

SYSTEME DES NATIONS UNIES



UNITED NATIONS SYSTEM

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CEB/2023/HLCM/CM/04
11 July 2023

To: All member organizations and AITC

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

Subject: **Daily and monthly pay rates for freelance translators, effective 1 July 2023**

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 2023**.
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 2023 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 2023 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 2023 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 the resultant changes to the salary scale for staff members in the Professional and higher categories, the following adjustment factors are added to the 2023 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 2023 (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	374	356	382	366	314	298	366	350	302	286	319	301	330	313	320	304	325	307
T-2/P-2/1	472	449	483	463	396	376	463	442	382	362	403	380	416	396	404	383	410	387
T-3/P-3/1	570	542	583	558	478	454	558	533	461	436	486	458	502	478	487	463	495	467
T-4/P-4/1	687	654	703	673	577	547	673	643	556	526	586	552	605	576	587	558	597	563
T-5/P-5/1	824	784	843	807	692	656	807	771	666	631	703	662	726	691	704	669	716	676

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	6,887	6,552	7,042	6,742	5,780	5,483	6,745	6,446	5,570	5,274	5,871	5,537	6,068	5,771	5,886	5,590	5,982	5,647
T-2/P-2/1	8,700	8,277	8,895	8,517	7,301	6,927	8,521	8,143	7,036	6,662	7,417	6,995	7,665	7,291	7,436	7,061	7,557	7,134
T-3/P-3/1	10,494	9,984	10,729	10,273	8,806	8,355	10,277	9,821	8,486	8,035	8,946	8,437	9,245	8,793	8,969	8,517	9,115	8,605
T-4/P-4/1	12,655	12,040	12,939	12,389	10,620	10,076	12,394	11,844	10,234	9,690	10,789	10,174	11,149	10,604	10,816	10,271	10,992	10,377
T-5/P-5/1	15,176	14,438	15,516	14,857	12,736	12,083	14,863	14,203	12,273	11,620	12,938	12,201	13,370	12,717	12,970	12,317	13,182	12,445

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 [*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)		\$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		\$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					
<i>(c) PA component [axb%]</i>		\$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					
<i>(c) PA component [axb%]</i>		\$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					
<i>(c) PA component [axb%]</i>		\$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					
<i>(c) PA component [axb%]</i>		\$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					
<i>(c) PA component [axb%]</i>		\$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					
<i>(c) PA component [axb%]</i>		\$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					
<i>(c) PA component [axb%]</i>		\$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					
<i>(c) PA component [axb%]</i>		\$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					
<i>(c) PA component [axb%]</i>		\$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					
<i>(c) PA component [axb%]</i>		\$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