



Conference on  
**Remuneration  
Statistics**  
**eurostat** 

## Structure

- Title** Job matching and salary definitions for 2019 comparison exercise
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- Conference session to which relates** 5
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- Abstract** There is a paradox of salary benchmarking insofar as that, at any particular moment, the remuneration system for an international organisation reflects its unique history, traditions, objectives and circumstances. On the other hand, the output of international organisations relies heavily on the successful management of human resources. A key element of this rapidly-evolving field concerns the effectiveness of their reward and compensation systems. Literature review suggests that for various reasons, attention has primarily focused on private sector organisations: there is a gap to be filled for the international public sector. International organisations face similar challenges in recruiting, retaining and motivating employees – and there is consequent interest in comparing their remuneration systems to ensure they adequately meet those needs. To be meaningful, any such comparison must be soundly based. As in other areas, core statistical principles of comparability and representativity should apply. This presentation examines the approach to job matching employed for the 2019 comparison exercise between participating international organisations. A subsequent paper will describe the approach to salary definition.
- Keywords** Remuneration, Benchmarking, International Public Sector Organisation, Comparability, Representativity, Job Evaluation, Point Factor Score
- Disclaimer** The opinions expressed in this document represent the authors' points of view and are not necessarily shared by the European Commission (Eurostat)

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