



Optimiza Conducts a Salary Survey for a United Nations Development Program Jordan (UNDP)

The United Nations Development Program (UNDP) is the United Nations' global development network. Headquartered in New York City, the UNDP is funded entirely by voluntary contributions from member nations. The organization has country offices in 166 countries, where it works with local governments to meet development challenges and develop local capacity. UNDP provides expert advice, training, and grant support to developing countries, with increasing emphasis on assistance to the least developed countries.

UNDP was keen to have a consistent remuneration methodology for its service contracts holders. The Service Contract (SC) modality was intended to support the engagement of UNDP personnel to service development projects and to provide non-core services. UNDP realized the need for an external professional consulting firm to assist it in:

- Building a consistent approach in the pay levels for SC holders, with comparable work in the local labor market
- Producing a new salary scale based on UNDP new methodology for SC
- Developing a data repository of market remuneration scale for continuous analysis by UNDP
- Developing and classifying updated TORs for SC levels

Optimiza carried out a salary survey initiative that aimed at providing UNDP with accurate data pertaining to the remuneration, compensation, and benefits results in the Jordanian market and covering the following:

- A summary of the compensation and benefits provided in the Jordanian labor market
- Pay ranges for each Job level against similar jobs in the market
- UNDP remuneration structure targeting the market at 40th, 50th and 60th percentile
- Generic job descriptions based on the new salary scales
- Classified existing job descriptions based on the new salary scale

The services offered by Optimiza have helped UNDP and added value by:

- Helping it maintain its internal equity through balanced and fair classification of SC jobs
- Maintaining its external equity with the compensation and benefits provided in the local labor market
- Obtaining a consistent approach in the pay levels for the service contract holders with comparable work in the Jordan labor market