

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	108	275	277	346	353	430	425	509	510	558
Algeria	118	299	301	375	383	466	462	552	553	605
Angola	127	321	324	404	412	502	497	594	596	652
Anguilla	120	305	308	384	391	477	472	564	566	619
Antigua and Barbuda	120	305	308	384	391	477	472	564	566	619
Argentina	114	290	292	365	372	453	448	536	537	588
Armenia	108	275	277	346	352	429	425	508	509	557
Aruba	130	331	333	416	424	517	511	611	613	671
Australia	116	293	295	369	376	458	454	542	544	595
Austria	124	316	318	398	405	494	489	584	586	641
Azerbaijan	109	277	279	348	355	433	428	512	514	562
Bahamas	135	342	345	430	439	534	529	633	634	694
Bahrain	108	273	275	343	350	427	422	505	506	554
Bangladesh	116	295	297	371	378	461	456	545	547	598
Barbados	130	330	332	415	423	515	510	610	611	669
Belarus	119	302	304	380	387	472	467	559	560	613
Belgium	120	305	307	383	391	476	471	563	565	618
Belize	119	302	304	380	387	472	467	558	560	613
Benin	108	276	277	346	353	430	426	509	511	558
Bermuda	146	370	373	466	475	578	572	684	686	751
Bhutan	111	281	283	353	360	439	434	519	521	570
Bolivia (Plurinational State of)	106	270	272	339	346	421	417	498	500	547
Bonaire	120	305	308	384	391	477	472	564	566	619
Bosnia and Herzegovina	100	253	255	319	325	396	392	468	470	514
Botswana	100	253	255	318	324	395	391	468	469	513
Brazil	105	268	270	337	343	418	414	495	496	543
British Virgin Islands	119	301	303	379	386	471	466	557	558	611
Brunei Darussalam	135	344	346	433	441	537	532	636	638	698
Bulgaria	112	284	285	356	363	443	438	524	525	575
Burkina Faso	113	286	288	360	367	447	442	529	530	580
Burundi	116	295	297	371	378	461	456	546	547	599
Cambodia	103	261	263	328	335	408	404	483	484	530
Cameroon	114	289	291	364	370	451	447	534	536	586
Canada	117	297	299	374	381	464	460	550	551	603
Cabo Verde	112	285	287	359	366	446	441	527	529	579
Cayman Islands	117	298	300	374	381	465	460	550	552	603
Central African Republic	119	302	304	380	387	472	467	559	560	613
Chad	116	295	297	371	378	460	455	545	546	597
Chile	108	275	277	346	352	429	425	508	509	557
China	126	319	321	401	409	498	493	589	591	647
China, Hong Kong (SAR)	159	403	406	507	517	629	623	745	747	817
China, Macao (SAR)	119	303	305	380	388	472	468	559	561	613
Colombia	126	320	323	403	411	500	495	592	594	649
Comoros	112	284	285	356	363	443	438	524	525	575
Congo	118	301	303	378	385	470	465	556	557	610
Democratic Republic of the Congo	124	314	317	395	403	491	486	581	583	637
Cook Islands	113	287	289	361	368	449	444	531	532	582
Costa Rica	108	276	277	346	353	430	426	509	511	558
Côte d'Ivoire	134	340	343	428	436	531	526	629	630	690
Croatia	115	293	295	368	375	457	452	541	542	593
Cuba	122	311	313	391	398	485	480	574	576	630
Cyprus	109	276	278	347	354	431	427	511	512	560
Czechia	124	315	318	397	404	492	487	583	585	639
Denmark	143	363	365	456	465	567	561	671	673	736
Djibouti	114	290	292	364	371	452	447	535	537	587
Dominica	120	305	308	384	391	477	472	564	566	619
Dominican Republic	107	271	273	340	347	423	418	500	502	549
Ecuador	100	255	256	320	326	398	393	470	472	516
Egypt	105	267	268	335	342	416	412	493	494	540
El Salvador	106	269	271	338	345	420	416	497	499	545
Equatorial Guinea	111	282	284	355	361	440	436	521	523	572
Eritrea	117	296	298	373	380	463	458	548	549	601
Estonia	120	304	306	382	389	474	469	561	563	616
Eswatini	98	248	249	312	317	387	383	458	459	502
Ethiopia	117	297	299	373	380	463	458	548	550	601
Fiji	110	278	280	350	357	435	430	514	516	564
Finland	118	301	303	378	385	470	465	556	557	610
France	125	318	320	399	407	496	491	587	589	644
French Guiana	113	286	288	360	367	447	442	529	530	580
Gabon	118	301	303	378	386	470	465	556	558	610
Gambia	112	285	287	358	365	444	440	526	527	577
Georgia	103	263	265	330	337	410	406	486	487	533
Germany	119	302	304	380	387	472	467	559	560	613

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
Ghana	113	288	290	362	369	450	445	532	534	584
Gibraltar	146	371	374	467	476	580	574	686	688	753
Greece	112	285	287	358	365	444	440	526	527	577
Grenada	120	305	308	384	391	477	472	564	566	619
Guatemala	106	271	272	340	347	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	624
Guyana	121	308	310	388	395	482	477	570	571	625
Haiti	125	318	320	400	408	497	492	588	589	645
Honduras	106	268	270	337	344	419	415	496	497	544
Hungary	129	328	331	413	421	513	508	607	609	666
Iceland	120	304	306	383	390	475	470	562	564	617
India	105	267	268	335	342	416	412	493	494	540
Indonesia	104	264	266	332	339	413	408	488	490	536
Iran (Islamic Republic of)	105	267	269	335	342	417	412	493	494	541
Iraq	106	270	272	339	346	421	417	499	500	547
Ireland	126	320	322	402	409	499	494	590	592	648
Israel	138	352	354	442	451	549	543	650	652	713
Italy	102	260	262	327	333	406	402	481	482	527
Jamaica	116	294	296	369	376	459	454	543	544	595
Japan	121	309	311	388	395	482	477	570	572	626
Jerusalem	131	333	335	419	427	520	515	616	617	675
Jordan	110	280	282	352	359	437	432	517	519	567
Kazakhstan	113	286	288	360	367	447	442	529	530	580
Kenya	115	291	293	366	373	455	450	538	540	591
Kiribati	121	307	309	386	393	479	474	567	569	622
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	545	547	598
Kuwait	125	316	319	398	405	494	489	585	586	642
Kyrgyzstan	105	266	268	334	341	415	411	491	493	539
Lao People's Democratic Republic	110	279	281	351	357	435	431	515	517	565
Latvia	119	302	304	380	387	472	467	559	560	613
Lebanon	125	319	321	401	408	498	493	589	591	646
Lesotho	105	267	269	336	343	418	413	494	496	542
Liberia	121	307	309	386	393	479	474	567	568	622
Libya	108	274	276	345	351	428	424	507	508	556
Lithuania	111	281	283	354	361	440	435	520	522	571
Luxembourg	122	311	313	391	399	486	481	575	576	631
Madagascar	105	267	269	336	342	417	413	494	495	542
Malawi	117	296	298	373	380	463	458	548	549	601
Malaysia	122	310	313	390	398	485	480	574	575	629
Maldives	112	285	287	359	365	445	441	527	529	578
Mali	119	303	305	380	388	472	468	559	561	613
Malta	111	283	284	355	362	441	437	522	524	573
Marshall Islands	115	293	295	368	375	457	453	541	543	594
Mauritania	107	271	273	341	347	423	419	501	502	550
Mauritius	105	267	269	335	342	417	412	493	494	541
Mexico	125	319	321	401	408	498	493	589	591	646
Micronesia, Fed States of	129	328	330	413	421	513	507	607	608	665
Republic of Moldova	109	276	278	347	354	431	427	510	512	560
Monaco	127	321	324	404	412	502	497	594	596	652
Mongolia	110	279	281	351	358	436	431	516	517	566
Montenegro	101	257	259	323	329	401	397	475	476	521
Morocco	107	272	273	341	348	424	420	502	503	551
Mozambique	106	270	272	339	346	421	417	499	500	547
Myanmar	109	277	279	348	355	432	428	511	513	561
Namibia	109	278	280	349	356	434	430	514	515	564
Naoero, Republic of	113	287	289	361	368	449	444	531	532	582
Nepal	101	256	258	322	328	400	396	474	475	520
Netherlands	120	305	307	384	391	476	471	564	565	618
New Caledonia	111	281	283	354	360	439	435	520	521	570
New Zealand	113	287	289	361	368	449	444	531	532	582
Nicaragua	107	271	273	340	347	423	418	500	502	549
Niger	120	304	306	382	389	474	469	561	563	616
Nigeria	127	322	325	405	413	503	498	596	598	654
North Macedonia	106	268	270	337	343	419	414	495	497	543
Norway	127	322	324	404	412	502	497	594	596	652
Oman	104	265	267	333	339	413	409	489	491	537
Pakistan	110	279	280	350	357	435	431	515	516	565
Palau	113	287	289	361	368	449	444	531	532	582
Panama	107	271	273	341	347	423	419	501	502	550
Papua New Guinea	119	302	304	380	387	472	467	559	560	613
Paraguay	106	269	270	338	344	420	415	496	498	545
Peru	108	275	277	346	353	430	425	509	510	558

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
Philippines	104	264	265	331	338	411	407	487	488	534
Poland	113	286	288	360	367	447	442	529	530	580
Portugal	110	279	281	351	358	436	432	516	518	566
Puerto Rico	107	271	273	340	347	423	418	500	502	549
Qatar	119	302	304	380	387	471	467	558	560	612
Romania	104	264	265	331	338	411	407	487	488	534
Russian Federation	133	338	340	425	433	528	522	624	626	685
Rwanda	110	279	281	351	358	436	431	516	517	566
Saint Helena	128	326	328	410	417	509	503	602	604	660
Saint Lucia	116	296	298	372	379	461	457	546	548	599
Samoa	112	284	286	357	364	443	439	525	526	576
San Marino	102	260	262	327	333	406	402	481	482	527
Sao Tome and Principe	121	308	310	388	395	482	477	570	571	625
Saudi Arabia	122	309	311	389	396	483	478	571	573	627
Senegal	119	302	304	379	386	471	466	557	559	611
Serbia	105	267	269	336	343	418	413	494	496	542
Seychelles	109	278	280	349	356	434	429	513	515	563
Sierra Leone	119	303	305	381	388	473	468	560	561	614
Singapore	135	344	346	433	441	537	532	636	638	698
Sint Maarten	120	305	308	384	391	477	472	564	566	619

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
Slovakia	114	290	292	365	372	453	448	536	537	588
Slovenia	119	302	304	379	387	471	466	558	559	612
Solomon Islands	121	306	308	385	392	478	473	566	568	621
Somalia	116	294	296	370	377	459	454	543	545	596
South Africa	105	266	268	334	341	415	411	491	493	539
South Sudan	116	296	298	372	379	461	457	546	548	599
Spain	107	271	273	341	348	424	419	501	503	550
Sri Lanka	104	265	267	333	339	414	409	490	491	537
Saint Kitts and Nevis	120	305	308	384	391	477	472	564	566	619
Saint Vincent and the Grenadines	120	305	308	384	391	477	472	564	566	619
Sudan	116	296	298	372	379	461	457	546	548	599
Suriname	108	274	276	344	351	428	423	506	507	555
Sweden	115	292	294	367	374	456	451	540	541	592
Switzerland	150	380	383	478	487	593	587	702	704	770
Syrian Arab Republic	106	270	272	339	346	421	417	499	500	547
Tajikistan	109	278	280	349	356	434	430	514	515	564
United Republic of Tanzania	108	274	275	344	351	427	423	506	507	555
Thailand	108	274	276	345	352	429	424	507	509	556
Timor-Leste	113	287	289	361	368	449	444	531	533	583
Togo	117	297	299	374	381	464	459	549	551	603
Tonga	112	285	287	359	366	446	441	527	529	579
Trinidad and Tobago	111	281	283	353	360	439	434	519	521	570
Tunisia	101	258	259	324	330	402	398	476	477	522
Türkiye	117	297	299	374	381	464	459	549	551	603
Turkmenistan	142	360	362	452	461	562	556	665	667	730
Tuvalu	116	295	297	371	378	461	456	545	547	598
Uganda	110	278	280	350	357	435	430	514	516	564
Ukraine	104	265	267	333	339	414	409	490	491	537
United Arab Emirates	127	322	325	405	413	503	498	596	598	654
United Kingdom	146	371	374	467	476	580	574	686	688	753
United States	131	334	336	420	428	521	516	617	619	677
Uruguay	116	294	296	370	377	459	454	543	545	596
Uzbekistan	111	282	284	354	361	440	436	521	522	571
Vanuatu	118	300	302	378	385	469	464	555	557	609
Venezuela (Bolivarian Republic of)	116	295	297	371	378	461	456	545	547	598
Viet Nam	101	258	259	324	330	402	398	476	477	522
West Bank & the Gaza Strip,The	131	333	335	419	427	520	515	616	617	675
Yemen	99	252	254	317	323	394	390	466	467	511
Zambia	116	296	298	372	379	462	457	547	548	600
Zimbabwe	113	287	289	361	368	449	444	531	533	583

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.
 - Projects or technical tasks of a narrow scope and low complexity
 - Projects or technical tasks of moderate complexity with either broad scope/limited depth or restricted scope/considerable depth
 - Projects or technical tasks of broad scope and considerable depth
 - Projects or technical tasks of broad scope, high complexity and impact
 - 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.
 - Limited technical skills and less than 3 years of relevant experience
 - Limited technical skills and more than 3 years of relevant experience
 - Specialized degree or training in the relevant field and more than 5 years of relevant experience
 - Specialized or technical knowledge and skills and more than 10 years of extensive relevant professional experience
 - 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.