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Conseil des chefs de secrétariat des organismes des Nations Unies

Secrétariat du CCS

Palais des Nations
Bureaux A-503 ou C-553
CH-1211 Genève 10, Suisse
Tél.: 41-22/917 32 76 ou 917 17 60
Fax: 41-22/917 00 63 ou 917 03 08

Chief Executives Board for Coordination

CEB Secretariat

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1 United Nations Plaza
Office DC1-1228
New York, N.Y. 10017, USA
Tel.: 1-212/963 50 88
Fax: 1-212/963 41 90

CEB/2026/HLCM/CM/4
10 July 2026

To: All member organizations and AITC

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

Subject: **Daily and monthly pay rates for freelance translators, effective 1 July 2026**

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 2026**.

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 2026 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 2026 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 2026 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)	$20.21	$25.53	$30.79	$37.14	$44.53
Monthly (in USD)	$372.18	$470.20	$567.11	$683.91	$820.16

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 Jul 2026
(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	435	415	446	426	368	348	428	408	319	299	356	336	375	356	320	304	365	345
T-2/P-2/1	549	524	564	538	465	439	541	516	402	377	449	424	474	449	404	383	461	436
T-3/P-3/1	663	632	680	649	560	530	652	622	485	455	542	512	572	542	487	463	556	526
T-4/P-4/1	799	762	820	783	676	639	786	750	585	549	653	617	690	653	587	558	671	634
T-5/P-5/1	958	914	984	939	810	767	943	899	702	658	784	740	827	784	704	669	805	761

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	8,008	7,642	8,221	7,849	6,773	6,406	7,882	7,516	5,866	5,498	6,549	6,183	6,915	6,549	5,886	5,590	6,727	6,360
T-2/P-2/1	10,117	9,654	10,387	9,916	8,556	8,093	9,958	9,495	7,411	6,946	8,274	7,811	8,736	8,273	7,436	7,061	8,498	8,035
T-3/P-3/1	12,202	11,644	12,527	11,960	10,320	9,762	12,010	11,452	8,938	8,378	9,979	9,421	10,537	9,979	8,969	8,517	10,250	9,692
T-4/P-4/1	14,715	14,042	15,108	14,424	12,445	11,772	14,484	13,811	10,779	10,103	12,034	11,361	12,707	12,034	10,816	10,271	12,361	11,688
T-5/P-5/1	17,646	16,839	18,117	17,297	14,924	14,117	17,369	16,562	12,927	12,116	14,432	13,624	15,238	14,431	12,970	12,317	14,823	14,016

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 [*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					
(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					
(c) PA component [axb%]		*$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					
(c) PA component [axb%]		*$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					
(c) PA component [axb%]		*$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					
(c) PA component [axb%]		*$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					
(c) PA component [axb%]		*$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					
(c) PA component [axb%]		*$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					
(c) PA component [axb%]		*$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					
(c) PA component [axb%]		*$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					
(c) PA component [axb%]		*$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**