

Place of residence	Levels of complexity of assignment (see descriptions in footnotes below)									
	A		B		C		D		E	
	From	To	From	To	From	To	From	To	From	To
Afghanistan	112	284	286	357	364	444	439	525	527	576
Albania	110	280	282	352	359	437	432	517	519	567
Algeria	118	299	301	376	383	467	462	553	554	606
Angola	127	321	324	404	412	502	497	594	596	652
Anguilla	120	306	308	384	392	477	472	565	566	620
Antigua and Barbuda	120	306	308	384	392	477	472	565	566	620
Argentina	112	285	287	358	365	445	440	526	528	577
Armenia	108	275	277	346	353	430	425	509	510	558
Aruba	128	326	328	410	418	509	504	602	604	661
Australia	114	291	293	366	373	454	449	537	539	590
Austria	124	315	317	396	403	491	486	581	583	638
Azerbaijan	108	275	277	346	352	429	425	508	509	557
Bahamas	135	342	344	430	438	534	528	632	634	693
Bahrain	108	273	275	343	350	427	422	505	506	554
Bangladesh	115	293	295	368	375	457	453	541	543	594
Barbados	130	330	332	415	423	515	510	610	611	669
Belarus	118	299	301	376	383	467	462	552	554	606
Belgium	119	303	305	381	389	473	469	560	562	615
Belize	119	301	303	379	386	470	465	556	558	610
Benin	109	277	278	348	354	432	427	511	512	561
Bermuda	146	370	372	465	474	577	571	683	685	750
Bhutan	111	282	284	354	361	440	435	521	522	571
Bolivia (Plurinational State of)	105	267	269	336	342	417	413	494	495	542
Bonaire	120	306	308	384	392	477	472	565	566	620
Bosnia and Herzegovina	108	274	276	345	351	428	424	507	508	556
Botswana	99	252	254	317	323	394	390	466	468	512
Brazil	105	266	268	335	341	416	412	492	494	540
British Virgin Islands	118	301	303	378	386	470	465	556	558	610
Brunei Darussalam	137	347	349	436	444	542	536	641	643	703
Bulgaria	111	282	284	355	361	440	436	521	523	572
Burkina Faso	104	265	267	333	339	413	409	489	491	537
Burundi	115	293	295	368	375	457	452	541	542	593
Cambodia	103	261	263	328	335	408	404	483	484	530
Cameroon	114	290	292	365	372	453	448	536	538	588
Canada	119	303	305	380	388	472	468	559	561	613
Cabo Verde	113	286	288	360	367	447	442	529	530	580
Cayman Islands	118	299	301	375	383	466	462	552	553	605
Central African Republic	119	302	304	380	387	472	467	559	560	613
Chad	116	295	297	371	378	461	456	545	547	598
Chile	108	275	277	346	352	430	425	508	510	558
China	124	316	318	398	405	494	489	584	586	641
China, Hong Kong (SAR)	159	404	406	508	517	630	624	746	748	818
China, Macao (SAR)	119	303	305	381	388	473	468	560	561	614
Colombia	119	303	305	381	389	473	469	560	562	615
Comoros	112	284	286	357	364	443	439	525	526	576
Congo	118	299	302	377	384	468	463	553	555	607
Democratic Republic of the Congo	124	314	317	395	403	491	486	581	583	637
Cook Islands	115	292	294	367	374	456	451	539	541	592
Costa Rica	109	278	280	349	356	434	429	513	515	563
Côte d'Ivoire	135	342	344	430	438	534	528	632	634	693
Croatia	115	291	293	366	373	455	450	538	540	590
Cuba	122	311	313	391	398	485	480	574	576	630
Cyprus	108	275	277	346	352	429	425	508	509	557
Czechia	123	312	314	392	399	487	482	576	578	632
Denmark	142	361	364	454	463	564	558	667	669	732
Djibouti	114	290	292	364	371	452	447	535	537	587
Dominica	120	306	308	384	392	477	472	565	566	620
Dominican Republic	106	269	271	338	345	420	416	497	499	545
Ecuador	100	254	256	320	326	397	393	470	471	515
Egypt	102	259	260	325	332	404	400	478	479	525
El Salvador	106	269	271	338	345	420	416	497	499	545
Equatorial Guinea	113	288	290	362	369	450	446	533	534	584

Place of residence	Levels of complexity of assignment (see descriptions in footnotes below)									
	A		B		C		D		E	
	From	To	From	To	From	To	From	To	From	To
Eritrea	116	294	296	370	377	459	454	543	545	596
Estonia	120	305	307	384	391	476	471	564	565	618
Eswatini	97	247	249	311	317	386	382	457	458	501
Ethiopia	117	297	299	374	381	464	460	550	551	603
Fiji	110	280	282	352	359	438	433	518	519	568
Finland	118	299	301	376	383	467	462	553	554	606
France	124	316	318	397	405	493	488	584	586	641
French Guiana	112	285	287	358	365	445	440	526	528	577
Gabon	118	301	303	378	385	470	465	556	557	610
Gambia	111	283	284	355	362	441	437	522	524	573
Georgia	102	260	262	327	333	406	402	480	482	527
Germany	118	301	303	378	385	470	465	556	557	610
Ghana	122	311	313	391	399	486	481	575	576	631
Gibraltar	145	368	370	463	471	575	569	680	682	746
Greece	111	283	285	356	363	442	438	523	525	574
Grenada	120	306	308	384	392	477	472	565	566	620
Guatemala	106	270	272	340	346	422	418	500	501	548
Guinea	117	298	300	374	382	465	460	550	552	604
Guinea-Bissau	121	308	310	387	395	481	476	569	571	625
Guyana	121	308	310	387	395	481	476	569	571	625
Haiti	123	313	315	394	402	489	484	579	581	635
Honduras	106	269	271	338	345	420	415	497	498	545
Hungary	122	311	313	391	398	485	480	574	576	630
Iceland	116	293	295	369	376	458	454	542	544	595
India	106	270	272	339	346	421	417	499	500	547
Indonesia	105	267	269	336	342	417	413	494	495	542
Iran (Islamic Republic of)	105	266	267	334	340	415	410	491	492	538
Iraq	104	264	266	332	338	412	408	488	489	535
Ireland	125	318	320	400	407	496	491	587	589	644
Israel	138	351	353	441	449	548	542	648	650	711
Italy	102	259	261	326	332	404	400	478	480	525
Jamaica	116	295	297	371	378	460	455	545	546	597
Japan	118	299	301	376	383	467	462	553	554	606
Jerusalem	131	332	335	418	426	519	514	614	616	674
Jordan	110	280	282	352	358	437	432	517	518	567
Kazakhstan	111	281	283	353	360	439	434	519	521	570
Kenya	114	289	291	363	370	451	446	534	535	585
Kiribati	121	306	308	385	392	478	473	566	567	621
Korea, Dem. Peo. Rep. of	120	305	307	384	391	476	471	564	565	618
Republic of Korea	116	295	297	371	378	461	456	546	547	599
Kuwait	124	314	316	394	402	490	485	580	581	636
Kyrgyzstan	104	264	266	332	338	412	408	488	489	535
Lao People's Democratic Republic	110	280	282	352	359	437	433	517	519	568
Latvia	118	301	303	378	385	470	465	556	557	610
Lebanon	124	315	317	396	404	492	487	582	584	639
Lesotho	107	272	273	341	348	424	420	502	503	551
Liberia	121	307	309	386	393	479	474	567	568	622
Libya	107	271	273	340	347	423	418	500	502	549
Lithuania	111	281	283	353	360	439	434	519	520	569
Luxembourg	122	310	312	389	397	483	478	572	574	628
Madagascar	104	263	265	331	337	411	407	487	488	534
Malawi	114	290	292	365	372	453	449	537	538	589
Malaysia	124	315	318	397	404	492	487	583	585	639
Maldives	112	284	286	357	364	444	439	525	527	576
Mali	119	303	305	381	388	473	468	560	562	614
Malta	111	281	283	353	360	439	434	519	521	570
Marshall Islands	116	294	296	369	376	459	454	543	544	595
Mauritania	106	270	272	340	346	422	418	500	501	548
Mauritius	106	269	270	338	344	420	415	496	498	545
Mexico	124	315	318	397	404	492	487	583	585	639
Micronesia, Fed States of	129	328	330	413	421	513	507	607	608	665
Republic of Moldova	109	277	279	348	355	433	428	512	514	562

Place of residence	Levels of complexity of assignment (see descriptions in footnotes below)									
	A		B		C		D		E	
	From	To	From	To	From	To	From	To	From	To
Monaco	126	320	322	402	410	499	494	591	593	648
Mongolia	110	279	281	351	358	436	431	516	517	566
Montenegro	110	278	280	350	357	435	430	514	516	564
Morocco	106	270	272	339	346	421	417	499	500	547
Mozambique	106	269	271	338	345	420	415	497	498	545
Myanmar	109	276	278	347	354	431	427	511	512	560
Namibia	109	277	279	348	355	433	428	512	514	562
Nauru	115	292	294	367	374	456	451	539	541	592
Nepal	99	251	253	315	321	392	388	464	465	509
Netherlands	120	304	306	382	389	474	469	561	563	616
New Caledonia	111	283	284	355	362	441	437	522	524	573
New Zealand	113	288	290	362	369	450	446	533	534	584
Nicaragua	106	270	271	339	345	421	416	498	499	546
Niger	120	304	307	383	390	475	470	563	564	617
Nigeria	126	319	321	401	409	499	493	590	592	647
North Macedonia	106	268	270	338	344	419	415	496	497	544
Norway	122	310	313	390	398	485	480	574	575	629
Oman	104	265	266	333	339	413	409	489	490	536
Pakistan	110	278	280	350	357	435	430	514	516	564
Palau	115	292	294	367	374	456	451	539	541	592
Panama	107	271	273	341	347	423	419	501	502	550
Papua New Guinea	119	302	304	379	387	471	466	558	559	612
Paraguay	104	265	267	333	339	413	409	489	491	537
Peru	108	274	276	345	352	429	424	507	509	556
Philippines	111	283	285	356	363	442	437	523	524	574
Poland	113	288	290	362	369	449	445	532	533	583
Portugal	109	278	280	349	356	434	430	514	515	564
Puerto Rico	106	269	271	338	345	420	416	497	499	545
Qatar	118	299	301	376	383	467	462	553	554	606
Romania	106	268	270	337	344	419	415	496	497	544
Russian Federation	130	330	333	415	423	516	510	610	612	670
Rwanda	108	274	276	344	351	428	423	506	507	555
Saint Helena	126	320	322	402	409	499	494	590	592	648
Saint Lucia	116	296	298	372	379	461	457	546	548	599
Samoa	113	286	288	359	366	446	442	528	530	579
San Marino	102	259	261	326	332	404	400	478	480	525
Sao Tome and Principe	122	309	312	389	396	483	478	572	573	627
Saudi Arabia	121	307	309	386	393	479	474	567	568	622
Senegal	119	303	305	381	388	473	468	560	561	614
Serbia	106	268	270	337	343	419	414	495	497	543
Seychelles	116	294	296	370	377	460	455	544	545	597
Sierra Leone	119	303	305	381	388	473	468	560	562	614
Singapore	137	347	349	436	444	542	536	641	643	703
Sint Maarten	120	306	308	384	392	477	472	565	566	620
Slovakia	114	289	290	363	370	451	446	533	535	585
Slovenia	118	300	302	378	385	469	464	555	557	609
Solomon Islands	121	307	309	386	393	479	474	567	569	622
Somalia	115	293	295	368	376	458	453	542	543	594
South Africa	103	263	265	330	337	410	406	486	487	533
South Sudan	116	295	297	371	378	460	455	545	546	597
Spain	106	270	272	339	346	421	417	499	500	547
Sri Lanka	106	270	272	339	346	421	417	499	500	547
Saint Kitts and Nevis	120	306	308	384	392	477	472	565	566	620
Saint Vincent and the Grenadines	120	306	308	384	392	477	472	565	566	620
Sudan	116	295	297	371	378	460	455	545	546	597
Suriname	108	274	276	344	351	428	423	506	507	555
Sweden	119	302	304	380	387	472	467	559	560	613
Switzerland	155	394	397	495	505	615	609	728	730	799
Syrian Arab Republic	91	232	234	292	297	362	359	429	430	470
Tajikistan	108	274	276	345	352	429	424	507	509	556
United Republic of Tanzania	110	280	282	352	359	437	433	517	519	568
Thailand	110	279	281	351	357	435	431	515	517	565

Place of residence	Levels of complexity of assignment (see descriptions in footnotes below)									
	A		B		C		D		E	
	From	To	From	To	From	To	From	To	From	To
Timor-Leste	113	287	289	361	368	449	444	531	533	583
Togo	117	297	299	373	380	463	459	548	550	602
Tonga	112	284	286	358	364	444	439	525	527	577
Trinidad and Tobago	111	281	283	354	360	439	435	520	521	570
Tunisia	101	256	257	321	328	399	395	472	474	518
Türkiye	114	291	293	365	372	454	449	537	539	589
Turkmenistan	142	360	362	452	461	562	556	665	667	730
Tuvalu	117	296	298	372	379	462	457	547	548	600
Uganda	109	276	278	347	354	431	427	510	512	560
Ukraine	103	261	263	328	334	408	403	482	484	529
United Arab Emirates	127	322	325	405	413	503	498	596	598	654
United Kingdom	145	368	370	463	471	575	569	680	682	746
United States	131	334	336	420	428	521	516	617	619	677
Uruguay	114	290	292	364	371	452	448	535	537	587
Uzbekistan	110	280	282	353	359	438	433	518	520	569
Vanuatu	118	301	303	378	385	470	465	556	557	610
Venezuela (Bolivarian Republic of)	116	295	297	371	378	461	456	545	547	598
Viet Nam	99	251	253	315	321	392	388	464	465	509
West Bank & the Gaza Strip,The	131	332	335	418	426	519	514	614	616	674
Yemen	99	252	254	317	323	393	389	465	467	511
Zambia	113	286	288	360	367	447	443	529	531	581
Zimbabwe	113	287	289	361	368	449	444	531	532	582

Footnotes:

- In case of a retiree to be engaged with an external collaboration contract, the gross amount of the contractually stipulated fee, excluding travel or daily subsistence allowance, shall not exceed the equivalent of six months of the net base salary at step 6 of the P.4 grade, per calendar year. For 2026, this amount corresponds to **US\$47,692**.
- The levels of complexity of assignment (A to E) are defined below and will be pre-determined by the ILO for each external collaboration assignment.
 - A - Projects or technical tasks of a narrow scope and low complexity
 - B - Projects or technical tasks of moderate complexity with either broad scope/limited depth or restricted scope/considerable depth
 - C - Projects or technical tasks of broad scope and considerable depth
 - D - Projects or technical tasks of broad scope, high complexity and impact
 - E - Projects or technical tasks of exceptionally complex programmatic scope, unusual complexity and/or sensitive nature
- The levels of experience and qualifications of an external collaborator required (1 to 5) are defined below and will be used by the ILO to screen the external collaborator applicants and to determine the fee rate applicable to the assignment concerned within the range corresponding to the complexity level of the assignment.
 - 1 - Limited technical skills and less than 3 years of relevant experience
 - 2 - Limited technical skills and more than 3 years of relevant experience
 - 3 - Specialized degree or training in the relevant field and more than 5 years of relevant experience
 - 4 - Specialized or technical knowledge and skills and more than 10 years of extensive relevant professional experience
 - 5 - Highly specialized skills and expertise and more than 15 years of extensive relevant professional experience
- The ILO's daily fee ranges for external collaborators are valid for a period of six months from the date indicated in the title above. Any external collaboration contract with a start date falling within the six-month period should be established based on the fee range in this table.
- In case the external collaboration contract is established in local currency, the United Nations Operational Rate of Exchange at the time of establishing the contract will be used to convert the USD daily fee into the local currency amount.
- Once the contract is established between the ILO and the external collaborator, the fee amount (whether in USD or in local currency) is not subject to adjustment throughout the contract period.