## Appendix B

As the following table shows, the 14 tests permitted an interesting interpolation which has been the subject of extensive discussion within the United Nations Common System for several years. That is whether the calculations for salary and benefits based on a USA federal civil service comparator remains reasonable, the new thesis being in part that Europe is *different* to the USA.

The homogeneity tests reported here permit another conclusion which is that overall results in the UN system differ from results from international financial institutions. More specifically, using the 30 decision

*rule* results comparing New York with Geneva and Geneva with Rome produce homogeneous results while New York with Washington produced a heterogeneous result. However, looking at salary in isolation (C3), New York and Geneva respondents differed significantly (see *Salary*, above).

Total Population: (825)	ONEWAY (76): 8 8 BC DE E EFG HI 81 4 5 2 4 ABCDEFGHIJKLWNABCDEFGHIJKLWNABCDEFGHIJKLWNABCABC8135 ABCDEFGHABCDEFGH5114547
1. Gender (A1)	IIIIIIIIIIIIIIIIIIIIIIIIIIIIIIIIIIIIII
2. Grade (A5)	665666666666666666666666666666666666666
3. Marital Status (A14)	
4. Outside Canada	
Sub-group populations Outside Canada	
5. Gender (A1)	I I I I I I I I I I I I I I I I I I I
6. Grade (A5)	88 888888888888888888888888888888888888
7. Marital Status (A14)	
8. Plevels (A5 part)	
Plevels	
9. Outside Canada by gender (A1)	
10. New York by gender (A1)	
11. Washington by gender (A1)	
12. New York by Washington	
13. New York by Geneva	
14. Rome by Geneva	
	78466356477282292435433113243135541656663-31429256-4843352114336214755732