



GGGI

STAFF REGULATIONS

Effective Date – 2 June 2020

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STAFF REGULATIONS

ARTICLE 1: SCOPE AND DEFINITIONS

Regulation 1.1

Scope

- (a) The Staff Regulations set out the broad principles of human resources policy for the staffing and administration of the Global Green Growth Institute.*
- (b) The Staff Regulations apply to all staff at all levels, including the Director-General.*
- (c) For purposes of these Staff Regulations, staff or staff members refer to any person appointed or engaged by the Director-General to work full-time or part-time for GGGI under a letter of appointment, individual contractor agreement or other contractual modality that are subject to the Staff Regulations. This term does not include individual consultants engaged to provide temporary or deliverable-based services, interns and secondees, unless otherwise expressly provided in their terms and conditions of engagement.*

Regulation 1.2

Staff Rules

- (a) The Director-General shall provide and enforce such Staff Rules consistent with the principles embodied in these Staff Regulations as he or she considers necessary.*
- (b) The Director-General may delegate to any staff member or committee or unit of GGGI the authority to perform any of the functions referred to in these Staff Regulations.*
- (c) In the event of conflict between the Staff Regulations and the Staff Rules, the Staff Regulations shall prevail.*

ARTICLE 2: STATUS, DUTIES AND OBLIGATIONS

Regulation 2.1

Status of staff

- (a) As staff of an institution common to all member countries, staff members shall respect and do their utmost to maintain the international character of the institution. Consequently, their loyalty is to the institution and to no other authority.*

(b) By accepting appointment, staff members pledge themselves to discharge their functions and regulate their conduct with the interests of GGGI only in view and to advance its objectives as set out in the Establishment Agreement.

Regulation 2.2

Privileges and immunities

(a) Any privileges and immunities enjoyed by GGGI in respect of its staff members are conferred in the interests of GGGI, not for the personal benefit of the staff member. These privileges and immunities furnish no excuse for failure by staff members to observe the applicable laws and police regulations of the state in which they are located, or for non-performance of their private obligations.

(b) In any case where an issue arises regarding the application of privileges and immunities, the staff member concerned shall immediately report the matter to the Director-General, who shall decide whether there is immunity and, if so, whether it should be waived.

(c) In the case of the Director-General, the Assembly shall have the right to waive immunities.

Regulation 2.3

Core values

(a) Staff members shall contribute to creating a work environment where diversity of culture and the personal dignity of every staff member is respected. They shall refrain from any form of harassment or discrimination against any individual or group of individuals and they shall not abuse the power and authority vested in them.

(b) Staff members shall uphold the highest standards of efficiency, competence, merit and integrity. The concept of integrity includes, but is not limited to, probity, impartiality, fairness, honesty and truthfulness in all matters affecting their work and status.

(c) Staff shall conduct themselves at all times in a manner consistent with GGGI's Code of Conduct promulgated by the Director-General.

Regulation 2.4

General duties and obligations

(a) Staff members are subject to the authority of the Director-General, who may assign them to any of the activities or offices of GGGI. In exercising such authority, the Director-General shall seek to ensure, having regard to the circumstances, that all necessary safety and security arrangements are made for staff carrying out the responsibilities entrusted to them.

(b) In the performance of their duties, staff members shall neither seek nor receive instructions from any government or from any other source external to GGGI.

(c) While staff members' personal views and convictions, including their political and religious convictions, remain inviolable, staff members shall ensure that their personal views and convictions do not adversely affect the discharge of their official duties or the interests of GGGI. Staff members may exercise the right to vote but shall ensure that their participation in any political activity is consistent with, and does not reflect adversely upon, the independence and impartiality required by the international character of their position.

(d) Staff members shall conduct themselves at all times in a manner befitting their status as staff of an international organization and shall not engage in any activity that is incompatible with the proper discharge of their duties with GGGI. They shall refrain from any action, and in particular any kind of public pronouncement, incompatible that may adversely reflect on their status or on the integrity, independence and impartiality that are required by that status.

(d) Staff members shall not use their office or the knowledge gained from their official functions for private advantage or for the private advantage of any third party.

(e) Staff members shall exercise the utmost discretion with regard to all matters of official business. They shall not communicate to any government, entity, person or any other source any information known to them by reason of their official position that they know or ought to have known has not been made public, except as appropriate in the normal course of their duties or by authorization of the Director-General. These obligations do not cease upon separation from service.

Regulation 2.5

Honors, gifts or remuneration

(a) No staff member shall accept any honor, decoration, remuneration, favor or gift of any monetary value from any government. If refusal of an unanticipated honor, decoration, remuneration, favor or gift from a government would cause embarrassment to GGGI, the staff member may receive it on behalf of GGGI and then report and entrust it to the Director-General, who will either retain it for GGGI or arrange for its disposal for the benefit of GGGI or for a charitable purpose.

(b) No staff member shall accept any honor, decoration, remuneration, favor or gift of any monetary value from any non-governmental source external to GGGI without first obtaining the approval of the Director-General.

(c) The principles set out in (a) and (b) above are subject to the relevant provisions of the Code of Conduct, which provide further details on honours, gifts and remuneration.

Regulation 2.6

Conflict of interest

(a) *A conflict of interest occurs when, by act or omission, a staff member's personal interests interfere with the performance of his or her official duties and responsibilities or with the integrity, independence or impartiality required by the staff member's status as an international civil servant. When an actual or possible conflict of interest does arise, the conflict shall be disclosed by staff members to the Director-General, mitigated by GGGI and resolved in favor of the interests of GGGI.*

(b) *The Director-General may require staff members to file disclosure statements, as he or she deems necessary in the interest of GGGI.*

(c) *Staff members shall not engage in any outside occupation or employment, whether remunerated or not, without the prior approval of the Director-General.*

Regulation 2.7

Use of Property and Assets and Intellectual Property

(a) *Staff members shall use the property and assets of GGGI only for official purposes and shall exercise reasonable care when utilizing such property and assets.*

(b) *All rights - including title, copyright and patent rights - in any work performed or produced by staff members in connection with their official duties shall be vested in GGGI, unless such rights are waived in writing by the Director-General.*

Regulation 2.8

Declaration

(a) *Staff members shall affirm in writing the following declaration:*

"I solemnly declare and promise to exercise in all loyalty, discretion and conscience the functions entrusted to me as an international civil servant of GGGI, to discharge these functions and regulate my conduct with the interests of GGGI only in view, and not to seek or accept instructions in regard to the performance of my duties from any government or other source external to GGGI."

ARTICLE 3: CLASSIFICATION OF POSITIONS, GRADING AND PROMOTION

Regulation 3.1

Classification of positions

The Director-General shall make appropriate provision for the evaluation and classification of positions and staff according to the nature of the duties, the responsibilities and the knowledge, qualifications and experience required. Position categories shall consist of Executive, International and National categories.

ARTICLE 4: SALARIES AND ALLOWANCES

Regulation 4.1

General Principles

(a) The salary scales for positions shall be fixed by the Council and revised by the Council from time to time on the recommendation of the Director-General. The established salary scales shall be set out as Annex I to these Staff Regulations.

(b) GGGI salary scales are intended to be sufficient to attract and retain people with the required personal and professional skills and qualifications taking into account the prevailing conditions of employment in the concerned locality.

(c) Except in relation to the Director-General, the Deputy Director-General and the Assistant Director-Generals, the salaries of staff members shall be decided by the Director-General in accordance with the nature of the duties and responsibilities required of the position, and in accordance with the salary scales and general principles established by the Council. The salaries of the Director-General, the Deputy Director-General and the Assistant Director-Generals shall be decided by the Council in accordance with the established salary scales and general principles.

(d) The Director-General may establish performance-based incentives to recognize and reward sustained and superior performance of staff members other than the Director-General, the Deputy Director-General and the Assistant Director-Generals.

(e) The Council shall determine, on the basis of annual performance assessments, the amount of annual performance bonus to be awarded to the Director-General, the Deputy Director-General and the Assistant Director-Generals.

(f) Host country agreements in GGGI's countries of operation shall include conditions regarding tax on income derived from employment with GGGI which are comparable to those accorded to staff of other international organizations.

Regulation 4.2

Allowances

(a) Staff members may be eligible under the Staff Rules for expatriate benefits, which include expatriate allowance, education related allowance, home leave allowance, hardship allowance, and such other benefits as the Director-General may determine in the Staff Rules.

(b) The Director-General shall establish terms and conditions under which mobilization and demobilization allowances and cost of living allowance shall be available to a staff member who is authorized to travel on appointment, transfer, re-assignment or separation from service.

(c) The Director-General may, from time to time, establish other benefits and allowances deemed necessary for the effective functioning of GGGI, within the approved budget and having regard to rules of sound management and financial principles.

ARTICLE 5: RECRUITMENT, APPOINTMENT AND DEVELOPMENT

Regulation 5.1

Appointment

(a) In accordance with Article 10.7 of the Establishment Agreement, the Director-General shall be responsible for the appointment, assignment and posting of staff members in accordance with these Staff Regulations and the Staff Rules.

(b) As further provided in Article 10.7 of the Establishment Agreement, the foremost consideration in the exercise of this authority shall be to secure and retain staff members who possess the highest standards of efficiency, competence, merit and integrity, taking into account the principle of gender equality and maintenance of institutional harmony and staff morale. Due regard shall be paid to the importance of recruiting staff on as wide a geographical basis as practicable.

(c) As a general principle, the appointment of new staff members shall be made on a competitive basis. The general nature and extent of material exceptions to this basis shall be reported periodically to the Council.

(d) Staff members are required to possess the degree of physical and mental fitness needed for the efficient performance of their duties. Accordingly, the Director-General may require staff members to undergo a medical examination to establish their fitness before appointment and, thereafter, whenever the interests of GGGI so demand.

Regulation 5.2

Recruitment and Selection of staff members

(a) *Selection, assignment and promotion of staff members shall be made without distinction as to race, nationality, gender, sexual orientation, or religion.*

(b) *In filling vacancies, full regard shall be paid to persons already in the service of GGGI who possess the requisite qualifications and experience and have demonstrated sustained superior performance and then to external candidates with similar qualifications and experience. The Director-General shall establish in the Staff Rules procedures for the internal selection of existing staff members for vacant positions taking into consideration efficiency, competence, merit and integrity.*

(c) *Appointment shall not be granted to a person who bears any of the following relationships to a staff member: father, mother, son, daughter, brother or sister;*

(d) *The spouse of a staff member may be appointed provided that the spouse has been recruited through a competitive selection process and is fully qualified for the position, and provided that the person is not given any preference for appointment by virtue of the relationship to the staff member. The Director-General shall establish systems and procedures to ensure that the assignment of a spouse to a position will not cause any actual or perceived conflict of interest.*

(e) *The Director-General shall establish a process to ensure transparency and compliance with applicable rules and directives in every recruitment made by GGGI.*

Regulation 5.3

Term of appointment

(a) *Staff members shall be appointed for a fixed-term as specified in their employment contracts, and shall be subject to a probationary period as established by the Director-General.*

(b) *A fixed-term appointment does not carry any expectancy, legal or otherwise, of renewal or conversion, irrespective of the length of service or its extension.*

Regulation 5.4

Performance of staff and staff development

(a) *The Director-General shall establish a staff performance evaluation system.*

(b) *The Staff Rules shall provide for the development of internal and external training programs and learning opportunities for staff members for the purpose of improving their knowledge and skills to enable them to carry out their present duties more efficiently and to develop their potential for positions of greater responsibility within GGGI.*

Regulation 5.5
Secondment

Staff members may be seconded by GGGI to governments, national institutions, intergovernmental organizations, non-governmental organizations, research and academic institutions, private sector entities and other entities of relevance to GGGI's activities or operations, upon terms and conditions prescribed by the Director-General.

ARTICLE 6: ATTENDANCE AND LEAVE

Regulation 6.1
Working hours and attendance

(a) The Director-General shall establish the normal working hours and the normal working week for each duty station in conformity with local practice in the duty station. Nevertheless, in cases of emergency or when the exigencies of the service require, the Director-General or any other manager acting on his or her behalf may, in accordance with the rules established by the Director-General, require a staff member to work beyond the normal working hours or week.

(b) The Director-General shall establish official holidays for each calendar year at each duty station by reference to the most commonly observed official holidays in the duty station.

Regulation 6.2
Annual leave

Staff members shall be entitled to paid annual leave, as determined by the Director-General under the Staff Rules.

Regulation 6.3
Other leaves

Staff members shall be entitled to such other leave as may be determined by the Director-General in the Staff Rules.

Regulation 6.4
Special leave

Special leave may be authorized by the Director-General in exceptional cases.

ARTICLE 7: SOCIAL SECURITY

Regulation 7.1

Social security scheme

The Director-General shall establish a cost-effective and administratively efficient scheme of social security for staff, which includes provision for retirement savings, medical insurance, sick leave, parental leave and reasonable compensation in the event of illness, accident or death attributable to the performance of official duties on behalf of GGGI, under terms and conditions specified by the Director-General in the Staff Rules.

ARTICLE 8: TRAVEL AND REMOVAL EXPENSES

Regulation 8.1

Staff members shall, in appropriate cases, be paid travel expenses for themselves and their dependents, under terms and conditions specified by the Director-General in the Staff Rules.

Regulation 8.2

Subject to terms and conditions specified by the Director-General in the Staff Rules, GGGI shall in appropriate cases pay removal costs for staff members.

ARTICLE 9: STAFF RELATIONS

Regulation 9.1

(a) The Director-General shall establish and maintain continuous contact and communication with the staff in order to ensure the effective participation of staff in identifying, examining and resolving issues relating to human resources policies, conditions of work and staff welfare.

(b) In order to maintain a continuing dialogue between GGGI management and staff, a staff representative body shall be established for the purpose set forth in (a) above and whose primary function will be to improve cooperation and morale within GGGI and to promote healthy relations between staff and management.

ARTICLE 10: SEPARATION FROM SERVICE

Regulation 10.1

Resignation

Staff members may resign from service upon giving the Director-General the notice required under the terms of their appointment. The Director-General and the staff member may agree on a shorter or a longer notice period.

Regulation 10.2

Death

A staff member's appointment shall expire on the death of the staff member.

Regulation 10.3

Agreed Separation

A staff member may be separated by GGGI with his or her agreement, if such action is in the interest of GGGI.

Regulation 10.4

Termination of appointment by the Director-General

(a) The Director-General may terminate the appointment of a staff member prior to the expiration date of the appointment in accordance with the terms of such appointment or for any of the following reasons:

- i. if the necessities of service require abolition of the post or reduction of the staff;*
- ii. if the services of the staff member prove unsatisfactory;*
- iii. if the staff member is, for reasons of health, incapacitated for further service;*
- iv. abandonment of post;*
- v. if the conduct of the staff member indicates that the staff member does not meet the highest standards of integrity required by Staff Regulations or the Code of Conduct;*
- vi. if facts anterior to the appointment of the staff member and relevant to his or her suitability come to light that, if they had been known at the time of his or her appointment, would have precluded his or her appointment.*

(b) The Director-General shall give reasons for the termination of the appointment of a staff member.

(c) The Director-General shall provide notice to staff members whose appointment are terminated, and termination indemnity in specific cases, in accordance with the rates and conditions established in the Staff Rules.

Regulation 10.5

Expiration of appointment

Unless terminated earlier under one of the previous provisions of this Article 10, a staff member's shall be separated from the service of GGGI upon the expiry of his or her appointment as specified in the employment contract.

ARTICLE 11: DISCIPLINARY MEASURES

Regulation 11.1

(a) The Director-General may impose disciplinary measures on staff members who engage in misconduct, whose conduct is unsatisfactory or prejudicial to the interests of GGGI or who falls seriously short of the norms and standards established by GGGI. Such disciplinary measures shall be imposed in conformity with the disciplinary process provided for in Regulation 11.1(b).

(b) The Director-General shall establish a process which shall deal with disciplinary matters, but without prejudice to his or her authority to summarily dismiss a staff member without notice or benefits for serious misconduct.

ARTICLE 12: ADMINISTRATION OF JUSTICE

Regulation 12.1

The Director-General shall in the Staff Rules establish an internal process, with staff participation, for the settlement of disputes as well as for appeals relating to administrative decisions directly affecting the contractual rights and benefits of staff members. Disputes and appeals must be based on an alleged non-observance of their terms of appointment, including the Staff Regulations and Staff Rules.

Regulation 12.2

The Director-General shall make arrangements for staff members dissatisfied with the outcome of the internal appeal process, to have access to an independent arbitral mechanism if they wish to seek recourse against the validity of the final decision taken by the Director-General.

ARTICLE 13: GENERAL PROVISIONS

Regulation 13.1

Amendments

The Staff Regulations may be supplemented or amended by the Council, without prejudice to the acquired rights of staff members.

Regulation 13.2

Entry into Force

These Staff Regulations shall enter into force on the date of their adoption by the Council, and shall annul, supersede and replace any previously approved Staff Regulations.

Regulation 13.3

New or amended Staff Rules

- (a) New and/or amended Staff Rules shall be consistent with the Staff Regulations.*
- (b) Subject to compliance with Regulation 13.3(a), new and/or amended Staff Rules shall be effective on the date of approval by the Director-General.*
- (c) The Director-General shall report to the Council the full text of new and/or amended Staff Rules.*

ANNEXES TO THE STAFF REGULATIONS

Annex I

GGGI Grade and Salary scales

1. Grade and salary scale for Executive positions
2. Grade and Salary scale for International positions
3. Grade and Salary scale for national positions in Cambodia
4. Grade and Salary scale for national positions in China
5. Grade and Salary scale for national positions in Colombia
6. Grade and Salary scale for national positions in Ethiopia
7. Grade and Salary scale for national positions in Fiji
8. Grade and Salary scale for national positions in India
9. Grade and Salary scale for national positions in Indonesia
10. Grade and Salary scale for national positions in Jordan
11. Grade and Salary scale for national positions in Kiribati
12. Grade and Salary scale for national positions in the Republic of Korea
13. Grade and Salary scale for national positions in the Lao People's Democratic Republic
14. Grade and Salary scale for national positions in Mexico
15. Grade and Salary scale for national positions in Mongolia
16. Grade and Salary scale for national positions in Morocco
17. Grade and Salary scale for national positions in Myanmar
18. Grade and Salary scale for national positions in Nepal
19. Grade and Salary scale for national positions in Peru
20. Grade and Salary scale for national positions in the Philippines
21. Grade and Salary scale for national positions in Rwanda
22. Grade and Salary scale for national positions in Senegal
23. Grade and Salary scale for national positions in Thailand
24. Grade and Salary scale for national positions in the United Arab Emirates
25. Grade and Salary scale for national positions in Uganda
26. Grade and Salary scale for national positions in the United Kingdom
27. Grade and Salary scale for national positions in Vanuatu
28. Grade and Salary scale for national positions in Vietnam

GGGI ANNUAL BASE SALARY SCALE FOR EXECUTIVES			
CURRENCY	USD		
GGGI GRADE	Entry	Mid	Maximum
Director-General	Up to 286110 and up to 10% bonus		
Deputy Director-General	187008	219744	252480
Assistant Director-General	178080	209280	240480

GGGI ANNUAL BASE SALARY SCALE FOR INTERNATIONAL POSITIONS			
CURRENCY	USD		
GGGI GRADE	Entry	Mid	Maximum
X13	161952	190272	218592
X12	129504	158640	187776
X11	106176	130080	153984
X10	87072	106608	126144
X9	71904	88080	104256
X8	59424	72816	86208

GGGI ANNUAL BASE SALARY SCALE FOR NATIONAL POSITIONS**Country Name** **CAMBODIA****CURRENCY** **USD**

GGGI GRADE	Entry	Mid	Maximum
X11	52003	61489	70974
X10	44455	52327	60199
X9	38031	44768	51505
X8	32645	38334	44023
X7	28939	34433	39926
X6	21757	25933	30108
X5	16477	19567	22657
X4	12531	14827	17123
X3	9946	11767	13588
X2	7890	9341	10791
X1	6264	7412	8560

Benchmarked to ICSC scale (Gross) of the Country
effective**Oct-14**

GGGI ANNUAL BASE SALARY SCALE FOR NATIONAL POSITIONS**Country Name** CHINA**CURRENCY** USD

GGGI GRADE	Entry	Mid	Maximum
X11	124134	163434	202734
X10	105100	138690	172280
X9	79260	105098	130937
X8	59385	79260	99135
X7	53143	68937	84731
X6	40287	51941	63594
X5	32225	41324	50423
X4	26690	34141	41593
X3	22468	28722	34976
X2	18894	24192	29489
X1	16013	20427	24841

Benchmarked to ICSC scale (Gross) of the Country effective

Apr-15

GGGI ANNUAL BASE SALARY SCALE FOR NATIONAL POSITIONS			
Country Name		COLOMBIA	
CURRENCY		USD	
GGGI GRADE	Entry	Mid	Maximum
X11	98407	126951	155495
X10	77855	100690	123525
X9	57458	74628	91798
X8	41775	54588	67402
X7	32121	42032	51944
X6	26036	33913	41791
X5	21527	27879	34232
X4	17835	23046	28256
X3	14759	19033	23307
X2	12195	15757	19318
X1	10155	13074	15993
Benchmarked to ICSC scale (Gross) of the Country effective			May-15

GGGI ANNUAL BASE SALARY SCALE FOR NATIONAL POSITIONS			
Country Name		ETHIOPIA	
CURRENCY		USD	
GGGI GRADE	Entry	Mid	Maximum
X11	29558	37787	46016
X10	25339	32329	39318
X9	21694	27725	33756
X8	19130	24445	29760
X7	19060	25806	32551
X6	16583	22368	28152
X5	14285	19212	24138
X4	11432	15284	19136
X3	9063	12137	15211
X2	7081	9480	11878
X1	5494	7346	9198
Benchmarked to ICSC scale (Gross) of the Country effective			Jan-16

GGGI ANNUAL BASE SALARY SCALE FOR NATIONAL POSITIONS

Country Name **FIJI**

CURRENCY **USD**

GGGI GRADE	Entry	Mid	Maximum
X11	72685	81474	90263
X10	61799	69380	76961
X9	48079	53910	59741
X8	35830	40077	44324
X7	24869	29170	33471
X6	20756	24367	27979
X5	17171	20166	23161
X4	14191	16585	18980
X3	11630	13570	15510
X2	9536	11120	12705
X1	7815	9115	10414

Benchmarked to ICSC scale (Gross) of the Country effective

Jul-15

GGGI ANNUAL BASE SALARY SCALE FOR NATIONAL POSITIONS			
Country Name		INDIA	
CURRENCY		USD	
GGGI GRADE	Entry	Mid	Maximum
X11	66964	85289	103614
X10	46665	59601	72536
X9	32858	41599	50340
X8	23383	29468	35552
X7	21760	28057	34354
X6	16323	21063	25803
X5	12368	15848	19329
X4	9581	12242	14904
X3	7820	9993	12165
X2	6740	8613	10485
X1	5862	7490	9119
Benchmarked to ICSC scale (Gross) of the Country effective			Jul-15

GGGI ANNUAL BASE SALARY SCALE FOR NATIONAL POSITIONS			
Country Name		INDONESIA	
CURRENCY		USD	
GGGI GRADE	Entry	Mid	Maximum
X11	69655	92781	115908
X10	55024	73680	92336
X9	40873	54675	68477
X8	30059	39826	49592
X7	26282	33987	41691
X6	19394	25021	30649
X5	14362	18499	22636
X4	10717	13695	16672
X3	8004	10227	12451
X2	6013	7683	9353
X1	4518	5773	7028
Benchmarked to ICSC scale (Gross) of the Country effective			Jun-15

GGGI ANNUAL BASE SALARY SCALE FOR NATIONAL POSITIONS

Country Name **JORDAN**

CURRENCY **USD**

GGGI GRADE	Entry	Mid	Maximum
X11	80962	106278	131594
X10	62759	82856	102952
X9	49085	64649	80213
X8	39762	52111	64461
X7	33817	44769	55721
X6	27287	36055	44823
X5	22190	29283	36376
X4	18248	24069	29890
X3	15099	19811	24524
X2	12506	16346	20187
X1	10437	13612	16787

Benchmarked to ICSC scale (Gross) of the Country
effective

Jun-15

GGGI ANNUAL BASE SALARY SCALE FOR NATIONAL POSITIONSCountry Name **KIRIBATI**CURRENCY **USD**

GGGI GRADE	Entry	Mid	Maximum
X11	25576	30409	35241
X10	21157	25188	29219
X9	17511	20849	24187
X8	15777	19403	23029
X7	14592	17298	20003
X6	12931	15818	18706
X5	10513	12849	15185
X4	8478	10363	12249
X3	6783	8293	9802
X2	5424	6632	7840
X1	4341	5307	6273

Benchmarked to ICSC scale (Gross) of the Country
effective**Jul-10**

GGGI ANNUAL BASE SALARY SCALE FOR NATIONAL POSITIONS			
Country Name		REPUBLIC OF KOREA	
CURRENCY		USD	
GGGI GRADE	Entry	Mid	Maximum
X11	106000	130000	154000
X10	87000	106500	126000
X9	72000	88000	104000
X8	60000	73500	87000
X7	55000	68000	81000
X6	45000	60000	75000
X5	34000	44500	55000
X4	28000	36000	44000
X3	24000	27000	30000
X2	22000	24000	26000
X1	20600	22300	24000
X1-X7 Based on the current GGGI G1-G3 Scales X8-X11 Based on the market survey			Jan-18 Nov-19

GGGI ANNUAL BASE SALARY SCALE FOR NATIONAL POSITIONS**Country Name** LAO DEMOCRATIC PEOPLE'S REPUBLIC**CURRENCY** USD

GGGI GRADE	Entry	Mid	Maximum
X11	43338	56445	69551
X10	32608	42181	51754
X9	24843	32031	39219
X8	20349	26291	32232
X7	16395	19945	23494
X6	13441	16274	19107
X5	11484	13910	16336
X4	9820	11888	13956
X3	8391	10163	11935
X2	7232	8763	10294
X1	6696	8110	9523

Benchmarked to ICSC scale (Gross) of the Country effective

Mar-15

GGGI ANNUAL BASE SALARY SCALE FOR NATIONAL POSITIONS

Country Name **MEXICO**

CURRENCY **USD**

GGGI GRADE	Entry	Mid	Maximum
X11	91793	116471	141150
X10	79138	100597	122056
X9	65043	82916	100789
X8	51021	65327	79633
X7	38860	48631	58402
X6	30962	38525	46087
X5	25176	31221	37267
X4	20500	25348	30196
X3	17729	21921	26113
X2	15319	18964	22609
X1	13282	16422	19562

Benchmarked to ICSC scale (Gross) of the Country effective

**X1-X7-OCT
2015
X8-X11- OCT
2014**

GGGI ANNUAL BASE SALARY SCALE FOR NATIONAL POSITIONS**Country Name** MONGOLIA**CURRENCY** USD

GGGI GRADE	Entry	Mid	Maximum
X11	35860	43285	50711
X10	33741	40733	47724
X9	31797	38349	44901
X8	29371	35385	41399
X7	24053	28906	33758
X6	21366	25697	30029
X5	18148	21852	25557
X4	15339	18423	21507
X3	12888	15403	17919
X2	10834	12939	15043
X1	8322	9939	11557

Benchmarked to ICSC scale (Gross) of the Country effective

Jan-16

GGGI ANNUAL BASE SALARY SCALE FOR NATIONAL POSITIONSCountry Name **MOROCCO**CURRENCY **USD**

GGGI GRADE	Entry	Mid	Maximum
X11	111006	142927	174848
X10	85355	110294	135232
X9	65316	84799	104282
X8	51485	67186	82888
X7	35234	44036	52837
X6	28696	35763	42830
X5	23360	29023	34686
X4	18986	23625	28264
X3	15366	19089	22811
X2	12493	15435	18378
X1	10157	12527	14897

Benchmarked to ICSC scale (Gross) of the Country effective **Feb-15**

GGGI ANNUAL BASE SALARY SCALE FOR NATIONAL POSITIONS**Country Name** MYANMAR**CURRENCY** USD

GGGI GRADE	Entry	Mid	Maximum
X11	35581	45878	56174
X10	32864	42344	51823
X9	28190	36245	44300
X8	23732	30488	37244
X7	21174	26870	32566
X6	18523	23480	28436
X5	16247	20537	24826
X4	14252	17952	21652
X3	12288	15436	18584
X2	10416	13083	15749
X1	8675	10905	13135

Benchmarked to ICSC scale (Gross) of the Country
effective**Oct-15**

GGGI ANNUAL BASE SALARY SCALE FOR NATIONAL POSITIONS**Country Name** **NEPAL****CURRENCY** **USD**

GGGI GRADE	Entry	Mid	Maximum
X11	38328	51696	65064
X10	31134	41668	52203
X9	25358	33853	42348
X8	19614	26132	32651
X7	15842	21304	26767
X6	13093	17529	21965
X5	10820	14409	17997
X4	9017	11993	14968
X3	7577	10078	12578
X2	6367	8469	10570
X1	5396	7177	8958

Benchmarked to ICSC scale (Gross) of the Country
effective**Jul-15**

GGGI ANNUAL BASE SALARY SCALE FOR NATIONAL POSITIONS

Country Name **PERU**

CURRENCY **USD**

GGGI GRADE	Entry	Mid	Maximum
X11	100529	127527	154524
X10	89992	114300	138608
X9	78983	100489	121995
X8	67321	85864	104408
X7	56812	71368	85924
X6	43052	54190	65329
X5	35367	44308	53249
X4	29082	36283	43483
X3	24100	29991	35883
X2	19947	24782	29617
X1	17084	21252	25420

Benchmarked to ICSC scale (Gross) of the Country effective

**X1-X7-APR
2015
X8-X11- NOV
2013**

GGGI ANNUAL BASE SALARY SCALE FOR NATIONAL POSITIONS			
Country Name		PHILIPPINES	
CURRENCY		USD	
GGGI GRADE	Entry	Mid	Maximum
X11	65832	89983	114134
X10	46133	63193	80253
X9	33145	44968	56790
X8	24880	33602	42324
X7	18423	24881	31338
X6	15740	21193	26647
X5	13453	18045	22637
X4	11401	15220	19039
X3	9581	12774	15968
X2	8017	10690	13362
X1	6709	8945	11182
Benchmarked to ICSC scale (Gross) of the Country effective			Jul-15

GGGI ANNUAL BASE SALARY SCALE FOR NATIONAL POSITIONS

Country Name **RWANDA**

CURRENCY **USD**

GGGI GRADE	Entry	Mid	Maximum
X11	84227	106207	128188
X10	60701	77005	93308
X9	44005	55706	67407
X8	34185	43009	51832
X7	28153	34559	40965
X6	23317	28573	33829
X5	19099	23443	27788
X4	15619	19106	22593
X3	12300	14953	17607
X2	9599	11685	13771
X1	7489	9127	10764

Benchmarked to ICSC scale (Gross) of the Country effective

Aug-15

GGGI ANNUAL BASE SALARY SCALE FOR NATIONAL POSITIONSCountry Name **SENEGAL**CURRENCY **USD**

GGGI GRADE	Entry	Mid	Maximum
X11	75967	98793	121618
X10	57988	75827	93665
X9	44453	58135	71817
X8	34225	44478	54732
X7	29860	38654	47448
X6	23907	30869	37832
X5	19270	24877	30483
X4	15710	20261	24812
X3	12983	16673	20363
X2	10730	13714	16698
X1	8868	11328	13787

Benchmarked to ICSC scale (Gross) of the Country effective

Jun-15

GGGI ANNUAL BASE SALARY SCALE FOR NATIONAL POSITIONS			
Country Name		THAILAND	
CURRENCY		USD	
GGGI GRADE	Entry	Mid	Maximum
X11	81708	112723	143738
X10	64659	89671	114682
X9	51040	71145	91251
X8	40700	56528	72356
X7	36686	51759	66832
X6	30372	42502	54633
X5	25157	35093	45029
X4	20812	28970	37128
X3	16523	22992	29461
X2	13219	18301	23384
X1	10575	14550	18524
Benchmarked to ICSC scale (Gross) of the Country effective			Jan-15

GGGI ANNUAL BASE SALARY SCALE FOR NATIONAL POSITIONS			
Country Name		UNITED ARAB EMIRATES	
CURRENCY		USD	
GGGI GRADE	Entry	Mid	Maximum
X11		0	
X10	190128	228503	266877
X9	164384	197753	231122
X8	142001	171016	200031
X7	108665	131200	153735
X6	93549	113143	132738
X5	80404	97444	114484
X4	68973	83792	98610
X3	59087	71946	84804
X2	51029	61915	72801
X1	44022	53192	62361
Benchmarked to ICSC scale (Gross) of the Country effective			Jul-10

GGGI ANNUAL BASE SALARY SCALE FOR NATIONAL POSITIONS

Country Name **UGANDA**

CURRENCY **USD**

GGGI GRADE	Entry	Mid	Maximum
X11	78460	101863	125267
X10	56622	73955	91288
X9	40945	53534	66123
X8	32325	42032	51739
X7	21297	27480	33663
X6	16874	21792	26709
X5	13461	17332	21204
X4	11034	14132	17230
X3	9047	11558	14069
X2	7537	9632	11728
X1	6280	8025	9771

Benchmarked to ICSC scale (Gross) of the Country effective

Aug-15

GGGI ANNUAL BASE SALARY SCALE FOR NATIONAL POSITIONS

Country Name **UNITED KINGDOM**

CURRENCY **USD**

GGGI GRADE	Entry	Mid	Maximum
X11		0	
X10		0	
X9		0	
X8		0	
X7	59766	72886	86005
X6	52713	64451	76188
X5	46643	57016	67389
X4	41407	50455	59504
X3	36730	44628	52525
X2	32584	39533	46482
X1	28996	35169	41342

Benchmarked to ICSC scale (Gross) of the Country effective

May-15

GGGI ANNUAL BASE SALARY SCALE FOR NATIONAL POSITIONS			
Country Name		VANUATU	
CURRENCY		USD	
GGGI GRADE	Entry	Mid	Maximum
X11		0	
X10	84659	101767	118876
X9	60948	72230	83513
X8	45825	54308	62792
X7	41945	52204	62463
X6	31060	38403	45745
X5	23141	28493	33844
X4	17188	21197	25206
X3	12993	15941	18889
X2	9843	12030	14218
X1	7457	9114	10771
Benchmarked to ICSC scale (Gross) of the Country effective			Nov-13

GGGI ANNUAL BASE SALARY SCALE FOR NATIONAL POSITIONS**Country Name** VIETNAM**CURRENCY** USD

GGGI GRADE	Entry	Mid	Maximum
X11	77042	102796	128549
X10	57754	77484	97214
X9	44901	59956	75010
X8	36186	47947	59707
X7	26277	33108	39939
X6	20990	26497	32003
X5	17025	21428	25831
X4	14070	17618	21165
X3	11726	14658	17590
X2	9772	12216	14660
X1	8143	10180	12217

Benchmarked to ICSC scale (Gross) of the Country effective

Oct-15



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