

| Place of residence               | Rates for Editing and Writing of Communications Content                                    |     |
|----------------------------------|--------------------------------------------------------------------------------------------|-----|
|                                  | Refer to the Explanatory Notes below for detailed daily productivity targets for each task |     |
| Afghanistan                      |                                                                                            | 404 |
| Albania                          |                                                                                            | 398 |
| Algeria                          |                                                                                            | 425 |
| Angola                           |                                                                                            | 457 |
| Anguilla                         |                                                                                            | 435 |
| Antigua and Barbuda              |                                                                                            | 435 |
| Argentina                        |                                                                                            | 405 |
| Armenia                          |                                                                                            | 392 |
| Aruba                            |                                                                                            | 464 |
| Australia                        |                                                                                            | 414 |
| Austria                          |                                                                                            | 447 |
| Azerbaijan                       |                                                                                            | 391 |
| Bahamas                          |                                                                                            | 486 |
| Bahrain                          |                                                                                            | 389 |
| Bangladesh                       |                                                                                            | 416 |
| Barbados                         |                                                                                            | 469 |
| Belarus                          |                                                                                            | 425 |
| Belgium                          |                                                                                            | 431 |
| Belize                           |                                                                                            | 428 |
| Benin                            |                                                                                            | 393 |
| Bermuda                          |                                                                                            | 526 |
| Bhutan                           |                                                                                            | 401 |
| Bolivia (Plurinational State of) |                                                                                            | 380 |
| Bonaire                          |                                                                                            | 435 |
| Bosnia and Herzegovina           |                                                                                            | 390 |
| Botswana                         |                                                                                            | 359 |
| Brazil                           |                                                                                            | 379 |
| British Virgin Islands           |                                                                                            | 428 |
| Brunei Darussalam                |                                                                                            | 493 |
| Bulgaria                         |                                                                                            | 401 |
| Burkina Faso                     |                                                                                            | 376 |
| Burundi                          |                                                                                            | 416 |
| Cambodia                         |                                                                                            | 372 |
| Cameroon                         |                                                                                            | 413 |
| Canada                           |                                                                                            | 430 |
| Cabo Verde                       |                                                                                            | 407 |
| Cayman Islands                   |                                                                                            | 425 |
| Central African Republic         |                                                                                            | 430 |
| Chad                             |                                                                                            | 420 |
| Chile                            |                                                                                            | 391 |
| China                            |                                                                                            | 450 |
| China, Hong Kong (SAR)           |                                                                                            | 574 |
| China, Macao (SAR)               |                                                                                            | 431 |
| Colombia                         |                                                                                            | 431 |
| Comoros                          |                                                                                            | 404 |
| Congo                            |                                                                                            | 426 |
| Democratic Republic of the Congo |                                                                                            | 447 |
| Cook Islands                     |                                                                                            | 415 |
| Costa Rica                       |                                                                                            | 395 |
| Côte d'Ivoire                    |                                                                                            | 486 |
| Croatia                          |                                                                                            | 414 |
| Cuba                             |                                                                                            | 442 |
| Cyprus                           |                                                                                            | 391 |
| Czechia                          |                                                                                            | 443 |
| Denmark                          |                                                                                            | 514 |
| Djibouti                         |                                                                                            | 412 |
| Dominica                         |                                                                                            | 435 |
| Dominican Republic               |                                                                                            | 383 |
| Ecuador                          |                                                                                            | 362 |
| Egypt                            |                                                                                            | 368 |
| El Salvador                      |                                                                                            | 383 |
| Equatorial Guinea                |                                                                                            | 410 |
| Eritrea                          |                                                                                            | 418 |
| Estonia                          |                                                                                            | 434 |
| Eswatini                         |                                                                                            | 352 |
| Ethiopia                         |                                                                                            | 423 |
| Fiji                             |                                                                                            | 399 |
| Finland                          |                                                                                            | 425 |
| France                           |                                                                                            | 449 |
| French Guiana                    |                                                                                            | 405 |
| Gabon                            |                                                                                            | 428 |
| Gambia                           |                                                                                            | 402 |
| Georgia                          |                                                                                            | 370 |
| Germany                          |                                                                                            | 428 |

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|                                  |                                                                                            |     |
| Ghana                            |                                                                                            | 443 |
| Gibraltar                        |                                                                                            | 523 |
| Greece                           |                                                                                            | 403 |
| Grenada                          |                                                                                            | 435 |
| Guatemala                        |                                                                                            | 384 |
| Guinea                           |                                                                                            | 424 |
| Guinea-Bissau                    |                                                                                            | 438 |
| Guyana                           |                                                                                            | 438 |
| Haiti                            |                                                                                            | 446 |
| Honduras                         |                                                                                            | 383 |
| Hungary                          |                                                                                            | 442 |
| Iceland                          |                                                                                            | 417 |
| India                            |                                                                                            | 384 |
| Indonesia                        |                                                                                            | 380 |
| Iran (Islamic Republic of)       |                                                                                            | 378 |
| Iraq                             |                                                                                            | 375 |
| Ireland                          |                                                                                            | 452 |
| Israel                           |                                                                                            | 499 |
| Italy                            |                                                                                            | 368 |
| Jamaica                          |                                                                                            | 419 |
| Japan                            |                                                                                            | 425 |
| Jerusalem                        |                                                                                            | 473 |
| Jordan                           |                                                                                            | 398 |
| Kazakhstan                       |                                                                                            | 400 |
| Kenya                            |                                                                                            | 411 |
| Kiribati                         |                                                                                            | 435 |
| Korea, Dem. Peo. Rep. of         |                                                                                            | 434 |
| Republic of Korea                |                                                                                            | 420 |
| Kuwait                           |                                                                                            | 446 |
| Kyrgyzstan                       |                                                                                            | 375 |
| Lao People's Democratic Republic |                                                                                            | 398 |
| Latvia                           |                                                                                            | 428 |
| Lebanon                          |                                                                                            | 448 |
| Lesotho                          |                                                                                            | 386 |
| Liberia                          |                                                                                            | 436 |
| Libya                            |                                                                                            | 385 |
| Lithuania                        |                                                                                            | 400 |
| Luxembourg                       |                                                                                            | 440 |
| Madagascar                       |                                                                                            | 374 |
| Malawi                           |                                                                                            | 413 |
| Malaysia                         |                                                                                            | 448 |
| Maldives                         |                                                                                            | 404 |
| Mali                             |                                                                                            | 431 |
| Malta                            |                                                                                            | 400 |
| Marshall Islands                 |                                                                                            | 418 |
| Mauritania                       |                                                                                            | 384 |
| Mauritius                        |                                                                                            | 382 |
| Mexico                           |                                                                                            | 448 |
| Micronesia, Fed States of        |                                                                                            | 467 |
| Republic of Moldova              |                                                                                            | 394 |
| Monaco                           |                                                                                            | 455 |
| Mongolia                         |                                                                                            | 397 |
| Montenegro                       |                                                                                            | 396 |
| Morocco                          |                                                                                            | 384 |
| Mozambique                       |                                                                                            | 383 |
| Myanmar                          |                                                                                            | 393 |
| Namibia                          |                                                                                            | 394 |
| Nauru                            |                                                                                            | 415 |
| Nepal                            |                                                                                            | 357 |
| Netherlands                      |                                                                                            | 432 |
| New Caledonia                    |                                                                                            | 402 |
| New Zealand                      |                                                                                            | 410 |
| Nicaragua                        |                                                                                            | 383 |
| Niger                            |                                                                                            | 433 |
| Nigeria                          |                                                                                            | 454 |
| North Macedonia                  |                                                                                            | 382 |
| Norway                           |                                                                                            | 442 |
| Oman                             |                                                                                            | 376 |
| Pakistan                         |                                                                                            | 396 |
| Palau                            |                                                                                            | 415 |
| Panama                           |                                                                                            | 385 |
| Papua New Guinea                 |                                                                                            | 429 |
| Paraguay                         |                                                                                            | 376 |
| Peru                             |                                                                                            | 391 |

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|---------------------------------------------------------|--------------------------------------------------------------------------------------------|
| Place of residence                                      |                                                                                            |
|                                                         | Refer to the Explanatory Notes below for detailed daily productivity targets for each task |
| Philippines                                             | 403                                                                                        |
| Poland                                                  | 409                                                                                        |
| Portugal                                                | 395                                                                                        |
| Puerto Rico                                             | 383                                                                                        |
| Qatar                                                   | 425                                                                                        |
| Romania                                                 | 382                                                                                        |
| Russian Federation                                      | 470                                                                                        |
| Rwanda                                                  | 390                                                                                        |
| Saint Helena                                            | 454                                                                                        |
| Saint Lucia                                             | 420                                                                                        |
| Samoa                                                   | 406                                                                                        |
| San Marino                                              | 368                                                                                        |
| Sao Tome and Principe                                   | 440                                                                                        |
| Saudi Arabia                                            | 436                                                                                        |
| Senegal                                                 | 431                                                                                        |
| Serbia                                                  | 381                                                                                        |
| Seychelles                                              | 419                                                                                        |
| Sierra Leone                                            | 431                                                                                        |
| Singapore                                               | 493                                                                                        |
| Sint Maarten                                            | 435                                                                                        |

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|------------------------------------|--------------------------------------------------------------------------------------------|-----|
|                                    | Refer to the Explanatory Notes below for detailed daily productivity targets for each task |     |
| Slovakia                           |                                                                                            | 411 |
| Slovenia                           |                                                                                            | 427 |
| Solomon Islands                    |                                                                                            | 436 |
| Somalia                            |                                                                                            | 417 |
| South Africa                       |                                                                                            | 374 |
| South Sudan                        |                                                                                            | 419 |
| Spain                              |                                                                                            | 384 |
| Sri Lanka                          |                                                                                            | 384 |
| Saint Kitts and Nevis              |                                                                                            | 435 |
| Saint Vincent and the Grenadines   |                                                                                            | 435 |
| Sudan                              |                                                                                            | 419 |
| Suriname                           |                                                                                            | 390 |
| Sweden                             |                                                                                            | 430 |
| Switzerland                        |                                                                                            | 560 |
| Syrian Arab Republic               |                                                                                            | 330 |
| Tajikistan                         |                                                                                            | 391 |
| United Republic of Tanzania        |                                                                                            | 398 |
| Thailand                           |                                                                                            | 396 |
| Timor-Leste                        |                                                                                            | 409 |
| Togo                               |                                                                                            | 422 |
| Tonga                              |                                                                                            | 404 |
| Trinidad and Tobago                |                                                                                            | 400 |
| Tunisia                            |                                                                                            | 364 |
| Türkiye                            |                                                                                            | 413 |
| Turkmenistan                       |                                                                                            | 512 |
| Tuvalu                             |                                                                                            | 421 |
| Uganda                             |                                                                                            | 393 |
| Ukraine                            |                                                                                            | 371 |
| United Arab Emirates               |                                                                                            | 458 |
| United Kingdom                     |                                                                                            | 523 |
| United States                      |                                                                                            | 475 |
| Uruguay                            |                                                                                            | 412 |
| Uzbekistan                         |                                                                                            | 399 |
| Vanuatu                            |                                                                                            | 428 |
| Venezuela (Bolivarian Republic of) |                                                                                            | 420 |
| Viet Nam                           |                                                                                            | 357 |
| West Bank & the Gaza Strip, The    |                                                                                            | 473 |
| Yemen                              |                                                                                            | 358 |
| Zambia                             |                                                                                            | 407 |
| Zimbabwe                           |                                                                                            | 409 |

**Explanatory Notes:**

- For external collaborators engaged for the Editing and Writing of Communications Content
- 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
- 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 409 and cannot be increased or reduced. The daily fees are based on the following expected productivity:
  - Editing – 1,600 words/day
  - Writing – 1,000 words/day
- The ILO's daily fee rates for external collaborators engaged in editing and writing 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.