

<b>BTS Comptabilité et Gestion</b>		<b>SESSION 2021</b>
Langue vivante étrangère : <b>Anglais</b> Epreuve orale obligatoire E12	Durée : 20 minutes de préparation, 20 minutes d'épreuve	Page 1/1

**Sujet n°24**

### **Should you get paid based on where you live?**

As many workers scatter from big-city headquarters to smaller, remote-work-friendly enclaves, should they pay be adjusted due to lower cost of living?

The Covid-19 pandemic is transforming how and where people work. Although it's hard to pin down long-term trends, many are considering moving away from expensive city centres. In Poland, searches for suburban houses and bigger apartments have increased since the start of the pandemic. In Australia, real-estate experts are predicting that the property market will be hardest hit in the relatively dense and pricey state of New South Wales.

And in the US, analysis of housing data shows that demand has dropped more in densely populated cities and neighbourhoods – driven in part by increased telework options and decreased urban amenities due to social distancing. One July/August survey of high-earning New York City residents showed that 44% had considered moving in the previous four months, primarily due to the cost of living.

In light of these changing circumstances, employers are scrambling to adapt their policies on working location. Facebook, which says it will allow most employees to work from home permanently, announced in May that it would consider adjusting the salaries of those who relocate to areas with a lower cost of living. The suggestion was immediately criticised; one-third of 7,000 survey respondents in the UK felt this plan was unfair.

Then in September, another Bay Area-based tech company, payment-platform Stripe, declared that it would go even further, giving a \$20,000 bonus to employees who leave the expensive cities of New York, San Francisco or Seattle this year. However, this initial payment would be accompanied by a 10% cut in base pay. Although Stripe hasn't specified this, the new policy would presumably save the company money in the long run.

Adapted from Christine Ro, *www.bbc.com*, 5th October 2020