International Service for Remunerations and Pensions
Service International des Rémunérations et des Pensions

# SALARY BENCHMARK STUDY FOR THE INTERNATIONAL BUREAU OF WEIGHTS AND MEASURES (BIPM)

Report by the International Service for Remunerations and Pensions (ISRP)

December 2025

*MOA reference: SIRP/MOA/BIPM(2024)014*

Restricted Use - À usage restreint

2, rue André Pascal - 75775 Paris Cedex 16 - France - Tel +33 (0)1 45 24 83 40 - Fax +33 (0)1 45 24 17 84
www.sirp-isrp.org

## ABOUT THIS REPORT

This report outlines the results of the salary and benefits benchmark study that the ISRP carried out on behalf of the International Bureau of Weights and Measures.

Should you have any questions, please contact:

**Ross Deloras-Palmer**
Compensation and Benefits Support Officer
ross.deloras-palmer@oecd.org

**Elizabeth Albarran**
Head of Compensation and Benefits Unit
elizabeth.albarran@oecd.org

**Konstantinos Volikakis**
Compensation and Benefits Support Officer
konstantinos.volikakis@oecd.org

## Contents

**1. INTRODUCTION** **7**

**2. APPROACH AND BASIS FOR COMPARISON** **8**

**Benchmarked jobs** **8**

**Reference salary for comparisons** **8**

**Cost of living adjustments** **9**

**3. OVERVIEW OF COMPARATORS** **10**

**4. SALARY BENCHMARK RESULTS** **11**

**Single Resident Net Salary Analysis** **12**

**Single Expatriate Net Salary Analysis** **13**

**Married Resident Net Salary Analysis** **14**

**Married Expatriate Net Salary Analysis** **15**

**5. BENEFITS COMPARISON** **55**

**Family Related Allowances** **55**

**Benefits for International Staff** **57**

**6. NON-MONETARY ELEMENTS OF COMPARISON** **63**

**7. CONCLUSIONS AND RECOMMENDATIONS** **64**

**ANNEX I. METHODOLOGY** **67**

# EXECUTIVE SUMMARY

## Introduction

The International Service for Remunerations and Pensions (ISRP) at the OECD has been requested by the BIPM to undertake a comparative study of its remuneration package. This study compares the BIPM remuneration package as of 1 April 2025 with those paid by **three other international organisations** and **two national metrology institutes**.

The international organisations to be compared are the European Space Agency (ESA), the International Thermonuclear Experimental Reactor (ITER), and the World Organisation for Animal Health (WOAH). The national metrology institutions (NMI) chosen are the *Laboratoire national de métrologie et d'essais* (LNE) in France and the National Physical Laboratory (NPL) in the United Kingdom.

The comparison study is based on **twenty-six benchmarked job positions** representing a wide range of positions at BIPM. It is to be noted that not all of these job positions are listed in the BIPM ranking table; furthermore, there is potential for further review and enhancement of this table. The benchmark is carried out at **three career levels**, comprising the salary at the start, at the end, and at the midpoint (calculated as the average between the salary at the start and end of career). The comparisons are based on the actual compensation packages for the following **four family profiles**: single resident staff member, single expatriate staff member, married resident staff member with a dependent spouse and two children, and married expatriate staff member with a dependent spouse and two children.

The comparisons in this report have been anonymized with a random anonymization key. The three International Organisations (IOs) are referred to as IO 1, IO 2 and IO 3 while the National Metrology Institutes are referred to as NMI 1 and NMI 2. The identifier for each organisation and institute remain consistent throughout the report.

## Key Findings

**BIPM basic salaries (not including allowances) are, on average, more competitive than those at NMI 1, NMI 2 and IO 3 but generally, less competitive than salaries at IO 2. Compared to IO 1, BIPM basic salaries are less competitive. When allowances – notably the expatriation allowance – are included, BIPM's compensation becomes as competitive as that at IO 1** as the expatriation allowance is progressively phased out from the fifth year of service at this organisation (while it is not phased out at BIPM).

When examining individual job positions, more detailed findings can be found. BIPM salaries are significantly more competitive for all job positions at NMI 1 for all family profiles, except for the Site Maintenance Manager, whose entry salary for a Single Resident is almost at the same level with the equivalent position at BIPM. This is also the case for NMI 2, where the salaries for all job positions are significantly less than those at BIPM.

Compared to salary levels of the International Organisations (IOs), BIPM's salaries are more competitive than all job positions at IO 3, except for three entry-level positions, where salaries are

equivalent for Single Resident. For most professional positions, BIPM offers, on average, lower entry-level salaries for most professional roles compared to IO 1. However, as careers progress, BIPM becomes more competitive at the midpoint and maximum salary levels, particularly since the expatriation allowance BIPM offers to expatriate staff does not decrease over time. This trend does not apply to managerial positions, where BIPM's compensation remains less competitive than that at IO 1 and at IO 2. The notable gap in managerial pay at BIPM may be related to its smaller annual budget and workforce size when compared with other international organisations. Managers at BIPM typically oversee smaller teams and manage smaller budgets.

**Regarding allowances, BIPM offers the highest amount of expatriation allowance** among the comparators, but with a ceiling affecting the higher grades in the scale. In addition, IO 1 doubles the amount of the Household Allowance awarded to expatriated staff. **BIPM grants a lower amount of Household Allowance** than most of the comparators. **BIPM's Dependent Child Allowance and Education Allowance are relatively competitive.** BIPM's **Rent Allowance (Housing Allowance) was not considered** in the scope of this survey, **as it is not widely offered among comparators.** The trend among international organisations is to either limit or stop providing the rent allowance. It is recommended that BIPM discontinue this allowance. As an alternative, BIPM may consider increasing the Household Allowance, for example, which is more fairly offered to all staff, regardless of salary levels.

BIPM's increasing competitiveness of salaries for expatriate staff is mainly due to the package of allowances, and more specifically, due to the expatriation allowance. This shows that BIPM's package of allowances, in general, is as competitive, if not more, than those offered by the comparators. This competitiveness improves significantly for end of career salaries and is tied to the fact that one comparator organisation (IO 1) phases out the expatriation allowance over time, reducing it to zero after 10 years.

A comparative analysis of the size and annual budgets of all comparators, including BIPM, has been conducted (see Section 3). It is found that BIPM is the smallest comparator in terms of staff size and of annual budget. In addition, some comparators included in the study, such as ESA, ITER and NPL, have thousands of staff and extremely large operating budgets. Despite these factors, BIPM salaries are more competitive than certain comparators and/or become as competitive with them when allowances are factored in.

**Recommendations**

- Job Classification and Benchmarking: BIPM should consider a case-by-case evaluation of job grades, harmonizing job descriptions, and establishing a clear job classification system to ensure transparency and competitiveness.
- Review of Allowances: To enhance attractiveness, especially for internationally recruited staff, BIPM may discontinue the Rent Allowance while reviewing the Household Allowance; BIPM may also clarify policies on international hiring to more effectively offer the Expatriate Allowance.
- Outsourcing Non-Core Positions: Findings suggest exploring outsourcing for unspecialized positions, following trends among international organisations.

**Conclusion**

BIPM's remuneration package is generally competitive, particularly for professional and expatriate staff, due to its robust allowance structure. While managerial salaries lag behind larger organisations, this is consistent with BIPM's scale and resources. Strategic adjustments to job classification and targeted allowance enhancements could further strengthen BIPM's position as an attractive employer in the international scientific community.

# 1. INTRODUCTION

## ISRP Background

1.1 The International Service for Remunerations and Pensions (ISRP) is administratively attached to the Organisation for Economic Co-operation and Development (OECD). Functioning as a common service platform catering to the specific needs of international organisations, the ISRP provides a wide range of services such as in-depth salary and job classification studies and statistics, surveys, remuneration and pension management, legal advice and job market analysis of the public/private sector for the six Co-ordinated Organisations (COs) and a number of Associated Organisations.

1.2 The Compensation and Benefits Unit of the ISRP, which conducted this study, is composed of Statisticians, IT specialists and Compensation and Benefits experts. The unit calculates salary adjustments and produces salary scales, updates the amounts of the COs allowances, conducts technical studies and specific compensation and benefits studies at the request of beneficiary organisations (Co-ordinated, Associated and International Financial Institutions). In addition, this unit produces comparative analyses, studies and simulations on remuneration systems, job audits, as well as studies on the purchasing power parities between different duty countries.

## Objective of the Salary Benchmark Study

1.3 By means of a Memorandum of Agreement [reference: SIRP/MOA/BIPM(2024)14], in accordance with the Mandate of the ISRP [CCR/R(2011)4], and in the framework of article 10.1 in the BIPM Staff Manual, the BIPM entrusted the ISRP with assisting it in carrying out a comparative study of its remuneration package.

1.4 Under Article 1 of this Memorandum of Agreement, the ISRP benchmarked the BIPM salary levels against those of the following comparators:

a. Three international organisations (IOs), in France:
   i. European Space Agency (ESA),
   ii. International Thermonuclear Experimental Reactor Organisation (ITER),
   iii. World Organisation for Animal Health (WOAH);
b. Two national metrology institutes (NMIs):
   i. *Laboratoire national de métrologie et d'essais* (LNE), in France,
   ii. National Physical Laboratory (NPL), in the United Kingdom;

1.5 Two additional scientific organisations in France, the *Centre national de la recherche scientifique* (CNRS) and the *Commissariat à l'énergie atomique et aux énergies alternatives* (CEA) were contacted and invited to participate in this comparative study. While every effort was made to properly contact these organisations, both organisations chose not to participate in this study.

1.6 The present report provides a comparison, as of 1 April 2025, of BIPM reference salaries covering twenty-six different job positions, against net of tax remuneration in the above comparators. The choice of comparators provides a robust and statistically-sound sample of organisations comparable to BIPM. **The results of this report will enable the BIPM to assess the general evolution of its salaries as compared to those of the comparators, according to article 10.1 in its Staff Manual.**

1.7 The data for the International Organisations and the National Metrology Institutes covered in this study are based on actual observations collected from each of the comparators. For the purpose of ensuring that the data collected is exhaustive and accurate, the ISRP designed a salary and benefits questionnaire which was addressed to the comparators. This study is solely based on the information sent by the comparators and validated by the ISRP during this process.

1.8 To ensure privacy of the comparator's data, maintain consistency, and follow best practices, the comparisons in the report have been anonymized using a random anonymization key. The International Organisations (IOs) are referred to as IO 1, IO 2 and IO 3 while the National Metrology Institutes (NMIs) are referred to as NMI 1 and NMI 2. The anonymization key remains consistent throughout the report when referring to the comparators.

## 2. APPROACH AND BASIS FOR COMPARISON

### Benchmarked jobs

2.1 For this comparative analysis, twenty-six roles were examined (the full list of jobs is available in section 3 of Annex I). The job matching for the examined jobs was conducted by the ISRP using specific job descriptions and by outlining the grades, main duties, key responsibilities, as well as the qualifications and experience required. The job matchings were conducted by the comparators by means of the job descriptions, and the resulting benchmarks were then validated by the ISRP. Missing salary data means that the organisations did not report staff members for that position. This is especially true for job positions 22-26, which reflect the trend of organisations to outsource maintenance or service positions. Outsourcing, or contracting an external company to complete certain tasks or responsibilities, is a practice used by many international organisations, especially for maintenance or service positions. This not only allows the organisation to focus more on its core or central work but also reduces future liabilities such as pension obligations tied to direct employment. It is recommended that the BIPM also explore the possibility of outsourcing unspecialized positions or responsibilities.

### Reference salary for comparisons

2.2 The present benchmark was made on the basis of **actual net remuneration at 1 April 2025**. The remuneration package includes basic salary and allowances when appropriate, multiplied by 12.

2.3 For coherent comparisons, contributions to relevant social schemes were deducted from gross salaries to create net salaries. The social contribution deductions used in this study were those in force at the reference date of 1 April 2025 for each comparator. The varying benefits of different pension and social

coverage, or the benefit/cost ratio of this coverage are not part of the scope of the present study. However, BIPM has completed a comparative analysis and validation with its medical insurance provider, confirming that its social benefit scheme is highly competitive. In addition, in the Coordinated Organisations, recent reforms of the pension schemes have resulted in increased staff contribution rates and extended contribution periods, alongside a reduction in the organisation's share of contributions.

2.4 For the salary benchmark exercise, and to illustrate the range and impact of the appropriate allowances, the comparisons are based on the actual compensation package for the following four family situations: a **single resident staff member** (i.e., actual net salary excluding family benefits, expatriation package and other family-related allowances), referred to as “Single Resident” in this report; a **single expatriate staff member** (actual net salary excluding family benefits while including the expatriation allowance), referred to as “Single Expatriate”; a **resident married staff member with 2 children** (i.e., including family benefits but no expatriation allowance), referred to as “Married Resident”; and an **expatriate married staff member with 2 children** (including the expatriate allowance, household allowance and child allowance), and referred to as “Married Expatriate”. For the married staff profiles, the staff member is considered to have a spouse not working in gainful employment or activity. For the National Metrology Institutes, all staff profiles were retained for a coherent comparison across all positions; however, it should be kept in mind that not all allowances exist in the NMIs. NMI 1 does not provide allowances, but staff with children can receive the state family allocation. Similarly, NMI 2 does not award any allowances but staff with children are eligible for the state family allocation. Both of these state allocations have been taken into account respectively for NMI 1 and NMI 2. Married staff members at the NMIs also benefit from a more favourable tax rate in the netting down of their salaries. More information on this is found in sections 5.12-5.14.

2.5 To offer additional information on the compensation packages for the BIPM and the comparators, the benchmark includes the salary at the start of career level following initial appointment, the expected salary at the end of career level, and the midpoint salary level (calculated as the average between the minimum and maximum remuneration). The Expatriation Allowance has been withheld from the compensation package at the end of career level (maximum salaries) of the family situation Single Expatriate and Married Expatriate at IO 1 to reflect the rules in place in this organisation that reduces this allowance to zero after ten years of employment in the organisation (the expatriation allowance is explained more in detail in sections 5.6-5.8).

### Cost of living adjustments

2.6 To allow for meaningful comparisons of BIPM’s reference salaries with those of the National Physical Laboratory (NPL) in the United Kingdom, NPL’s annual net salaries were adjusted to take into account the cost-of-living differential between the United Kingdom and France by means of purchasing power parities (PPP), which aim at equalising cost-of-living disparities. As the other comparators are based in France, no PPP adjustments have been applied to their salaries.

2.7 PPP calculations are based on price comparisons of a basket of goods and services in the base city, compared to matching goods and services in each of the compared cities. All prices are collected in their respective local currency, and all price ratios are aggregated into the overall economic parity by means of consumption patterns obtained from specific family budget surveys carried out among staff working for

different international organisations. The resulting coefficients are a robust indicator of the cost-of-living differential between duty stations, as they avoid introducing the volatility of exchange rates, which can result in misleading international comparisons. This methodology is described in greater detail in section 2 of Annex I.

## 3. OVERVIEW OF COMPARATORS

3.1 Conducting an analysis of relevant comparators is essential in any salary benchmarking study. Organisations determine the competitiveness of their remuneration levels for various roles to enhance their attractiveness and attract high-level talent. However, remuneration is only one aspect influencing attractiveness; each organisation may adopt different strategies and invest in additional factors such as technical resources, infrastructure, and programs. By focusing on these additional elements, organisations have the flexibility to position their remuneration at varying levels relative to comparators, aligned with their goal of achieving balanced attractiveness. Therefore, an organisation may choose not to pursue the highest levels of remuneration, choosing instead to allocate resources toward investments in other areas. This approach is particularly pertinent for smaller organisations, which typically operate with limited annual budgets but possess significant expertise in specialized domains. A well-developed remuneration policy takes these factors into account and is designed to support the organisation in achieving its mission efficiently.

3.2 Strategic investment across main points of competitiveness—including staffing and compensation, infrastructure, and advanced technical equipment—is essential for organisations. These decisions are informed by the organisation's core mission and are inherently limited by financial resources. Conducting a thorough analysis of annual budgets and workforce size can show important insights into the elements contributing to organisational competitiveness and attractiveness.

**Overview of Comparators**

| | BIPM | ESA | ITER | WOAH | LNE | NPL |
|---|---|---|---|---|---|---|
| Annual Budget (€ million) | 15 | 7,680 | 575 | 20 | 55 | 156 £ |
| Staff | 64 | 3,219 | 1,092 | 267 | 620 | 1,470 |

*Note: Budget figures are based on the latest publicly available information*

3.3 As can be seen in the above table, the comparator organisations vary greatly in the size of their annual budget as well as in the number of their staff. Differences in remuneration are thus to be expected, as they are based on each organisation's remuneration policy tied to its budget constraints and investment in different equipment and programs. In addition, the size of an organisation also plays a role in the level of remuneration, this is especially true for managerial level positions and other Director positions. Larger

organisations generally have departments and units that manage larger budgets and numbers of staff, and this often leads to higher levels of remuneration for the department and unit heads.

3.4 While, in the sample of surveyed organisations, the BIPM is the smallest in terms of size and annual budget, it remains as competitive, or more competitive, than most comparator organisations with respect to remuneration.

3.5 Finally, while every effort has been made to match the benchmarked job positions at BIPM with comparable positions at the comparators, it should be kept in mind that each organisation has a unique mission, different budgets, and highly specialized job positions. These factors inherently limit the possibility of achieving perfect correspondence between positions across organisations.

## 4. SALARY BENCHMARK RESULTS

4.1 For the following analysis, the actual net entry salary for each job position at the BIPM and for each family profile has been set equal to one hundred and the comparators' salaries, after the cost-of-living adjustment, have then been calculated as a percentage in relation to the BIPM's net entry salary for each corresponding job position. For a more detailed insight of the salary differences, it is recommended to examine the benchmarks per job presented in tables 1-12.

4.2 In these tables, the comparison ratios, or compa-ratios, in green indicate job positions where the equivalent salary at the comparator is lower than that at BIPM, i.e. BIPM's salaries are more competitive. Conversely, compa-ratios in red indicate job positions where the equivalent salary at the comparator is higher than at BIPM, i.e., BIPM's salaries are less competitive. Compa-ratios are considered to be equivalent to salaries at BIPM if they are within a standard margin of 5% lower or higher (i.e., plus or minus 5%: *95 – 105*).

## Overall Trends

4.3 **For all family profiles, BIPM net salaries are consistently higher than the average of each of the NMI salaries (NMI 1 and NMI 2) and of the salaries in one International Organisation (IO 3)**.

4.4 When compared against IO 1, basic salaries (as compared in the family profile Single Resident) at BIPM are, on average, less competitive. When introducing the expatriate allowance (in family profiles, Single Expatriate and Married Expatriate), BIPM salaries become as competitive as salaries at IO 1, on average, for maximum salaries. This improvement in competitiveness for the expatriate compensation package is mainly due to the higher expatriation allowance offered at BIPM and the phasing out of the expatriation allowance after a number of years of service in IO 1. There also exist differences between job positions. In general, professional positions at BIPM become as competitive as those at IO 1 for maximum salaries with the introduction of allowances, while managerial positions (higher-responsibility job positions) at IO 1 remain more competitive than those at BIPM across all family profiles. This is due in part to IO 1's larger organisational structure, which oversees larger departments and units, in terms of budget and staff population, and confirming that a managerial position at BIPM compares only partially in terms of accountability and budget responsibility to a managerial position at IO 1.

4.5 In comparison to salaries at IO 2, BIPM salaries are not competitive and range from about 50% lower, on average (for basic salary as reflected in the family profile Single Resident), to 20-27% lower, on average, when all allowances are introduced (as seen in the family profile Married Expatriate).

4.6 As seen above, BIPM's allowances increase their competitiveness against the comparators for the family profiles receiving expatriate, household, and child allowance. BIPM offers a higher expatriate allowance than IO 1 (which also phases out this allowance for maximum salaries) while IO 2 and IO 3 do not offer this allowance. IO 3 offers expatriate staff a one-time Hiring Bonus, which has been considered in this study; however, this measure does not sufficiently enhance their overall competitiveness compared to BIPM salaries. For the Household allowance, BIPM is comparable to the base amounts of the IOs offering this allowance, however IO 1 also doubles the Basic Family Allowance for expatriated married staff and adds an additional Expatriated Child Allowance for expatriated staff with children. In addition to the Expatriate Allowance, the Basic Family Allowance at IO 1, including the expatriated amount, is phased out for staff and is not taken into account for their maximum salaries.

### Single Resident Net Salary Analysis

4.7 **Single Resident Entry salary:** Compared to both the International Organisations (IOs) and the National Metrology Institutes (NMIs), **BIPM's entry salaries are, on average, equally competitive to the entry salaries at the comparators**. However, when compared to only the International Organisations (IOs), across all job positions, BIPM entry salaries are 18% lower on average than those of the comparators. When

compared to each IO, BIPM is competitively situated between the IOs: BIPM entry salaries are 22% lower than salaries at IO 1, 51% lower than salaries at IO 2, and 20% higher than salaries at IO 3. This competitive positioning follows the same general pattern across all family profiles. In addition, BIPM entry salaries are 24% higher on average than the entry salaries at the comparators of the NMIs (34% higher than those at NMI 1 and 15% higher than those at NMI 2).

4.8 **Single Resident Midpoint salary: On average, BIPM midpoint salaries are situated 6% above the comparators.** Across all jobs and on average, BIPM midpoint salaries for single residents are 10% lower than those in the IOs. BIPM salaries are, on average, 19% lower than salaries at IO 1, 52% lower than salaries at IO 2, and 25% higher than those at IO 3. Compared to the midpoint salaries of the NMIs, BIPM salaries for single resident staff are, on average, 38% higher than the average of the two NMIs, and individually 45% higher than those at NMI 1 and 42% higher than those at NMI 2.

4.9 **Single Resident Maximum salary:** Compared to the IOs and the NMIs, **BIPM maximum salaries are, on average, 7% higher than those in the comparators.** When compared to the IOs, BIPM maximum salaries are 9% lower across all job positions; they are 18% lower than comparable salaries in IO 1, 53% lower than salaries in IO 2, and 28% higher than salaries in IO 3. Compared with the NMIs, BIPM maximum salaries are on average 52% lower than the comparators (54% higher than those at NMI 1 and 49% higher than those at NMI 2).

## Single Expatriate Net Salary Analysis

4.10 **Single Expatriate Entry salary**: **On average, when compared against the IOs and the NMIs, BIPM entry salaries for single expatriate staff are 14% higher than the comparators. Compared to the IOs, BIPM entry salaries for single expatriate staff are equally competitive as entry salaries at the IOs**, on average across all job positions (2% higher). Compared to each IO, BIPM entry salaries are 11% lower than those at IO 1, 23% lower than those at IO 2 and 31% higher than those at IO 3. This increase in competitivity is explained by the more generous expatriate allowance at BIPM. BIPM offers 20-25% of base salary while IO 1 offers 10%. IO 2 and IO 3 do not offer a monthly expatriation allowance; however, IO 3 provides a one-time hiring bonus (2,250 EUR) to expatriate staff, which is considered in this comparison. Thus, on average, BIPM salaries gain about 10% in competitivity for entry, midpoint, and maximum salaries when compared to single expatriate salaries in the IOs. As the NMIs are national institutions and do not offer allowances to their staff, BIPM salaries also gain in competitivity compared to these comparators (54% higher than those at NMI 1 and 42% than those at NMI 2).

4.11 **Single Expatriate Midpoint salary**: **BIPM midpoint salaries are 19% higher than the comparators, on average and across all job positions**. When compared against the IOs, BIPM salaries are 6% higher across all job positions, gaining in competitivity against salaries at IO 1 (3% lower). BIPM midpoint salaries are 27% lower than those at IO 2 and 35% higher than those at IO 3. When compared to the NMIs, BIPM midpoint salaries are 45% higher, on average, than the comparators. Compared to the salaries at NMI 1, BIPM salaries are 50% higher while being 41% higher than those at NMI 2.

4.12 **Single Expatriate Maximum salary**: **BIPM maximum salaries for single expatriate staff gain again in competitivity against all comparators and are 22% higher, on average, across all job positions**. When compared against the IOs, BIPM salaries are as competitive as those at IO 1 (1% higher), 29% lower than those at IO 2, and 37% higher than those at IO 3. As IO 1 phases out their expatriation allowance after 10 years, this allowance is not considered for their maximum salaries. BIPM maximum salaries for expatriate staff thus gain in competitivity, in general, when compared to BIPM entry salaries for expatriate staff. However, since this allowance is capped to a maximum of 16,186 EUR (for staff not receiving Household Allowance) or 20,013 EUR (for staff receiving Household Allowance), BIPM salaries for job positions in the higher grades gain less in competitivity. In addition, the larger grade span for salaries at IO 1 maintain their competitiveness, especially for job positions in the higher grades. Compared to the NMIs, BIPM maximum salaries are 50% higher on average, ranging between 52% and 47% higher when compared to NMI 1 and NMI 2 respectively.

## Married Resident Net Salary Analysis

4.13 **Married Resident Entry salary**: **BIPM's entry salaries are higher on average by 6% when compared to the salaries at the IOs and the NMIs. When compared only to the IOs, BIPM entry salaries are 8% lower, on average, than the comparators.** Compared to each IO, BIPM entry salaries are 23% lower than those at IO 1, 45% lower than those at IO 2, and 32% higher than those at IO 3. As the family allowances (Household Allowance and Dependent Child Allowance) are in general comparable to those at IO 1 and IO 2 (not including the additional amounts awarded to expatriate staff at IO 1), the ratio of competitivity between BIPM and these comparators stay relatively the same when introducing family allowances for Married Resident entry to maximum salaries. As IO 3 provides a lower amount of Dependent Child Allowance and does not award the Household Allowance, BIPM gains in competitivity against this comparator when introducing family allowances. Finally, when compared to the NMIs, BIPM salaries are higher by 34% (38% higher than salaries at NMI 1 and 30% higher than salaries at NMI 2).

4.14 **Married Resident Midpoint salary**: **On average, BIPM midpoint salaries are 9% higher than the salaries in the IOs and the NMIs. BIPM midpoint salaries are, on average, 6% lower, than the salaries in only the IOs.** Compared to each IO, BIPM midpoint salaries are 17% lower than salaries at IO 1, 48% lower than those at IO 2, and 33% higher than those at IO 3. BIPM salaries for married resident staff are 40% higher, on average, than the salaries at the NMIs.

4.15 **Married Resident Maximum salary**: **BIPM maximum salaries are 11% higher, on average, when compared to the salaries at the IOs and NMIs. When compared only to the IOs, BIPM maximum salaries are 4% lower, on average, than the comparators.** Compared to each IO, BIPM maximum salaries are 14% lower than those IO 1, 51% lower than those at IO 2 and 35% higher those than IO 3. BIPM maximum salaries are on average 45% higher than the NMIs, ranging between 43% and 45% higher than NMI 1 and NMI 2 respectively.

## Married Expatriate Net Salary Analysis

4.16 **Married Expatriate Entry Salary:** When introducing Expatriate and Family allowances, **BIPM's married expatriate salaries are more competitive, on average, than the IOs and the NMIs for entry, midpoint and maximum salaries.** BIPM's married expatriate entry salaries are, on average, **18% higher than the IOs and the NMIs**. They are as competitive, on average, as the IOs (2% higher); compared individually, BIPM entry salaries are 16% lower than those at IO 1, 18% lower than those at IO 2 and 42% higher than those at IO 3. BIPM's married expatriate entry salaries are 46% higher on average than the NMIs.

4.17 **Married Expatriate Midpoint Salary:** When compared to the comparators, the **BIPM midpoints are, on average, 23% higher than the IOs and the NMIs**. They are 8% higher than the average of the salaries in the IOs (3% lower than those at IO 1, 23% lower than those at IO 2 and 44% higher than those at IO 3). When compared to the midpoint salaries at the NMIs, the salaries at BIPM are 51% higher on average.

4.18 **Married Expatriate Maximum Salary: BIPM maximum salaries are 25% higher than the IOs and the NMIs**. When compared only to the IOs, BIPM maximum salaries are 12% higher. As has been explained, this increase in competitivity is mainly due to the higher expatriation allowance awarded at BIPM and to the phasing out of Expatriate allowance and Household allowance at IO 1 after a certain number of years (IO 2 and IO 3 do not offer an Expatriate Allowance). BIPM married expatriate salaries are 6% higher than those at IO 1, 27% lower than those at IO 2 and 42% higher than those at IO 3. The maximum salaries for staff at the BIPM are 54% higher on average than the salaries at the NMIs.

**Table 1 - BIPM vs Comparators: Single Resident Entry Salary**

| | | BIPM | IO 1 | IO 2 | IO 3 | Average IOs | NMI 1 | NMI 2 | Average NMIs |
|---|---|---|---|---|---|---|---|---|---|
| 1 | Director of Scientific Department | 100 | 139 | 156 | 83 | **126** | 42 | 80 | **61** |
| 2 | Principal physicist / Senior chemist | 100 | 147 | 131 | 104 | **127** | 51 | 85 | **68** |
| 3 | Physicist / chemist | 100 | 163 | 149 | 71 | **128** | 62 | 92 | **77** |
| 4 | Software Engineer | 100 | 126 | 176 | 90 | **131** | | 113 | **113** |
| 5 | Scientific Assistant | 100 | 110 | | | **110** | 86 | 84 | **85** |
| 6 | Technician | 100 | 114 | 170 | 103 | **129** | 63 | 78 | **71** |
| 7 | Director of Int'l Liaison & Communication department | 100 | 120 | 156 | 79 | **118** | | 70 | **70** |
| 8 | Principal Liaison Officer | 100 | 93 | 157 | 63 | **105** | 72 | 91 | **81** |
| 9 | Senior Communications Officer Web & Translations | 100 | 106 | 127 | 70 | **101** | | 63 | **63** |
| 10 | Senior Communications Officer Digital Communications | 100 | 106 | | 70 | **88** | | 60 | **60** |
| 11 | Liaison Officer | 100 | 106 | 149 | 66 | **107** | 60 | 115 | **87** |
| 12 | Head of Human Resources | 100 | 166 | 186 | 87 | **146** | 78 | 94 | **86** |
| 13 | Head of Finance | 100 | 166 | 186 | 95 | **149** | 85 | 93 | **89** |
| 14 | Head of IT service | 100 | 166 | 186 | 85 | **146** | 75 | 95 | **85** |
| 15 | Senior IT Engineer | 100 | 124 | 150 | 78 | **117** | 58 | 103 | **80** |
| 16 | Finance Officer | 100 | 146 | 144 | 78 | **123** | 64 | 63 | **64** |
| 17 | Personal Assistant to Director / Head of Exec and Meetings Office | 100 | 65 | 67 | 48 | **60** | 34 | 41 | **38** |
| 18 | Meetings Officer | 100 | 110 | | 81 | **96** | | 73 | **73** |
| 19 | Principal Legal adviser | 100 | 100 | 91 | 46 | **79** | 53 | 96 | **75** |
| 20 | Senior technical polyvalent agent | 100 | 114 | | 93 | **103** | | | |
| 21 | Head, General Services -Health & Security Manager | 100 | 171 | 188 | 106 | **155** | 71 | 103 | **87** |
| 22 | Site Maintenance Manager | 100 | 81 | | 78 | **80** | 96 | | **96** |
| 23 | Electrician-Air Conditioning Technician | 100 | 114 | | | **114** | 78 | | **78** |
| 24 | Gardien/Assistant de prévention | 100 | 114 | | 89 | **102** | | | |
| 25 | Landscape gardener | 100 | 96 | | | **96** | | | |
| 26 | Principal mechanic | 100 | 96 | | | **96** | 67 | | **67** |
| | **Average:** | | 122 | 151 | 80 | **118** | 66 | 85 | **76** |

**Table 2 - BIPM vs Comparators: Single Resident Midpoint Salary**

| | | BIPM | IO 1 | IO 2 | IO 3 | Average IOs | NMI 1 | NMI 2 | Average NMIs |
|---|---|---|---|---|---|---|---|---|---|
| 1 | Director of Scientific Department | 100 | 134 | 146 | 82 | **121** | 42 | 66 | **54** |
| 2 | Principal physicist / Senior chemist | 100 | 153 | 137 | 90 | **126** | 42 | 69 | **56** |
| 3 | Physicist / chemist | 100 | 163 | 131 | 73 | **122** | 47 | 68 | **57** |
| 4 | Software Engineer | 100 | 107 | 169 | 70 | **115** | | 75 | **75** |
| 5 | Scientific Assistant | 100 | 106 | | | **106** | 71 | 69 | **70** |
| 6 | Technician | 100 | 110 | 178 | 93 | **127** | 52 | 65 | **59** |
| 7 | Director of Int'l Liaison & Communication department | 100 | 126 | 148 | 71 | **115** | | 57 | **57** |
| 8 | Principal Liaison Officer | 100 | 103 | 161 | 56 | **107** | 59 | 74 | **67** |
| 9 | Senior Communications Officer Web & Translations | 100 | 102 | 137 | 65 | **101** | | 52 | **52** |
| 10 | Senior Communications Officer Digital Communications | 100 | 102 | | 65 | **83** | | 50 | **50** |
| 11 | Liaison Officer | 100 | 93 | 161 | 58 | **104** | 45 | 86 | **66** |
| 12 | Head of Human Resources | 100 | 177 | 185 | 85 | **149** | 71 | 85 | **78** |
| 13 | Head of Finance | 100 | 177 | 185 | 96 | **153** | 77 | 84 | **80** |
| 14 | Head of IT service | 100 | 177 | 185 | 93 | **152** | 68 | 86 | **77** |
| 15 | Senior IT Engineer | 100 | 97 | 144 | 61 | **100** | 39 | 69 | **54** |
| 16 | Finance Officer | 100 | 113 | 128 | 72 | **104** | 43 | 42 | **42** |
| 17 | Personal Assistant to Director / Head of Exec and Meetings Office | 100 | 69 | 82 | 50 | **67** | 31 | 37 | **34** |
| 18 | Meetings Officer | 100 | 106 | | 76 | **91** | | 61 | **61** |
| 19 | Principal Legal adviser | 100 | 106 | 118 | 52 | **92** | 48 | 87 | **67** |
| 20 | Senior technical polyvalent agent | 100 | 121 | | 90 | **106** | | | |
| 21 | Head, General Services -Health & Security Manager | 100 | 179 | 186 | 93 | **153** | 58 | 84 | **71** |
| 22 | Site Maintenance Manager | 100 | 71 | | 67 | **69** | 72 | | **72** |
| 23 | Electrician-Air Conditioning Technician | 100 | 110 | | | **110** | 64 | | **64** |
| 24 | Gardien/Assistant de prévention | 100 | 110 | | 90 | **100** | | | |
| 25 | Landscape gardener | 100 | 93 | | | **93** | | | |
| 26 | Principal mechanic | 100 | 93 | | | **93** | 55 | | **55** |
| | **Average:** | | 119 | 152 | 75 | **110** | 55 | 68 | **62** |

**Table 3 - BIPM vs Comparators: Single Resident Maximum Salary**

| | | BIPM | IO 1 | IO 2 | IO 3 | Average IOs | NMI 1 | NMI 2 | Average NMIs |
|---|---|---|---|---|---|---|---|---|---|
| 1 | Director of Scientific Department | 100 | 130 | 140 | 81 | **117** | 42 | 56 | **49** |
| 2 | Principal physicist / Senior chemist | 100 | 157 | 141 | 79 | **126** | 56 | 64 | **60** |
| 3 | Physicist / chemist | 100 | 162 | 121 | 74 | **119** | 50 | 60 | **55** |
| 4 | Software Engineer | 100 | 97 | 165 | 61 | **108** | | 59 | **59** |
| 5 | Scientific Assistant | 100 | 103 | | | **103** | 83 | 69 | **76** |
| 6 | Technician | 100 | 107 | 183 | 85 | **125** | 68 | 63 | **66** |
| 7 | Director of Int'l Liaison & Communication department | 100 | 130 | 142 | 65 | **112** | | 49 | **49** |
| 8 | Principal Liaison Officer | 100 | 110 | 163 | 52 | **108** | 53 | 64 | **58** |
| 9 | Senior Communications Officer Web & Translations | 100 | 99 | 144 | 62 | **102** | | 47 | **47** |
| 10 | Senior Communications Officer Digital Communications | 100 | 99 | | 62 | **80** | | 47 | **47** |
| 11 | Liaison Officer | 100 | 85 | 168 | 54 | **102** | 49 | 77 | **63** |
| 12 | Head of Human Resources | 100 | 185 | 185 | 84 | **151** | 67 | 79 | **73** |
| 13 | Head of Finance | 100 | 185 | 185 | 98 | **156** | 72 | 78 | **75** |
| 14 | Head of IT service | 100 | 185 | 185 | 99 | **156** | 65 | 93 | **79** |
| 15 | Senior IT Engineer | 100 | 83 | 141 | 52 | **92** | 45 | 57 | **51** |
| 16 | Finance Officer | 100 | 97 | 120 | 69 | **95** | 50 | 39 | **45** |
| 17 | Personal Assistant to Director / Head of Exec and Meetings Office | 100 | 72 | 93 | 52 | **72** | 39 | 41 | **40** |
| 18 | Meetings Officer | 100 | 103 | | 72 | **88** | | 60 | **60** |
| 19 | Principal Legal adviser | 100 | 110 | 141 | 56 | **103** | 46 | 79 | **63** |
| 20 | Senior technical polyvalent agent | 100 | 127 | | 89 | **108** | | | |
| 21 | Head, General Services -Health & Security Manager | 100 | 185 | 185 | 84 | **151** | 58 | 83 | **71** |
| 22 | Site Maintenance Manager | 100 | 64 | | 61 | **63** | 60 | | **60** |
| 23 | Electrician-Air Conditioning Technician | 100 | 107 | | | **107** | 64 | | **64** |
| 24 | Gardien/Assistant de prévention | 100 | 107 | | 90 | **99** | | | |
| 25 | Landscape gardener | 100 | 90 | | | **90** | | | |
| 26 | Principal mechanic | 100 | 90 | | | **90** | 55 | | **55** |
| | **Average:** | | 118 | 153 | 72 | **109** | 57 | 63 | **59** |

**Table 4 - BIPM vs Comparators: Single Expatriate Minimum Salary**

| | | BIPM | IO 1 | IO 2 | IO 3 | Average IOs | NMI 1 | NMI 2 | Average NMIs |
|---|---|---|---|---|---|---|---|---|---|
| 1 | Director of Scientific Department | 100 | 132 | 133 | 72 | **112** | 36 | 68 | **52** |
| 2 | Principal physicist / Senior chemist | 100 | 132 | 105 | 87 | **108** | 41 | 68 | **54** |
| 3 | Physicist / chemist | 100 | 147 | 120 | 61 | **110** | 50 | 74 | **62** |
| 4 | Software Engineer | 100 | 114 | 142 | 77 | **111** | | 91 | **91** |
| 5 | Scientific Assistant | 100 | 100 | | | **100** | 70 | 68 | **69** |
| 6 | Technician | 100 | 103 | 138 | 89 | **110** | 51 | 63 | **57** |
| 7 | Director of Int'l Liaison & Communication department | 100 | 114 | 133 | 69 | **105** | | 60 | **60** |
| 8 | Principal Liaison Officer | 100 | 84 | 126 | 53 | **88** | 58 | 72 | **65** |
| 9 | Senior Communications Officer Web & Translations | 100 | 95 | 102 | 60 | **86** | | 50 | **50** |
| 10 | Senior Communications Officer Digital Communications | 100 | 95 | | 60 | **77** | | 49 | **49** |
| 11 | Liaison Officer | 100 | 96 | 120 | 57 | **91** | 48 | 92 | **70** |
| 12 | Head of Human Resources | 100 | 153 | 154 | 75 | **127** | 64 | 77 | **71** |
| 13 | Head of Finance | 100 | 153 | 154 | 81 | **129** | 70 | 77 | **73** |
| 14 | Head of IT service | 100 | 153 | 154 | 73 | **127** | 62 | 79 | **70** |
| 15 | Senior IT Engineer | 100 | 111 | 121 | 67 | **100** | 46 | 83 | **65** |
| 16 | Finance Officer | 100 | 132 | 116 | 68 | **106** | 52 | 51 | **51** |
| 17 | Personal Assistant to Director / Head of Exec and Meetings Office | 100 | 60 | 55 | 42 | **53** | 28 | 34 | **31** |
| 18 | Meetings Officer | 100 | 100 | | 71 | **85** | | 59 | **59** |
| 19 | Principal Legal adviser | 100 | 92 | 75 | 41 | **69** | 44 | 79 | **62** |
| 20 | Senior technical polyvalent agent | 100 | 103 | | 81 | **92** | | | |
| 21 | Head, General Services -Health & Security Manager | 100 | 153 | 150 | 88 | **130** | 57 | 82 | **69** |
| 22 | Site Maintenance Manager | 100 | 73 | | 67 | **70** | 78 | | **78** |
| 23 | Electrician-Air Conditioning Technician | 100 | 103 | | | **103** | 63 | | **63** |
| 24 | Gardien/Assistant de prévention | 100 | 103 | | 78 | **91** | | | |
| 25 | Landscape gardener | 100 | 87 | | | **87** | | | |
| 26 | Principal mechanic | 100 | 87 | | | **87** | 54 | | **54** |
| | **Average:** | | 111 | 123 | 69 | **98** | 54 | 69 | **62** |

**Table 5 - BIPM vs Comparators: Single Expatriate Midpoint Salary**

| | | BIPM | IO 1 | IO 2 | IO 3 | Average IOs | NMI 1 | NMI 2 | Average NMIs |
|---|---|---|---|---|---|---|---|---|---|
| 1 | Director of Scientific Department | 100 | 123 | 128 | 73 | **108** | 37 | 57 | **47** |
| 2 | Principal physicist / Senior chemist | 100 | 133 | 114 | 77 | **108** | 45 | 60 | **53** |
| 3 | Physicist / chemist | 100 | 140 | 108 | 63 | **103** | 45 | 59 | **52** |
| 4 | Software Engineer | 100 | 92 | 139 | 61 | **97** | | 63 | **63** |
| 5 | Scientific Assistant | 100 | 90 | | | **90** | 68 | 60 | **64** |
| 6 | Technician | 100 | 93 | 144 | 80 | **105** | 53 | 56 | **55** |
| 7 | Director of Int'l Liaison & Communication department | 100 | 115 | 129 | 64 | **103** | | 51 | **51** |
| 8 | Principal Liaison Officer | 100 | 90 | 133 | 49 | **91** | 50 | 62 | **56** |
| 9 | Senior Communications Officer Web & Translations | 100 | 87 | 112 | 56 | **85** | | 44 | **44** |
| 10 | Senior Communications Officer Digital Communications | 100 | 87 | | 56 | **72** | | 43 | **43** |
| 11 | Liaison Officer | 100 | 80 | 132 | 51 | **88** | 43 | 75 | **59** |
| 12 | Head of Human Resources | 100 | 156 | 156 | 74 | **128** | 61 | 72 | **66** |
| 13 | Head of Finance | 100 | 156 | 156 | 83 | **132** | 65 | 71 | **68** |
| 14 | Head of IT service | 100 | 156 | 156 | 80 | **131** | 58 | 79 | **69** |
| 15 | Senior IT Engineer | 100 | 85 | 120 | 53 | **86** | 41 | 61 | **51** |
| 16 | Finance Officer | 100 | 98 | 105 | 63 | **89** | 45 | 39 | **42** |
| 17 | Personal Assistant to Director / Head of Exec and Meetings Office | 100 | 61 | 68 | 44 | **58** | 31 | 34 | **33** |
| 18 | Meetings Officer | 100 | 90 | | 65 | **78** | | 53 | **53** |
| 19 | Principal Legal adviser | 100 | 93 | 99 | 46 | **79** | 42 | 73 | **57** |
| 20 | Senior technical polyvalent agent | 100 | 103 | | 78 | **90** | | | |
| 21 | Head, General Services -Health & Security Manager | 100 | 156 | 154 | 80 | **130** | 53 | 76 | **64** |
| 22 | Site Maintenance Manager | 100 | 61 | | 58 | **60** | 61 | | **61** |
| 23 | Electrician-Air Conditioning Technician | 100 | 93 | | | **93** | 56 | | **56** |
| 24 | Gardien/Assistant de prévention | 100 | 93 | | 77 | **85** | | | |
| 25 | Landscape gardener | 100 | 78 | | | **78** | | | |
| 26 | Principal mechanic | 100 | 78 | | | **78** | 48 | | **48** |
| | **Average:** | | 103 | 127 | 65 | **94** | 50 | 59 | **55** |

**Table 6 - BIPM vs Comparators: Single Expatriate Maximum Salary**

| | | BIPM | IO 1 | IO 2 | IO 3 | Average IOs | NMI 1 | NMI 2 | Average NMIs |
|---|---|---|---|---|---|---|---|---|---|
| 1 | Director of Scientific Department | 100 | 116 | 124 | 74 | **105** | 37 | 50 | **44** |
| 2 | Principal physicist / Senior chemist | 100 | 134 | 120 | 70 | **108** | 47 | 55 | **51** |
| 3 | Physicist / chemist | 100 | 135 | 100 | 64 | **99** | 42 | 49 | **46** |
| 4 | Software Engineer | 100 | 81 | 137 | 53 | **90** | | 49 | **49** |
| 5 | Scientific Assistant | 100 | 83 | | | **83** | 66 | 55 | **61** |
| 6 | Technician | 100 | 86 | 147 | 73 | **102** | 55 | 51 | **53** |
| 7 | Director of Int'l Liaison & Communication department | 100 | 116 | 126 | 60 | **101** | | 44 | **44** |
| 8 | Principal Liaison Officer | 100 | 94 | 139 | 46 | **93** | 45 | 55 | **50** |
| 9 | Senior Communications Officer Web & Translations | 100 | 82 | 119 | 54 | **85** | | 39 | **39** |
| 10 | Senior Communications Officer Digital Communications | 100 | 82 | | 54 | **68** | | 39 | **39** |
| 11 | Liaison Officer | 100 | 71 | 139 | 47 | **86** | 40 | 63 | **52** |
| 12 | Head of Human Resources | 100 | 158 | 157 | 74 | **130** | 57 | 67 | **62** |
| 13 | Head of Finance | 100 | 158 | 157 | 85 | **133** | 62 | 66 | **64** |
| 14 | Head of IT service | 100 | 158 | 157 | 87 | **134** | 55 | 79 | **67** |
| 15 | Senior IT Engineer | 100 | 71 | 120 | 46 | **79** | 38 | 49 | **43** |
| 16 | Finance Officer | 100 | 81 | 99 | 60 | **80** | 41 | 33 | **37** |
| 17 | Personal Assistant to Director / Head of Exec and Meetings Office | 100 | 61 | 80 | 46 | **62** | 33 | 35 | **34** |
| 18 | Meetings Officer | 100 | 83 | | 61 | **72** | | 48 | **48** |
| 19 | Principal Legal adviser | 100 | 94 | 120 | 50 | **88** | 40 | 68 | **54** |
| 20 | Senior technical polyvalent agent | 100 | 102 | | 76 | **89** | | | |
| 21 | Head, General Services -Health & Security Manager | 100 | 158 | 157 | 74 | **130** | 50 | 71 | **60** |
| 22 | Site Maintenance Manager | 100 | 53 | | 53 | **53** | 50 | | **50** |
| 23 | Electrician-Air Conditioning Technician | 100 | 86 | | | **86** | 52 | | **52** |
| 24 | Gardien/Assistant de prévention | 100 | 86 | | 77 | **81** | | | |
| 25 | Landscape gardener | 100 | 73 | | | **73** | | | |
| 26 | Principal mechanic | 100 | 73 | | | **73** | 45 | | **45** |
| | **Average:** | | 99 | 129 | 63 | **92** | 48 | 53 | **50** |

**Table 7 - BIPM vs Comparators: Married Resident Entry Salary**

| | | BIPM | IO 1 | IO 2 | IO 3 | Average IOs | NMI 1 | NMI 2 | Average NMIs |
|---|---|---|---|---|---|---|---|---|---|
| 1 | Director of Scientific Department | 100 | 137 | 155 | 76 | **123** | 44 | 70 | **57** |
| 2 | Principal physicist / Senior chemist | 100 | 143 | 128 | 91 | **121** | 50 | 70 | **60** |
| 3 | Physicist / chemist | 100 | 155 | 140 | 61 | **119** | 56 | 74 | **65** |
| 4 | Software Engineer | 100 | 126 | 159 | 74 | **120** | | 86 | **86** |
| 5 | Scientific Assistant | 100 | 114 | | | **114** | 76 | 67 | **72** |
| 6 | Technician | 100 | 117 | 151 | 82 | **116** | 50 | 61 | **56** |
| 7 | Director of Int'l Liaison & Communication department | 100 | 121 | 155 | 72 | **116** | | 61 | **61** |
| 8 | Principal Liaison Officer | 100 | 99 | 151 | 57 | **102** | 72 | 75 | **73** |
| 9 | Senior Communications Officer Web & Translations | 100 | 109 | 123 | 62 | **98** | | 54 | **54** |
| 10 | Senior Communications Officer Digital Communications | 100 | 109 | | 62 | **85** | | 52 | **52** |
| 11 | Liaison Officer | 100 | 110 | 140 | 58 | **103** | 53 | 89 | **71** |
| 12 | Head of Human Resources | 100 | 160 | 180 | 78 | **140** | 79 | 80 | **79** |
| 13 | Head of Finance | 100 | 160 | 180 | 85 | **142** | 84 | 79 | **82** |
| 14 | Head of IT service | 100 | 160 | 180 | 77 | **139** | 76 | 81 | **79** |
| 15 | Senior IT Engineer | 100 | 124 | 140 | 67 | **110** | 51 | 80 | **66** |
| 16 | Finance Officer | 100 | 141 | 133 | 66 | **113** | 54 | 51 | **53** |
| 17 | Personal Assistant to Director / Head of Exec and Meetings Office | 100 | 74 | 72 | 45 | **63** | 33 | 37 | **35** |
| 18 | Meetings Officer | 100 | 114 | | 68 | **91** | | 59 | **59** |
| 19 | Principal Legal adviser | 100 | 104 | 94 | 44 | **80** | 54 | 82 | **68** |
| 20 | Senior technical polyvalent agent | 100 | 117 | | 74 | **95** | | | |
| 21 | Head, General Services -Health & Security Manager | 100 | 163 | 179 | 93 | **145** | 70 | 86 | **78** |
| 22 | Site Maintenance Manager | 100 | 91 | | 67 | **79** | 90 | | **90** |
| 23 | Electrician-Air Conditioning Technician | 100 | 117 | | | **117** | 63 | | **63** |
| 24 | Gardien/Assistant de prévention | 100 | 117 | | 72 | **94** | | | |
| 25 | Landscape gardener | 100 | 103 | | | **103** | | | |
| 26 | Principal mechanic | 100 | 103 | | | **103** | 57 | | **57** |
| | **Average:** | | 123 | 145 | 69 | **109** | 62 | 70 | **66** |

**Table 8 - BIPM vs Comparators: Married Resident Midpoint Salary**

| | | BIPM | IO 1 | IO 2 | IO 3 | Average IOs | NMI 1 | NMI 2 | Average NMIs |
|---|---|---|---|---|---|---|---|---|---|
| 1 | Director of Scientific Department | 100 | 131 | 147 | 75 | **118** | 45 | 59 | **52** |
| 2 | Principal physicist / Senior chemist | 100 | 146 | 135 | 81 | **121** | 54 | 62 | **58** |
| 3 | Physicist / chemist | 100 | 153 | 128 | 65 | **115** | 53 | 60 | **57** |
| 4 | Software Engineer | 100 | 106 | 161 | 62 | **110** | | 64 | **64** |
| 5 | Scientific Assistant | 100 | 106 | | | **106** | 79 | 62 | **70** |
| 6 | Technician | 100 | 109 | 161 | 77 | **115** | 57 | 56 | **57** |
| 7 | Director of Int'l Liaison & Communication department | 100 | 124 | 149 | 66 | **113** | | 52 | **52** |
| 8 | Principal Liaison Officer | 100 | 104 | 157 | 52 | **104** | 62 | 64 | **63** |
| 9 | Senior Communications Officer Web & Translations | 100 | 102 | 134 | 59 | **98** | | 47 | **47** |
| 10 | Senior Communications Officer Digital Communications | 100 | 102 | | 59 | **81** | | 46 | **46** |
| 11 | Liaison Officer | 100 | 95 | 155 | 53 | **101** | 51 | 75 | **63** |
| 12 | Head of Human Resources | 100 | 167 | 181 | 77 | **142** | 73 | 74 | **74** |
| 13 | Head of Finance | 100 | 167 | 181 | 86 | **145** | 78 | 73 | **76** |
| 14 | Head of IT service | 100 | 167 | 181 | 83 | **144** | 71 | 81 | **76** |
| 15 | Senior IT Engineer | 100 | 98 | 141 | 55 | **98** | 49 | 61 | **55** |
| 16 | Finance Officer | 100 | 112 | 125 | 64 | **100** | 52 | 42 | **47** |
| 17 | Personal Assistant to Director / Head of Exec and Meetings Office | 100 | 74 | 87 | 47 | **69** | 37 | 38 | **37** |
| 18 | Meetings Officer | 100 | 106 | | 65 | **86** | | 55 | **55** |
| 19 | Principal Legal adviser | 100 | 106 | 119 | 48 | **91** | 51 | 75 | **63** |
| 20 | Senior technical polyvalent agent | 100 | 117 | | 74 | **95** | | | |
| 21 | Head, General Services -Health & Security Manager | 100 | 169 | 180 | 84 | **144** | 65 | 78 | **71** |
| 22 | Site Maintenance Manager | 100 | 77 | | 60 | **68** | 73 | | **73** |
| 23 | Electrician-Air Conditioning Technician | 100 | 109 | | | **109** | 60 | | **60** |
| 24 | Gardien/Assistant de prévention | 100 | 109 | | 74 | **92** | | | |
| 25 | Landscape gardener | 100 | 95 | | | **95** | | | |
| 26 | Principal mechanic | 100 | 95 | | | **95** | 54 | | **54** |
| | **Average:** | | 117 | 148 | 67 | **106** | 59 | 61 | **60** |

**Table 9 - BIPM vs Comparators: Married Resident Maximum Salary**

| | | BIPM | IO 1 | IO 2 | IO 3 | Average IOs | NMI 1 | NMI 2 | Average NMIs |
|---|---|---|---|---|---|---|---|---|---|
| 1 | Director of Scientific Department | 100 | 126 | 142 | 75 | **114** | 45 | 51 | **48** |
| 2 | Principal physicist / Senior chemist | 100 | 148 | 141 | 73 | **121** | 58 | 56 | **57** |
| 3 | Physicist / chemist | 100 | 152 | 121 | 67 | **113** | 52 | 51 | **51** |
| 4 | Software Engineer | 100 | 96 | 161 | 56 | **104** | | 51 | **51** |
| 5 | Scientific Assistant | 100 | 100 | | | **100** | 80 | 59 | **69** |
| 6 | Technician | 100 | 102 | 168 | 73 | **115** | 62 | 53 | **57** |
| 7 | Director of Int'l Liaison & Communication department | 100 | 126 | 144 | 62 | **111** | | 45 | **45** |
| 8 | Principal Liaison Officer | 100 | 107 | 162 | 49 | **106** | 55 | 56 | **56** |
| 9 | Senior Communications Officer Web & Translations | 100 | 97 | 142 | 57 | **99** | | 42 | **42** |
| 10 | Senior Communications Officer Digital Communications | 100 | 97 | | 57 | **77** | | 42 | **42** |
| 11 | Liaison Officer | 100 | 85 | 164 | 50 | **100** | 50 | 66 | **58** |
| 12 | Head of Human Resources | 100 | 173 | 182 | 77 | **144** | 69 | 69 | **69** |
| 13 | Head of Finance | 100 | 173 | 182 | 87 | **147** | 73 | 68 | **71** |
| 14 | Head of IT service | 100 | 173 | 182 | 89 | **148** | 67 | 81 | **74** |
| 15 | Senior IT Engineer | 100 | 83 | 141 | 49 | **91** | 47 | 50 | **49** |
| 16 | Finance Officer | 100 | 96 | 120 | 63 | **93** | 51 | 36 | **44** |
| 17 | Personal Assistant to Director / Head of Exec and Meetings Office | 100 | 73 | 101 | 49 | **74** | 41 | 38 | **39** |
| 18 | Meetings Officer | 100 | 100 | | 64 | **82** | | 52 | **52** |
| 19 | Principal Legal adviser | 100 | 107 | 141 | 53 | **100** | 49 | 70 | **59** |
| 20 | Senior technical polyvalent agent | 100 | 117 | | 74 | **95** | | | |
| 21 | Head, General Services -Health & Security Manager | 100 | 173 | 182 | 77 | **144** | 60 | 73 | **67** |
| 22 | Site Maintenance Manager | 100 | 67 | | 56 | **62** | 62 | | **62** |
| 23 | Electrician-Air Conditioning Technician | 100 | 102 | | | **102** | 58 | | **58** |
| 24 | Gardien/Assistant de prévention | 100 | 102 | | 77 | **89** | | | |
| 25 | Landscape gardener | 100 | 89 | | | **89** | | | |
| 26 | Principal mechanic | 100 | 89 | | | **89** | 52 | | **52** |
| | **Average:** | | 114 | 151 | 65 | **104** | 57 | 55 | **55** |

**Table 10 - BIPM vs Comparators: Married Expatriate Minimum Salary**

| | | BIPM | IO 1 | IO 2 | IO 3 | Average IOs | NMI 1 | NMI 2 | Average NMIs |
|---|---|---|---|---|---|---|---|---|---|
| 1 | Director of Scientific Department | 100 | 131 | 130 | 67 | **110** | 37 | 58 | **48** |
| 2 | Principal physicist / Senior chemist | 100 | 130 | 102 | 77 | **103** | 40 | 56 | **48** |
| 3 | Physicist / chemist | 100 | 144 | 113 | 56 | **105** | 45 | 60 | **53** |
| 4 | Software Engineer | 100 | 119 | 130 | 68 | **106** | | 71 | **71** |
| 5 | Scientific Assistant | 100 | 109 | | | **109** | 63 | 55 | **59** |
| 6 | Technician | 100 | 113 | 124 | 76 | **104** | 41 | 50 | **46** |
| 7 | Director of Int'l Liaison & Communication department | 100 | 116 | 130 | 65 | **103** | | 51 | **51** |
| 8 | Principal Liaison Officer | 100 | 91 | 120 | 50 | **87** | 57 | 60 | **58** |
| 9 | Senior Communications Officer Web & Translations | 100 | 102 | 99 | 55 | **85** | | 43 | **43** |
| 10 | Senior Communications Officer Digital Communications | 100 | 102 | | 55 | **78** | | 42 | **42** |
| 11 | Liaison Officer | 100 | 104 | 113 | 53 | **90** | 43 | 72 | **58** |
| 12 | Head of Human Resources | 100 | 149 | 147 | 68 | **122** | 64 | 65 | **65** |
| 13 | Head of Finance | 100 | 149 | 147 | 74 | **123** | 69 | 65 | **67** |
| 14 | Head of IT service | 100 | 149 | 147 | 67 | **121** | 62 | 66 | **64** |
| 15 | Senior IT Engineer | 100 | 116 | 114 | 61 | **97** | 41 | 65 | **53** |
| 16 | Finance Officer | 100 | 133 | 109 | 61 | **101** | 44 | 42 | **43** |
| 17 | Personal Assistant to Director / Head of Exec and Meetings Office | 100 | 70 | 59 | 41 | **57** | 27 | 31 | **29** |
| 18 | Meetings Officer | 100 | 109 | | 63 | **86** | | 48 | **48** |
| 19 | Principal Legal adviser | 100 | 97 | 77 | 40 | **71** | 44 | 67 | **56** |
| 20 | Senior technical polyvalent agent | 100 | 113 | | 70 | **91** | | | |
| 21 | Head, General Services -Health & Security Manager | 100 | 148 | 142 | 79 | **123** | 56 | 68 | **62** |
| 22 | Site Maintenance Manager | 100 | 86 | | 61 | **73** | 73 | | **73** |
| 23 | Electrician-Air Conditioning Technician | 100 | 113 | | | **113** | 52 | | **52** |
| 24 | Gardien/Assistant de prévention | 100 | 113 | | 68 | **91** | | | |
| 25 | Landscape gardener | 100 | 99 | | | **99** | | | |
| 26 | Principal mechanic | 100 | 99 | | | **99** | 46 | | **46** |
| | **Average:** | | 116 | 118 | 62 | **98** | 50 | 57 | **54** |

**Table 11 - BIPM vs Comparators: Married Expatriate Midpoint Salary**

| | | BIPM | IO 1 | IO 2 | IO 3 | Average IOs | NMI 1 | NMI 2 | Average NMIs |
|---|---|---|---|---|---|---|---|---|---|
| 1 | Director of Scientific Department | 100 | 120 | 127 | 68 | **105** | 38 | 51 | **45** |
| 2 | Principal physicist / Senior chemist | 100 | 127 | 111 | 70 | **103** | 45 | 51 | **48** |
| 3 | Physicist / chemist | 100 | 132 | 105 | 58 | **98** | 43 | 49 | **46** |
| 4 | Software Engineer | 100 | 93 | 132 | 57 | **94** | | 52 | **52** |
| 5 | Scientific Assistant | 100 | 93 | | | **93** | 64 | 50 | **57** |
| 6 | Technician | 100 | 96 | 131 | 70 | **99** | 46 | 46 | **46** |
| 7 | Director of Int'l Liaison & Communication department | 100 | 113 | 128 | 60 | **101** | | 45 | **45** |
| 8 | Principal Liaison Officer | 100 | 91 | 129 | 47 | **89** | 51 | 53 | **52** |
| 9 | Senior Communications Officer Web & Translations | 100 | 89 | 109 | 53 | **84** | | 38 | **38** |
| 10 | Senior Communications Officer Digital Communications | 100 | 89 | | 53 | **71** | | 38 | **38** |
| 11 | Liaison Officer | 100 | 84 | 126 | 48 | **86** | 42 | 61 | **51** |
| 12 | Head of Human Resources | 100 | 147 | 150 | 68 | **122** | 61 | 61 | **61** |
| 13 | Head of Finance | 100 | 147 | 150 | 76 | **124** | 65 | 61 | **63** |
| 14 | Head of IT service | 100 | 147 | 150 | 73 | **124** | 59 | 67 | **63** |
| 15 | Senior IT Engineer | 100 | 87 | 117 | 51 | **85** | 40 | 51 | **45** |
| 16 | Finance Officer | 100 | 99 | 102 | 58 | **86** | 43 | 34 | **39** |
| 17 | Personal Assistant to Director / Head of Exec and Meetings Office | 100 | 66 | 73 | 43 | **60** | 31 | 31 | **31** |
| 18 | Meetings Officer | 100 | 93 | | 59 | **76** | | 44 | **44** |
| 19 | Principal Legal adviser | 100 | 94 | 99 | 44 | **79** | 43 | 62 | **53** |
| 20 | Senior technical polyvalent agent | 100 | 104 | | 68 | **86** | | | |
| 21 | Head, General Services -Health & Security Manager | 100 | 147 | 148 | 73 | **123** | 53 | 64 | **59** |
| 22 | Site Maintenance Manager | 100 | 68 | | 54 | **61** | 60 | | **60** |
| 23 | Electrician-Air Conditioning Technician | 100 | 96 | | | **96** | 49 | | **49** |
| 24 | Gardien/Assistant de prévention | 100 | 96 | | 68 | **82** | | | |
| 25 | Landscape gardener | 100 | 83 | | | **83** | | | |
| 26 | Principal mechanic | 100 | 83 | | | **83** | 44 | | **44** |
| | **Average:** | | 103 | 123 | 60 | **92** | 49 | 51 | **49** |

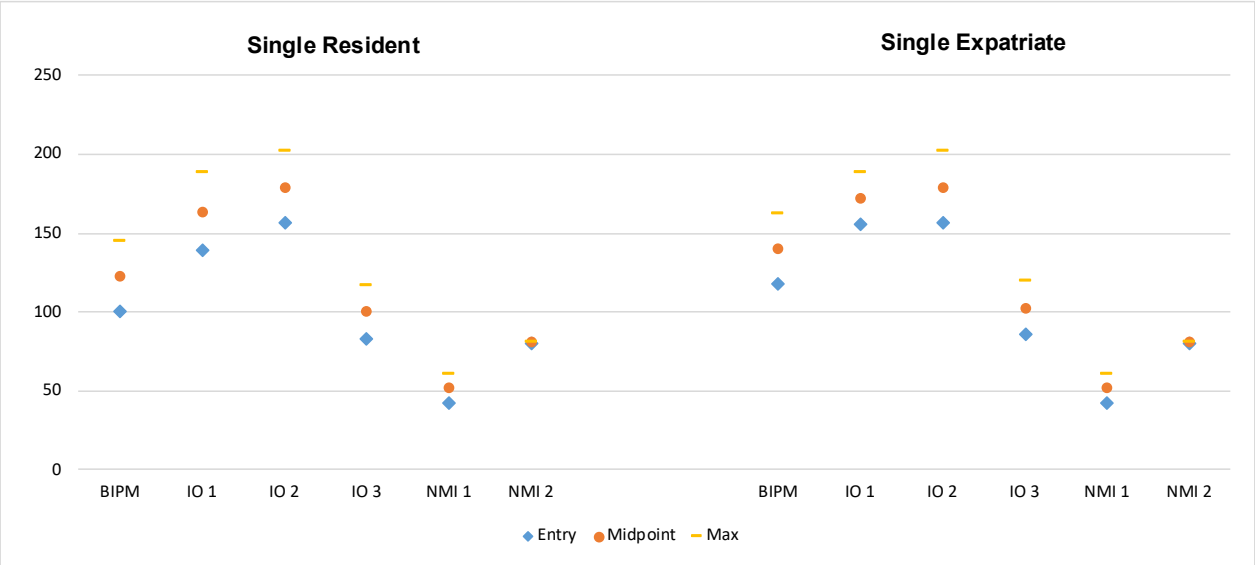
**Table 12 - BIPM vs Comparators: Married Expatriate Maximum Salary**

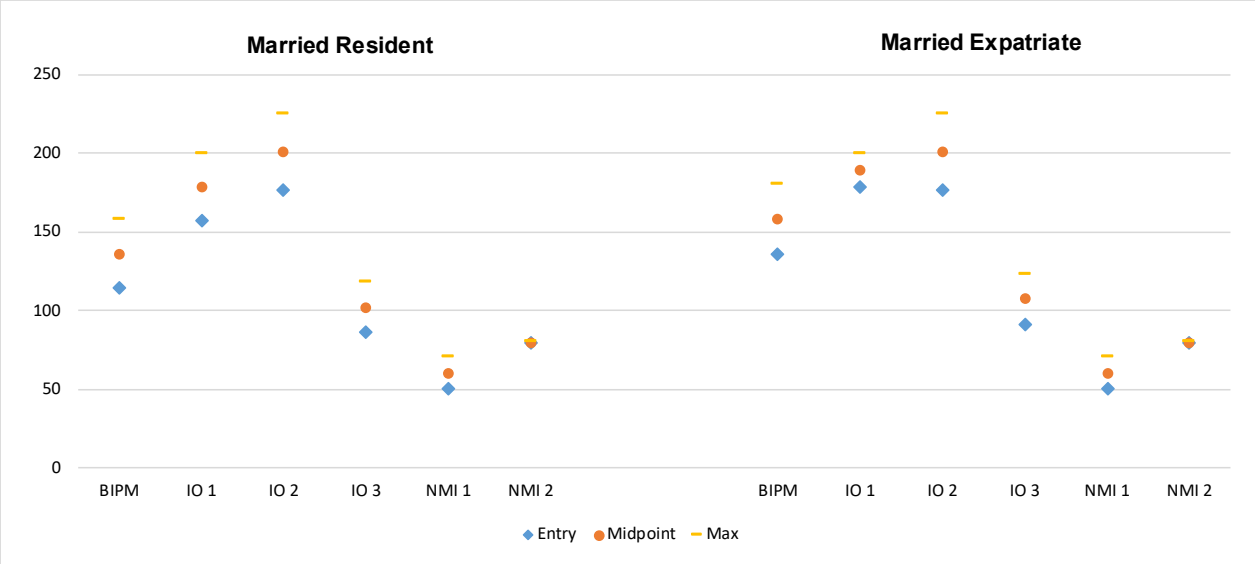
| | | BIPM | IO 1 | IO 2 | IO 3 | Average IOs | NMI 1 | NMI 2 | Average NMIs |
|---|---|---|---|---|---|---|---|---|---|
| 1 | Director of Scientific Department | 100 | 111 | 125 | 69 | **101** | 40 | 45 | **42** |
| 2 | Principal physicist / Senior chemist | 100 | 125 | 119 | 65 | **103** | 48 | 47 | **48** |
| 3 | Physicist / chemist | 100 | 124 | 99 | 59 | **94** | 42 | 42 | **42** |
| 4 | Software Engineer | 100 | 79 | 133 | 50 | **87** | | 42 | **42** |
| 5 | Scientific Assistant | 100 | 80 | | | **80** | 64 | 47 | **56** |
| 6 | Technician | 100 | 83 | 136 | 65 | **95** | 50 | 43 | **47** |
| 7 | Director of Int'l Liaison & Communication department | 100 | 111 | 127 | 57 | **98** | | 40 | **40** |
| 8 | Principal Liaison Officer | 100 | 90 | 136 | 45 | **90** | 46 | 47 | **47** |
| 9 | Senior Communications Officer Web & Translations | 100 | 80 | 116 | 51 | **82** | | 35 | **35** |
| 10 | Senior Communications Officer Digital Communications | 100 | 80 | | 51 | **65** | | 35 | **35** |
| 11 | Liaison Officer | 100 | 70 | 135 | 45 | **83** | 41 | 54 | **47** |
| 12 | Head of Human Resources | 100 | 145 | 153 | 68 | **122** | 58 | 58 | **58** |
| 13 | Head of Finance | 100 | 145 | 153 | 77 | **125** | 62 | 57 | **59** |
| 14 | Head of IT service | 100 | 145 | 153 | 78 | **126** | 56 | 68 | **62** |
| 15 | Senior IT Engineer | 100 | 70 | 119 | 45 | **78** | 40 | 42 | **41** |
| 16 | Finance Officer | 100 | 79 | 98 | 56 | **78** | 42 | 30 | **36** |
| 17 | Personal Assistant to Director / Head of Exec and Meetings Office | 100 | 62 | 85 | 45 | **64** | 34 | 32 | **33** |
| 18 | Meetings Officer | 100 | 80 | | 57 | **69** | | 41 | **41** |
| 19 | Principal Legal adviser | 100 | 90 | 119 | 48 | **86** | 41 | 58 | **50** |
| 20 | Senior technical polyvalent agent | 100 | 95 | | 67 | **81** | | | |
| 21 | Head, General Services -Health & Security Manager | 100 | 145 | 153 | 68 | **122** | 51 | 61 | **56** |
| 22 | Site Maintenance Manager | 100 | 55 | | 50 | **53** | 51 | | **51** |
| 23 | Electrician-Air Conditioning Technician | 100 | 83 | | | **83** | 47 | | **47** |
| 24 | Gardien/Assistant de prévention | 100 | 83 | | 68 | **76** | | | |
| 25 | Landscape gardener | 100 | 72 | | | **72** | | | |
| 26 | Principal mechanic | 100 | 72 | | | **72** | 42 | | **42** |
| | **Average:** | | 94 | 127 | 58 | **88** | 48 | 46 | **46** |

**Graphs per Job Position**

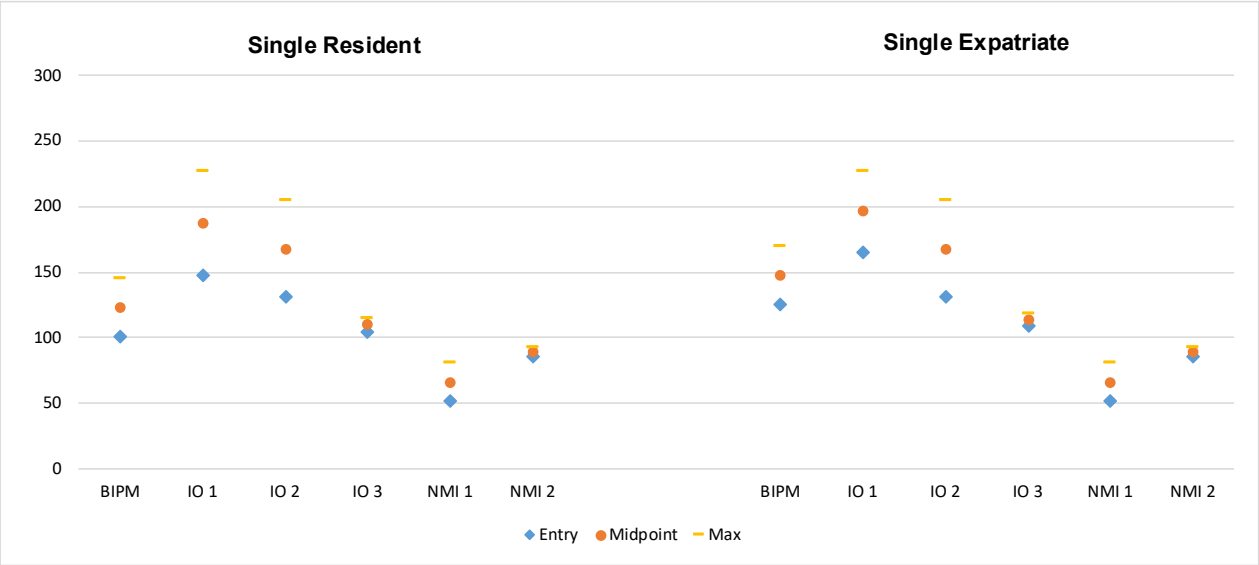
4.19 The following graphs below present the salary data as compa-ratios, instead of actual amounts. These show a direct and quantitative comparison through a side-by-side presentation of the BIPM and the comparators. The compa-ratios, in which **BIPM's entry salary for Single Resident for each job position is equal to 100**, show the positioning of the comparators in relation to the BIPM, as well as the impact of the different family profiles on salaries and the inclusion of the various allowances**. The compa-ratios for the Single Expatriate, Married Resident, and Married Expatriate staff profiles are also based on BIPM's entry salary for Single Resident**, in order to show the complete range of salaries. For example, if the Single Resident entry salary of one comparator is equal to 139, the entry salary of that comparator is 39% higher than the Single Resident salary at BIPM.

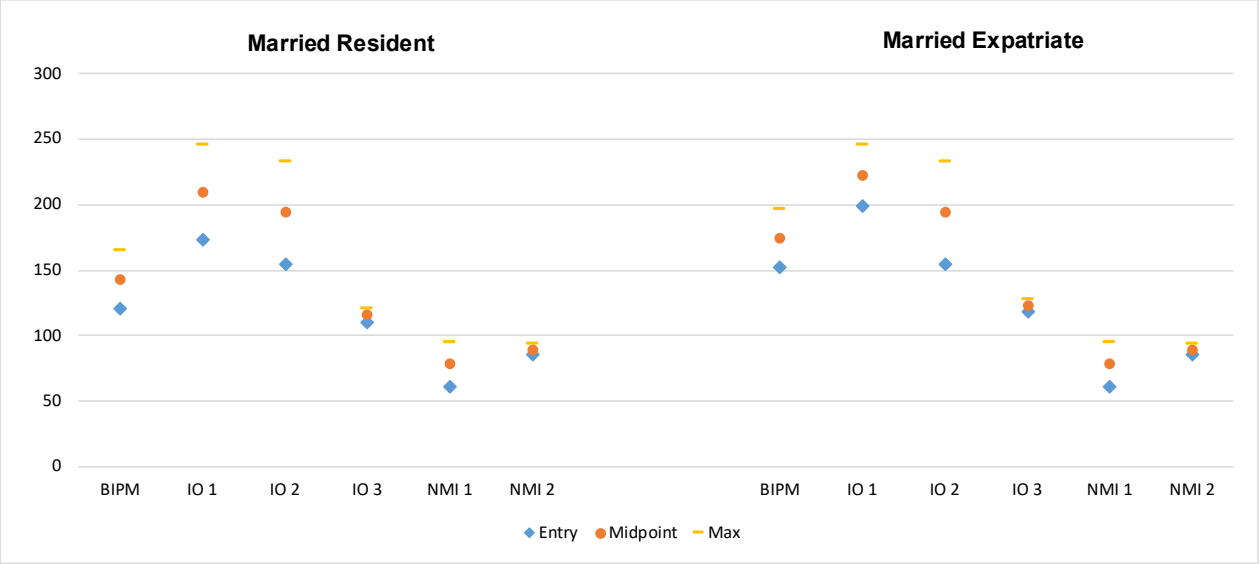
## 1. *Director of Scientific Department*



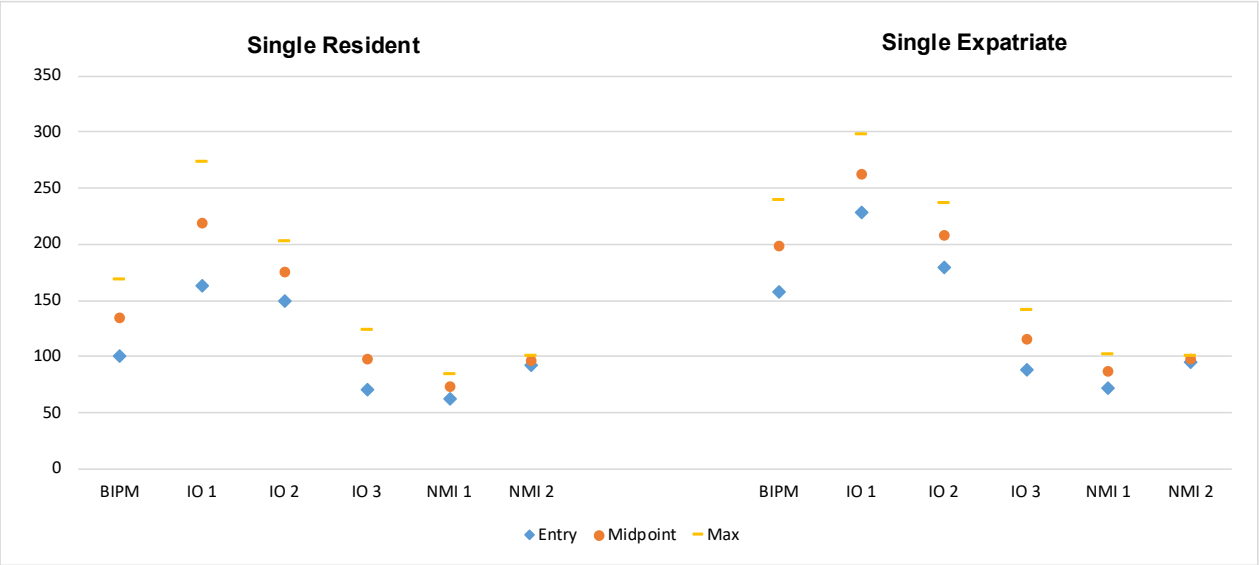



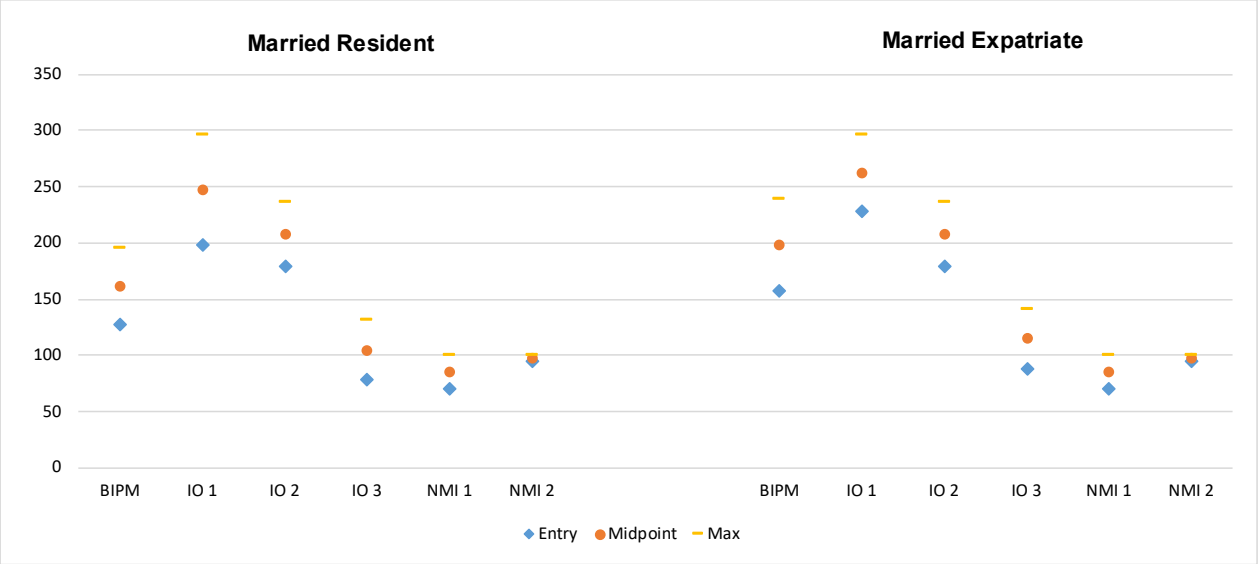
## 2. *Principal Physicist / Senior Chemist*



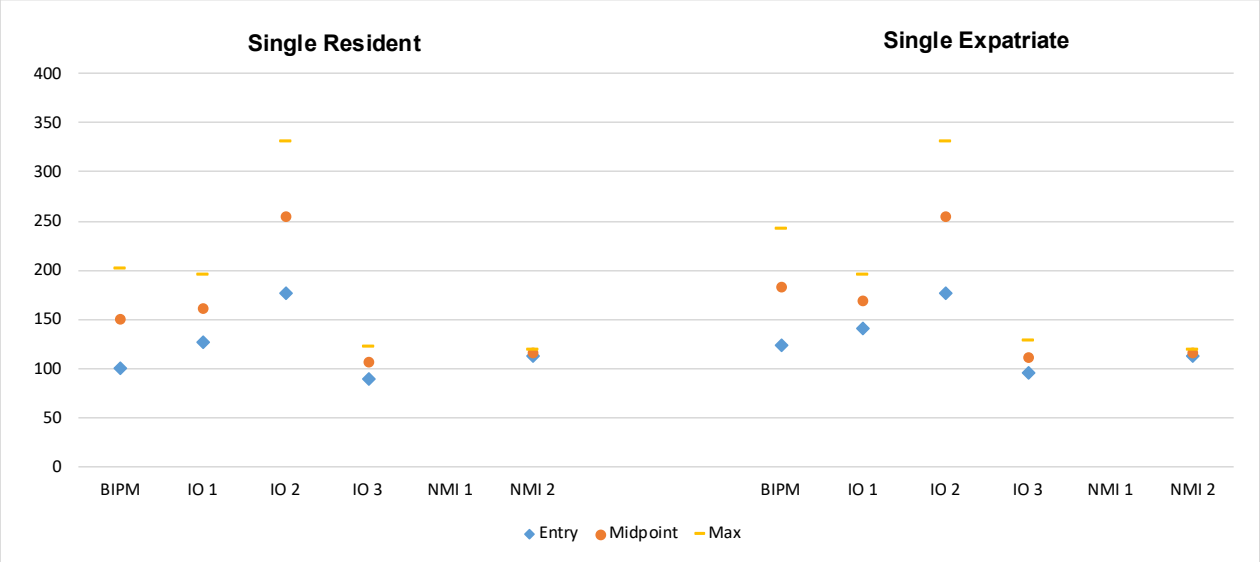



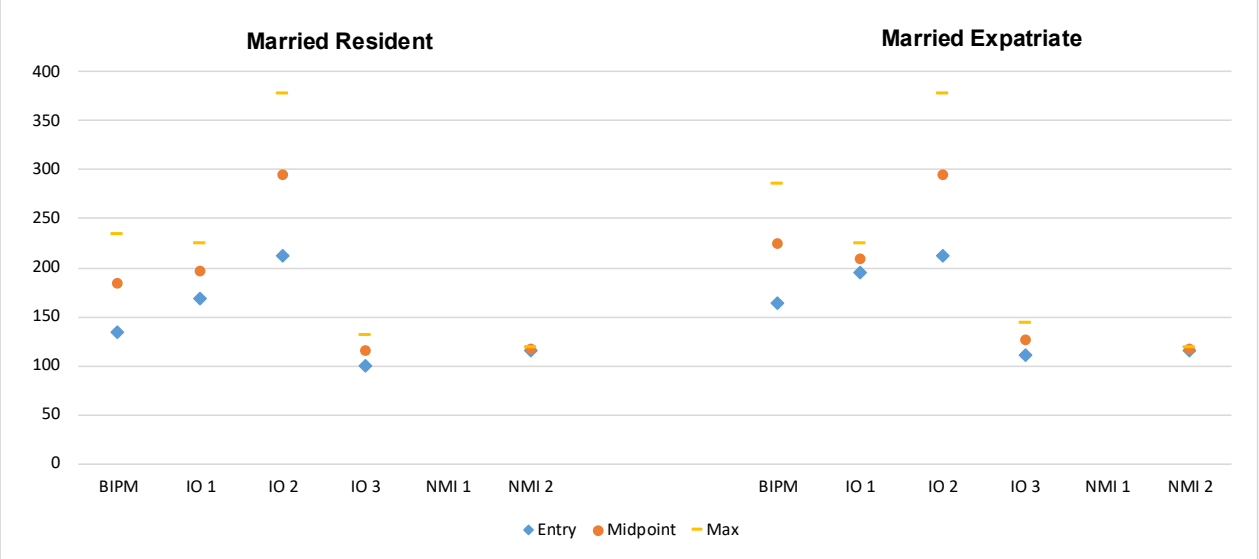
### 3. *Physicist / Chemist*



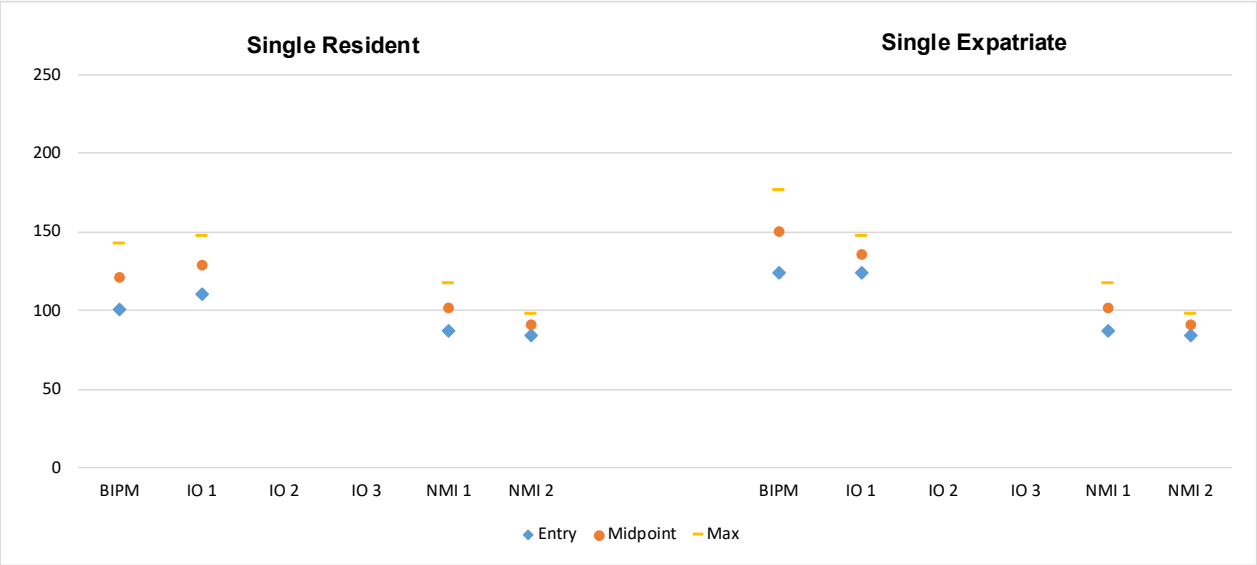



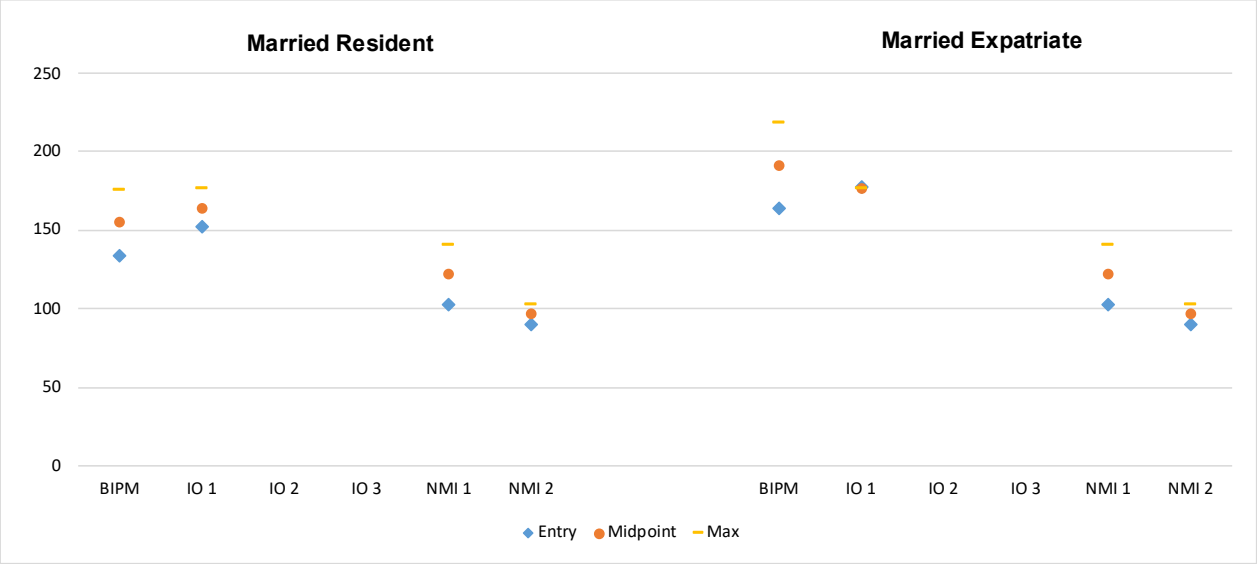
### 4. *Software Engineer*



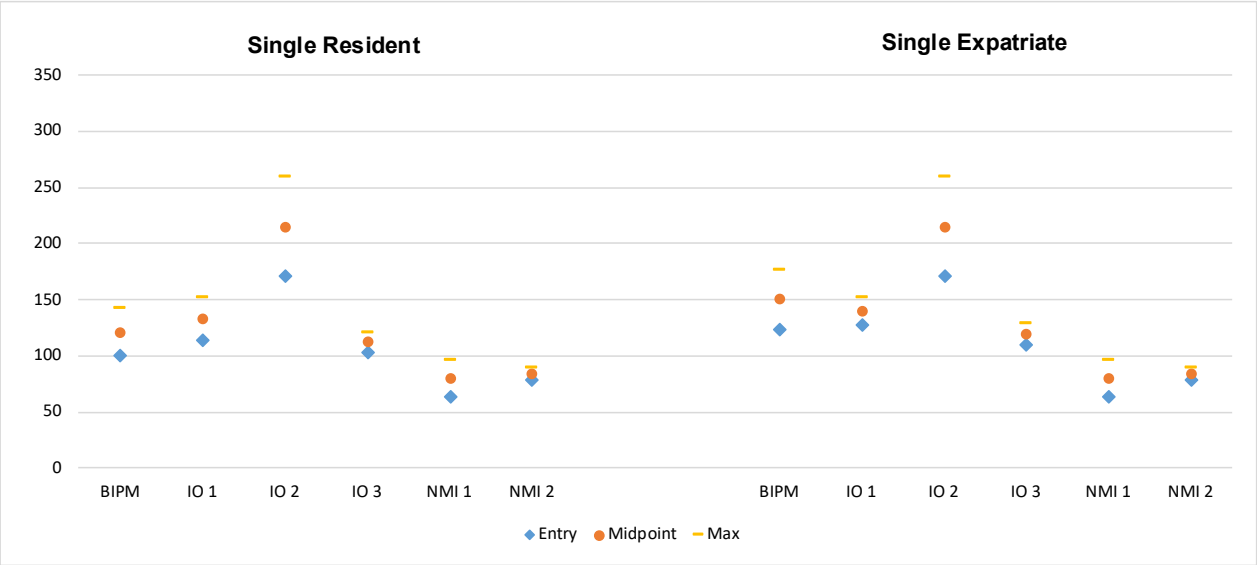



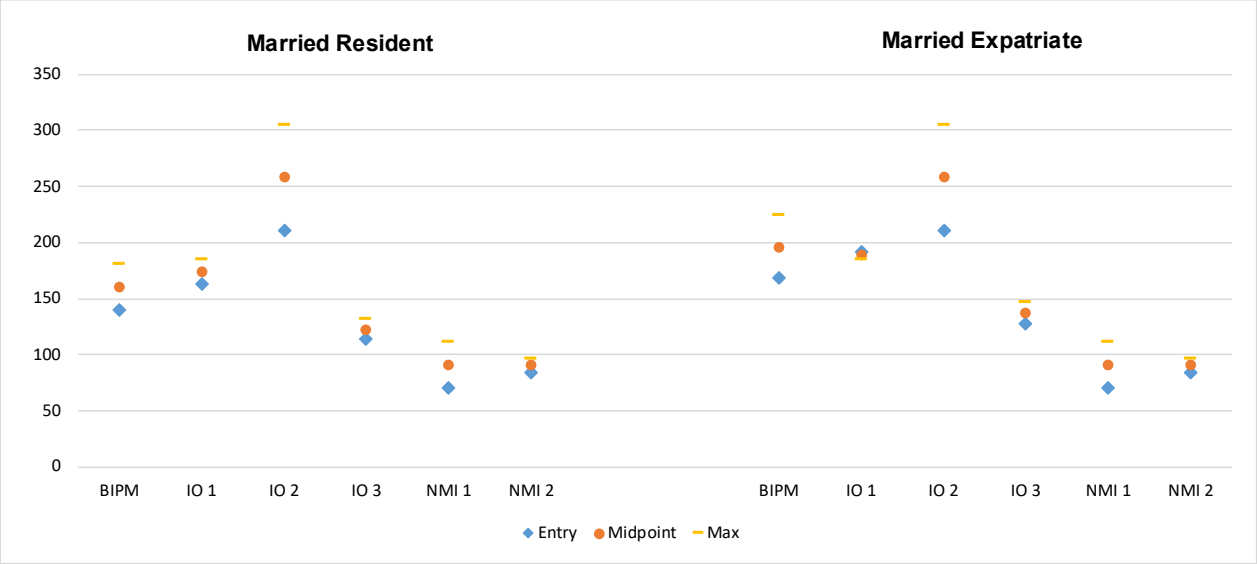
## *5. Scientific Assistant*



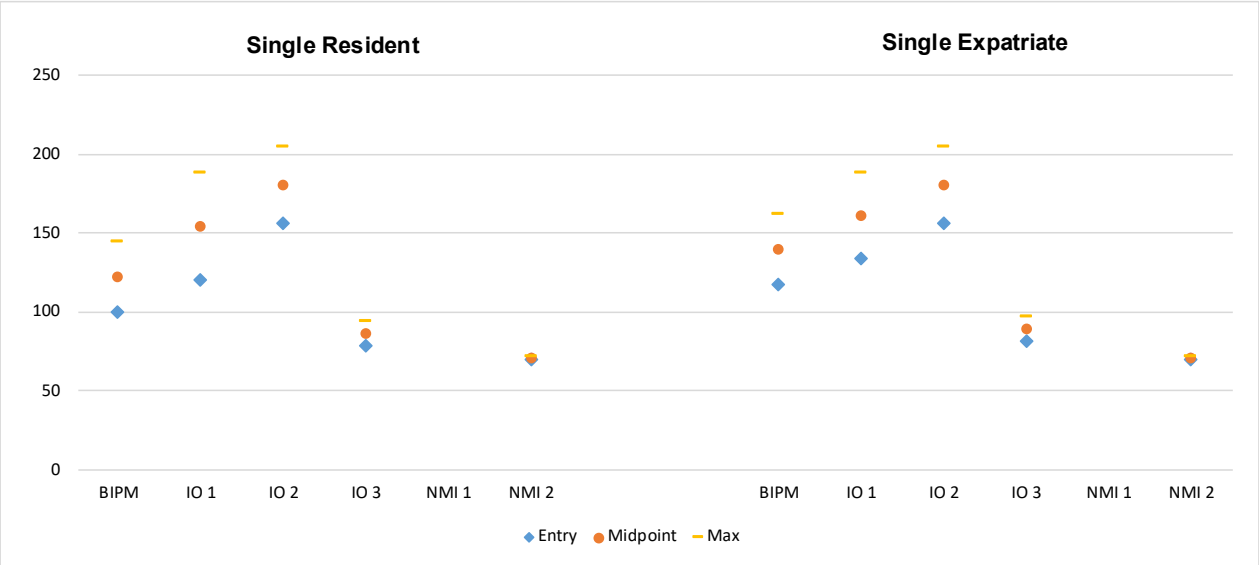



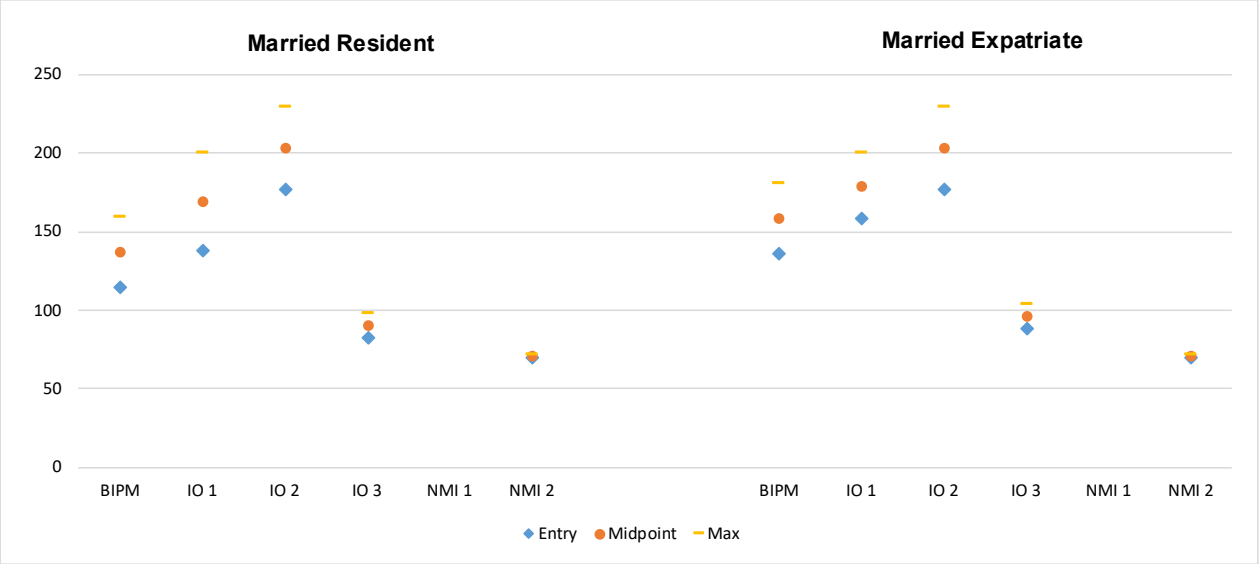
## *6. Technician*



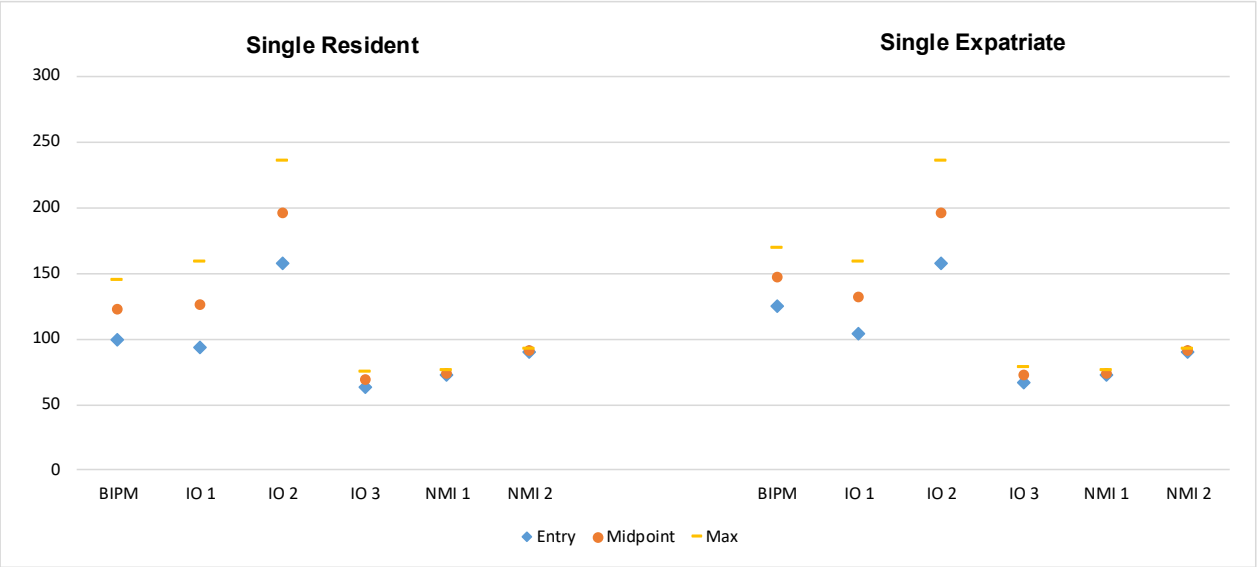



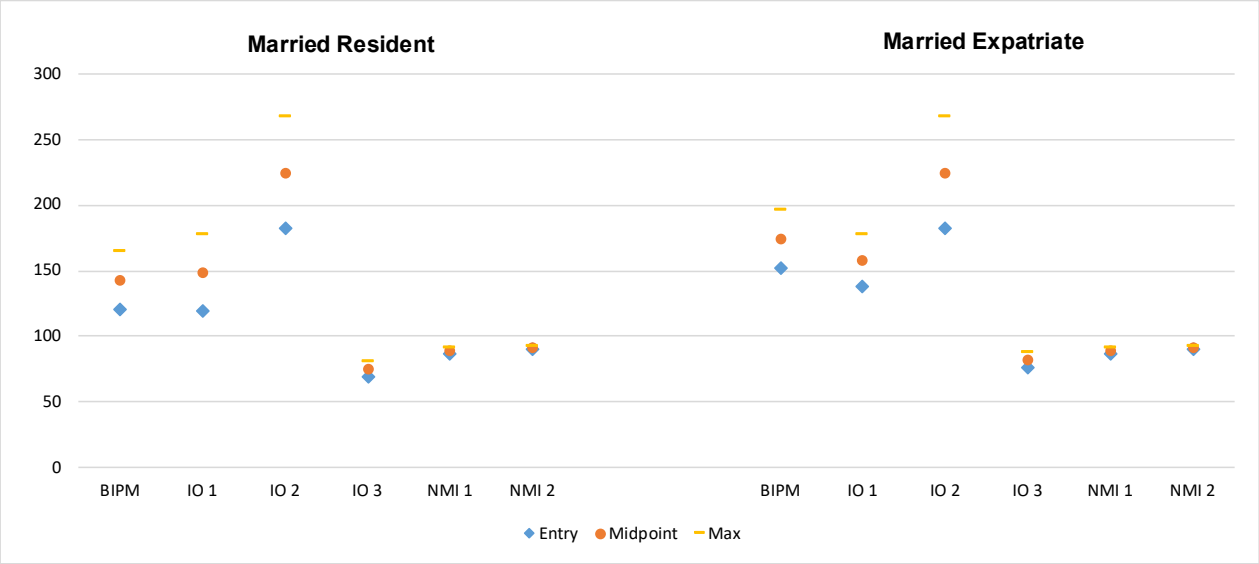
## *7. Director of International Liaison & Communication Department*



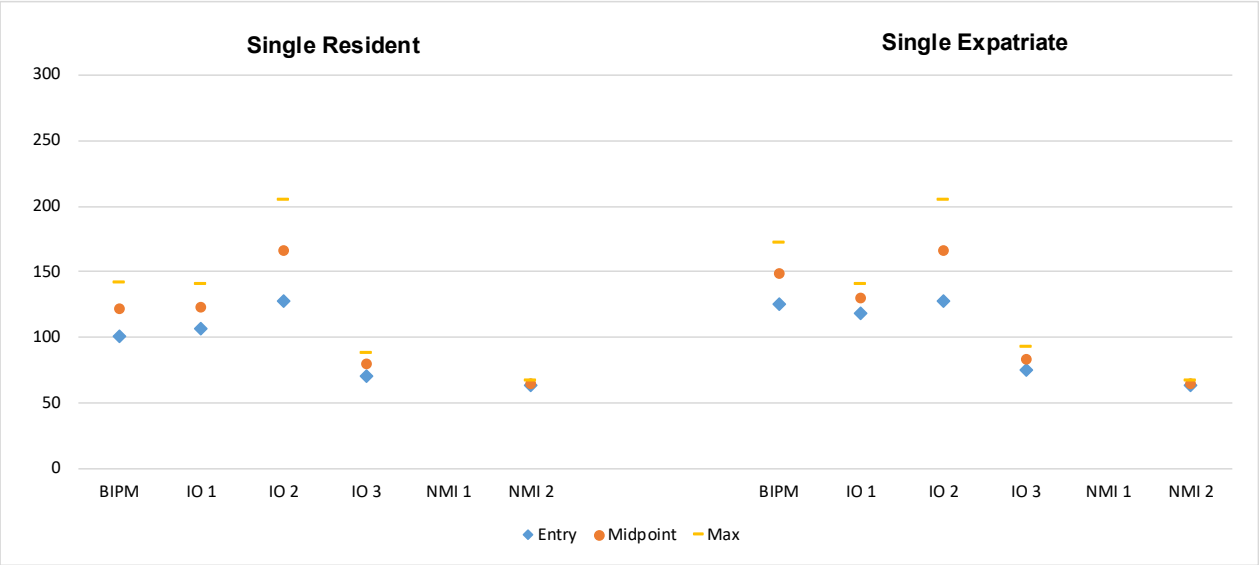



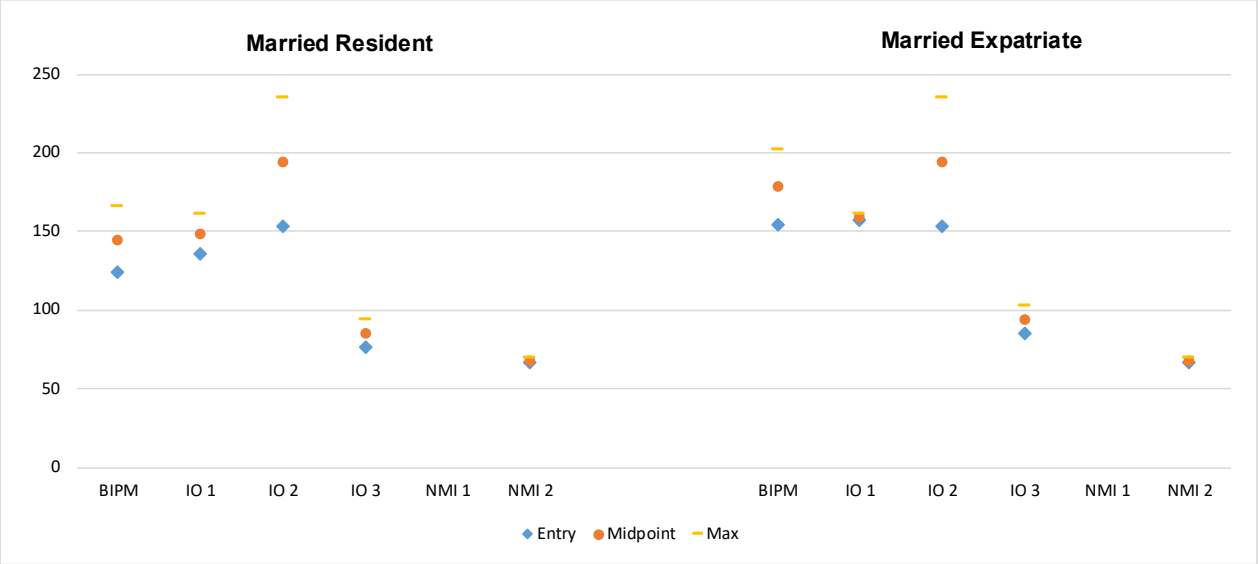
## 8. *Principal Liaison Officer*



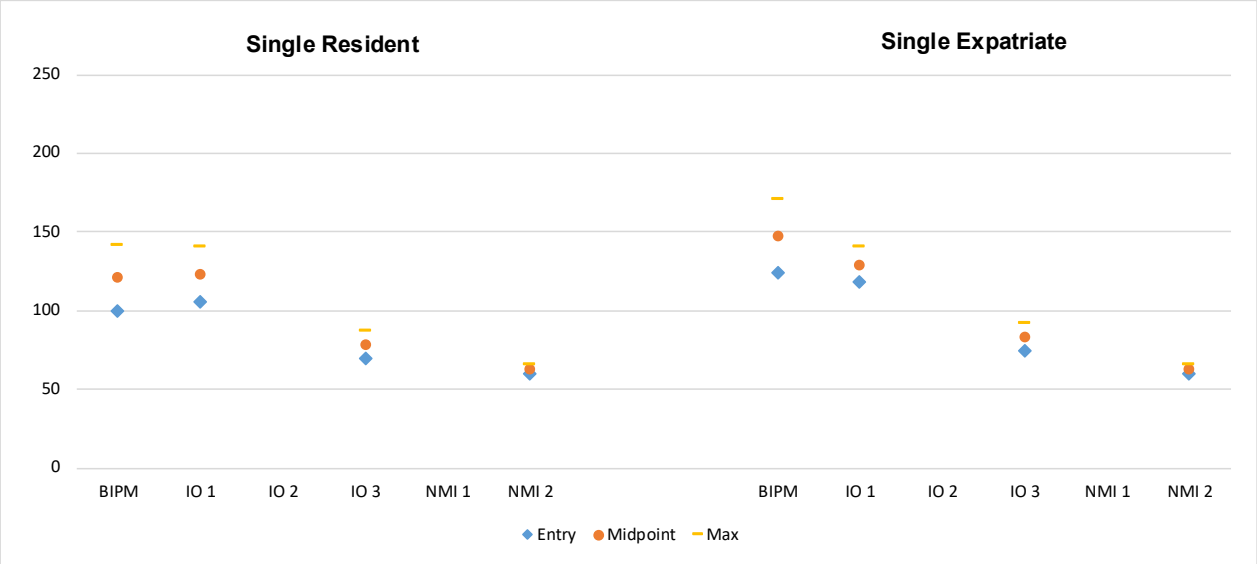



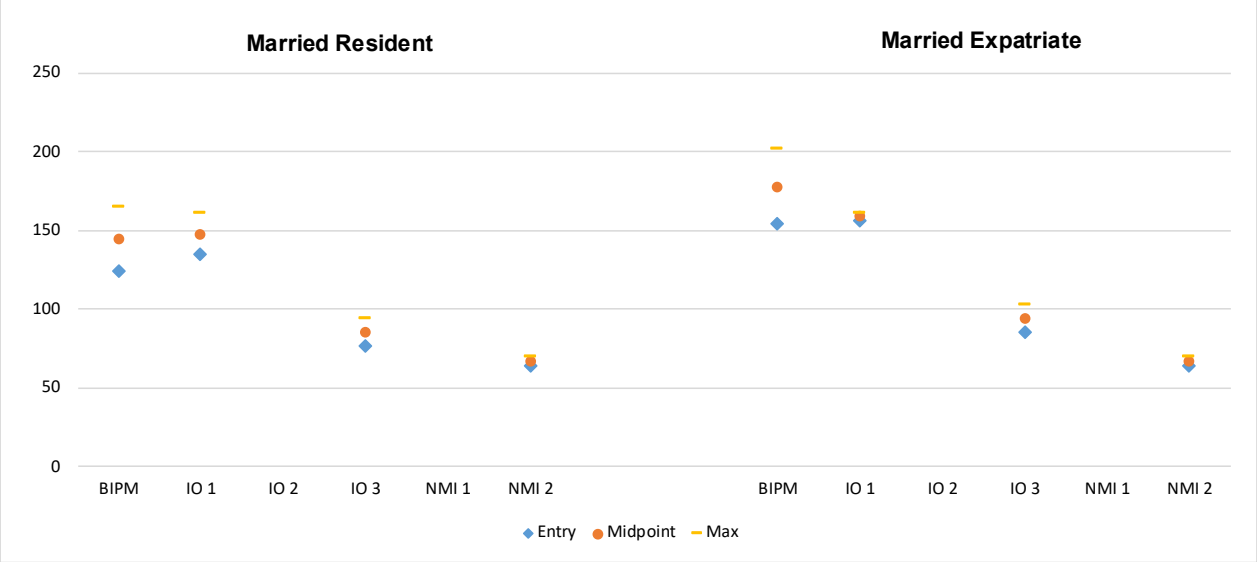
### 9. *Senior Communications Officer Web & Translations*



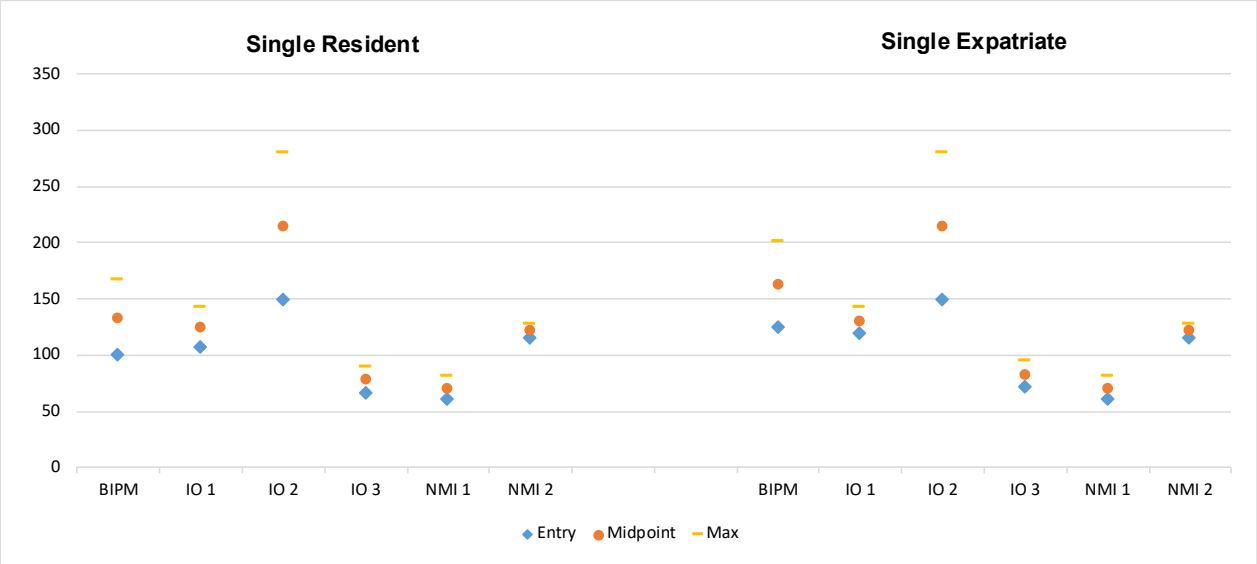



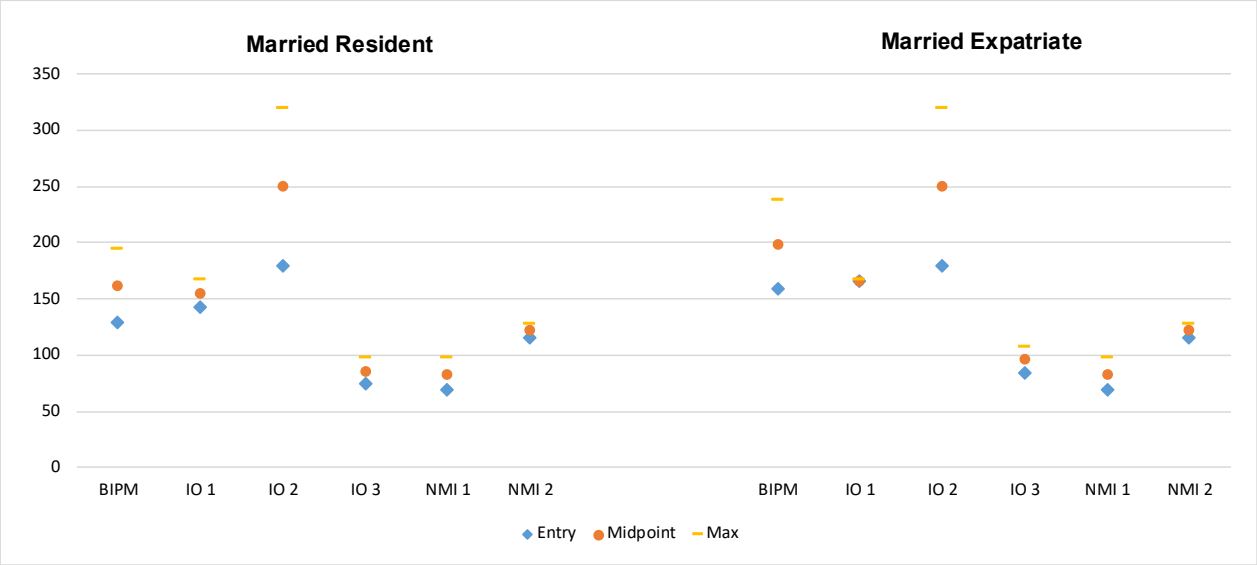
### *10. Senior Communications Officer Digital Communications*



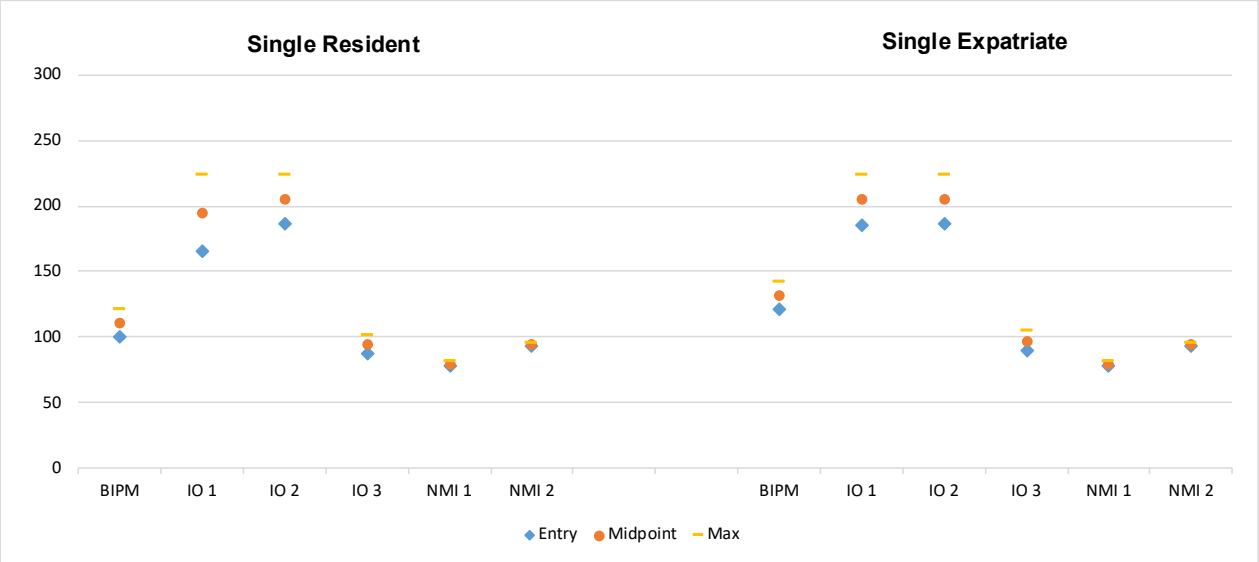



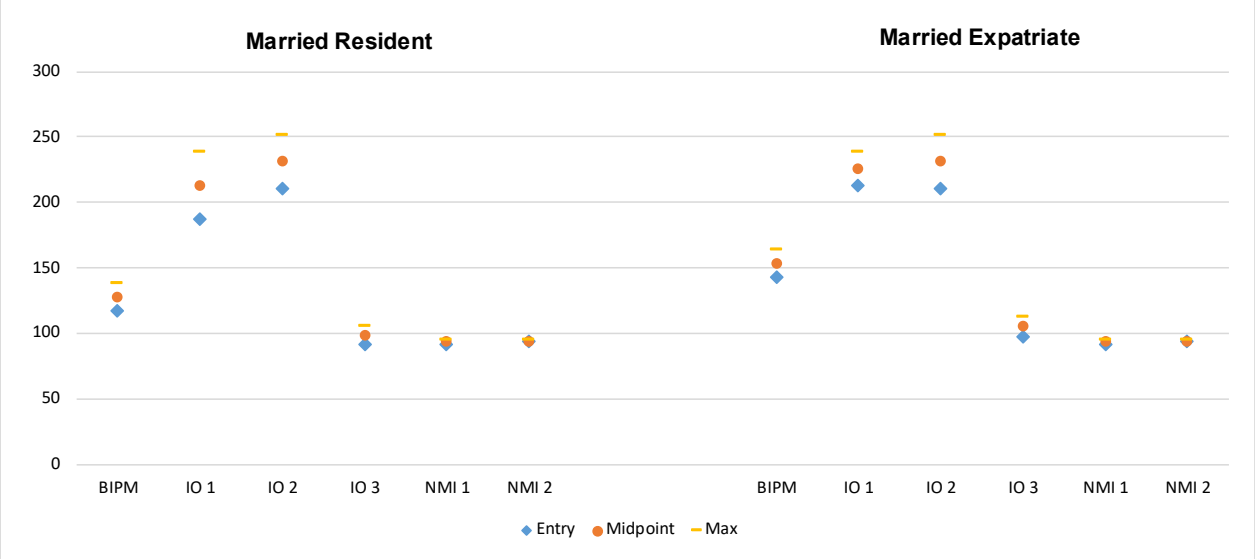
### *11. Liaison Officer*



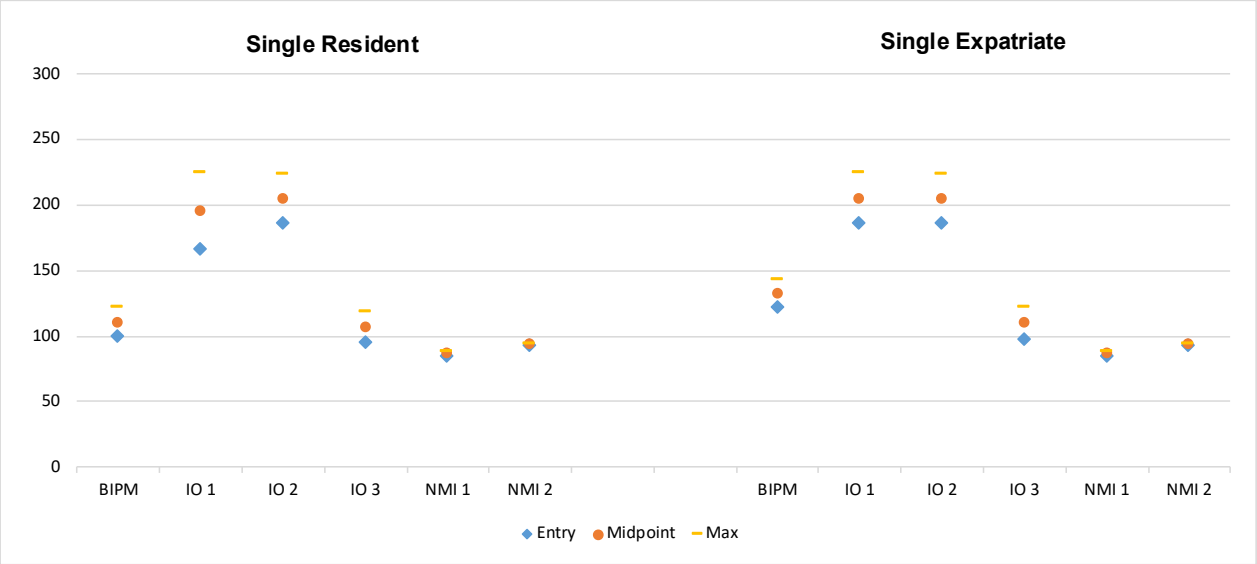



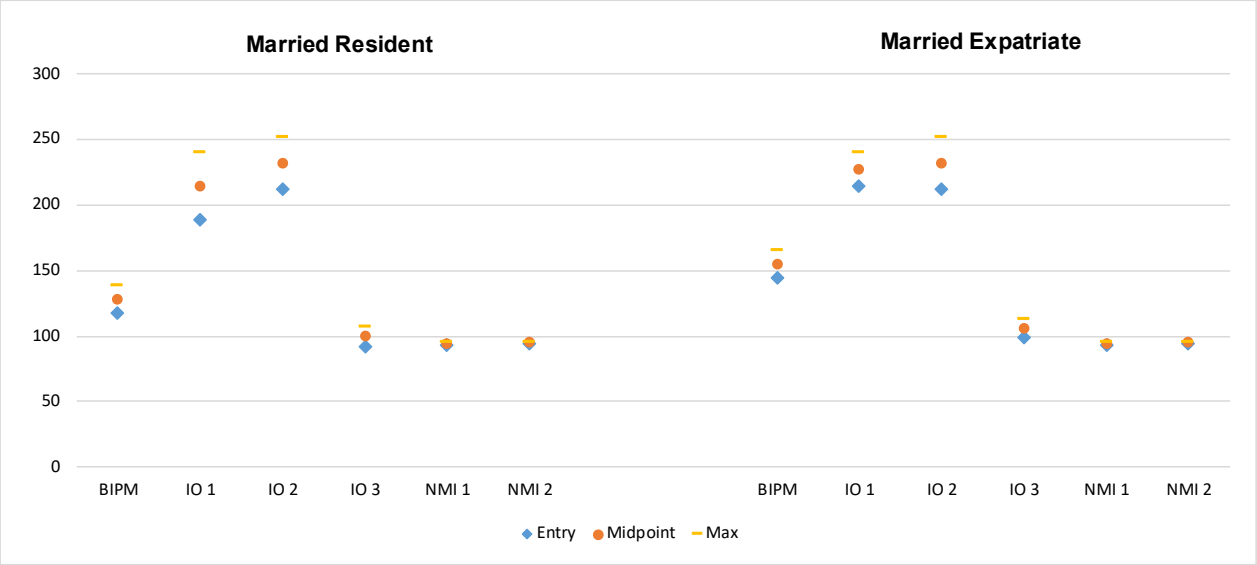
## 12. *Head of Human Resources*



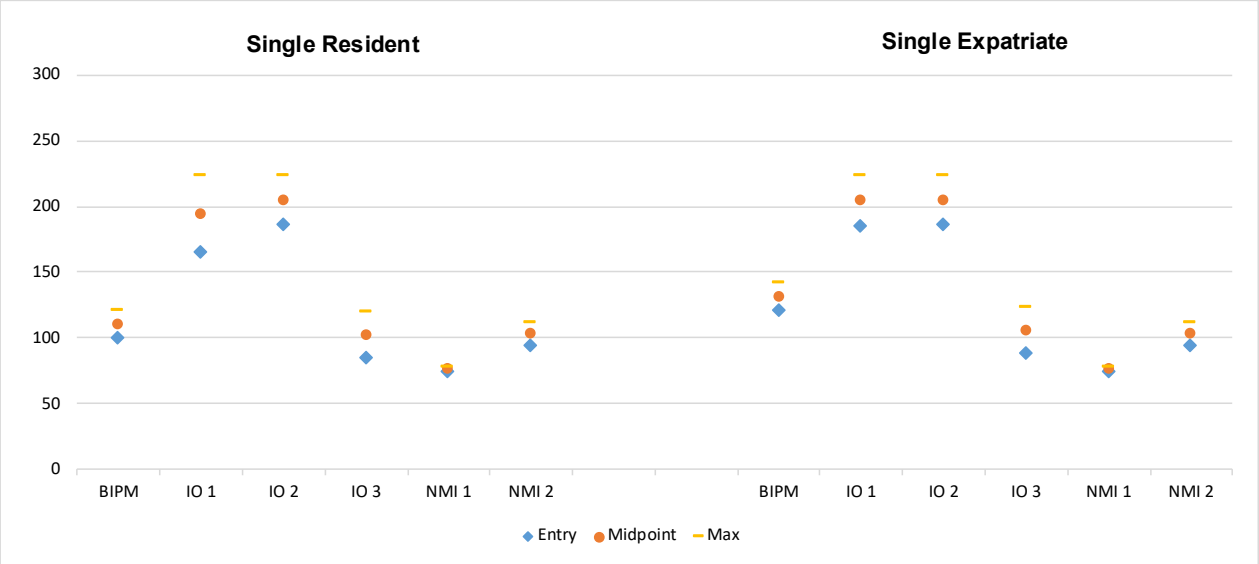



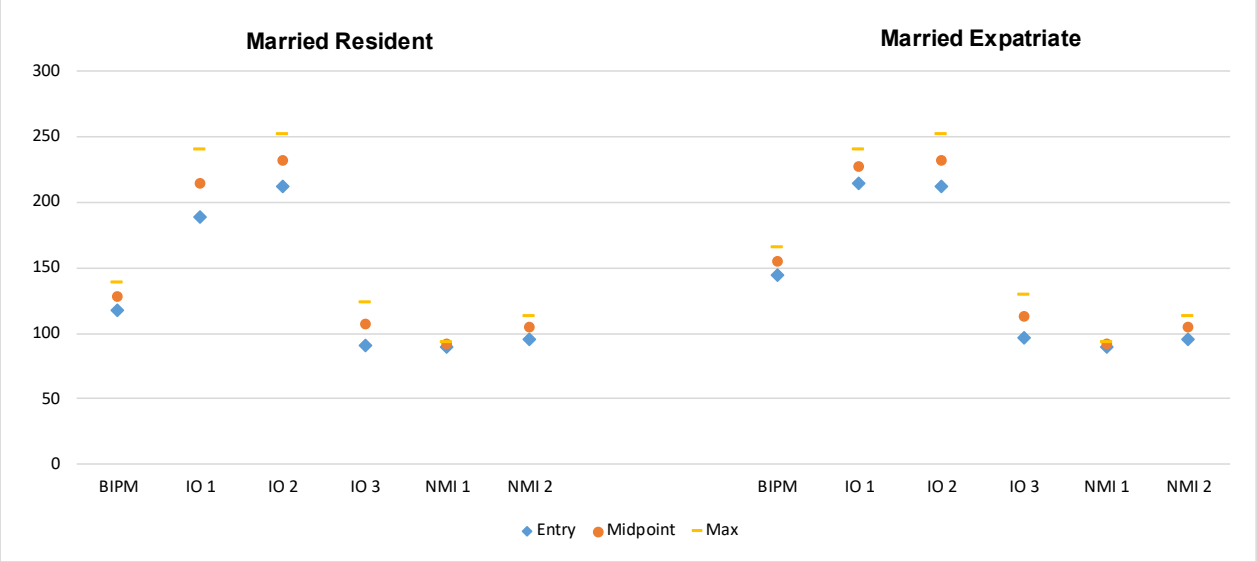
### *13. Head of Finance*



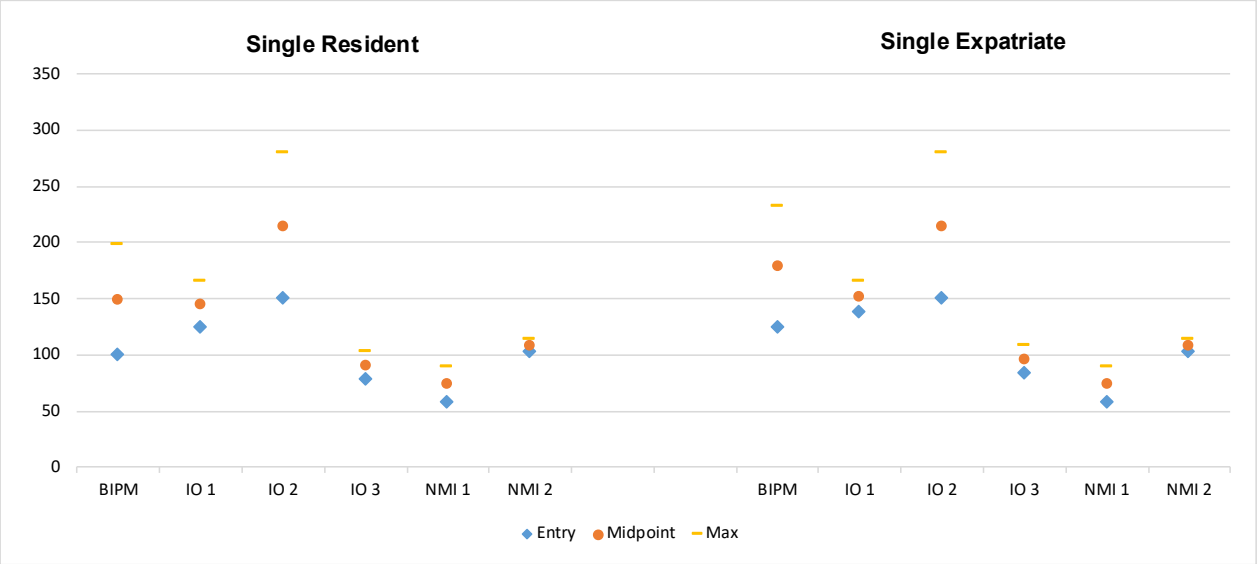



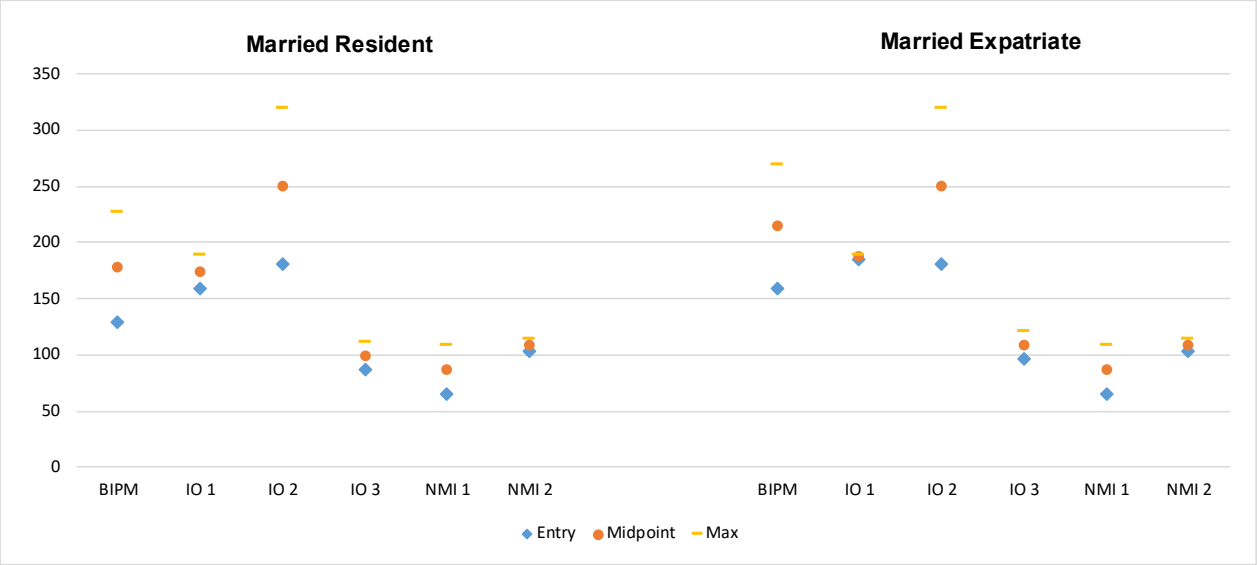
### *14. Head of IT Service*



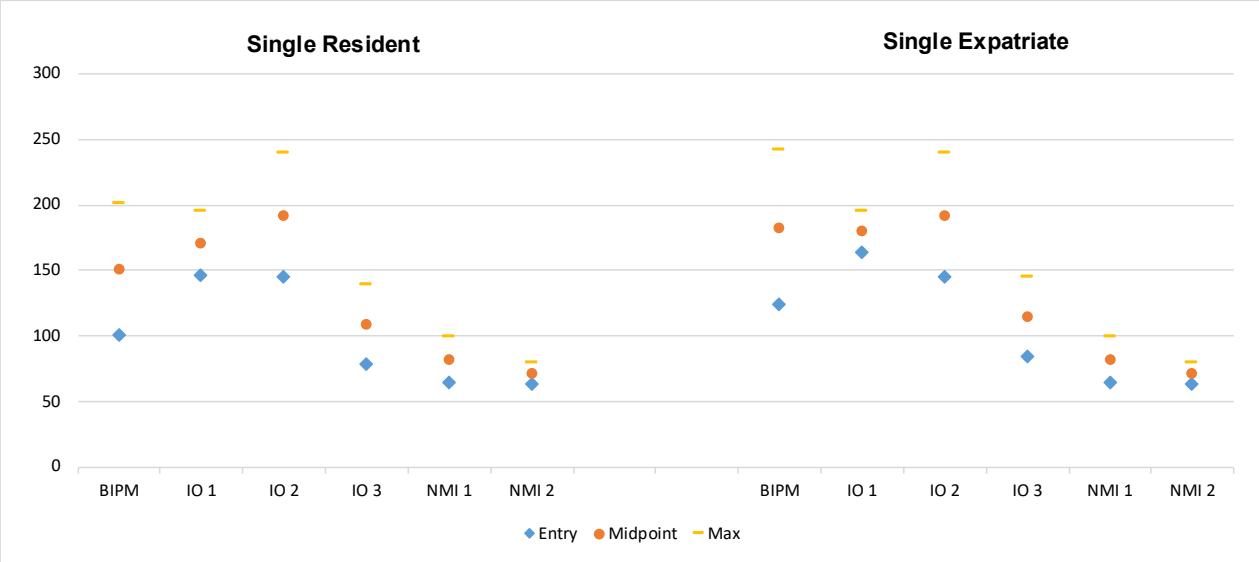



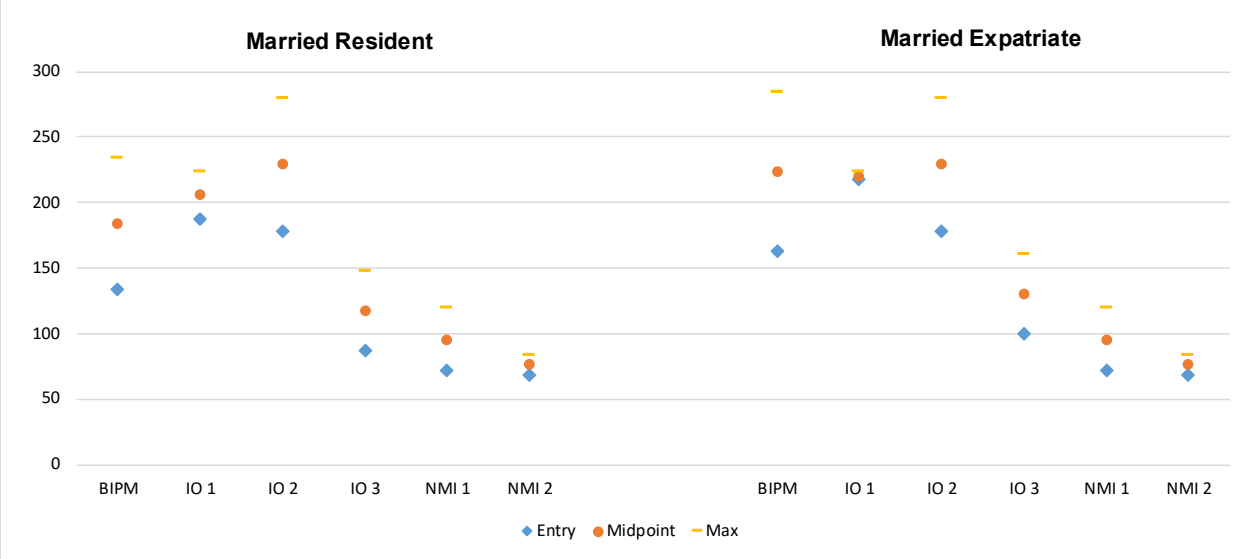
### *15. Senior IT Engineer*



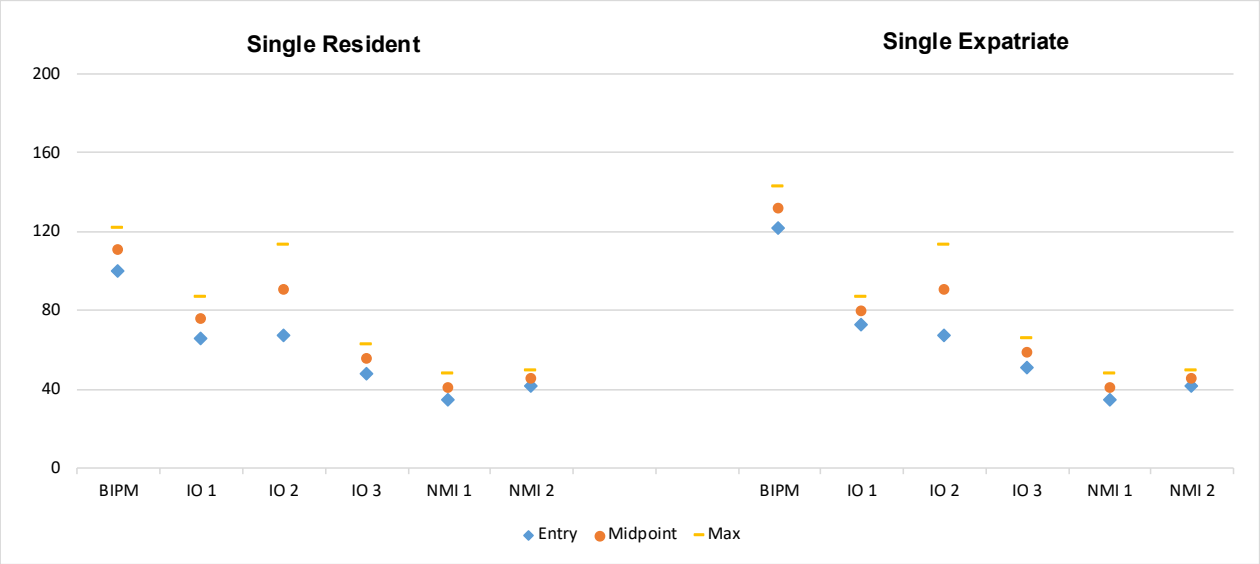



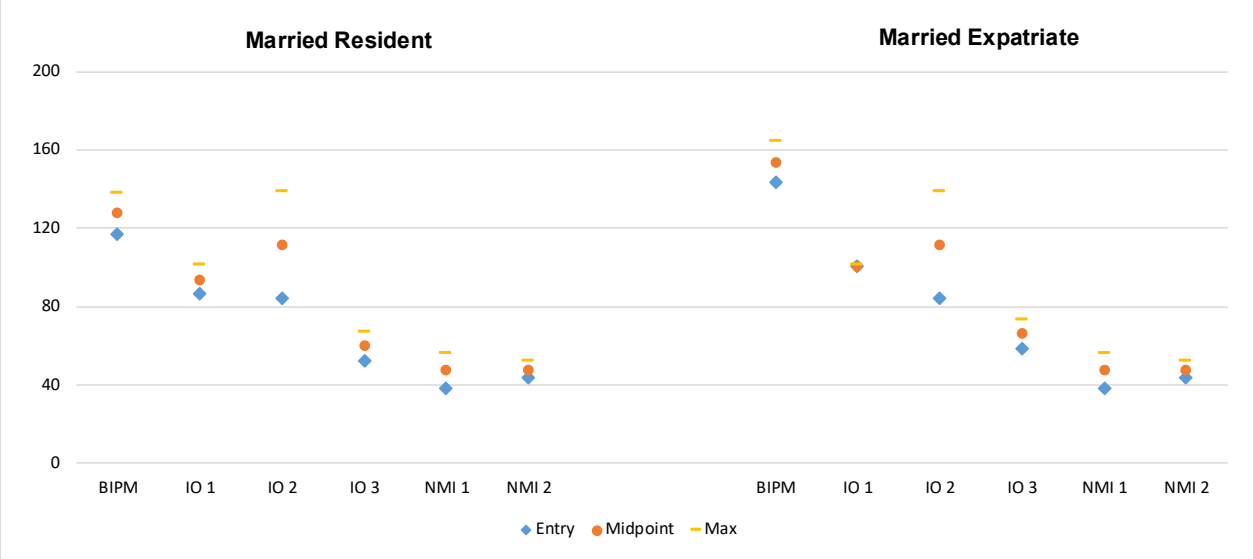
### *16. Finance Officer*



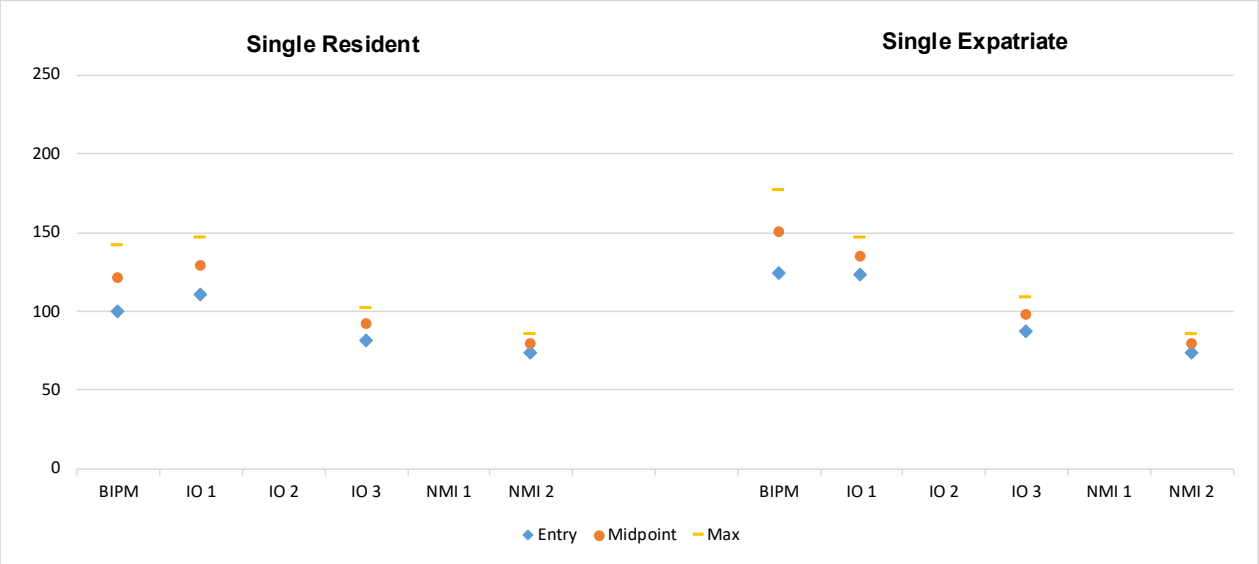



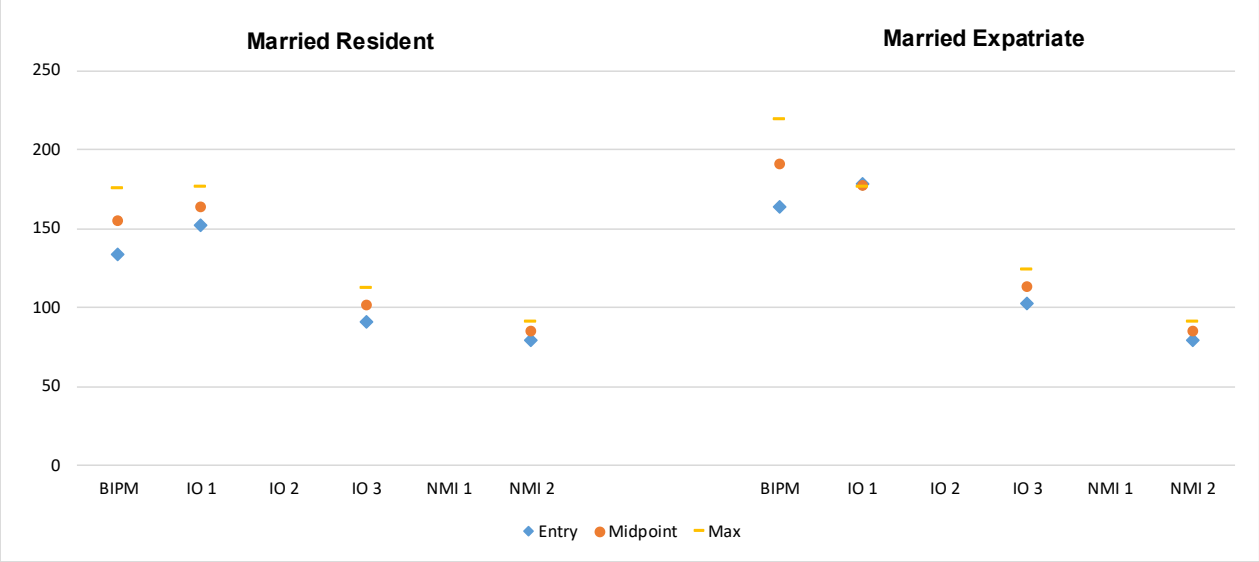
### *17. Personal Assistant to Director / Head of Executive and Meetings Office*



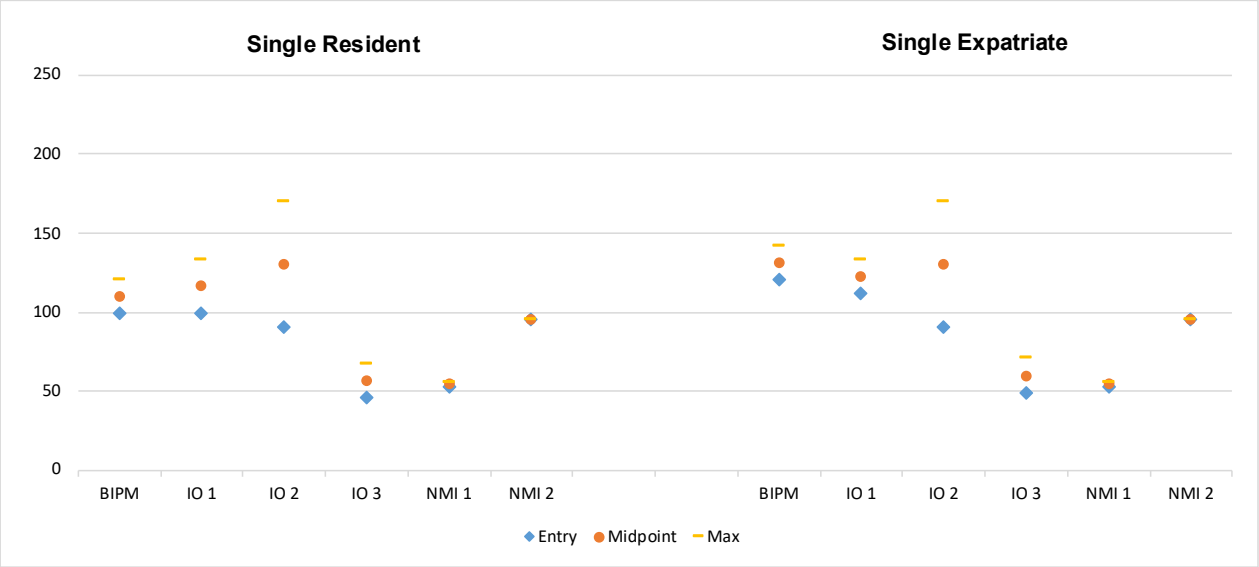



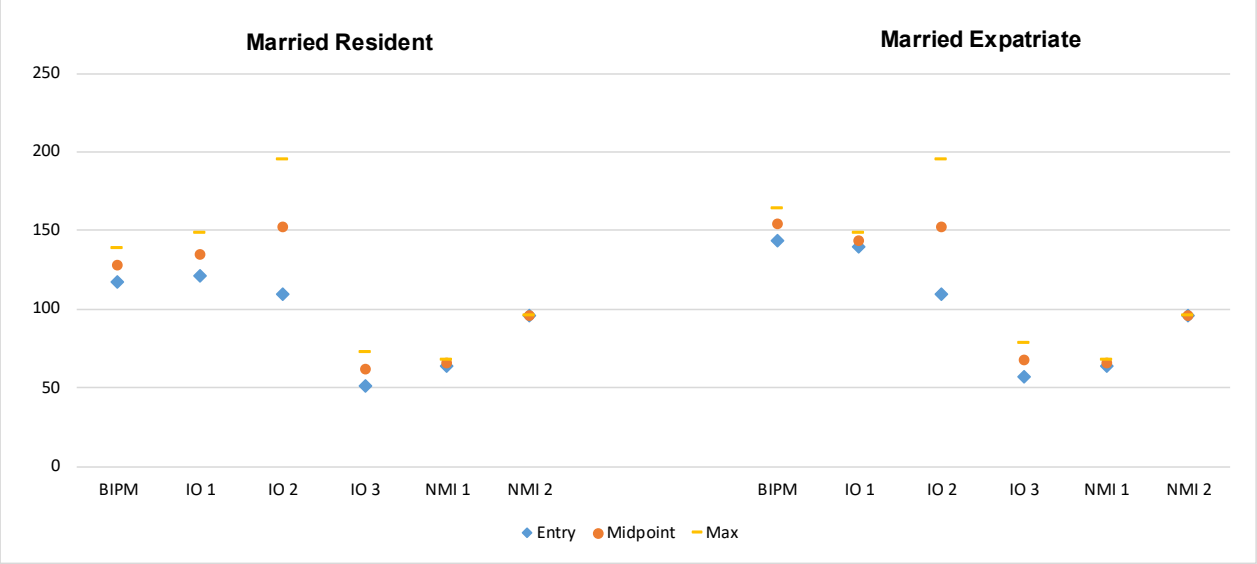
### *18. Meetings Officer*



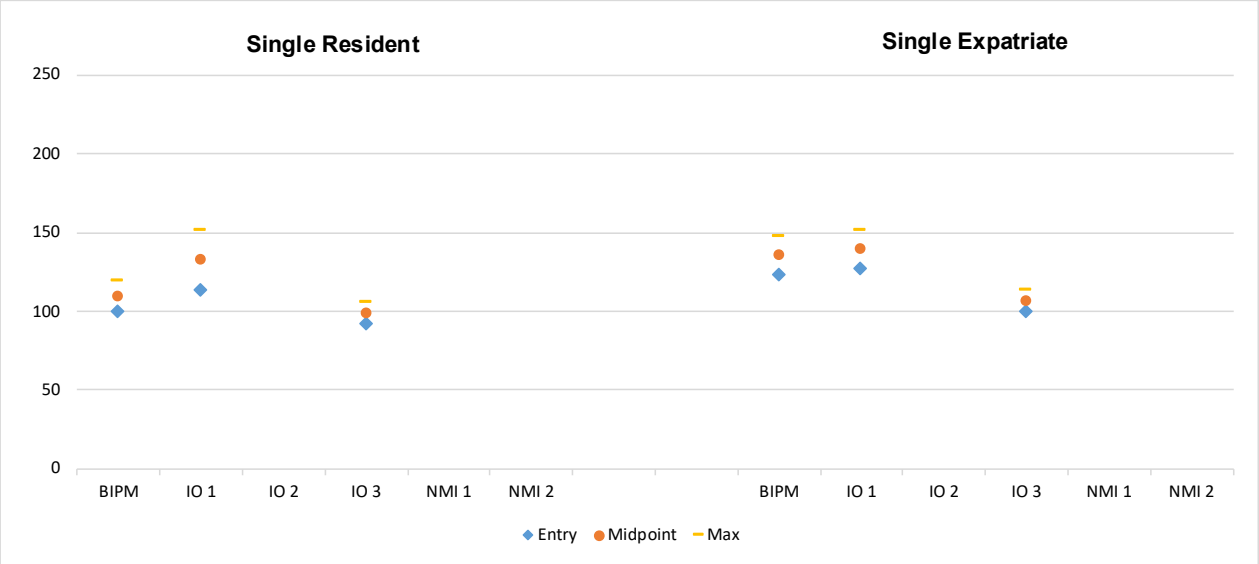



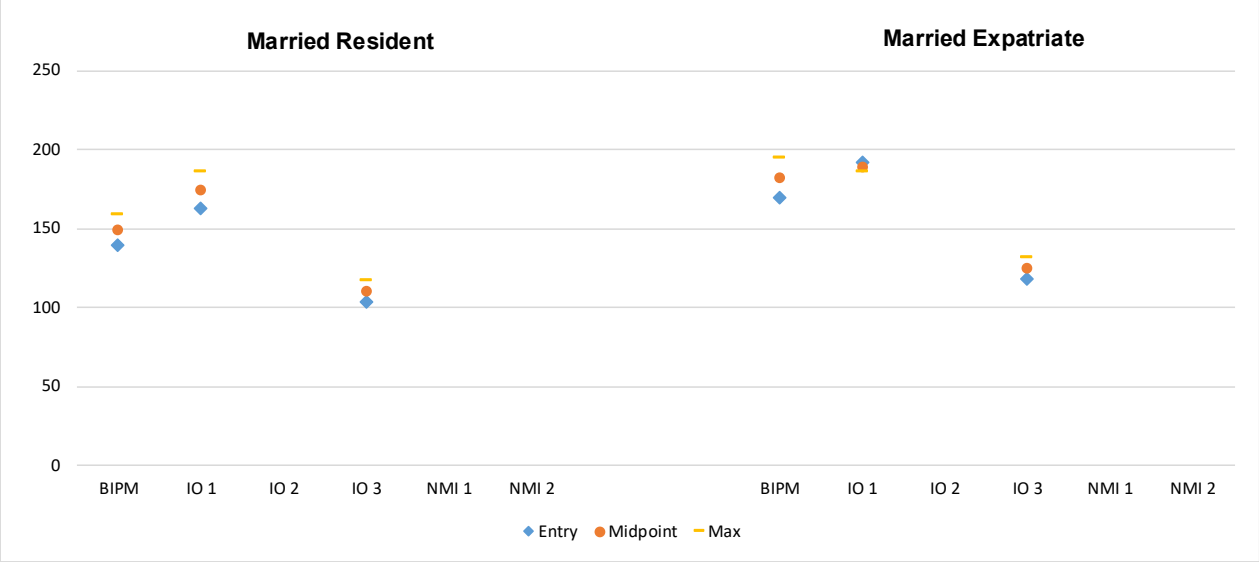
### *19. Principal Legal Advisor*



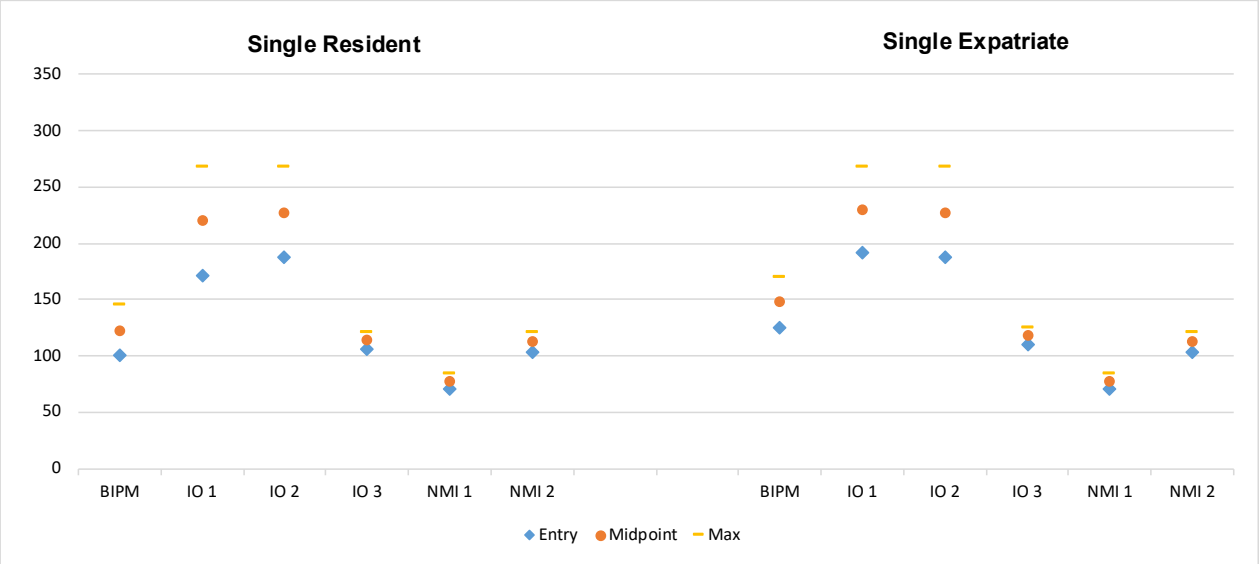



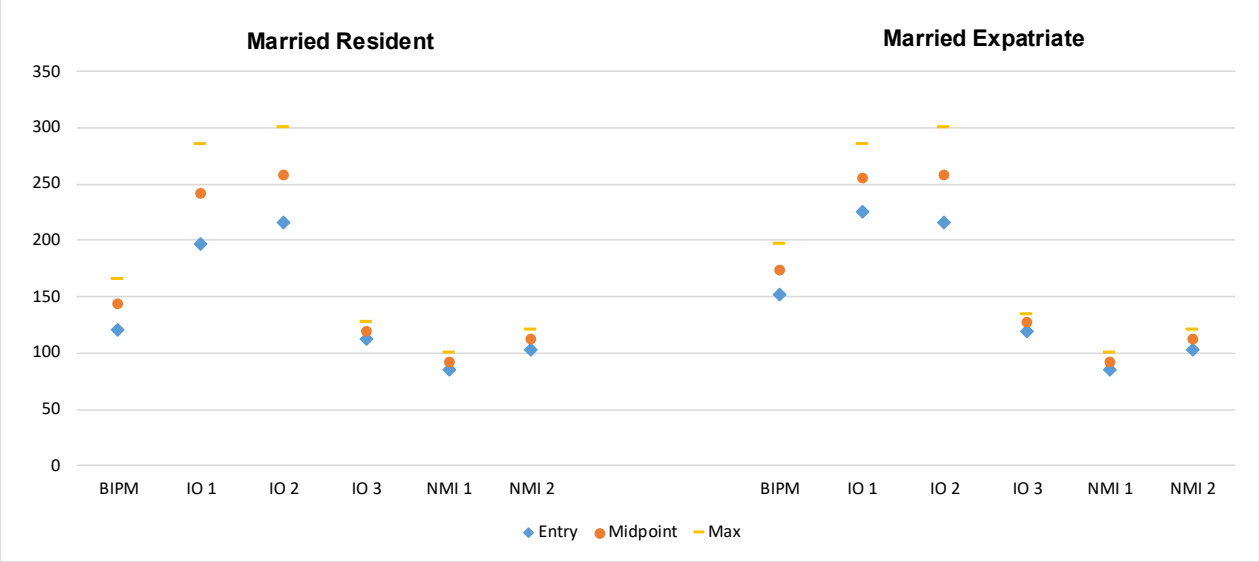
## *20. Senior Technical Polyvalent Agent*



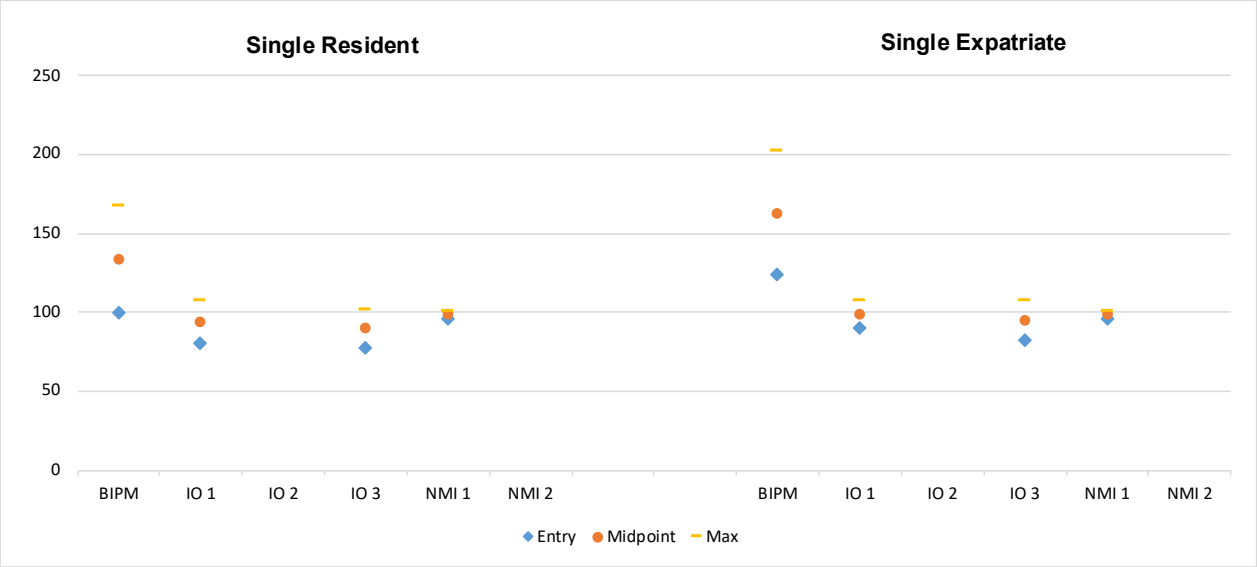



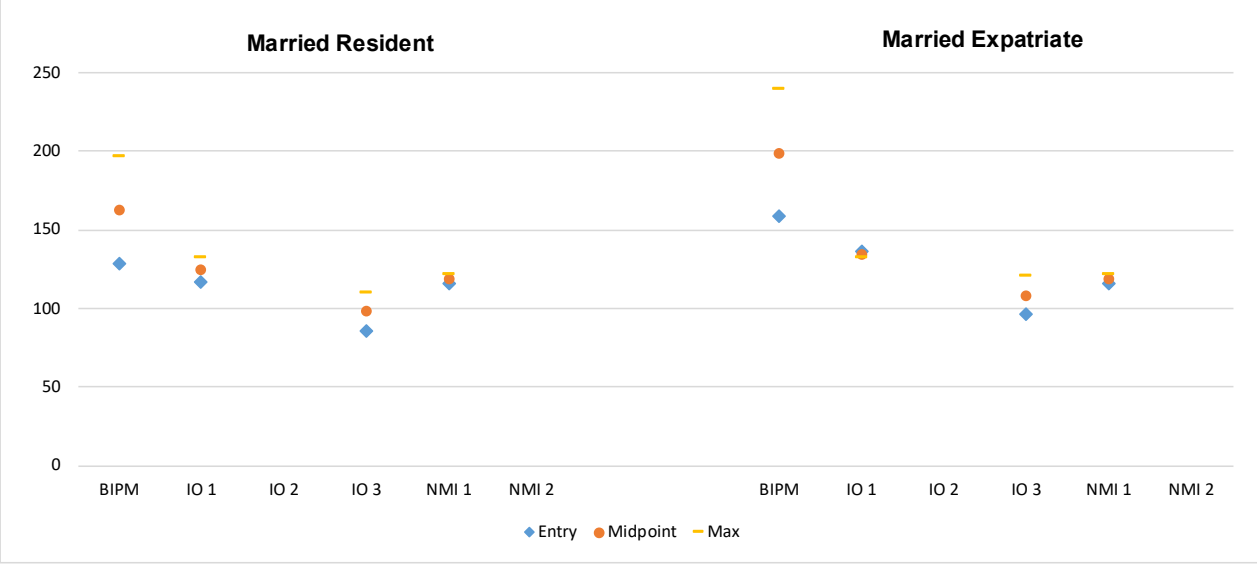
### *21. Head, General Services / Health and Security Manager*



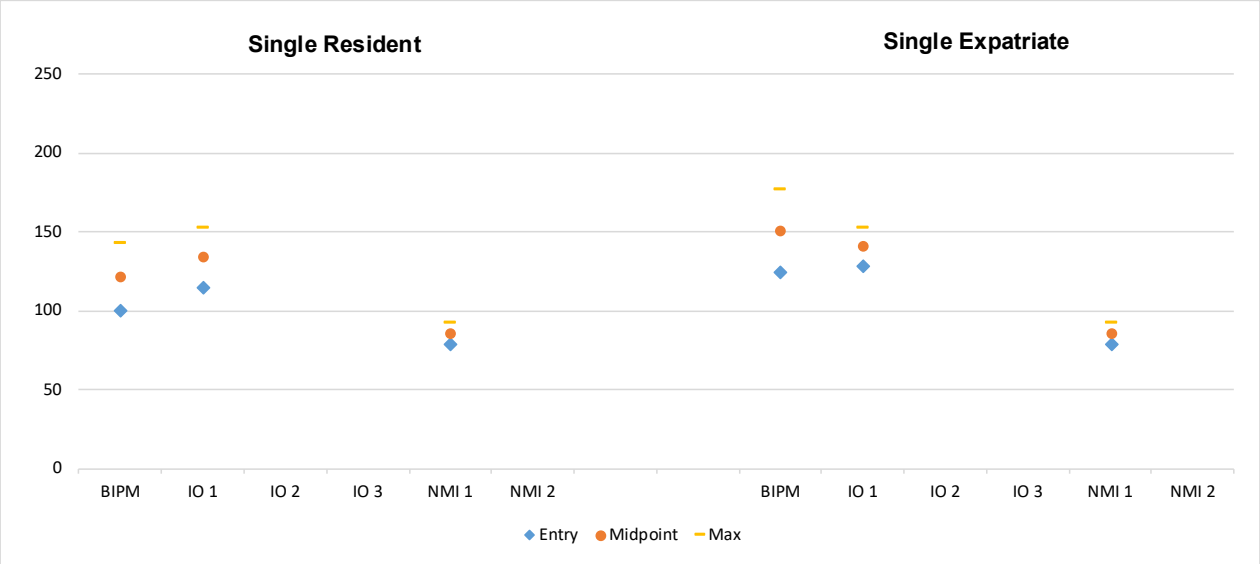



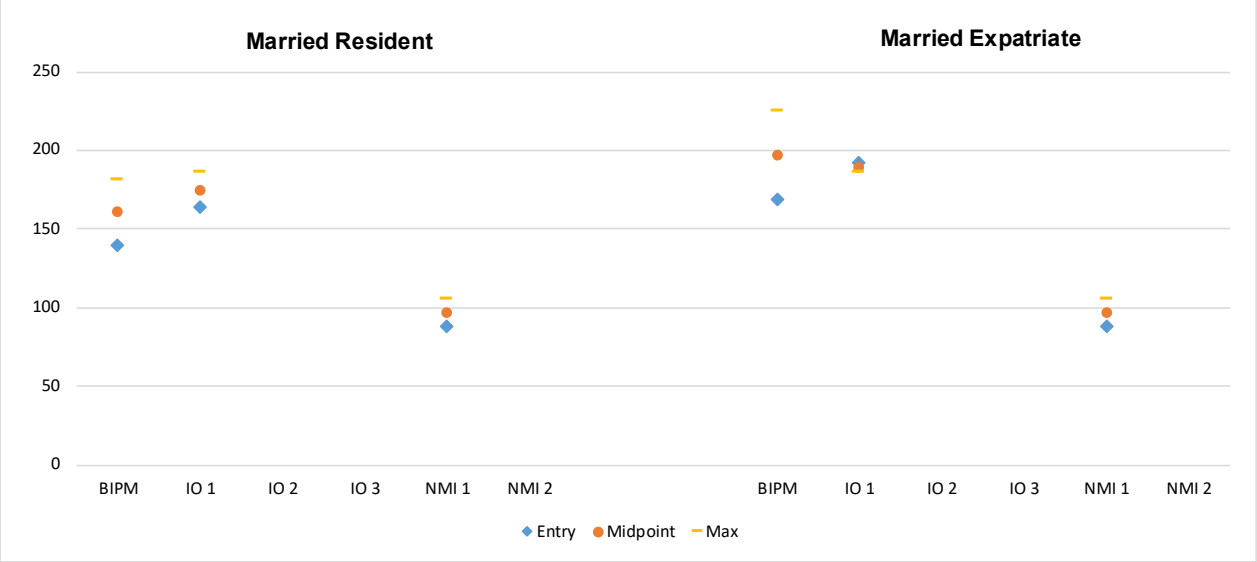
## *22. Site Maintenance Manager*



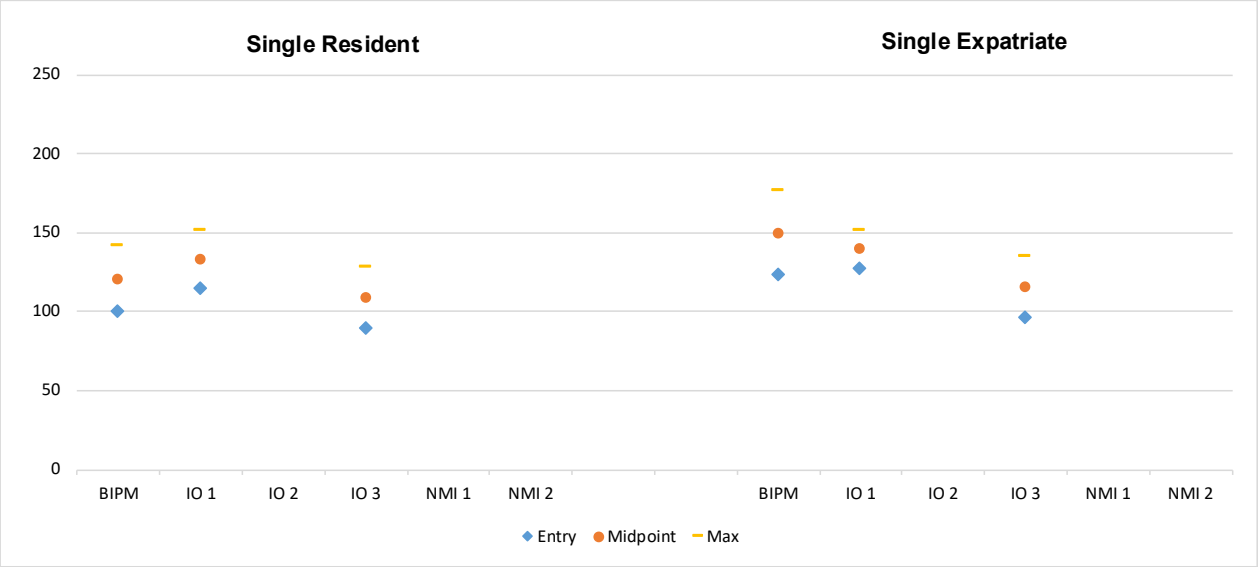



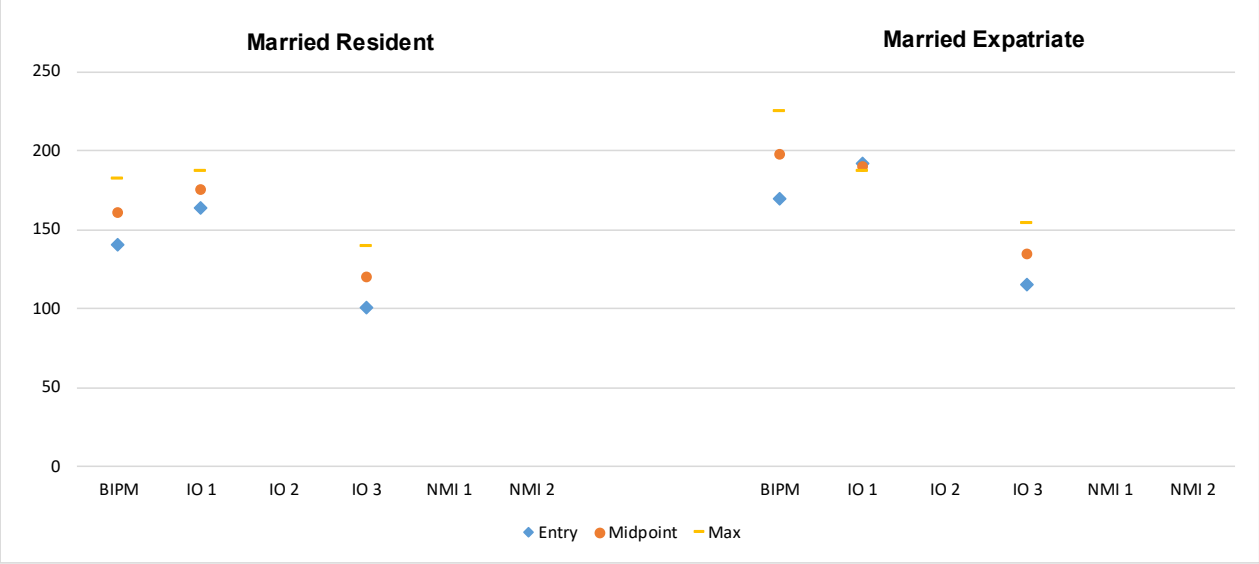
### *23. Electrician – Air Conditioning Technician*



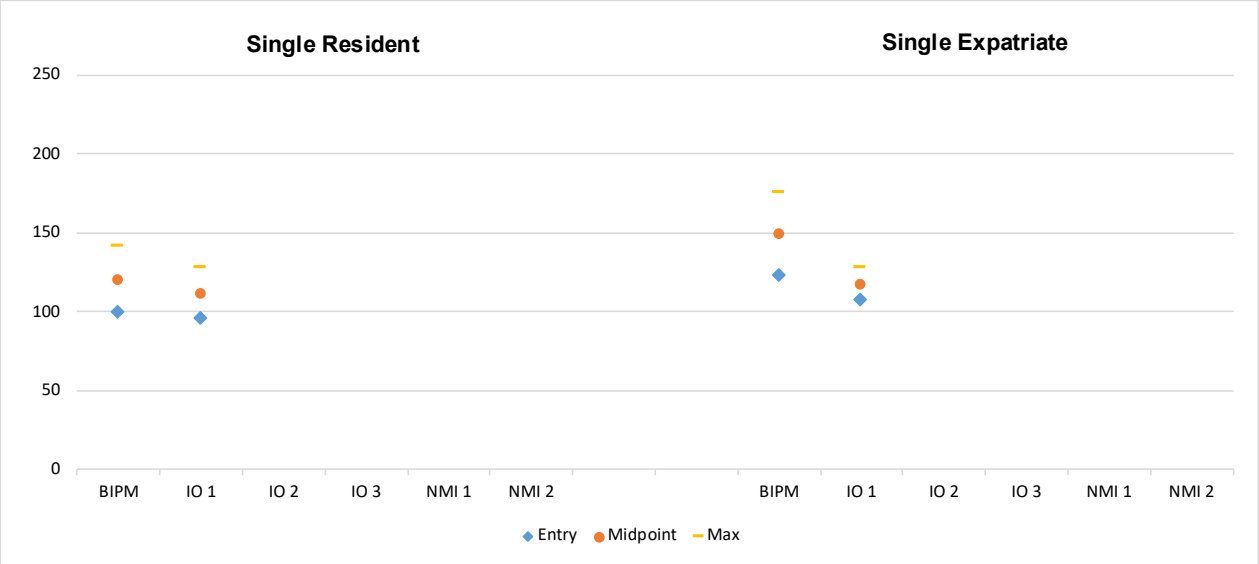



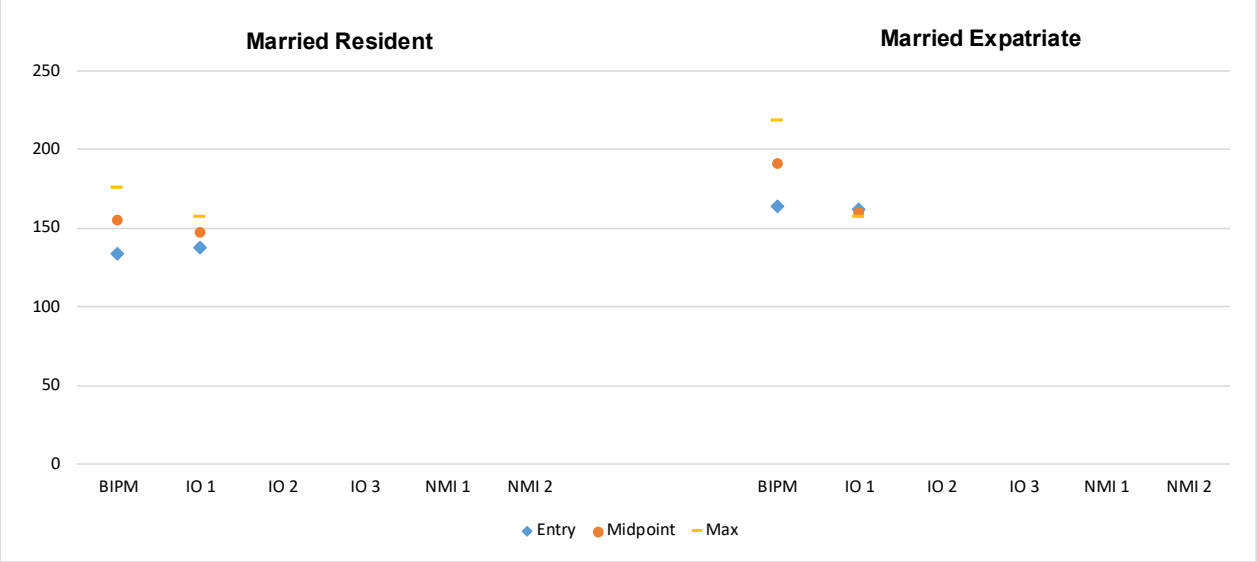
### *24. Gardien / Assistant de Prévention*



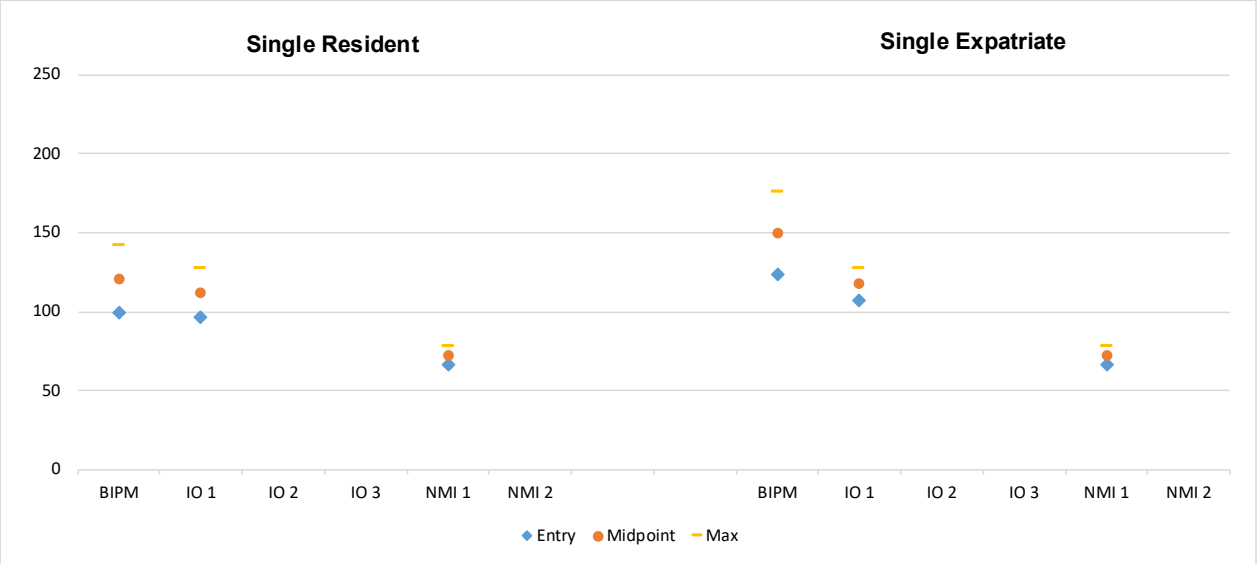



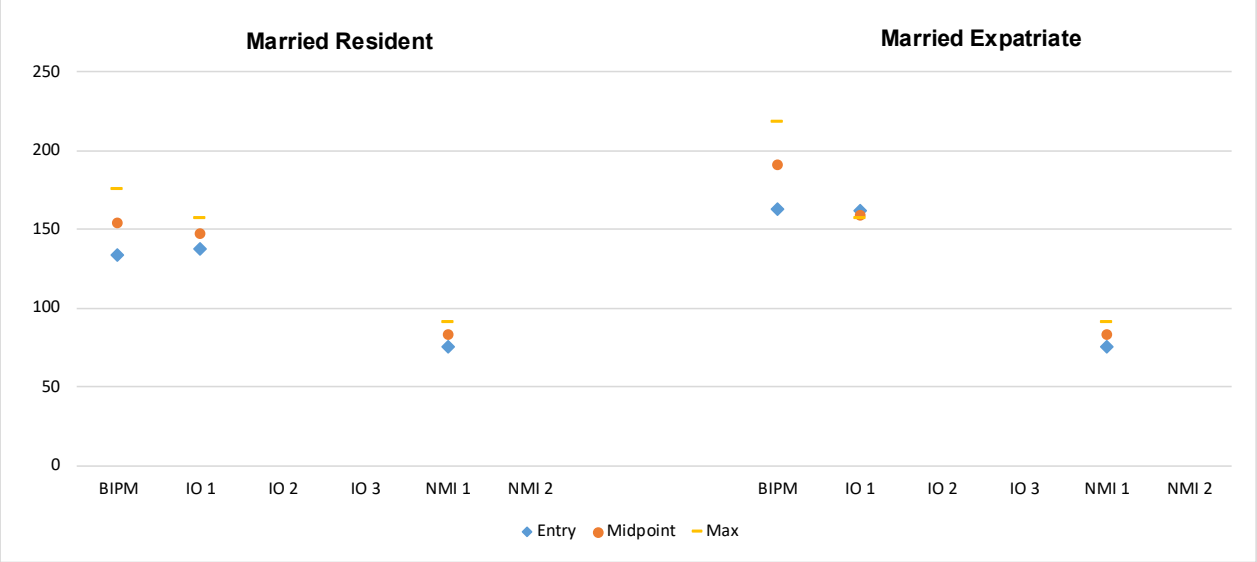
### *25. Landscape Gardener*



### *26. Principal Mechanic*



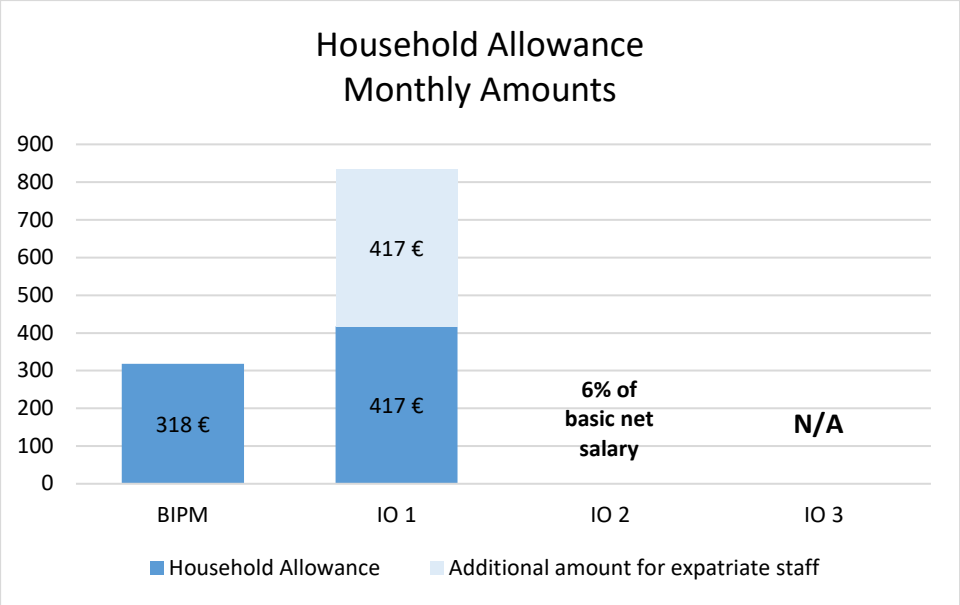
# 5. BENEFITS COMPARISON

## Family Related Allowances

5.1 Many international organisations provide their staff members with allowances based on their family situation. Regarding these allowances for which entitlement is based on the family status, it should be noted that the notion of "spouse" also encompasses registered partnerships in all the comparators. Staff members in these organisations are therefore entitled to the same benefits whether married or partnered. In this study, the term "spouse" shall therefore be understood as encompassing all the registered partnerships recognised by the relevant organisation as equivalent to marriage. In addition, the comparator organisations do not recognize other forms of union, such as "common-law" marriage or *concubinage*, which is recognized by the BIPM in the framework of the family related allowances.

***Household Allowance***

*Table 13. Household Allowance Rates*

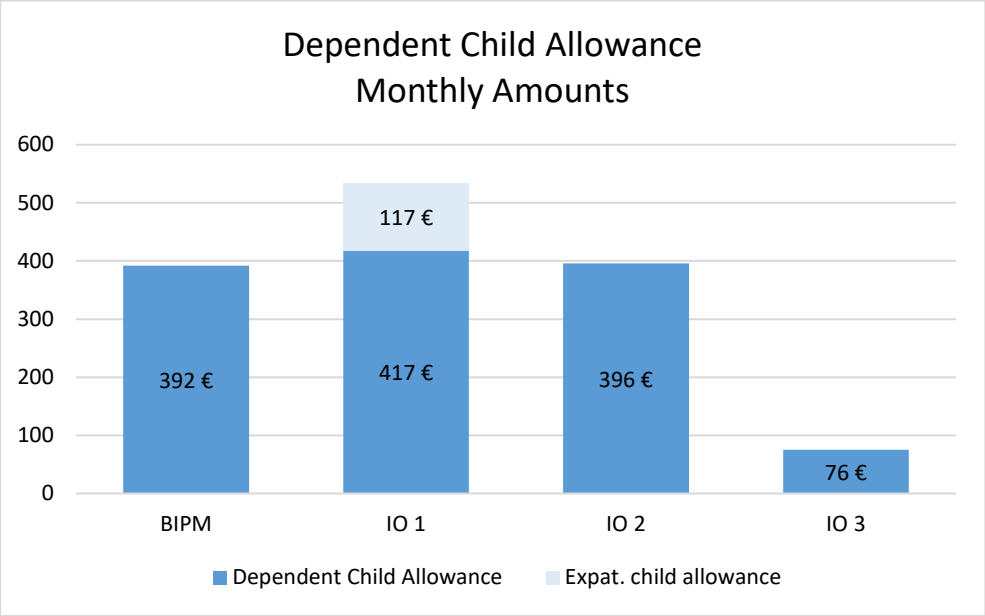



5.2 The Household Allowance is a common benefit in international organisations and serves two main purposes. First, the spouses of new recruits relocating to take up duty may not be able to find jobs corresponding to their qualifications and experience. This allowance could be calculated as a percentage of the staff member's salary or as a fixed amount. Eligibility for the Household Allowance may be conditional on the spouse or partner's dependency status and may not be paid or may be reduced when their annual gross income exceeds a certain threshold. Second, the household allowance is also a way to provide support to single parents, similar to national social benefits. Therefore, eligibility for the household allowance may not only be restricted to staff members with a spouse but also includes single staff members with a dependent child.

5.3 This allowance is a fixed amount at BIPM and IO 1, while it is calculated as a percentage of basic salary at IO 2. The fixed monthly amounts of the household allowance equal 318 EUR for BIPM, and 417 EUR for IO 1. The Household Allowance at IO 2 is 6% of basic net salary, and, for the job positions and grades benchmarked in this survey, ranges from 289 EUR for the lowest grade to 1,059 EUR at the highest grade. In addition, it should also be noted that this allowance is doubled in IO 1 for expatriate staff who do not receive the Education Allowance, and it is reduced and stopped over time for staff recruited from the Europe and Middle East (EME) geographical zone. IO 3 does not offer a Household Allowance for spouses.

***Dependent Child Allowance***

*Table 14. Dependent Child Allowance Rates*



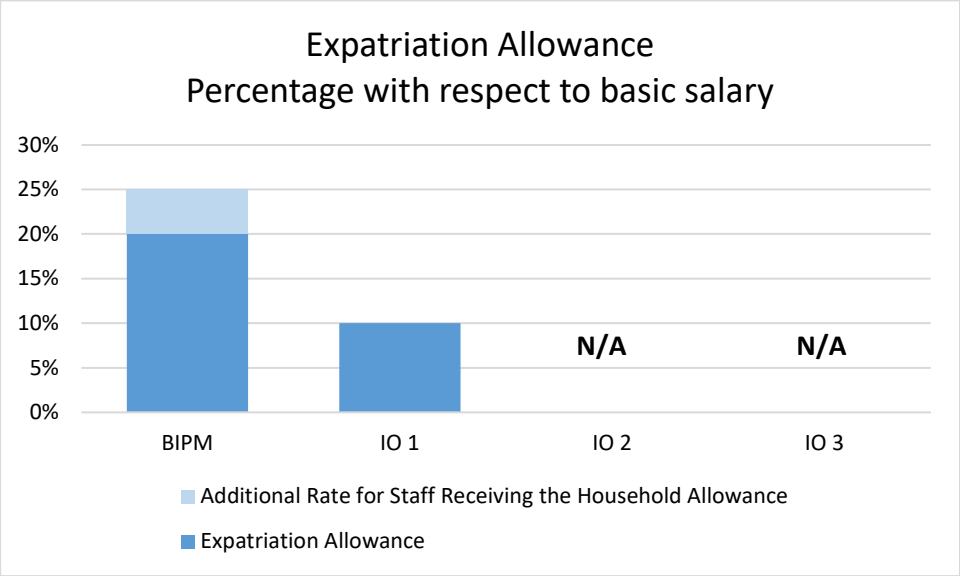

5.4 Most international organisations also provide Dependent Child Allowances. Contrary to some national family allowances schemes where the eligibility and amount of the allowance is subject to factors such as the number of dependent children or the household's income, the eligibility in international organisations is generally based on the age and financial dependency of the child, and the amount remains constant regardless of the number of dependent children. Entitlement is generally subject to a maximum age, while some international organisations provide an extended entitlement for children attending full-time education or in apprenticeship programs.

5.5 The Dependent Child Allowance is a fixed amount for BIPM, IO 1 and IO 3, while at IO 2 it is a fixed percentage of grade 3 step 1, or 395.90 EUR. The monthly amounts per children of the Dependent Child Allowance range from 75.53 EUR for IO 3, 392.52 EUR for BIPM and 417 EUR for IO 1. IO 1 also offers an additional Expatriated Child Allowance on top of the Dependent Child Allowance for expatriated staff with dependent children who do not receive the education allowance. IO 3 awards between 66.95 EUR and 133.90 EUR, depending on the age of the child, for staff with one child; for staff with two children, the Dependent Child Allowance is aligned with family allowances provided under French legislation, which varies between 75.53 EUR and 151.05 EUR per child, based on annual income. In the salary comparison section of this report, the French legislation amounts have been used as the Dependent Child Allowance for IO 3.

## Benefits for International Staff

***Expatriation Allowance***

*Table 15. Expatriation Allowance Rates*



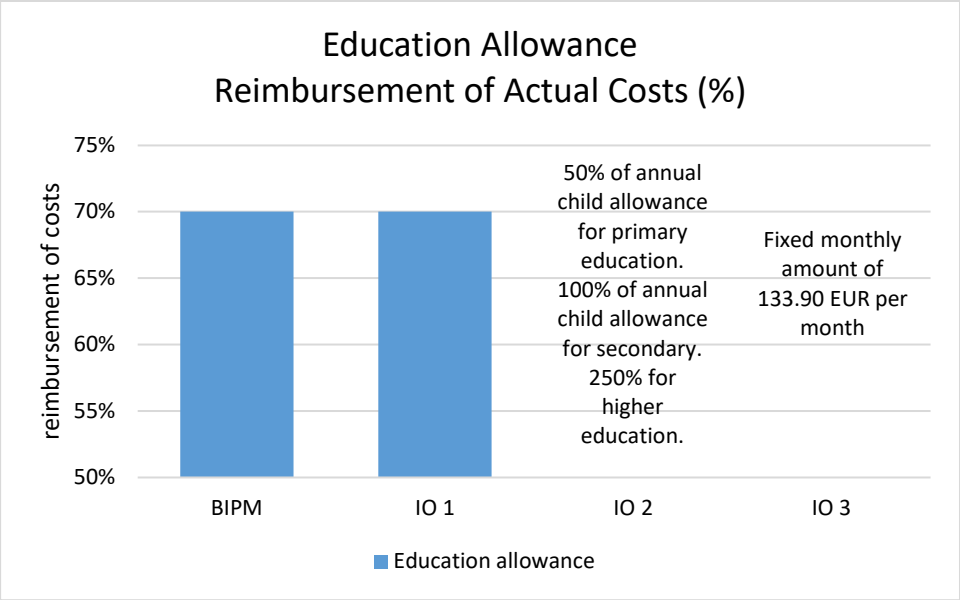

5.6 The benefits granted to expatriate staff are a crucial part of an international benefits package. They are even more important in international organisations that are pursuing a policy of balanced geographical distribution of staff, or that are attempting to recruit staff outside the host country. Common entitlement criteria are nationality and/or habitual place of residence for a given period of time prior to taking up the post.

5.7 At IO 1, the expatriation allowance is given to staff who are not nationals of the duty station, who have not been living continuously in the country for one year when taking up duty, and who have been recruited internationally or recruited from outside a radius of 100 km. This allowance is then reduced at IO 1 by 2% from the fifth year of receiving the allowance to reach 0% at the tenth year. IO 3 does not offer a monthly expatriation allowance. Instead, they award a Taking Office Bonus, which is paid as a one-time bonus to expatriate staff. As the best proxy to the Expatriation Allowance at IO 3, this has been included in the salary comparison for this organisation. Finally, IO 2 does not offer an expatriation allowance and does not have an equivalent bonus or allowance.

5.8 As seen in the above table, Expatriation Allowance amounts are most often expressed as percentages of base salary. IO 1 awards 10% of basic salary. This is compared to 20-25% at the BIPM (depending if the staff member receives the household allowance or not), but which foresees a ceiling on the amount of expatriation allowance given to staff members, fixed at 11,741 points annually (16,186 EUR in 2025) for staff not entitled to the household allowance and at 14,517 points (20,013 EUR) for staff entitled to the household allowance. This translates to a slight limit on the allowance for grades 9 and above.

***Education Allowance***

*Table 16. Education Allowance*




5.9 Expatriate staff members often face the challenge of not being able to educate their children in the national education system where the international organisation is located. This could be due to many reasons, including most often, language and staff mobility. Because of this, the Education Allowance is often provided to expatriate and/or internationally recruited staff members who face high costs of educating their children in their native language and in international schools. The education allowance may take the form of a lump sum or reimbursement of eligible expenses.

5.10 At BIPM, the Education Allowance reimburses 70% of the actual costs of a child's education, with a maximum of three times the annual family allowance (13,980.30 EUR for the school year 2024/2025) while at IO 1, the basic rate of this allowance reimburses 70% of the actual costs of a child's education, up to a maximum of 12,510 EUR. At IO 2, the allowance takes the form of a lump sum of a multiple of the Dependent Child Allowance, namely 50% of child allowance for primary education, 100% of child allowance for secondary education, and 250% of child allowance for post-secondary education, ranging between 2,375 to 11,877 EUR annually. At IO 3, the Education grant is a fixed amount of 133.90 EUR per month (1,606.80 EUR annually) and is granted to expatriate and non-expatriate staff.

5.11 The above table covers the comparison of school costs related to primary and secondary education for a child enrolled in a school in the headquarters' city of each comparator.

## Summary of Benefits – National Metrology Institutes

5.12 Given their different status, the allowances and benefits in the two National Metrology Institutes are not comparable with those in the International Organisations. The staff at these organisations are national civil servants, hired for the most part locally, and, as such, are not entitled to receive the allowances paid to internationally hired staff.

5.13 As staff at these organisations are in general citizens of their country, no expatriation allowance has been included in the expatriate family profiles in the calculation of salaries for these two organisations.

5.14 Staff at the Laboratoire National de Métrologie et d'Essais (LNE), as part of the French public civil service, receive numerous small non-pensionable allowances and allocations designed to increase their salary without increasing their pension charge. Out of the allowances included in this study, the closest in comparison is the family allocation, awarded to staff with children. This has been included in the present salary and benefits study. Different tax brackets in the netting down of their salaries have also been applied to married staff at the LNE. The staff at the National Physical Laboratory (NPL) are also UK civil servants. In contrast to the staff at the LNE, they do not receive a family allowance or similar allocations. However, married staff are eligible to receive a larger tax deduction in the netting down of their salaries, which has been applied in this study.

# Summary of Benefits - Tables

5.15 A comparison of the main elements provided by the comparators is presented in the tables below.

## Table 17 – Working Hours and Leave

| | BIPM | IO 1 | IO 2 | IO 3 | NMI 1 | NMI 2 |
|---|---|---|---|---|---|---|
| **Working Hours per week** | 39 | 40 | 39 | 40 | 35 | 36 |
| Overtime: Percentage or amount of overtime paid to employees | up to grade 9: 1 for 1. from grade 10, only for night/official holiday | | | 125% or 150% of basic salary, for General Service staff only (lowest service grades) | | Monday to Friday: Time + one third or time off in lieu<br>Saturday: Time + one half or time off in lieu<br>Sunday: Double time or time off in lieu. |
| Is there time off instead of payment ? | both | | | Time off available | | |
| **Annual Leave (days)** | 30-37 | 30 | 25 | 24 | 25 | 27 |
| Additional days granted by collective agreement | up to 4 days on top of official holidays | 0 | 3 | 0 | 22 | 0 |
| Additional days granted for seniority, age and/or function | up to to grade 9: 1 day more every 5 years | 0 | 0 | 0 | 0 | 0 |
| Additional days granted for staff education and training | ad hoc | 0 | 0 | 0 | 0 | 0 |
| Additional leave for other reasons | exceptional leave for compelling reasons | 3 | 5 days for home leave | 2,4,6 for home travel.<br>5 days for closure during Christmas period | 0 | 5 |

## Table 18 – Salary and Bonus

| | BIPM | IO 1 | IO 2 | IO 3 | NMI 1 | NMI 2 |
|---|---|---|---|---|---|---|
| **Salary Policy at time of Recruitment** | Minimum of salary grade. Can be increased to be competitive with current situation | Minimum salary in grade. Can be increased to be competitive | Minimum of salary in grade | Generally at minimum step in grade | Fixed in comparison to the market | Can be higher than first step, taking into account conditions such as experience in comparison to the role and market conditions etc. |
| **Individual Salary Progression** | Performance and Seniority | Performance and Seniority | Performance and Seniority | By seniority: one step every three years | Performance and Seniority | Annual pay award or an exceptional salary increase approved by their manager |
| **Bonus/Premium** | performance bonus: 0.75% of annual salary | | | | | 20% max Bonus potential for Senior Leaders who qualify for the bonus scheme |
| **Revision of Salary Scales** | ISRP driven methodology | ISRP Methodology | Reference Indices | Cost of living | Special methodology | Periodically via salary benchmarking |
| **Frequency of Revision of Salary Scales** | Every 5 years | Annually | Every 2 years | Annually | Annually | No fixed period; the last one was in 2023 |

## Table 19 – Expatriation, Household, Dependent Child and Education Allowance

| | BIPM | IO 1 | IO 2 | IO 3 |
|---|---|---|---|---|
| **Expatriation Allowance** | 20% of gross salary for staff not entitles to the household allowance with a ceiling of 16,186 EUR. 25% of gross salary for staff entitled to the household allowance with a ceiling of 20,013 EUR. | 10%. Reduced 2% per year after the 5th year to reach zero at tenth year.<br><br>Awarded to staff who are not nationals of the duty country and who have not continously resided in the country for one year. Recruited internationally or outside a radius of 100 km | No monthly allowance. Expatriate staff receive instead: Single payment taking office allowance. Single staff receive 2,400 EUR and married staff receive 4,800 EUR.<br><br>Awarded to staff who are not nationals of the duty country and who were recruited internationally. | N/A |
| **Household/Family Allowance**<br>*for staff with spouse who meets salary criteria or with at least one child* | 318.46 EUR | 417 EUR. This amount is doubled for expatriate staff who do not receive in the Education Allowance and is reduced over time to reach zero at tenth year for expatriate staff. | N/A | 6% of basic net salaries |
| **Dependent Child Allowance**<br>*per dependent child* | 391.52 EUR | 417 EUR. An additional 117 EUR is awarded for expatriated children | 151.05 EUR | 395.90 EUR |
| **Education Allowance** | 70% of cost up to 13,980.30 EUR/year<br><br>Awarded to expatriate staff | 70% of cost up to 12,510 EUR/year. May be increased in exceptional circumstances<br><br>Awarded to expatriate staff | 1,606.80 EUR/year | 2,375 EUR - 11,877 EUR per year depending on level of education |

## Table 20 – Social Contribution Rates

| | BIPM | IO 1 | IO 2 | IO 3 | NMI 1 | NMI 2 |
|---|---|---|---|---|---|---|
| **Social Coverage** | Private health insurance and pension plan | Private health insurance and pension plan | Staff members are covered under national healthcare system. WOAH has private pension plan. Staff can choose to pay an additional healthcare coverage | Private health insurance and pension plan | Staff members are covered under national health and pension plans | Private health insurance and pension plan |
| **Healthcare contributions** | | | | | | |
| *paid by Employer* | 7.494% | 5.937% | | 3.50% | | 15% |
| *paid by Staff* | 4.754% | 2.780% | Additional coverage 86.55 - 105 EUR depending on number of family members covered | 2% | | 8% plus an additional 2% for salary above a certain limit |
| **Pension contributions** | | | | | | |
| *paid by Employer* | Annual amount devoted to Pension fund as voted by CGPM in 2022 for years 2024-2027 (=46% gross salary +150k€/year) | 24.60% | 18% | 14% | | Up to 12% (depending on how much the employee wishes to pay) |
| *paid by Staff* | 15% | 12.30% | 6% | 7% | | Variable but set as minimum of 3%. The total of employee and employer will be 9%. |

*Note: Social contribution rates are those in force at the reference date of 1 April 2025 for each comparator*

# 6. NON-MONETARY ELEMENTS OF COMPARISON

6.1 This present benchmark study is a quantitative comparison of the salaries and allowances at BIPM and the comparator organisations. However, there can exist other qualitative elements of an organisation, that are difficult to be measured, and which can contribute to their attractiveness and staff retention. These can include elements such as quality of life and work-life balance, non-mobility requirements, performance recognition, and spousal work support.

6.2 While every comparator organisation allows salary progression based on performance and seniority, only two (BIPM and NMI 2) report providing a Performance Bonus as a percentage of annual pay. As this is an individual salary element which cannot be taken into account in the present study, it is also an element that can contribute to an organisation's attractiveness and retention of staff.

6.3 In addition, international organisations with multiple duty stations may require mobility among staff, after a certain period of time or for intermittent work periods. Organisations that do not have these requirements, such as BIPM and IO 3, offer long-term stability for individuals and families and allow staff to build strong local networks, invest in community life and avoid the disruption of frequent relocations. Contract length can also be a factor in attractiveness, as one comparator organisation (IO 2) has limits on length of contracts which cannot be renewed after a certain number of years.

# 7. CONCLUSIONS AND RECOMMENDATIONS

*Salaries*

7.1 BIPM salaries are more competitive than salaries at NMI 1, NMI 2 and IO 3 but are, on average, lower than the salaries at IO 1 and IO 2. BIPM's remuneration is competitive at the end-of-career level (maximum salaries) when compared to the remuneration levels of IO 1 for expatriated staff (Single and Married Expatriate), however there is a lack of competitiveness at the beginning of career (minimum salaries) for most job positions and in particular for managerial positions when compared to IO 1. This shows that the package of allowances at BIPM is, roughly speaking, as competitive as those offered by the comparators. The improvement in competitiveness in the compensation package for the different expatriate family profiles is thus mainly due to the phasing out of the expatriation allowance after ten years of service in IO 1.

7.2 At the NMIs and to a lesser extent at IO 3, salary scales are lower and have a smaller range, which leads to a loss of competitivity. This is especially true in NMI 2, which has a salary scale based on job families. General and corporate function roles in this organisation have the smallest range, with the difference between entry and maximum salaries remaining minimal. Core business scientific and engineering positions in NMI 2 have a salary range which is larger, but which remains inferior when compared to most international organisations. In the IOs, the salary scales and the effective salary grades (those actually used for most job positions) generally have a wider range than the salary scales at BIPM. This leads to higher maximum salaries for many positions, and especially for managerial positions. As can be seen for IO 1, these higher maximum salaries are balanced out for the professional job positions by the phasing out of allowances for maximum salaries.

7.3 It should be kept in mind that the comparator organisations vary widely in mission, number of staff, budget size, and remuneration approach. Each organisation has its own individual approach to competitiveness and attractiveness, which can include elements besides remuneration, such as investment in infrastructure, highly specialized scientific equipment and research programs. Because salary is just one factor among many, an organisation can stay competitive without necessarily offering the highest pay.

7.4 While BIPM is the smallest among the comparators in terms of annual budget and staff size, BIPM's remuneration levels remain more competitive on average when compared to the NMIs and when compared to one International Organisation (IO 3). Furthermore, BIPM's package of allowances—particularly the Expatriation allowance —enhances its competitiveness against IO 1 from the fifth year.

7.5 Due to this positioning, it is found that BIPM's salary levels are, on average, more competitive or as competitive against the comparators, especially when taking into account its size. When comparing individual job positions, it is found that the majority of professional positions at BIPM are as competitive as most of the comparators when introducing allowances. While BIPM salaries for managerial positions are less competitive than the comparators and remain so despite the introduction of allowances, this is to be expected due to BIPM's smaller size and smaller annual budget, with the consequential smaller scope of managerial responsibilities.

7.6 If BIPM seeks to enhance its attractiveness as an employer, it is recommended to focus on a case-by-case evaluation. Adjustments could then be made to the grade levels of core business positions that are less competitive and adjust non-core positions that may be over competitive. This can be concretely done by first conducting job analyses and harmonizing job descriptions and titles. Each job position can then be correctly benchmarked to a certain fixed grade, based on its responsibilities, hierarchy and the minimum experience and education required for the position, and a classification system of all BIPM job positions can be created. It is recommended that BIPM create this job classification system in order to create a clear and defined structure based on sound methodology that will provide transparency in BIPM's organisational system. It will allow BIPM to hire for job positions at the correct level and more easily manage career evolution. In addition, jobholders will be able to better understand the responsibilities and expectations linked to their job position and corresponding grade.

*Allowances*

7.5 It should be kept in mind that it is more difficult to directly compare allowances across organisations, as there are many elements in addition to the monetary amount: eligibility, length of time awarded, and whether the allowance is reduced over time or not. This analysis is also limited to the allowances described above and does not take into account the full range of allowances in existence at all the organisations, such as the pre-natal allowance at BIPM or family support leave at certain organisations. This analysis aims to compare the allowances presented above, taking the complexity of the diverse criteria in different organisations into account to the extent possible, while assessing BIPM's competitiveness among the comparators and providing guidance on the pertinence and effectiveness of these allowances.

7.6 The comparison of basic salary (Single resident staff) shows that BIPM is more competitive than NMI 1, NMI 2 and IO 3 but less competitive, on average than IO 1 and IO 2. However, when the major allowances are incorporated into the comparisons, BIPM becomes more competitive, particularly driven by the impact of the expatriation allowance. BIPM offers a higher percentage for the **Expatriation Allowance** than the other comparator which offers this allowance (IO 1); however, it should be noted that the BIPM has a ceiling on the amount of Expatriation Allowance, limiting the allowance for the higher grades (grade 9 and above). In addition, the allowance is not reduced or phased out over time for BIPM, as is the case for IO 1.

7.7 Globally, BIPM has a competitive expatriation allowance, which acts as a strong recruitment and retention element in the remuneration package proposed to expatriate staff. However, BIPM limits its rates on expatriation allowance at a level that is often reached for managerial level positions, limiting their competitivity.

7.8 Regarding the **Household Allowance**, as described and shown in Table 13 above, BIPM offers the lowest amount of this allowance among the comparators awarding a Household Allowance (IO 1 and IO 2). It is worth pointing out that the rationale of this allowance is to compensate staff working in international organisations from the fiscal benefits often granted by national systems to families with a spouse not in gainful employment. Moreover, the uncertainty about the employability of a spouse (together with a

meaningful education for children) is a major factor in staff choosing or declining an international position with an organisation located abroad.

7.9 If BIPM aims to increase its diversity and attract talent from under-represented countries, **BIPM may consider reviewing the amount of the household allowance for expatriate staff**, as done at IO 1, to preferably target nationals recruited from countries outside the geographic zone where the organisation is established, i.e., outside Europe. This measure, in addition to boosting the remuneration package of (specific) internationally recruited staff, by means of a non-pensionable element, would also aim at partially tackling the issue that staff moving abroad are more often to have a spouse not in gainful employment, sometimes due to overwhelming reasons such as language issues, the non-recognition of studies certificates/qualifications, or not being able to obtain a work permit in the host country or another EU country.

7.10 In addition, BIPM may choose to clarify its policy on international hiring and define certain job positions as eligible for international recruitment, as is done in certain international organisations such as in the United Nations system. BIPM would need to identify the job positions that could be recruited internationally and thus able to receive the expatriation allowance. Internationally hired positions are typically managerial or professional positions that require higher levels of expertise and experience and would benefit from hiring from larger pools of talent. Non-international positions are generally more technical positions for which an organisation does not have difficulty hiring in the local market.

7.11 Three comparators offer a fixed amount for the **Dependent Child Allowance** (IO 1, IO 2, and IO 3), while one comparator (IO 1) offers an additional amount for dependent children of expatriate staff whose dependent children attend public schools and do not receive an education allowance. The amount offered at BIPM is among the maximum amounts offered by the comparators; and, although it does not offer any additional amount for expatriate children, **the amount of the allowance is competitive**.

7.12 The **Education Allowance** is also an allowance difficult to compare amongst comparators, due to the eligibility, age limit, type of education, and school levels covered among other criteria. Generally, all of the comparators as international organisations offer an education allowance, reimbursing 70-75% of actual costs for staff up to a fixed ceiling in all cases. BIPM's Education Allowance, while reimbursing slightly less of the actual school costs, has an equivalent ceiling of reimbursement as that in the comparators. The ceilings of the Education Allowance among the compared international organisations are rather similar, spanning from 11,877 EUR to 12,510 EUR at IO 1. IO 3 has the lowest amount of reimbursement of Education Allowance, which is 133.90 EUR per month (1 606 EUR annually). In terms of reimbursement levels, **this allowance at BIPM is thus competitive amongst the comparators**.

# ANNEX I. METHODOLOGY

## *1. REFERENCE SALARY FOR COMPARISONS*

1.1 Market comparisons have been conducted based on actual **"Net Total Cash"** as it exists in the selected comparators as well as within the BIPM for the thirty-one selected jobs at the **reference date 1 April 2025**.

1.2 Net total cash is the sum of the midpoint actual net salary and real short-term variable pay paid in cash on an annual basis. To allow for "like with like" comparisons, the present benchmark refers to full time equivalent (FTE) annual salaries for the BIPM and the comparators. The monthly base salary has been multiplied by 12.

1.3 To provide additional information on the actual compensation packages and salary structures, the annual typical entry salary and the maximum observed salary have been included for the BIPM, as well as for the benchmarked comparators.

1.4 In order to run comparisons on salary ranges for each benchmarked position, the BIPM's typical entry salary was compared against typical entry salaries or minimum salaries at the comparators. BIPM's maximum observed salary was compared against the maximum salaries at the comparators.

1.5 To allow for comparisons of BIPM's reference salaries against those of the comparators**, gross remuneration was transformed to net** by deducting compulsory employee social security contributions (health, long-term care and accident insurance) and pension schemes, as well as taxes when applicable. An illustration of the total net cash calculation is shown below.

***Netting down of gross salaries***

Gross base salary

***= Total cash in gross terms***

- *Health, long-term care and accident*
- *Pension*
- *Taxes (if applicable)*

***= Net Total Cash***

1.6 The netting down of salaries was done for the following **four family profiles**: single resident staff member, single expatriate staff member, married resident staff member with two children, and married expatriate staff member with two children. Social security, pension, and taxation rules applied for the gross to net calculations are those that are compulsory and officially in use by the International Organisations and by the National Metrology Institutes.

1.7 All the International Organisations participating in this benchmark provided gross total cash amounts in annual terms at the typical entry salary, the midpoint and the maximum observed salary for their corresponding jobs. The ISRP used additional information at its disposal to verify the comprehensibility and accuracy of the reported data.

## *2. ADJUSTMENTS FOR COST OF LIVING*

2.1 To allow for comparisons of the BIPM's salaries with those of the comparators, the annual net total cash was adjusted to take into account the cost-of-living differential by means of the purchasing power parities (PPP). The PPP for salary adjustment purposes used in the present study have been calculated jointly by the ISRP and Statistical Office of the European Union (Eurostat) and aim at ensuring that international staff in comparable professional and family circumstances enjoy equivalent purchasing power, irrespective of the place of employment. These specific PPP are currently used for salary adjustment purposes by several international organisations, notably the European Commission, the Co-ordinated Organisations (OECD, NATO, ESA, Council of Europe, ECMWF, and EUMETSAT) and the European Patent Office (EPO).

2.2 PPP calculations are based on price comparisons of a basket of goods and services in the base city compared to matching goods and services in each of the compared duty stations. All prices are collected in their respective local currency and all price ratios are aggregated into the overall economic parity by means of consumption patterns obtained from specific family budget surveys carried out among staff working for different international organisations.

2.3 Due to the importance of housing costs in the overall expenditure of households, the ISRP/Eurostat methodology includes such expenditures in the calculations. The related data are gathered through specific rent surveys, carried out annually through estate agencies. The information obtained, and that derived from similar surveys in earlier years, is used to determine the difference in rental prices for comparable types of properties through a six-year moving average model.

2.4 With reference to Paris, the PPP used for the countries included in this study, applicable as of 1 April 2025, are the following:

**Table 21 – Purchasing Power Parities (PPP)**

| Organisation | Country | Reference City | PPP |
|---|---|---|---|
| BIPM | France | Paris | 1.000 |
| ESA | France | Paris | 1.000 |
| ITER | France | Paris | 1.000 |
| WOAH | France | Paris | 1.000 |
| LNE | France | Paris | 1.000 |
| NPL | UK | London | 1.046 |

*Note: Data from the ISRP/Eurostat database rebased to France to equal 1.*

***Example of PPP application***

2.5 As shown in the previous table, the base city, Paris, is by definition equal to 1.00, while the economic parity coefficient used for NPL equals 1.0464. Thus, in order to guarantee equivalent purchasing power among staff, for every 1,000 EUR paid to an official in Paris, 1,046 GBP will be necessary in London, when taking into account cost-of-living differentials between these locations.

2.6 PPP may also be used to convert salaries abroad into equivalent salaries in the base country of the calculations. Accordingly, for the purposes of this study, **when the comparator's salaries are divided by the PPP coefficients, the resulting amount in Euros indicates how much the comparators' salaries would be "worth" if they were paid in Paris**, by neutralising the cost-of-living difference between Paris and the duty country where the comparator is located.

2.7 For instance, a staff member working at NPL and earning an annual salary of 50,000 GBP would require a salary of 47,783 EUR if that person were to enjoy an equivalent purchasing power while working in Paris, i.e. 50,000 ÷ 1.0464 = 47,782.87 (1.0464 corresponding to the PPP for the United Kingdom with London as reference city).

## *3. BENCHMARKED JOB POSITIONS*

**Table 22 - BIPM list of benchmarked jobs**

| | Benchmarked Job Positions |
|---|---|
| 1 | Director of Scientific Department |
| 2 | Principal physicist / Senior chemist |
| 3 | Physicist / chemist |
| 4 | Software Engineer |
| 5 | Scientific Assistant |
| 6 | Technician |
| 7 | Director of Int'l Liaison & Communication department |
| 8 | Principal Liaison Officer |
| 9 | Senior Communications Officer Web & Translations |
| 10 | Senior Communications Officer Digital Communications |
| 11 | Liaison Officer |
| 12 | Head of Human Resources |
| 13 | Head of Finance |
| 14 | Head of IT service |
| 15 | Senior IT Engineer |
| 16 | Finance Officer |
| 17 | Personal Assistant to Director / Head of Exec and Meetings Office |
| 18 | Meetings Officer |
| 19 | Principal Legal adviser |
| 20 | Senior technical polyvalent agent |
| 21 | Head, General Services - Health & Security Manager |
| 22 | Site Maintenance Manager |
| 23 | Electrician-Air Conditioning Technician |
| 24 | Gardien/Assistant de prévention |
| 25 | Landscape gardener |
| 26 | Principal mechanic |