

SYSTEME DES NATIONS UNIES



UNITED NATIONS SYSTEM

**Conseil des chefs de secrétariat
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CEB/2024/HLCM/CM/4
31 July 2024

To: All member organizations and AITC

From: Michael Rosetz
Senior Inter-Agency Advisor, HR Management, CEB Secretariat

A handwritten signature in blue ink, appearing to read 'M. Rosetz'.

Subject: **Daily and monthly pay rates for freelance translators, effective 1 July 2024**

1. In accordance with the 2013 CEB-AITC Agreement, please find in **Annex I** the daily and monthly pay rates for freelance translators, with effect from **1 July 2024**.
2. For freelance translators who had been employed under the 1991 CEB-AITC Agreement, the applicable rates under the non-regression principle are found in **Annex II**. The criteria to determine whether the non-regression principle applies are set out in the CEB circular of 14 December 2012 contained in the 2013 Agreement. With respect to the applicable rate, please note that:
 - (a) For translators on *non-local contracts*, the rate that applies is *either* the World Rate for 1 July 2024 specified in Annex I *or* the Non-local (Worldwide) rate for 1 December 2012 specified in Annex II, *whichever is higher*.
 - (b) For translators on *local contracts at one of the eight Headquarters duty stations*, the rate that applies is *either* the rate for 1 July 2024 specified for that duty station in Annex I *or* the rate for that same duty station for 1 December 2012 specified in Annex II, *whichever is higher*.
 - (c) For translators on *local contracts at a place other than one of the eight Headquarters duty stations*, the rate that applies is *either* the World Rate for 1 July 2024 specified in Annex I *or* the rate for that same place for 1 December 2012 specified in Annex II, *whichever is higher*.

3. The non-regression pay rates in Annex II are exclusive of the 9% social-security element. The social-security element is to be added to the applicable non-regression rate unless the translator is not entitled to that social-security element under paragraph 65 of the 2013 Agreement:

	T-I	T-II	T-III	T-IV	T-V
Daily (in USD)	\$18.17	\$22.95	\$27.68	\$33.38	\$40.03
Monthly (in USD)	\$334.54	\$422.64	\$509.76	\$614.74	\$737.21

Please note that in the above table and in paragraph 65 of the 2013 Agreement to which the table refers, the expression "social security" is used in its generic sense as a synonym of social insurance or social protection. It has no connection to any national government programme with a similar name, such as "Sécurité sociale" in France or "Social Security" in the United States.

4. It should be noted that further to the ICSC Comprehensive Compensation Review for UN System staff members and resultant changes to the salary scale for staff members in the Professional and higher categories, the following adjustment factors are added to the net base salary rates: 13.21% for grade T-I, 11.86% for grade T-II and 6.00% for grades T-III, T-IV and T-V, in order to respect the principle of 'no-gain-no-loss'. The resulting amounts are used in lieu of the net dependency rates referred to in Annex III to the 2013 CEB-AITC Agreement and on page 1 of the Appendix to that Annex III, as the basis for multiplying the 12-month average post adjustment and adding the 9% social-security element. All other provisions of Annex III to the 2013 CEB-AITC Agreement and the Appendix to that Annex III remain unchanged.

Annex I

**Daily and Monthly Rates as of 1 July 2024
(in US Dollar)**

DAILY:

UNITED NATIONS GRADE/STEP	NEW YORK		GENEVA		VIENNA		LONDON		MADRID		MONTREAL		PARIS		ROME		WORLD	
	with Social Security	no Social Security	with Social Security	no Social Security	with Social Security	no Social Security	with Social Security	no Social Security	with Social Security	no Social Security	with Social Security	no Social Security	with Social Security	no Social Security	with Social Security	no Social Security	with Social Security	no Social Security
	T-1/P-1/1	389	371	393	375	326	307	379	360	302	286	322	304	335	317	320	304	326
T-2/P-2/1	492	469	497	474	411	388	478	455	382	362	407	384	423	400	404	383	412	389
T-3/P-3/1	593	565	599	572	496	468	577	549	461	436	490	463	510	482	487	463	497	469
T-4/P-4/1	715	682	723	689	598	565	696	662	556	526	591	558	615	582	587	558	599	565
T-5/P-5/1	857	817	867	827	717	677	834	794	666	631	709	669	738	698	704	669	718	678

MONTHLY:

UNITED NATIONS GRADE/STEP	NEW YORK		GENEVA		VIENNA		LONDON		MADRID		MONTREAL		PARIS		ROME		WORLD	
	with Social Security	no Social Security	with Social Security	no Social Security	with Social Security	no Social Security	with Social Security	no Social Security	with Social Security	no Social Security	with Social Security	no Social Security	with Social Security	no Social Security	with Social Security	no Social Security	with Social Security	no Social Security
	T-1/P-1/1	7,166	6,832	7,244	6,910	5,996	5,662	6,971	6,637	5,570	5,274	5,927	5,593	6,164	5,830	5,886	5,590	6,002
T-2/P-2/1	9,053	8,631	9,152	8,729	7,575	7,152	8,807	8,384	7,036	6,662	7,488	7,065	7,787	7,365	7,436	7,061	7,582	7,160
T-3/P-3/1	10,920	10,410	11,039	10,529	9,137	8,627	10,622	10,113	8,486	8,035	9,032	8,522	9,393	8,883	8,969	8,517	9,146	8,636
T-4/P-4/1	13,169	12,554	13,312	12,697	11,018	10,403	12,810	12,195	10,234	9,690	10,892	10,277	11,327	10,712	10,816	10,271	11,029	10,414
T-5/P-5/1	15,792	15,055	15,964	15,227	13,213	12,476	15,362	14,625	12,273	11,620	13,062	12,324	13,584	12,847	12,970	12,317	13,226	12,489

Annex II

Rates based on the Non-Regression Principle

1 December 2012 - Daily rates under the 1991 Agreement

(see CEB Circular of 14 December 2012 on Non-Regression Principle)

Net daily salary rates

Annual net salary rate - NET S (1 January 2012)		\$46'730.00	\$56'091.00	\$65'488.00	\$72'919.00	\$80'349.00
		T.I	T.II	T.III/R.1	T.IV/R.II	R.III
(a) Base salary for post adjustment		\$144.67	\$173.66	\$202.75	\$225.76	\$248.76
NON-LOCAL (Worldwide) rate	COL	\$79.60	\$95.55	\$111.45	\$124.10	\$136.70
Base salary + COL		\$224.27	\$269.21	\$314.20	\$349.86	\$385.46
Non-local rate rebased [d*323/221]		\$327.79	\$393.46	\$459.21	\$511.33	\$563.36
LOCAL RATES - LOCATION	(b) PAM					
Addis Ababa	46.4					
(c) PA component [axb%]		\$67.13	\$80.58	\$94.08	\$104.75	\$115.42
(d) Local rate [a+c]		\$211.80	\$254.23	\$296.82	\$330.51	\$364.18
(e) Local rate rebased [d*323/221]		\$309.56	\$371.57	\$433.82	\$483.05	\$532.27
Arusha	51.4					
(c) PA component [axb%]		\$74.36	\$89.26	\$104.21	\$116.04	\$127.86
(d) Local rate [a+c]		\$219.04	\$262.92	\$306.96	\$341.79	\$376.62
(e) Local rate rebased [d*323/221]		\$320.13	\$384.26	\$448.64	\$499.54	\$550.45
Bangkok	50.5					
(c) PA component [axb%]		\$73.06	\$87.70	\$102.39	\$114.01	\$125.62
(d) Local rate [a+c]		\$217.74	\$261.35	\$305.14	\$339.76	\$374.38
(e) Local rate rebased [d*323/221]		\$318.23	\$381.98	\$445.97	\$496.58	\$547.17
Beirut	55.5					
(c) PA component [axb%]		\$80.29	\$96.38	\$112.53	\$125.29	\$138.06
(d) Local rate [a+c]		\$224.97	\$270.04	\$315.28	\$351.05	\$386.82
(e) Local rate rebased [d*323/221]		\$328.80	\$394.67	\$460.79	\$513.07	\$565.35
Copenhagen	68.3					
(c) PA component [axb%]		\$98.81	\$118.61	\$138.48	\$154.19	\$169.90
(d) Local rate [a+c]		\$243.49	\$292.26	\$341.23	\$379.95	\$418.66
(e) Local rate rebased [d*323/221]		\$355.87	\$427.15	\$498.72	\$555.31	\$611.89
Geneva	100.2					
(c) PA component [axb%]		\$144.96	\$174.00	\$203.15	\$226.21	\$249.26
(d) Local rate [a+c]		\$289.64	\$347.66	\$405.90	\$451.96	\$498.01
(e) Local rate rebased [d*323/221]		\$423.32	\$508.12	\$593.24	\$660.56	\$727.87
Hamburg	48.6					
(c) PA component [axb%]		\$70.31	\$84.40	\$98.54	\$109.72	\$120.90
(d) Local rate [a+c]		\$214.99	\$258.05	\$301.29	\$335.47	\$369.66
(e) Local rate rebased [d*323/221]		\$314.21	\$377.15	\$440.34	\$490.31	\$540.27

		T.I	T.II	T.III/R.1	T.IV/R.II	R.III
London	87.7					
(c) PA component [axb%]		\$126.88	\$152.30	\$177.81	\$197.99	\$218.16
(d) Local rate [a+c]		\$271.55	\$325.95	\$380.56	\$423.74	\$466.92
(e) Local rate rebased [d*323/221]		\$396.89	\$476.39	\$556.20	\$619.32	\$682.42
Madrid	50.3					
(c) PA component [axb%]		\$72.77	\$87.35	\$101.98	\$113.55	\$125.13
(d) Local rate [a+c]		\$217.45	\$261.01	\$304.73	\$339.31	\$373.88
(e) Local rate rebased [d*323/221]		\$317.81	\$381.47	\$445.38	\$495.92	\$546.45
Montreal	66.8					
(c) PA component [axb%]		\$96.64	\$116.00	\$135.44	\$150.80	\$166.17
(d) Local rate [a+c]		\$241.32	\$289.66	\$338.19	\$376.56	\$414.93
(e) Local rate rebased [d*323/221]		\$352.70	\$423.35	\$494.27	\$550.36	\$606.43
Nairobi	43.1					
(c) PA component [axb%]		\$62.35	\$74.85	\$87.38	\$97.30	\$107.21
(d) Local rate [a+c]		\$207.03	\$248.50	\$290.13	\$323.06	\$355.97
(e) Local rate rebased [d*323/221]		\$302.58	\$363.20	\$424.04	\$472.16	\$520.27
New York	65.5					
(c) PA component [axb%]		\$94.76	\$113.74	\$132.80	\$147.87	\$162.94
(d) Local rate [a+c]		\$239.44	\$287.40	\$335.55	\$373.63	\$411.70
(e) Local rate rebased [d*323/221]		\$349.95	\$420.05	\$490.42	\$546.06	\$601.71
Paris	65.1					
(c) PA component [axb%]		\$94.18	\$113.05	\$131.99	\$146.97	\$161.94
(d) Local rate [a+c]		\$238.86	\$286.71	\$334.74	\$372.72	\$410.70
(e) Local rate rebased [d*323/221]		\$349.10	\$419.03	\$489.23	\$544.75	\$600.25
Phnom Penh	28.4					
(c) PA component [axb%]		\$41.09	\$49.32	\$57.58	\$64.11	\$70.65
(d) Local rate [a+c]		\$185.76	\$222.97	\$260.33	\$289.87	\$319.41
(e) Local rate rebased [d*323/221]		\$271.50	\$325.89	\$380.48	\$423.66	\$466.82
Rome	59.7					
(c) PA component [axb%]		\$86.37	\$103.67	\$121.04	\$134.78	\$148.51
(d) Local rate [a+c]		\$231.05	\$277.33	\$323.79	\$360.53	\$397.27
(e) Local rate rebased [d*323/221]		\$337.68	\$405.33	\$473.23	\$526.93	\$580.62
Santiago	48.4					
(c) PA component [axb%]		\$70.02	\$84.05	\$98.13	\$109.27	\$120.40
(d) Local rate [a+c]		\$214.70	\$257.71	\$300.88	\$335.02	\$369.16
(e) Local rate rebased [d*323/221]		\$313.79	\$376.65	\$439.75	\$489.65	\$539.54
The Hague	51.6					
(c) PA component [axb%]		\$74.65	\$89.61	\$104.62	\$116.49	\$128.36
(d) Local rate [a+c]		\$219.33	\$263.26	\$307.37	\$342.25	\$377.12
(e) Local rate rebased [d*323/221]		\$320.56	\$384.77	\$449.23	\$500.20	\$551.17
Vienna	56.6					
(c) PA component [axb%]		\$81.89	\$98.29	\$114.76	\$127.78	\$140.80
(d) Local rate [a+c]		\$226.56	\$271.95	\$317.51	\$353.53	\$389.56
(e) Local rate rebased [d*323/221]		\$331.13	\$397.46	\$464.05	\$516.70	\$569.35
Washington	48.4					
(c) PA component [axb%]		\$70.02	\$84.05	\$98.13	\$109.27	\$120.40
(d) Local rate [a+c]		\$214.70	\$257.71	\$300.88	\$335.02	\$369.16
(e) Local rate rebased [d*323/221]		\$313.79	\$376.65	\$439.75	\$489.65	\$539.54

1 December 2012 - Monthly rates under the 1991 Agreement

(see CEB Circular of 14 December 2012 on Non-Regression Principle)

Net monthly salary rates

Annual net salary rate – NET S						
(1 January 2012)						
	T.I	T.II	T.III/R.1	T.IV/R.II	R.III	
(a) Base salary for post adjustment	\$3'894.17	\$4'674.25	\$5'457.33	\$6'076.58	\$6'695.75	
NON-LOCAL (Worldwide) rate	COL	\$2'137.80	\$2'566.00	\$2'995.90	\$3'336.30	\$3'676.10
Base salary + COL	\$6'031.97	\$7'240.25	\$8'453.23	\$9'412.88	\$10'371.85	
LOCAL RATES - LOCATION	(b) PAM					
Addis Ababa	46.4					
(c) PA component [axb%]	\$1'806.89	\$2'168.85	\$2'532.20	\$2'819.53	\$3'106.83	
(d) Local rate [a+c]	\$5'701.06	\$6'843.10	\$7'989.54	\$8'896.12	\$9'802.58	
Arusha	51.4					
(c) PA component [axb%]	\$2'001.60	\$2'402.56	\$2'805.07	\$3'123.36	\$3'441.62	
(d) Local rate [a+c]	\$5'895.77	\$7'076.81	\$8'262.40	\$9'199.95	\$10'137.37	
Bangkok	50.5					
(c) PA component [axb%]	\$1'966.55	\$2'360.50	\$2'755.95	\$3'068.67	\$3'381.35	
(d) Local rate [a+c]	\$5'860.72	\$7'034.75	\$8'213.29	\$9'145.26	\$10'077.10	
Beirut	55.5					
(c) PA component [axb%]	\$2'161.26	\$2'594.21	\$3'028.82	\$3'372.50	\$3'716.14	
(d) Local rate [a+c]	\$6'055.43	\$7'268.46	\$8'486.15	\$9'449.09	\$10'411.89	
Copenhagen	68.3					
(c) PA component [axb%]	\$2'659.72	\$3'192.51	\$3'727.36	\$4'150.31	\$4'573.20	
(d) Local rate [a+c]	\$6'553.88	\$7'866.76	\$9'184.69	\$10'226.89	\$11'268.95	
Geneva	100.2					
(c) PA component [axb%]	\$3'901.96	\$4'683.60	\$5'468.25	\$6'088.74	\$6'709.14	
(d) Local rate [a+c]	\$7'796.12	\$9'357.85	\$10'925.58	\$12'165.32	\$13'404.89	
Hamburg	48.6					
(c) PA component [axb%]	\$1'892.57	\$2'271.69	\$2'652.26	\$2'953.22	\$3'254.13	
(d) Local rate [a+c]	\$5'786.73	\$6'945.94	\$8'109.60	\$9'029.80	\$9'949.88	
London	87.7					
(c) PA component [axb%]	\$3'415.18	\$4'099.32	\$4'786.08	\$5'329.16	\$5'872.17	
(d) Local rate [a+c]	\$7'309.35	\$8'773.57	\$10'243.41	\$11'405.75	\$12'567.92	
Madrid	50.3					
(c) PA component [axb%]	\$1'958.77	\$2'351.15	\$2'745.04	\$3'056.52	\$3'367.96	
(d) Local rate [a+c]	\$5'852.93	\$7'025.40	\$8'202.37	\$9'133.10	\$10'063.71	
Montreal	66.8					
(c) PA component [axb%]	\$2'601.30	\$3'122.40	\$3'645.50	\$4'059.16	\$4'472.76	
(d) Local rate [a+c]	\$6'495.47	\$7'796.65	\$9'102.83	\$10'135.74	\$11'168.51	

		T.I	T.II	T.III/R.1	T.IV/R.II	R.III
Nairobi	43.1					
<i>(c) PA component [axb%]</i>		\$1'678.39	\$2'014.60	\$2'352.11	\$2'619.01	\$2'885.87
(d) Local rate [a+c]		\$5'572.55	\$6'688.85	\$7'809.44	\$8'695.59	\$9'581.62
New York	65.5					
<i>(c) PA component [axb%]</i>		\$2'550.68	\$3'061.63	\$3'574.55	\$3'980.16	\$4'385.72
(d) Local rate [a+c]		\$6'444.85	\$7'735.88	\$9'031.89	\$10'056.75	\$11'081.47
Paris	65.1					
<i>(c) PA component [axb%]</i>		\$2'535.10	\$3'042.94	\$3'552.72	\$3'955.86	\$4'358.93
(d) Local rate [a+c]		\$6'429.27	\$7'717.19	\$9'010.06	\$10'032.44	\$11'054.68
Phnom Penh	28.4					
<i>(c) PA component [axb%]</i>		\$1'105.94	\$1'327.49	\$1'549.88	\$1'725.75	\$1'901.59
(d) Local rate [a+c]		\$5'000.11	\$6'001.74	\$7'007.22	\$7'802.33	\$8'597.34
Rome	59.7					
<i>(c) PA component [axb%]</i>		\$2'324.82	\$2'790.53	\$3'258.03	\$3'627.72	\$3'997.36
(d) Local rate [a+c]		\$6'218.98	\$7'464.78	\$8'715.36	\$9'704.30	\$10'693.11
Santiago	48.4					
<i>(c) PA component [axb%]</i>		\$1'884.78	\$2'262.34	\$2'641.35	\$2'941.07	\$3'240.74
(d) Local rate [a+c]		\$5'778.94	\$6'936.59	\$8'098.68	\$9'017.65	\$9'936.49
The Hague	51.6					
<i>(c) PA component [axb%]</i>		\$2'009.39	\$2'411.91	\$2'815.98	\$3'135.52	\$3'455.01
(d) Local rate [a+c]		\$5'903.56	\$7'086.16	\$8'273.32	\$9'212.10	\$10'150.76
Vienna	56.6					
<i>(c) PA component [axb%]</i>		\$2'204.10	\$2'645.63	\$3'088.85	\$3'439.35	\$3'789.79
(d) Local rate [a+c]		\$6'098.27	\$7'319.88	\$8'546.18	\$9'515.93	\$10'485.54
Washington	48.4					
<i>(c) PA component [axb%]</i>		\$1'884.78	\$2'262.34	\$2'641.35	\$2'941.07	\$3'240.74
(d) Local rate [a+c]		\$5'778.94	\$6'936.59	\$8'098.68	\$9'017.65	\$9'936.49