To: All member organizations and AITC

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

Subject: Daily and monthly rates for free-lance translators, effective 1 January 2021, based on the 2013 CEB/AITC Agreement

1. Please find on page 3 the revised schedules of net daily and monthly rates for free-lance translators effective 1 January 2021, based on the compensation methodology set out in Annex III to the CEB/AITC Agreement which entered into force on 1 January 2013.

2. Please also note that for free-lance translators who were employed during 2012 by one of the organizations applying the 1991 Agreement, a non-regression principle applies where the translator meets the required conditions (see pages 4 to 7), as per the summary criteria laid out in the CEB Circular dated 14 December 2012 contained in the 2013 Agreement.

3. Furthermore, please note the following:

(a) Page 3 of this memorandum presents the rates effective 1 January 2021 for the eight Headquarters duty stations (Geneva, London, Madrid, Montreal, New York, Paris, Rome and Vienna), plus the World rate. Pages 4 onwards present the December 2012 non-local rates and the local rates for 19 duty stations. The December 2012 daily rates on pages 4 onwards have been re-based to reflect the fact that under the old Agreement translators received the daily rate of pay on Saturdays, Sundays and legal holidays whereas under the new 2013 Agreement translators receive the daily rate of pay only on days actually worked.

(b) The CEB circular of 14 December 2012 sets out the criteria for determining whether non-regression applies to a given translator.
(c) To apply the non-regression principle for a translator employed on a non-local contract, the applicable January 2021 World rate from page 3 is compared against the December 2012 non-local rate. The translator is paid the higher of the two rates.

(d) To apply the non-regression principle for a translator employed on a local contract at one of the eight Headquarters duty stations, the applicable January 2021 Headquarters rate from page 3 is compared against the December 2012 rate for that same duty station. The translator is paid the higher of the two rates.

(e) To apply the non-regression principle for a translator employed on a local contract at a place other than one of the eight Headquarters duty stations, the applicable January 2021 World rate from page 3 is compared against the December 2012 rate for the duty station in question. The translator is paid the higher of the two rates.

(f) Non-regression rates are exclusive of the 9% social security element.

| Social security element added to the rate of eligible officials |
|----------------------|----------------|----------------|----------------|----------------|
|                      | T-I            | T-II           | T-III          | T-IV           |
| Daily                | $17.60         | $22.23         | $26.82         | $32.34         |
| Monthly              | $324.11        | $409.45        | $493.85        | $595.56        |

In the above table and in paragraph 65 of the Agreement to which the table refers, the expression "social security" (lower-cased) 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.

(g) Following the ICSC Comprehensive Compensation Review for UN System staff members, the salary scale for staff members in the professional and higher categories changed structurally as of 1 January 2017. As a result the net dependency rate, which had been used to calculate the salaries of short-term translators, no longer exists. The newly introduced unified salary scale contains one single salary rate, irrespective of dependency status. To ensure no-gain-no-loss the following adjustment factors are added to the 2021 net base salary rates: 13.21% for T-1, 11.86% for T-2 and 6.00% for T-3, T-4 and T-5. 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, 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 Agreement and the Appendix remain unchanged.

4. This circular and other relevant information are also available on the CEB website: https://unsceb.unog.ch/translators-rates
### Daily Rates in US Dollars

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<td>332</td>
<td>382</td>
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<td>T-2/P-2/1</td>
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<td>T-3/P-3/1</td>
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<td>656</td>
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### Monthly Rates in US Dollars

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<td>T-3/P-3/1</td>
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<td>T-5/P-5/1</td>
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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

<table>
<thead>
<tr>
<th>Annual net salary rate - NETS</th>
<th>$46'730.00</th>
<th>$56'091.00</th>
<th>$65'488.00</th>
<th>$72'919.00</th>
<th>$80'349.00</th>
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<td>(a) Base salary for post adjustment</td>
<td>$144.67</td>
<td>$173.66</td>
<td>$202.75</td>
<td>$225.75</td>
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<td><strong>NON-LOCAL (Worldwide) rate</strong></td>
<td><strong>COL</strong></td>
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<tr>
<td>Base salary + COL</td>
<td>$224.27</td>
<td>$269.21</td>
<td>$314.20</td>
<td>$349.85</td>
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<tr>
<td>Non-local rate rebased[*323/221]</td>
<td>$327.79</td>
<td>$393.46</td>
<td>$459.21</td>
<td>$511.32</td>
<td>$563.36</td>
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<table>
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<th>LOCAL RATES - LOCATION</th>
<th>(b) PAM</th>
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<tr>
<td>Addis Ababa</td>
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<tr>
<td>(c) PA component [axb%]</td>
<td>$67.13</td>
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<tr>
<td>(d) Local rate [a+c]</td>
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<td>(e) Local rate rebased [d*323/221]</td>
<td>$309.56</td>
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<td>Arusha</td>
<td>51.4</td>
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<tr>
<td>(c) PA component [axb%]</td>
<td>$74.36</td>
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<td>(d) Local rate [a+c]</td>
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<td>(e) Local rate rebased [d*323/221]</td>
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<td>Bangkok</td>
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<tr>
<td>(c) PA component [axb%]</td>
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<td>(d) Local rate [a+c]</td>
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<td>(e) Local rate rebased [d*323/221]</td>
<td>$318.23</td>
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<tr>
<td>(c) PA component [axb%]</td>
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<tr>
<td>(d) Local rate [a+c]</td>
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<td>(e) Local rate rebased [d*323/221]</td>
<td>$328.80</td>
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<td>Copenhagen</td>
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<td>(c) PA component [axb%]</td>
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<td>(d) Local rate [a+c]</td>
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<td>(c) PA component [axb%]</td>
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* T.I = T.II = T.III/R.1 = T.IV/R.II = R.III
<table>
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<tr>
<th>City</th>
<th>Local Rate [a+c]</th>
<th>[d*323/221]</th>
<th>Local Rate rebased [d*323/221]</th>
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<tr>
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<td>$214.99</td>
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<td>$314.21</td>
<td>$377.15</td>
<td>$440.34</td>
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<td>$490.31</td>
<td>$540.27</td>
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<tbody>
<tr>
<td>London</td>
<td>87.7</td>
<td>$126.88</td>
<td>$152.30</td>
<td>$177.81</td>
<td>$197.99</td>
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<td>$271.55</td>
<td>$325.95</td>
<td>$380.56</td>
<td>$423.74</td>
<td>$466.92</td>
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<td>$556.20</td>
<td>$619.32</td>
<td>$682.42</td>
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<td>$317.81</td>
<td>$381.47</td>
<td>$445.38</td>
<td>$495.92</td>
<td>$546.45</td>
</tr>
</tbody>
</table>

| Madrid     | 50.3            | $72.77      | $87.35                          | $101.98   | $113.55 | $125.13 |
|            | $217.45         | $261.01     | $304.73                         | $339.31   | $373.88 |
|            | $317.81         | $381.47     | $445.38                         | $495.92   | $546.45 |
|            | $396.89         | $476.39     | $556.20                         | $619.32   | $682.42 |

| Montreal   | 66.8            | $96.64      | $116.00                         | $135.44   | $150.80 | $166.17 |
|            | $241.32         | $289.66     | $338.19                         | $376.56   | $414.93 |
|            | $352.70         | $423.35     | $494.27                         | $550.36   | $606.43 |

| Nairobi    | 43.1            | $62.35      | $74.85                          | $87.38    | $97.30  | $107.21 |
|            | $207.03         | $248.50     | $290.13                         | $323.06   | $355.97 |
|            | $302.58         | $363.20     | $424.04                         | $472.16   | $520.27 |
|            | $352.70         | $423.35     | $494.27                         | $550.36   | $606.43 |

| New York   | 65.5            | $94.76      | $113.74                         | $132.80   | $147.87 | $162.94 |
|            | $239.44         | $287.40     | $335.55                         | $373.63   | $411.70 |
|            | $349.95         | $420.05     | $490.42                         | $546.06   | $601.71 |

| Paris      | 65.1            | $94.18      | $113.05                         | $131.99   | $146.97 | $161.94 |
|            | $238.86         | $286.71     | $334.74                         | $372.72   | $410.70 |
|            | $349.10         | $419.03     | $489.23                         | $544.75   | $600.25 |

| Phnom Penh | 28.4            | $41.09      | $49.32                          | $57.58    | $64.11  | $70.65  |
|            | $185.76         | $222.97     | $260.33                         | $289.87   | $319.41 |
|            | $271.50         | $325.89     | $380.48                         | $423.66   | $466.82 |

| Rome       | 59.7            | $86.37      | $103.67                         | $121.04   | $134.78 | $148.51 |
|            | $231.05         | $277.33     | $323.79                         | $360.53   | $397.27 |
|            | $337.68         | $405.33     | $473.23                         | $526.93   | $580.62 |

| Santiago   | 48.4            | $70.02      | $84.05                          | $98.13    | $109.27 | $120.40 |
|            | $214.70         | $257.71     | $300.88                         | $335.02   | $369.16 |
|            | $313.79         | $376.65     | $439.75                         | $489.65   | $539.54 |

| The Hague  | 51.6            | $74.65      | $89.61                          | $104.62   | $116.49 | $128.36 |
|            | $219.33         | $263.26     | $307.37                         | $342.25   | $377.12 |
|            | $320.56         | $384.77     | $449.23                         | $500.20   | $551.17 |

| Vienna     | 56.6            | $81.89      | $98.29                          | $114.76   | $127.78 | $140.80 |
|            | $226.56         | $271.95     | $317.51                         | $353.53   | $389.56 |
|            | $331.13         | $397.46     | $464.05                         | $516.70   | $569.35 |
### 1 December 2012 - Monthly rates under the 1991 Agreement

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

#### Net monthly salary rates

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<thead>
<tr>
<th>Annual net salary rate – NETS</th>
<th>$46'730.00</th>
<th>$56'091.00</th>
<th>$65'488.00</th>
<th>$72'919.00</th>
<th>$80'349.00</th>
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<tr>
<td>(1 January 2012)</td>
<td>T.I</td>
<td>T.II</td>
<td>T.III/R.1</td>
<td>T.IV/R.1</td>
<td>R.III</td>
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<tr>
<td>(a) Base salary for post adjustment</td>
<td>$3'894.17</td>
<td>$4'674.25</td>
<td>$5'457.33</td>
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<td><strong>NON-LOCAL (Worldwide) rate</strong></td>
<td>COL</td>
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<tr>
<td>Base salary + COL</td>
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<td>$8'453.23</td>
<td>$9'412.88</td>
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<td><strong>LOCAL RATES - LOCATION</strong></td>
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<td>(b) PAM</td>
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<td>Addis Ababa</td>
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<td>(c) PA component [axb%]</td>
<td>$1'806.89</td>
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<td>Bangkok</td>
<td>50.5</td>
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<td>(c) PA component [axb%]</td>
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<td>Beirut</td>
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<td>Copenhagen</td>
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<td>(c) PA component [axb%]</td>
<td>$2'659.72</td>
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<td>Geneva</td>
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<tr>
<td>(c) PA component [axb%]</td>
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<td>(c) PA component [axb%]</td>
<td>$1'892.57</td>
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<td>(c) PA component [axb%]</td>
<td>$3'415.18</td>
<td>$4'099.32</td>
<td>$4'786.08</td>
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<td>$5'872.17</td>
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<td>(d) Local rate [a+c]</td>
<td>$7'309.35</td>
<td>$8'773.57</td>
<td>$10'243.41</td>
<td>$11'405.75</td>
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<td>(c) PA component [axb%]</td>
<td>(d) Local rate [a+c]</td>
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<td>Montreal</td>
<td>66.8</td>
<td>$2'601.30 $3'122.40 $3'645.50 $4'059.16 $4'472.76</td>
<td>$5'852.93 $7'025.40 $8'202.37 $9'133.10 $10'063.71</td>
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<td>Nairobi</td>
<td>43.1</td>
<td>$1'678.39 $2'014.60 $2'352.11 $2'619.01 $2'885.87</td>
<td>$5'572.55 $6'688.85 $7'809.44 $8'695.59 $9'581.62</td>
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<td>$2'550.68 $3'061.63 $3'574.55 $4'080.16 $4'385.72</td>
<td>$6'444.85 $7'735.88 $9'031.89 $10'056.75 $11'081.47</td>
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<td>$1'105.94 $1'327.49 $1'549.88 $1'725.75 $1'901.59</td>
<td>$5'000.11 $6'001.74 $7'007.22 $7'802.33 $8'597.34</td>
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<td>Rome</td>
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<td>Santiago</td>
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<td>$1'884.78 $2'262.34 $2'641.35 $2'941.07 $3'240.74</td>
<td>$5'778.94 $6'936.59 $8'098.68 $9'017.65 $9'936.49</td>
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<tr>
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