NEED TO LOOK FOR A BETTER FUTURE FOR THEM THAT DEPENDS ALSO FROM THEIR SALARIES. THIS ORGANIZATION ONLY AIMS FOR A BETTER LIFE TO THOSE REGISTERED IN THE CLUB OF SO CALLED PROFESSIONALS OR DIRECTORS. TOO SAD THAT THERE ARE SO CALLED SDGs CREATED BY THE ORGANIZATION WHERE GOAL 8 CALLS FOR DECENT WORK AND ECONOMIC GROWTH BUT IT IS NOT APPLIED BY ITS OWN DRAFTER. WHERE IS THE ECONOMIC GROWTH AIMED FOR GENERAL SERVICE STAFF? THAT ECONOMIC GROWTH IS AND HAS BEEN SINCE ITS FOUNDATION DESIGNED ONLY TO THE CLUB OF Ps and Ds. TOO SAD!	8/6/2021 9:11 PM
689	Stop cutting Staff entitlements and focus on other fraud and waste of resources in procurement and other processes. This organization runs with the staff.	8/6/2021 9:05 PM
690	Rien de particulier	8/6/2021 9:03 PM
691	Thank you for this sevey so we need to see drivers where ever they are Otherwise they are going to get dismorly . Thank you i appreciate Qayad.	8/6/2021 8:53 PM
692	RAS	8/6/2021 8:47 PM
693	Reductions in benefits and salaries have been highly unfair. The UN is no longer a competitive employer for highly qualified professional. I am personally happy to leave the UN soon due to the deterioration of the work environment and morale.	8/6/2021 8:43 PM
694	Yes, on the education grant. I am very satisfied with the "streamlined" calculation but dissatisfied by the fact that boarding costs are not paid, which in the case of university students is even greater than the fees.	8/6/2021 8:30 PM
695	see above comments. Single female colleagues are exploited and expected to continue to work E stations and cover holidays for less remuneration and less chance of advancement, They are cheaper for the org but the colleagues themselves never see this benefit	8/6/2021 8:26 PM
696	Not really	8/6/2021 8:24 PM
697	No	8/6/2021 8:19 PM
698	not all staff members have a family. no attention is paid to single staff members. perhaps you should add a question about that	8/6/2021 8:14 PM
699	Revise areas that contribute to staff low moral	8/6/2021 8:07 PM
700	UN need to have monetary incentive based on the performance appraisal of the officials who are FT. UN only prioritize RB staff who does not always uphold work ethics and/or keep up the performance because they know their job is secure.	8/6/2021 8:06 PM
701	None	8/6/2021 7:53 PM
702	No.	8/6/2021 7:53 PM

Pulse check about the changes to your compensation package

703	Some of the incentives such ss payment of accommodation and other EG related entitlements need to be revisited.	8/6/2021 7:46 PM
704	None.	8/6/2021 7:43 PM
705	No	8/6/2021 7:38 PM
706	No	8/6/2021 7:28 PM
707	No	8/6/2021 7:20 PM
708	No	8/6/2021 7:05 PM
709	NA	8/6/2021 6:59 PM
710	The non-eligibility of education grant in home country is discriminatory.	8/6/2021 6:54 PM
711	Nothing	8/6/2021 6:35 PM
712	no	8/6/2021 6:31 PM
713	Need to ensure renumeration of staff is on par with international levels, otherwise we risk continued migration of good workers away from development sector	8/6/2021 6:28 PM
714	none	8/6/2021 6:24 PM
715	The education grant does compensate the children for their parents' choice of profession which while very meaningful does involve sacrifice from other family members.	8/6/2021 6:24 PM
716	NO	8/6/2021 6:13 PM
717	No	8/6/2021 6:12 PM
718	UN Compensation package needs to be follow up according to the world changes and life difficulties (Hight prices) COVID 19 etc	8/6/2021 6:05 PM
719	Fair and equitable second dependent allowances are necessary. The Organization has come a long way in recognizing different models of families (including single-parent and same-sex) but needs to recognize the importance of parent care as a cultural issue in countless countries where staff members come from.	8/6/2021 5:56 PM
720	No	8/6/2021 5:55 PM
721	Yes, a 13% pay cut imposed on Geneva based staff a few years ago has caused real hardship. It's hard to imagine hardship in a prosperous country but it is relative of course and very real given the prices.	8/6/2021 5:55 PM
722	Development means all of the above changes but for it to be a good development it should be looking at improving human lives and environments. Making standard human lives.	8/6/2021 5:44 PM
723	The UN compensation package is really less and less attractive.	8/6/2021 5:39 PM
724	Non	8/6/2021 5:38 PM
725	no	8/6/2021 5:33 PM

Pulse check about the changes to your compensation package

726	No	8/6/2021 5:30 PM
727	The term legal dependent is not accurate. My mother is my financial responsibility believe or not.	8/6/2021 5:30 PM
728	The evaluation of our salaries and the paycuts followed were not based on logical and sufficient arguments. It looks to me that it was a decision taken at higher level and they found a way to implement. They imposed salaries cuts and soon they will impose posts cuts.	8/6/2021 5:17 PM
729	Non	8/6/2021 5:15 PM
730	No.	8/6/2021 5:15 PM
731	RAS	8/6/2021 5:07 PM
732	None	8/6/2021 5:07 PM
733	Better packages can only attract best candidates and retain the best professional. Thus, would request, UN should review the compensation package in the light of Noble maire principle to find the best professionals.	8/6/2021 5:06 PM
734	no	8/6/2021 5:03 PM
735	No	8/6/2021 4:58 PM
736	no	8/6/2021 4:57 PM
737	The post adjustment methodology needs to be reviewed as it doesn't reflect the really on the ground. How can you request in the survey, costs of items bought in the last 2 years while being in a different duty station? In some countries, rent are paid annually if not 2 years.This is not reflected in any tools and it's imbalanced with the rental subsidy if any. UN agencies should be involved in discussion for next PA methodology as on the field with more experience. This cannot be continued be guided by staff who have been sitting in New York for ages with no field/country'experience.	8/6/2021 4:55 PM
738	My biggest area of dissatisfaction is with ongoing attempts to revise the PAI.	8/6/2021 4:52 PM
739	The biannual increments shall be look into especially there is so much attention to performance and delivery of results.	8/6/2021 4:52 PM
740	Peut encore mieux faire	8/6/2021 4:51 PM
741	None	8/6/2021 4:51 PM
742	n/a	8/6/2021 4:51 PM
743	No	8/6/2021 4:49 PM
744	La fin de l'incitation à l'ouverture aux autres cultures me parait contraire à l'esprit d'amélioration constante qui doit prévaloir au service des nations unies.	8/6/2021 4:48 PM
745	considering HL in the context of a single UN organization and not the UN system goes against the spirit of mobility within the UN. planning to go on HL, which got delayed because of Covid compounded by exigencies of services, to be told that one cannot receive the entitlement when the times come, because there is less than three months between HL dates and moving to a new UN organization, unforeseen at the time of planning, and who wants you rapidly on board but has different HL rules in terms of max points and time line to take HL and whether to authorize HL shortly after EOD). This leads a s/m to go and deal with home matters	8/6/2021 4:47 PM

Pulse check about the changes to your compensation package

at own costs anyway, and hope not to lose too much in the transfer. the recipient and originating organizations can lose/gain (depending on the place of HL compared to the duty station) financially; the recipient organization will bear the HL time costs which were in fact related to the previous organization. The rule for taking HL in relation to a change of UN organizations should be revisited. Further, exceptional situations like the current pandemic and the impossibility to travel for a very long time should be considered humanly, on a case to case basis.

746	Not really	8/6/2021 4:46 PM
747	It would be easier to answer this if there were explanations of the changes referenced.	8/6/2021 4:43 PM
748	What is the point of UN performance system when there is benefit. What incentives organizations is planing to implement to formally award outstanding performance? What organization intends to do to increase productivity and motivation? While its called "streamlining" the effect on was majority of staff is reduction in income and entitlement. We should call it was it is and impact it creased on most.	8/6/2021 4:41 PM
749	It is worth looking into travel entitlements, stopover counting.. we're in a situation where we are being offered an ootion with 10 hrs layover at airport bc cheaper and layover considered uniformly 2 hrs from trip!	8/6/2021 4:41 PM
750	NA	8/6/2021 4:38 PM
751	None	8/6/2021 4:36 PM
752	Thank you, no.	8/6/2021 4:35 PM
753	none	8/6/2021 4:35 PM
754	Should be further streamlined. Too complex and too many allowances	8/6/2021 4:35 PM
755	Too late for an input and the new system is already in use	8/6/2021 4:34 PM
756	NA	8/6/2021 4:31 PM
757	No, thanks.	8/6/2021 4:30 PM
758	With the reduction in all entitlements and benefits, staff with dependent spouses and children are not able to make ends meet and pay for good education and a decent life for their families.	8/6/2021 4:30 PM
759	No.	8/6/2021 4:28 PM
760	Education grant needs to be revisited otherwise the UN is becoming anti-family.	8/6/2021 4:28 PM
761	Why are you not asking about the post adjustment methodology? That's the main bone of contention among all staff in my duty station (Istanbul)	8/6/2021 4:27 PM
762	The systems/procedures to establish post-adjustment values need to be reviewed as they don't follow dynamic changes in specific context financial/economic situation. Inflation is eroding salaries in many countries and the systems in place are not addressing it in timely and fair manners.	8/6/2021 4:25 PM
763	At the end of the steps, one should move to the next level - from P3 to P4 etc. otherwise one is stuck.,	8/6/2021 4:22 PM
764	Unless reversing back to a dependent salary scheme, as an alternative, the change of criteria for qualifying as single parent should	8/6/2021 4:21 PM

Pulse check about the changes to your compensation package

be changed back, as they were in ST/AI/2016/8 (as opposed to the current ones in ST/AI/2018/6). Divorced parents, who provide maintenance no doubt have an increased financial burden, as compared to parents living together. It is highly inequitable to pay them the same, as in my case, as a staff member without children at all.

765	Your comparison table is very helpful. I was surprised to learn about some of these payments and benefits (although having spent many years in the UN, I had never come across some of them). A better communication would be useful (e.g. a broadcast recirculating every other year what exists).	8/6/2021 4:20 PM
766	UN should adopt the best possible package for its staff, similar to WBG and other comparable organizations that offer much higher pay and much better benefits that allow for families to put a bit of savings on the side.	8/6/2021 4:20 PM
767	None	8/6/2021 4:19 PM
768	Step increments must be annual.	8/6/2021 4:18 PM
769	I am very demotivated, to tell you the truth, due to all changes that have impacted my pay and benefits. I am not as productive as I used to be.	8/6/2021 4:18 PM
770	Why does the UN have all these allowances? No wonder people on the outside think we are spoilt silly. I'm surprised there is no allowance for breathing in and out. Of course, most staff will not say no to free money and will still complain about the fact that there is no allowance for this or that.	8/6/2021 4:17 PM
771	No.	8/6/2021 4:15 PM
772	No	8/6/2021 4:15 PM
773	Some changes to staff entitlements seem to be introduced as cost saving measures and not to retain staff and make the UN an attractive place to work.	8/6/2021 4:15 PM
774	No comment.	8/6/2021 4:12 PM
775	Creo que debería seguir Incentivando el aprendizaje de nuevos idiomas que benefician a la Organización	8/6/2021 4:10 PM
776	Remuneration package is not competitive	8/6/2021 4:10 PM
777	UN salaries have significantly lost competitiveness, working conditions and pay package continuously deteriorate. It's not a job with a future for the next generation and the mood of winding down the organisation prevails.	8/6/2021 4:10 PM
778	NA	8/6/2021 4:09 PM
779	Even temporary staff are equally important staff and sometimes do more work than the FTA so they should be well remunerated as well.	8/6/2021 4:09 PM
780	The old scheme was much better particularly for hardship duty stations.	8/6/2021 4:08 PM
781	n/a	8/6/2021 4:07 PM
782	The UN calculation of post-adjustments and classification of duty stations seem to be dictated by global financial considerations, to the detriment of UN staff in the field.	8/6/2021 4:06 PM
783	My salary decreased. I lost my office. I don't believe that my organisation sees me as an asset. They don't know my value. I	8/6/2021 4:04 PM

Pulse check about the changes to your compensation package

continue to work for the UN because of the feedback of the member states, happy of my performance.

784	Please consider revising especially during Covid time to motivate staff	8/6/2021 4:04 PM
785	As noted for question 10, the elimination of the existing steps in the incremental grades seems unfair. I was hired and 2006 and progressed until 2017 and have since been frozen at the same level.	8/6/2021 4:03 PM
786	UN is a human centered organization. Member states when making decision about introduction of the UN staff remuneration package totally forgot about our working environment; additional incentives and administrative privileges' they have as a public officers, career promotion and most important, performing functions in home country. All of those factors should be taken into consideration.	8/6/2021 4:02 PM
787	On a competitiveness scale, more needs to be done on housing, travel in especially difficult duty stations.	8/6/2021 4:01 PM
788	In general, I understand that global economic developments affected the UN as well and that we must make sacrifices, like all persons everywhere. I would expect, however, that the changes would be instituted with an eye for fairness, proper compensation for the efforts demanded of UN staff, and in consultation with the Staff Association.	8/6/2021 4:00 PM
789	NO	8/6/2021 3:59 PM
790	Reducing salary steps within the grade for P3 and P4 level is very dissatisfied, as most of the IPs are at that two levels and are the doers who perform activities in order to meet the strategic goals and outcomes of the organization.	8/6/2021 3:59 PM
791	Having dedicated most of my working life to the UN (25 years) I cannot accept nor understand how some UN staff have ended up been deprived of the very Human Right the UN has fought so hard, of being treated EQUALLY – equal pay for equal work. I cannot understand that such parity has emerged within the very UN walls we have adopted and proudly defending across the world for HUMAN RIGHTS on all counts! If the organization, the International Civil Service Commission (ICSC), that has been mandated to provide ethical recommendations to the General Assembly concerning staff employment conditions; are blind and not seeing that staff serving the same UN cannot be treated differently, I would sincerely worry as to their judgment and any recommendations on staff matters going forward...	8/6/2021 3:59 PM
792	Agradezco que se hayan tomado el tiempo para revisar las reglas de compensación y salarios que nos afectan a todos. Sobre todo, la asistencia para padres solteros que aunque no sea mi caso, es muy válido ese apoyo para quienes están en esa situación.	8/6/2021 3:58 PM
793	None	8/6/2021 3:58 PM
794	Staff who live far away from their home region struggle more compared to staff who live close to their region. European staff working in other European countries can travel easily to their home location or get support. This is very different situation for international staff working in different continents far away from their home country.	8/6/2021 3:57 PM
795	UNDP is for many years far from the best employer. The result: we have less than average staff, not motivated to work for UN. World is laughing at us as we are bunch of bureaucrats that are just shifting papers. Shame.	8/6/2021 3:56 PM
796	Cost of life has increased significantly in NYC. Salary increase is needed.	8/6/2021 3:56 PM
797	Ces changements ne règlent pas les inégalités entre le staff International et le staff national en termes de bénéfices	8/6/2021 3:56 PM
798	The salary scale has not changed in many years.	8/6/2021 3:55 PM
799	No	8/6/2021 3:54 PM

Pulse check about the changes to your compensation package

800	we are much better, when we are together	8/6/2021 3:54 PM
801	Post adjustment and house rent see does not reflect the actual need in my duty station	8/6/2021 3:54 PM
802	My family lives only on my salary and I am raising my two children on my own. Whereas before the salary and education grant decrease, I could make ends meet, this is now proving difficult.	8/6/2021 3:54 PM
803	No	8/6/2021 3:54 PM
804	With the changes made the attractivity of the international organization is reduced.	8/6/2021 3:54 PM
805	Duty station classification shall be adjusted in view of COVID impact in certain countries. it is over a year and we are here for the long run and most of us relocate families and D/S needs to be reclassified as a consequence of a fragile health system, isolation elements and health security.	8/6/2021 3:53 PM
806	No	8/6/2021 3:51 PM
807	Increase basic income	8/6/2021 3:48 PM
808	increase salary please	8/6/2021 3:46 PM
809	My credibility in ICSC has disappeared, as their present purpose is to cut down on expenses at any cost. They are not working to support staff, but to reduce costs.	8/6/2021 3:45 PM
810	To the extent that the review has resulted in greater overlap between GS and P conditions of work, it is imperative that a comprehensive review of the GS and NO conditions be undertaken. These two categories were in fact in much greater need of review than the P and higher categories.	8/6/2021 3:43 PM
811	staffs have been experiencing extra hardship in enjoying home leave entitlements - the Organization needs give due considerations to reasonably compensate internationally hired staffs whose home countries imposing rather long mandatory COVID19 isolation	8/6/2021 3:43 PM
812	Some of the changes should be explained in the survey, I do not remember them in detail	8/6/2021 3:41 PM
813	you should have attached the policies to this questionnaire. not everyone has them memorized or is well versed in them.	8/6/2021 3:37 PM
814	I believe a new cost of living survey would be essential to ensure that Geneva-based professional staff are correctly remunerated. In particular, the fact that many of us live in Switzerland should be taken into account instead of basing the survey on responses from staff living in France.	8/6/2021 3:37 PM
815	UN approach to the field locations staff seems to be - use them as much as you can, damage their health and when the organization is not able to squeeze a single drop more from the person, let them go. Very painful, considering the dedication and loyalty of the majority of us working in the field.	8/6/2021 3:37 PM
816	Due to a lack of salary increases in line with inflation developments, the package becomes less and less attractive.	8/6/2021 3:37 PM
817	More should be offered to make the UN an attractive employer for families, if we want to get the best available experts. However, this calls for a more comprehensive approach, including non-monetary assistance.	8/6/2021 3:35 PM
818	no	8/6/2021 3:31 PM
819	Non	8/6/2021 3:31 PM

Pulse check about the changes to your compensation package

820	No. Non. No.	8/6/2021 3:30 PM
821	It would be better for the UN to have a reduced and qualified work-force, well compensated, than to cut entitlements already accrued. The UN should invest more in maintaining a qualified work-force.	8/6/2021 3:30 PM
822	Any time in the past was better...	8/6/2021 3:30 PM
823	The single parent allowance should be kept beyond 21 years of age with conditions. The major issue is the difference in pay for equal work across IOs in Geneva.	8/6/2021 3:30 PM
824	Very sad about this situation where staff voices remain unheard	8/6/2021 3:22 PM
825	None.	8/6/2021 3:19 PM
826	There is a demonstrable difference between staff entitlements 20+ years ago and today. Poor remuneration combined with plethora of career stalling conditions make it very difficult for dedicated professionals and the future UN.	8/6/2021 3:17 PM
827	Please simplify the different rules and regulations. Provide support to young parents with crech subsidy, instead to university going children.	8/6/2021 3:09 PM
828	do you to the load of work have no time to know what is happening around.	8/6/2021 3:07 PM
829	Staying hopeful that ICSC sees the light and abides by the professed UN principles, and of equal pay for equal work.	8/6/2021 3:06 PM
830	See 21. I am surprised not to see anything in this survey related to the discriminatory pay practice in Geneva between those under the jurisdiction of the ILO Tribunal and those under the jurisdiction of the UNDT/UNAT. I hope this will be taken up with the ICSC as well.	8/6/2021 3:05 PM
831	Please change if you want to retain good staff.	8/6/2021 3:05 PM
832	No	8/6/2021 3:04 PM
833	Consider allowance for children under 4 when only one parent is working	8/6/2021 3:03 PM
834	One should not forget the principles of being an International Civil Servant, and the sacrifice made by staff.	8/6/2021 3:00 PM
835	No	8/6/2021 2:59 PM
836	N/A	8/6/2021 2:57 PM
837	The pay cut still rankles, especially as ILO have had it reversed! Is there nothing left to be done about this?	8/6/2021 2:54 PM
838	-	8/6/2021 2:51 PM
839	keep up the great work	8/6/2021 2:48 PM
840	Offer incentives for people to retire before 65 to make room for new talent! The UN should never have increased the retirement age to 65. Thank you for this survey!	8/6/2021 2:47 PM
841	Since I joined the UN in 2003, salary and benefits package has only worsened.	8/6/2021 2:47 PM

Pulse check about the changes to your compensation package

842	I appreciate the effort, but it is a hopeless cause because judgements passed will be neither fair nor impartial.	8/6/2021 2:43 PM
843	- I am less motivated to work at the UN and saw a retrocess instead of a progress in the way the organization treats the staff.	8/6/2021 2:40 PM
844	it is time to show ourselves stronger in the negotiation, seriously	8/6/2021 2:39 PM
845	I think acquired rights should have remained and the new benefits applying only to staff hired after 2017.	8/6/2021 2:37 PM
846	No. Thanks for organizing this survey.	8/6/2021 2:37 PM
847	Salaries in Geneva for UN staff should be revisited. Especially in view of the outcome of the tribunal for specialized agencies, all of these staff received retroactively compensation for loss of salary. This should be applied to all UN staff in Geneva.	8/6/2021 2:36 PM
848	Hard to understand the double morale the UN seems to have regarding salaries and emoluments.	8/6/2021 2:32 PM
849	The pay cut has to be returned retrospectively like it has been done in non-Secretariat entities. The reduction was based on hampered data.	8/6/2021 2:32 PM
850	It is very difficult to get promoted and have a higher grade, regardless of your competences and skills. With the budget crisis and the recruitment freeze this has translated that P staff salary is basically frozen and does not adequately reflect the cost of living in expensive HQ duty stations.	8/6/2021 2:31 PM
851	it makes no sense to have people at the same level, in the same city and the same UN system with different salaries. This should be address as a matter of urgency.	8/6/2021 2:28 PM
852	In general, I am not satisfied with the various changes to UN Compensation package that were introduced in 2017.	8/6/2021 2:28 PM
853	The system would need to be made more family friendlky	8/6/2021 2:26 PM
854	Many staff oppose the use of global taxpayer resources for the extremely large amounts paid under the education grant, and the prolonged timeline for which that grant may be paid.	8/6/2021 2:21 PM
855	Reintroduce reimbursement of school transport in places with very difficult traffic.	8/6/2021 1:59 PM
856	None	8/6/2021 1:46 PM
857	Missing a support for children under 5. We don't have any financial support to compensate nannies or kindergarten. UN assumes we work and take care of the children at the same time.	8/6/2021 1:45 PM
858	Salary scale should be increased in real terms	8/6/2021 1:33 PM
859	The level of professionalism of the Executive Office is seriously disappointing, tho the extent that I have considered leaving the organization due to their practices that border on abuses of authority	8/6/2021 1:32 PM
860	Noting the global trend among Governmental and non-governmental organizations I believe that a unified pay scale according to Level and grade should be applied without dependency payments and education grants (monetary consideration on those included in unified on benchmarked)in order for UN to be updated and following the trends of the last 20 years.	8/6/2021 1:13 PM
861	Not at this time.	8/6/2021 1:10 PM
862	Modifications in education grant including education travel need to be undone, this wasn't necessary!	8/6/2021 1:08 PM

Pulse check about the changes to your compensation package

863	None	8/6/2021 1:07 PM
864	No	8/6/2021 12:33 PM
865	Reforms should seek to make the staff welfare better and not worse off. In this case, I found myself worse off.	8/6/2021 11:57 AM
866	no	8/6/2021 11:56 AM
867	Must support professional reputed degrees for all personnel. Automation such as Open AI will impact us by 2024.	8/6/2021 11:29 AM
868	We should have one system for all staff in the UN. It's not fair that some UN staff have higher salaries than others (i.e. WMO staff) Please bring back the ONE UN SYSTEM!	8/6/2021 11:26 AM
869	There is still a lot that can be done to move beyond a dependency-based system that penalises female staff. It remains in many cases more advantageous to be the wife of a male staff member than to be a female staff member, which is ethically and morally unconceivable. Gender-neutral parental leave and other benefits should be introduced to promote gender equality among staff and better life-work balance.	8/6/2021 11:24 AM
870	No more loss of benefits please! Cuts impact on new recruitment and undermine existing staff who are committed to their institutional mandates, so their limited mobility is taken advantage of.	8/6/2021 11:16 AM
871	none	8/6/2021 11:02 AM
872	ICSC should make UN salary scale at par with the one from the World Bank and other MDBs, and international organisations such as multi-lateral development funds.	8/6/2021 10:58 AM
873	every agency should summarize these changes and let staff know	8/6/2021 10:41 AM
874	None	8/6/2021 10:26 AM
875	Everything should be made to avoid a decrease in staff allowances.	8/6/2021 10:26 AM
876	Thanks to FICSA!	8/6/2021 9:56 AM
877	None	8/6/2021 9:52 AM
878	Very unhappy about the changes made from old to new. Not as attractive as it used to be.	8/6/2021 9:31 AM
879	Not applicable	8/6/2021 9:29 AM
880	No	8/6/2021 9:13 AM
881	n/a	8/6/2021 9:03 AM
882	having relocation shipment based on dependency has a negative impact. In my case, our household contains items for a family of 3 - we lived in the duty station for many years in a family of 3 - now towards the end of my time with the UN, my children are in early 20s and will no longer be dependents, yet the household items remain a for a family with dependents (they are students and have not fully been launched in their own lives).	8/6/2021 8:25 AM
883	Improve transparency	8/6/2021 7:08 AM
884	Please extend education grant to all Professional level staff! Not just those recruited internationally!	8/6/2021 5:18 AM

Pulse check about the changes to your compensation package

885	I WISH TO BE PAID IN ACCORDANCE WITH THE HOURS I WORK OR PROVIDE MORE RESOURCES. I WISH TO HAVE A MORE BALANCED WORK/LIFE	8/6/2021 2:48 AM
886	No	8/6/2021 1:18 AM
887	Most of this is irrelevant for national staff given their conditions are second class compared to international staff.	8/6/2021 1:17 AM
888	Thank you for arranging for the survey. Somebody has to tell management that reducing working level posts at GS-4 to P-3 to justify increasing the number of senior positions at D1 and above is so wrong, which is something that Members States and ACABQ pointed out. We can't all be chiefs doing nothing, while the work is distributed to fewer working staff.	8/6/2021 1:15 AM
889	The UN compensation package has become uncompetitive compared to some other organizations like the EU.	8/6/2021 1:08 AM
890	No	8/6/2021 12:56 AM
891	No.	8/6/2021 12:46 AM
892	No	8/6/2021 12:20 AM
893	As the prestige of working in a UN agency continues to decline, it's already getting harder to recruit good candidates on skimpier benefits packages.	8/5/2021 11:57 PM
894	The revised package is still very layered and complicated.	8/5/2021 11:48 PM
895	None at this time.	8/5/2021 11:32 PM
896	La información es conocida hasta que la decisión ha sido tomada.	8/5/2021 11:12 PM
897	The representation allowance needs to be adjusted up. At \$50 per month in NY, it doesn't amount to much.	8/5/2021 11:09 PM
898	There is a gradual erosion of all benefits going on. But no worries, the private sector becomes more and more attractive for staff, which I assume is the objective...	8/5/2021 10:38 PM
899	Please introduce more steps on each level as promotions are not easy to come by with liquidity crisis and COVID. People are staying at the same level for a long time.	8/5/2021 10:33 PM
900	NO	8/5/2021 10:28 PM
901	no	8/5/2021 10:10 PM
902	no	8/5/2021 10:08 PM
903	No further comments so far	8/5/2021 9:59 PM
904	The salary scale and compensation package are not aligned with the accelerated inflation and big increase in rent in the duty station (NYC). The no-gain no-loss adjustment is erasing any increase in salary scales. The purchasing power of my income has lost more than 20% over the last 5 years. Yet, the changes in the compensation package made the situation even worse.	8/5/2021 9:50 PM
905	Salary is not matching other comparable organizations. No increments for years.	8/5/2021 9:29 PM
906	n/a	8/5/2021 9:20 PM

Pulse check about the changes to your compensation package

907	the communication of the changes was not communicated well. there are things that i am learning now after reading the comparison page you gave us.	8/5/2021 9:17 PM
908	no	8/5/2021 9:15 PM
909	No further comments	8/5/2021 9:11 PM
910	The previous package should have been grand-fathered to staff who joined before 2017!	8/5/2021 9:11 PM
911	We need an allowance for staff whose education level exceed the job that they are performing. For example, there are Field Service (FS) staff with Bachelors, Masters, and Doctorate degrees that are performing job that required high school diploma. The Organization must acknowledge those staff and provide them with incentive for their degrees or the Organization MUST move those staff to the appropriate level and field.	8/5/2021 9:08 PM
912	We only get news in times of elections.	8/5/2021 8:50 PM
913	the whole system need reform	8/5/2021 8:48 PM
914	The language incentive discontinuation is a shame, especially given the SG strategy on multilingualism. People invested time and energy to pass UN Proficiency Examination and afterwards they are just treated like all the others that dont do any move to improve their language skills. I took and passed 2 UN prof. exams to put myself at a very professional international level and as a result got cut from the incentive. Change in step increments is also a change in our initial contractual agreement. Education grant is capped and in certain countries it can represent a lot of moneys that is not anymore compensated. Finally, what is the point of having mobility allowances if the mobility scheme is not in place and where staff like me who expect mobility are not given a chance to embrace that mobility...	8/5/2021 8:47 PM
915	The UN despite being an international civil service is continually trying to reduce benefits and erode conditions of work. What the UN needs is better management and not less qualified staff.	8/5/2021 8:36 PM
916	somehow frustrated because we are seeing more and more reduction of our resources while at the same we are required to produce more work with more pressure	8/5/2021 8:25 PM
917	Has not moved staff serving very long term in nice HQ posts in cities with high standards of living. There are 2 staffs- field and HQ yo the detriment of the UN but not the HQ staff and their families	8/5/2021 8:23 PM
918	n/a	8/5/2021 8:18 PM
919	I belief the organisation only see human rights only when strict principles apply to staff members, but the internal use of resources is harassment and improper use of authority. Resources are deployed with much higher responsibilities with marginalized benefits and appropriate contractual modalities equivalent to their responsibilities. The organisation is benefiting at the expense of staff. This is unfair and nobody is doing any thing about it. When salaries' increment disparities are submitted to the ICSC, I belief huge gaps should automatically raise concern especially if such country offices are not bringing it up, you must know that there are human rights violations. These countries are there in the ICSC data base. I recommend the ICSC to ran data scan and analysis to check which countries had this disparities of unreasonable gaps in the salaries' increments and provide feedback with recommendations to the Federation UNISERV. Second, HQ to check staff with managerial responsibilities and correct postings and review unreasonable underpayments that were effected unfairly hence, incomparable within the same colleagues in the region. This is important to keep the investment in resources and can benefit the organisation. Third, HQ to overnight the authority delegated to RCs on NPSAs especially for staff who have been on SC for 5 years and more to be moved to Fixed Term Contract. The recent Rule 13 of the	8/5/2021 8:18 PM

Pulse check about the changes to your compensation package

NPSA contract is abused especially on duty stations where abused is prevalent due to staff fear for being retaliated with threat to terminate contract so that they are forced to accept and live with the same degrading and dehumanizing environment.

920	Post adjustment for Yemen is strangely low considering the cost of living which is very high and continue to rise.	8/5/2021 8:10 PM
921	See above?	8/5/2021 8:07 PM
922	No.	8/5/2021 8:04 PM
923	The UN offers very generous salary and entitlements. I am aware that some staff complain that they want more but I do recognise that in comparison to what is offered by private companies that we are the recipients of very satisfactory packages.	8/5/2021 8:03 PM
924	You need to introduce annual bonus based on ePAS results.	8/5/2021 8:01 PM
925	None	8/5/2021 8:01 PM
926	Make mobility a requirement for promotion, otherwise people in HQ stay there, and people in field are stuck there for years.	8/5/2021 7:59 PM
927	Hardship categories are too broad, they need to be more categories given the significant differences.	8/5/2021 7:48 PM
928	Changes should be communicated in an understandable and simple way.	8/5/2021 7:46 PM
929	No	8/5/2021 7:40 PM
930	No.	8/5/2021 7:33 PM
931	None	8/5/2021 7:33 PM
932	need to have an option in certain duty station described as non family, to be able to have the family and waive some of the entitlements,	8/5/2021 7:33 PM
933	GS staff need to be compensated with a slightly higher salary. Especially as offices exploit them with giving them so much more work to do. In many cases GS have to manage 2 posts and no one is helping those staff members as it is an abuse of authority and work exploitation	8/5/2021 7:29 PM
934	None.	8/5/2021 7:24 PM
935	All parts of the UN, including the Secretariat should allow staff to always have the option to self ticket for all assignment, R&R and other travel, on par with other Agencies long standing practice and without the current too low financial limit. To continue to restrict this is tantamount to continuation of old school approaches that try to overly control staff, instead of allowing freedom of self determination within set guidelines/amounts.	8/5/2021 7:23 PM
936	Since March 2020, living expenses rose significantly, but the post adjustment never reflected the obvious increases.	8/5/2021 7:21 PM
937	All these surveys and meetings, but no results and no increase in pay to coincide with the annual cost of living. It's a good thing this meeting is in Geneva. All leaders making decisions should have a great time in an expensive European city at the expense of tax payers. I won't hold my breath and we'll probably be talking about this exact topic in August of 2022.	8/5/2021 7:19 PM
938	Survey is not structured well. Seek guidance from professional survey designers.	8/5/2021 7:18 PM
939	Me parece importante que se revise la estructura salarial y de beneficios para incrementar ambos rubros. Captar y mantener	8/5/2021 7:17 PM

Pulse check about the changes to your compensation package

personal de alta calidad dentro del sistema requiere óptimos métodos y elementos de compensación y salarios.

940	UN salaries are no longer competitive and caliber of new staff members is deteriorating	8/5/2021 7:13 PM
941	The G and related categories are treated like second class citizens. We got salary decreases and no raises. Sanitation workers get paid more than I do.	8/5/2021 7:12 PM
942	No	8/5/2021 7:09 PM
943	I believe staff at same level in 2008/2009 are better financially than staff at same level today if you factor inflation, living cost, salary and education grant (compare to UNIS - how much they increased tuition fee).	8/5/2021 7:07 PM
944	Need to increase salary payment to cope with increase of costs in different aspects of living.	8/5/2021 7:06 PM
945	No conozco muchos de estos cambios; no se informó de manera sencilla sobre dichos cambios y sus implicaciones; se envió un nuevo documento o reglamento de 200 páginas, que nunca podemos leer	8/5/2021 7:03 PM
946	I would have liked to see more creative and flexible reforms. Many policies are still geared to an outdated notion of a nuclear family.	8/5/2021 7:00 PM
947	The UN system has now become a job and not a professional life-time career due to erosion in salaries, benefits and entitlements. A false economy over time when the caliber of the work force diminishes as the cream of the international workforce joins other organizations	8/5/2021 7:00 PM
948	not applicable	8/5/2021 6:58 PM
949	No	8/5/2021 6:58 PM
950	The salaries can't be everything to everyone. I like the unified scale which means the same salary everywhere plus post adjustment. The FS or field service is confusing as it is like a professional but not.	8/5/2021 6:57 PM
951	The entitlement to education grant must be reviewed to bring back payments for accommodation and feeding in tertiary institutions. Also annual increment in steps should be brought back instead of every two years.	8/5/2021 6:49 PM
952	Why are single staff members in NY not allowed to have their secondary dependents on the medical insurance?	8/5/2021 6:48 PM
953	Thank you	8/5/2021 6:45 PM
954	Changes should be made to impact staff positively. The compensation package should be such that the UN remains competitive and be able to attract and keep the best professionals.	8/5/2021 6:44 PM
955	N/A	8/5/2021 6:43 PM
956	Although I am a P staff, since I am from NY and work at HQ, I do not qualify for many of the international benefits.	8/5/2021 6:41 PM
957	Provide staff in Afghanistan - working in extreme situation - with same 4-week R&R as that of colleagues in Somalia and Iraq. Why are we on a 6-week cycle? No special privileges - just apply same rules fairly.	8/5/2021 6:40 PM
958	No.	8/5/2021 6:39 PM
959	Revision of education grant and in particular school lunches to ensure parents can cope.	8/5/2021 6:38 PM
960	Remuneration not keeping up with inflation	8/5/2021 6:35 PM

Pulse check about the changes to your compensation package

961	The language should be revised to make these incentives, rules and procedures more easy to understand ...	8/5/2021 6:35 PM
962	This step change only benefited to the D-2 which is unacceptable and unfair.	8/5/2021 6:33 PM
963	Staff should be motivated and excellent performance should be recognized through salary or promotion. The annual salary and step increase could not catch up with the current inflation.	8/5/2021 6:32 PM
964	I find many of your changes tend to discriminate against the single person with no dependents. This is the staff lot that is valuable, highly mobile and available readily, yet their status is often left out in many policy development and considerations over those staff members that are married and have dependents. I am glad some of the changes made are becoming more faire and equitable and goes along the lines of equal pay, benefits and allowance for the work to be performed.	8/5/2021 6:32 PM
965	no	8/5/2021 6:30 PM
966	None	8/5/2021 6:28 PM
967	Thank you for this survey.	8/5/2021 6:27 PM
968	The compensation package was introduced with the expectation that rates would also be reviewed and updated, and yet neither the ICSC proposed rates for dependency benefits nor for the increase in EG have been approved by the GA since the package was introduced. It is clear that the package is only understood by the GA when it talks about cuts but not when we are due increments. This paints a very gloomy picture about our future. Unless there is language that will force the GA to approve changes based on previously approved methodology, we will continue to be undercut by the GA.	8/5/2021 6:24 PM
969	No	8/5/2021 6:23 PM
970	flexibility and review is needed to reflect reality and practical daily living	8/5/2021 6:22 PM
971	It no longer feels like the Noblemaire principle is being applied.	8/5/2021 6:19 PM
972	You should have sent the document on benefits revisions to refresh our memories.	8/5/2021 6:12 PM
973	Salary scales should be per job family, not per professional scale. Why on earth are we paying highly trained attorneys the same as translators and how do we think we can retain experts that can make 2-4 times our salaries in the private sector?	8/5/2021 6:12 PM
974	No	8/5/2021 6:09 PM
975	Given the post pandemic WFH arrangements, a telecommuting bonus should be paid to cover the expenses of working from home. For those coming to work, garage access should be provided on an ongoing basis.	8/5/2021 6:08 PM
976	N/A	8/5/2021 6:06 PM
977	The UN should offer compensation to work remotely. We've made significant investment so that I would be able to continue working during the pandemic. It seems that all the benefits have accrued to the organization while the burden is borne by staff,	8/5/2021 6:06 PM
978	I would introduce a change similar to the education grant to the rental subsidy. I remember it being ridiculous: if I pay for cheap rent, I get no reimbursement (I ended up not using the grant after 2 years for this reason). A scale rewarding cheaper options would benefit both the organization and the staff.	8/5/2021 6:05 PM
979	Overall I am okay with new changes.	8/5/2021 6:04 PM

Pulse check about the changes to your compensation package

980	It's high time we got a pay raise to account for inflation. EG should go up too. The schools increase their tuition by 5% annually.	8/5/2021 6:04 PM
981	No comment	8/5/2021 6:02 PM
982	ICSC should not do the work of ACABQ, but it's own work. It must ensure that international civil service truly respects the Noblemaire principle and not the principle of saving money on staff.	8/5/2021 6:00 PM
983	It is unfortunate that rather than strengthen the package of entitlements there has been a gradual erosion with lesser reforms and entitlements introduced that are a poor substitute for what existed before be in the area of relocation, hardship, mobility, education grant, home leave and others.	8/5/2021 6:00 PM
984	No thank you.	8/5/2021 5:59 PM
985	The UN is underestimating the impact on family and the sacrifice that staff makes by being away from their loved ones. I would discourage anyone to join the UN now compared to 15 years ago. The financial compensation package does not make it worthwhile for anyone compares with the private & corporate sectors. You pay peanuts + you get monkeys.	8/5/2021 5:59 PM
986	Please review the education grant to include dependent children starting as young as the maximum length of parental (paternity/maternity) leave.	8/5/2021 5:59 PM
987	No	8/5/2021 5:59 PM
988	The introduction of the ceiling in the education grant has now tied its level to the whims of a committee who continues to procrastinate on its increase	8/5/2021 5:59 PM
989	Ultimately, this is about how the states perceive the international civil servants and their importance, and what status they accordingly give us. There is a political dimension to these decisions, that cannot be avoided; but the more we are weakened financially, the less effectiveness we ultimately have as an organisation. Unfortunately, the cuts in the compensation package do not mean more budget for operations; they have been cutting us everywhere. And the less we provide, the fewer well qualified people we will attract and the more mediocre we will become. The leadership should look ahead into the future and defend our current rights and status from further erosion. A stronger, not weaker UN is what the world needs.	8/5/2021 5:58 PM
990	I had no idea all these changes were made.	8/5/2021 5:57 PM
991	try to make it a fair game for all staff, married, divorced, single, single parent, ...	8/5/2021 5:55 PM
992	NA	8/5/2021 5:54 PM
993	The one change that does not seem to be captured is the very high cost of healthcare in the U.S. My compensation has not changed in decades because the increase in healthcare expense takes away any step change.	8/5/2021 5:54 PM
994	It is suggested to return to the previous procedures of the Education grant when the daily transportation to school expenses were covered by the UN	8/5/2021 5:52 PM
995	NO COMMENT	8/5/2021 5:51 PM
996	no	8/5/2021 5:50 PM
997	Changes affecting benefits and allowances should be implemented prospectively, instead of retroactively.	8/5/2021 5:49 PM

Pulse check about the changes to your compensation package

998	NA	8/5/2021 5:48 PM
999	Les acquis s'effritent d'année en année. C'est vrai que la conjoncture n'est pas bonne, mais nos dirigeants doivent au moins travailler pour ne pas rendre les conditions plus difficiles	8/5/2021 5:48 PM
1000	No	8/5/2021 5:48 PM
1001	This whole survey is invalid it does apply to General services at HQ so needs to be revised	8/5/2021 5:47 PM
1002	Lack of childcare is a travesty and an embarrassment for the UN. Other IOs offer this benefit. Why not the UN? Our anti-family and anti-women policies are shameful.	8/5/2021 5:46 PM
1003	restore the decent compensation package and ensure equality between managers and staff.	8/5/2021 5:45 PM
1004	This survey would be more effective if the changes were explained in greater detail!	8/5/2021 5:44 PM
1005	UN should move toward telecommuting. It's clear the UN has financial issues and telecommuting would be an incentive for staff to stay.	8/5/2021 5:43 PM
1006	Inflation is high, things are very expensive in New York. The post adjustment in NY should be increased.	8/5/2021 5:43 PM
1007	Very satisfied overall with the compensation package as UN staff.	8/5/2021 5:42 PM
1008	i am too close to retirement to leave now	8/5/2021 5:38 PM
1009	None	8/5/2021 5:30 PM
1010	Return to previous system	8/5/2021 5:14 PM
1011	None so far	8/5/2021 5:07 PM
1012	No	8/5/2021 4:59 PM
1013	no	8/5/2021 4:54 PM
1014	Au lieu de pouvoir prendre ma retraite en étant P 4/9, je partirai à P4/7 du fait que l'échelon n'est accordé que tous les deux ans.	8/5/2021 4:52 PM
1015	No please.	8/5/2021 4:47 PM
1016	Promotion from FS to P should be there on the basis of performance and time bound.	8/5/2021 4:47 PM
1017	Thanks for seeking our views.	8/5/2021 4:45 PM
1018	We urgently need an upward review of the salaries and conditions across the board, not just at targeted and so called rare experts. We all work very hard and are very qualified for our jobs - not to mention anecdotal evidence that these so-called experts do not deliver on expectations.	8/5/2021 4:34 PM
1019	keep up the good work	8/5/2021 4:30 PM
1020	No	8/5/2021 4:21 PM
1021	No	8/5/2021 4:09 PM

Pulse check about the changes to your compensation package

1022	n/a	8/5/2021 3:52 PM
1023	No further comments	8/5/2021 3:47 PM
1024	Thank you for you involvement in the UN common system staff well being and improvement of salary package. Good continuation. We expect more and better in the future to retain and attract staff members. All the best	8/5/2021 3:44 PM
1025	None Thanks	8/5/2021 3:23 PM
1026	Great job	8/5/2021 3:23 PM
1027	It is about time the basic salary rates are also reviewed for adjustment.	8/5/2021 3:10 PM
1028	I can understand the difference in the payment between single and staff with dependents, whom they have more expenses to endure (when it is logically applicable) But I find it very discriminatory to have different payment based on grade, when grade is not relevant (is not a factor in the calculation)	8/5/2021 2:58 PM
1029	Salary scales for FS to be reviewed again as some have been stagnant on one post for so many years and cannot move up another level due to non vacancy of upper level	8/5/2021 2:53 PM
1030	None	8/5/2021 2:48 PM
1031	We cannot do more with less.	8/5/2021 2:45 PM
1032	None	8/5/2021 2:29 PM
1033	No	8/5/2021 2:20 PM
1034	Not satisfied with the most changes as it look like the attempt to discriminate the UN staff who not married officially or has a partner but according the country law their marriage cannot be recognized officially!	8/5/2021 2:19 PM
1035	No comment	8/5/2021 2:11 PM
1036	NO	8/5/2021 2:11 PM
1037	None	8/5/2021 2:04 PM
1038	Mobility has nit been implemented properly: I have been stuck in the same mission for 11 years!!!!	8/5/2021 2:02 PM
1039	The welfare of the staff member is compensated by better incentives on salary and entitlements, once that is reduced is has a negative impact on the staff member and the family putting into considerations the difficulties staff have to go through working away from families and the fact that one may not be in a position to have their families with him/her.	8/5/2021 1:57 PM
1040	Yes , Home leave should be a benefit for all the staffs. For staffs deployed for a long period in one duty station (more than 5 years) should be considered a benefit for maintenance of the house or replacement of household items because we set up the accommodation at the beginning of the deployment but after 05 years we have to replace items and maintain the accommodation. Thank you very much.	8/5/2021 1:55 PM
1041	Thank you.	8/5/2021 1:49 PM
1042	The ICSC seems to be reviewing policies purely to cut manpower costs with little or no consideration for staff wellbeing. The ICSC	8/5/2021 1:47 PM

Pulse check about the changes to your compensation package

is so disconnected with life in many duty stations that is has made itself no longer credible. Staff have no faith in the ICSC to accurately recognize the living conditions in many duty stations.

1043	N/A	8/5/2021 1:42 PM
1044	NA	8/5/2021 1:42 PM
1045	N/A	8/5/2021 1:35 PM
1046	No further comments. Thank you.	8/5/2021 1:35 PM
1047	no	8/5/2021 1:34 PM
1048	recruit without telling people that they have to atone for "White Privilege". Employ competent staff instead of recruiting bums on seats.	8/5/2021 1:33 PM
1049	post adjustment survey needs to be open to bigger number of staff and also called on exceptional basis once major event happen in the mission, those event usually affect the market thus prices go up including the ticket prices which are to my knowledge rarely reviewed.	8/5/2021 1:23 PM
1050	More improvements anticipated	8/5/2021 1:20 PM
1051	Please ensure a system, that allowances are adjusted on annual basis, based on some average commonly recognized inflation rate, without the need to go through the GA for approval. The GA should approve it once only. Please initiate a new review for staff to get continued contracts instead of FT. The last one was initiated in 2017. Nothing happened since.	8/5/2021 1:15 PM
1052	no	8/5/2021 1:15 PM
1053	The step or grades should be increased for all as most staff are unable to get promotion or reassignment to other mission thus stuck with fixed salary for so long/years. this is really not fair.	8/5/2021 1:11 PM
1054	NIL	8/5/2021 1:06 PM
1055	The survey should indicate the proposed changes for better understanding of what's at stake. Simply saying changes does not educate me much.	8/5/2021 1:01 PM
1056	IT MIGHT BE GOOD IF WE CONTINUE TOWARDS MORE EQUALITY IN TERMS OF SALARY/ENTITLEMENTS BETWEEN SINGLES AND STAFF WITH DEPENDANTS. FROM A HR PERSPECTIVE IT MIGHT AS WELL BE GOOD IF THE ORGANISATION PUT IN PLACE A REAL CAREER DEVELOPMENT POLICY BASED ON STAFF PERFORMANCE, LIKE ELSEWHERE, INSTEAD OF ASKING STAFF TO GO THROUGH CBI AND WRITTEN TESTS. THANK YOU	8/5/2021 12:52 PM
1057	Increase R&R lumpsum payment for non-family duty station.	8/5/2021 12:50 PM
1058	no	8/5/2021 12:49 PM
1059	n/a	8/5/2021 12:48 PM
1060	No	8/5/2021 12:46 PM
1061	No	8/5/2021 12:44 PM

Pulse check about the changes to your compensation package

1062	NO	8/5/2021 12:42 PM
1063	Who does such changes and how are you continue to detect and demoralize staff by lousy changes without any consideration	8/5/2021 12:40 PM
1064	no	8/5/2021 12:39 PM
1065	n/a	8/5/2021 12:38 PM
1066	No.	8/5/2021 12:37 PM
1067	No	8/5/2021 12:36 PM
1068	It's year 2021, and it's a shame that we suffer from UN from the type of our contract and to find out how different packages are still exist in the organization, specially whom are close to the management in HQ and regional offices are enjoying the best contract types while someone like me working for the UN for more than 21 year and my contract still a fixed terms, I should stress each yearly renewal!!!! Why ????	8/5/2021 12:36 PM
1069	No	8/5/2021 12:34 PM
1070	Thank you.	8/5/2021 12:34 PM
1071	no	8/5/2021 12:33 PM
1072	No	8/5/2021 12:32 PM
1073	No	8/5/2021 12:31 PM
1074	None	8/5/2021 12:31 PM
1075	The biggest problem in the Secretariat is the almost lack of mobility. If there is anything you need to pay greater attention to is the mobility and promotions for those whose performance deserves that. Leaving it open to Managers just lets positions circulate around the same cliques. There MUST be a formal way top acknowledge those of us whose performance does deserve promotion and mobility must be facilitated. The current status is HARD and VERY FRUSTRATING and can lead us to slow down in our efforts.	8/5/2021 12:27 PM
1076	No	8/5/2021 12:23 PM
1077	No	8/5/2021 12:21 PM
1078	./.	8/5/2021 12:21 PM
1079	None	8/5/2021 12:19 PM
1080	no	8/5/2021 12:18 PM
1081	no	8/5/2021 12:18 PM
1082	Cuts in relocation grant are killing the mobility initiative hence counter productive for a very important facet of Organization's Professional pursuit.	8/5/2021 12:17 PM
1083	No.	8/5/2021 12:17 PM

Pulse check about the changes to your compensation package

1084	No	8/5/2021 12:16 PM
1085	The fact that you need to disclose the sex of your partner is really old school and should be taken away.	8/5/2021 12:16 PM
1086	No	8/5/2021 12:16 PM
1087	As stated above, more details are needed to better understand the changes.	8/5/2021 12:15 PM
1088	non	8/5/2021 12:14 PM
1089	No. Thank you	8/5/2021 12:10 PM
1090	I have not reviewed the changes that do not affect me personally very well. However, the main complaint/comment is that it there should be equal pay for equal work - benefits due to hardship location, and education grant are different. Family visit should be available for all personnel, just because you are single does not mean you don't have family. Parents/siblings/and other family members. Home Leave intent is to ensure that we keep connection with out home country, keep updated with the environment, laws and other situations within our own country, this shoud be annual regardless of duty station.	8/5/2021 12:10 PM
1091	no	8/5/2021 12:10 PM
1092	NA	8/5/2021 12:07 PM
1093	NTR	8/5/2021 12:06 PM
1094	It seems that base salaries plus post adjustments do not really keep up with inflation.	8/5/2021 12:05 PM
1095	No, but as usual it was a watering down of existing conditions of service to roll back existing entitlements.	8/5/2021 12:01 PM
1096	non	8/5/2021 12:01 PM
1097	some of the changes is difficult to know what the separate implications are, or what teh changes were	8/5/2021 12:01 PM
1098	v	8/5/2021 11:59 AM
1099	N/A	8/5/2021 11:59 AM