

Place of residence	Rates for Copy-Editing, Proofreading and Layout of ILO Publications	
	Refer to the Explanatory Notes below for detailed daily productivity targets for each task	
Afghanistan		322
Albania		312
Algeria		338
Angola		364
Anguilla		346
Antigua and Barbuda		346
Argentina		329
Armenia		312
Aruba		375
Australia		332
Austria		358
Azerbaijan		314
Bahamas		388
Bahrain		309
Bangladesh		334
Barbados		374
Belarus		342
Belgium		345
Belize		342
Benin		312
Bermuda		420
Bhutan		318
Bolivia (Plurinational State of)		306
Bonaire		346
Bosnia and Herzegovina		287
Botswana		287
Brazil		304
British Virgin Islands		341
Brunei Darussalam		390
Bulgaria		321
Burkina Faso		324
Burundi		334
Cambodia		296
Cameroon		328
Canada		337
Cabo Verde		323
Cayman Islands		337
Central African Republic		342
Chad		334
Chile		312
China		361
China, Hong Kong (SAR)		457
China, Macao (SAR)		343
Colombia		363
Comoros		321
Congo		341
Democratic Republic of the Congo		356
Cook Islands		325
Costa Rica		312
Côte d'Ivoire		386
Croatia		332
Cuba		352
Cyprus		313
Czechia		358
Denmark		411
Djibouti		328
Dominica		346
Dominican Republic		307
Ecuador		288
Egypt		302
El Salvador		305
Equatorial Guinea		320
Eritrea		336
Estonia		344
Eswatini		281
Ethiopia		336
Fiji		315
Finland		341
France		360

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	Refer to the Explanatory Notes below for detailed daily productivity targets for each task	
French Guiana		324
Gabon		341
Gambia		323
Georgia		298
Germany		342
Ghana		326
Gibraltar		421
Greece		323
Grenada		346
Guatemala		306
Guinea		337
Guinea-Bissau		349
Guyana		349
Haiti		360
Honduras		304
Hungary		372
Iceland		345
India		302
Indonesia		299
Iran (Islamic Republic of)		302
Iraq		306
Ireland		362
Israel		398
Italy		295
Jamaica		333
Japan		350
Jerusalem		377
Jordan		317
Kazakhstan		324
Kenya		330
Kiribati		348
Korea, Dem. Peo. Rep. of		346
Republic of Korea		334
Kuwait		359
Kyrgyzstan		301
Lao People's Democratic Republic		316
Latvia		342
Lebanon		361
Lesotho		303
Liberia		348
Libya		311
Lithuania		319
Luxembourg		352
Madagascar		303
Malawi		336
Malaysia		352
Maldives		323
Mali		343
Malta		320
Marshall Islands		332
Mauritania		307
Mauritius		302
Mexico		361
Micronesia, Fed States of		372
Republic of Moldova		313
Monaco		364
Mongolia		316
Montenegro		291
Morocco		307
Mozambique		306
Myanmar		314
Namibia		315
Naoero, Republic of		325
Nepal		290
Netherlands		346
New Caledonia		319
New Zealand		325
Nicaragua		307
Niger		344

Place of residence	Rates for Copy-Editing, Proofreading and Layout of ILO Publications	
	Refer to the Explanatory Notes below for detailed daily productivity targets for each task	
Nigeria		365
North Macedonia		304
Norway		364
Oman		300
Pakistan		315
Palau		325
Panama		307
Papua New Guinea		342
Paraguay		304
Peru		312
Philippines		298
Poland		324
Portugal		316
Puerto Rico		307
Qatar		342
Romania		298
Russian Federation		383
Rwanda		316
Saint Helena		369
Saint Lucia		335
Samoa		322
San Marino		295
Sao Tome and Principe		349
Saudi Arabia		350
Senegal		342
Serbia		303
Seychelles		315
Sierra Leone		343
Singapore		390
Sint Maarten		346

Place of residence	Rates for Copy-Editing, Proofreading and Layout of ILO Publications	
	Refer to the Explanatory Notes below for detailed daily productivity targets for each task	
Slovakia		329
Slovenia		342
Solomon Islands		347
Somalia		333
South Africa		301
South Sudan		335
Spain		307
Sri Lanka		300
Saint Kitts and Nevis		346
Saint Vincent and the Grenadines		346
Sudan		335
Suriname		310
Sweden		331
Switzerland		431
Syrian Arab Republic		306
Tajikistan		315
United Republic of Tanzania		310
Thailand		311
Timor-Leste		325
Togo		337
Tonga		323
Trinidad and Tobago		318
Tunisia		292
Türkiye		337
Turkmenistan		407
Tuvalu		334
Uganda		315
Ukraine		300
United Arab Emirates		365
United Kingdom		421
United States		378
Uruguay		333
Uzbekistan		319
Vanuatu		340
Venezuela (Bolivarian Republic of)		334
Viet Nam		292
West Bank & the Gaza Strip, The		377
Yemen		286
Zambia		335
Zimbabwe		325

Explanatory Notes:

- For external collaborators engaged for the Copy-editing, Proofreading and Layout of ILO publications.
- 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 2027, this amount corresponds to **US\$47,692**.
- The fees shown in the table are fixed daily fees and not fee ranges. Offices must use the exact daily fee indicated for each country of residence of the external collaborator and service being contracted. For example, if the external collaborator is resident in Zimbabwe, the daily fee is USD 325 and cannot be increased or reduced. The daily fees are based on the following expected productivity:
 - Copy-editing – 4,000 words/day
 - Proofreading – 12,000 words/day
 - Layout (broken down based on specific work required)
 - New cover proposal (optional)– 0.5 day;
 - Simple graphs/charts (optional)– 15/day (editable files) or 10/day (without editable files)
 - Combined/complex graphs/charts (optional) – 5/day (editable files) or 2/day (without editable files)
 - Simple Infographics and diagrams (optional) – 0.3 working day/infographic
 - Layout of cover and inside pages– 3,000 words/day
 - Corrections on first proof – 6,000 words/day
 - Corrections on second/final proof (optional) – 12,000 words/day
- The ILO's daily fee rates for external collaborators engaged in copy-editing, proofreading or layout 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.