



# **STAFF REGULATIONS**

Global  
Green Growth  
Institute

**Effective Date – 1 January 2018**

## Table of Contents

<b>STAFF REGULATIONS .....</b>	<b>1</b>
<b>ARTICLE 1: SCOPE AND DEFINITIONS .....</b>	<b>1</b>
REGULATION 1.1 SCOPE.....	1
REGULATION 1.2 .....	1
<b>ARTICLE 2: STATUS, DUTIES AND OBLIGATIONS.....</b>	<b>1</b>
REGULATION 2.1 STATUS OF STAFF .....	1
REGULATION 2.2 PRIVILEGES AND IMMUNITIES.....	2
REGULATION 2.3 CORE VALUES.....	2
REGULATION 2.4 GENERAL DUTIES AND OBLIGATIONS.....	2
REGULATION 2.5 HONORS, GIFTS OR REMUNERATION.....	3
REGULATION 2.6 CONFLICT OF INTEREST .....	4
REGULATION 2.7 USE OF PROPERTY AND ASSETS AND INTELLECTUAL PROPERTY.....	4
REGULATION 2.8 DECLARATION .....	4
<b>ARTICLE 3: CLASSIFICATION OF POSITIONS, GRADING AND PROMOTION.....</b>	<b>5</b>
REGULATION 3.1 CLASSIFICATION OF POSITIONS.....	5
<b>ARTICLE 4: SALARIES AND ALLOWANCES .....</b>	<b>5</b>
REGULATION 4.1 GENERAL PRINCIPLES .....	5
REGULATION 4.2 ALLOWANCES .....	6
<b>ARTICLE 5: RECRUITMENT, APPOINTMENT AND DEVELOPMENT .....</b>	<b>6</b>
REGULATION 5.1 APPOINTMENT.....	6
REGULATION 5.2 RECRUITMENT AND SELECTION OF STAFF MEMBERS.....	7
REGULATION 5.3 TERM OF APPOINTMENT .....	7
REGULATION 5.4 PERFORMANCE OF STAFF AND STAFF DEVELOPMENT .....	7
REGULATION 5.5 SECONDMENT .....	8
<b>ARTICLE 6: ATTENDANCE AND LEAVE.....</b>	<b>8</b>
REGULATION 6.1 WORKING HOURS AND ATTENDANCE .....	8
REGULATION 6.2 ANNUAL LEAVE.....	8
REGULATION 6.3 OTHER LEAVES .....	8
REGULATION 6.4 SPECIAL LEAVE .....	8
<b>ARTICLE 7: SOCIAL SECURITY .....</b>	<b>9</b>
REGULATION 7.1 SOCIAL SECURITY SCHEME.....	9
<b>ARTICLE 8: TRAVEL AND REMOVAL EXPENSES .....</b>	<b>9</b>
REGULATION 8.1 .....	9
REGULATION 8.2 .....	9
<b>ARTICLE 9: STAFF RELATIONS.....</b>	<b>9</b>
REGULATION 9.1 .....	9
<b>ARTICLE 10: SEPARATION FROM SERVICE.....</b>	<b>10</b>
REGULATION 10.1 RESIGNATION.....	10
REGULATION 10.2 DEATH.....	10
REGULATION 10.3 AGREED SEPARATION.....	10
REGULATION 10.4 TERMINATION OF APPOINTMENT BY THE DIRECTOR-GENERAL.....	10
REGULATION 10.5 EXPIRATION OF APPOINTMENT.....	11
<b>ARTICLE 11: DISCIPLINARY MEASURES .....</b>	<b>11</b>
REGULATION 11.1.....	11

<b>ARTICLE 12: ADMINISTRATION OF JUSTICE</b> .....	<b>11</b>
REGULATION 12.1.....	11
REGULATION 12.2.....	11
<b>ARTICLE 13: GENERAL PROVISIONS</b> .....	<b>12</b>
REGULATION 13.1 AMENDMENTS .....	12
REGULATION 13.2 ENTRY INTO FORCE.....	12
REGULATION 13.3 NEW OR AMENDED STAFF RULES.....	12
<b>ANNEXES TO THE STAFF REGULATIONS</b> .....	<b>13</b>
ANNEX I GGGI GRADE AND SALARY SCALES.....	13

# **STAFF REGULATIONS**

## **ARTICLE 1: SCOPE AND DEFINITIONS**

### **Regulation 1.1**

#### **Scope**

- (a) The Staff Regulations set out the broad principles of human resources policy for the staffing and administration of the Global Green Growth Institute.*
- (b) The Staff Regulations apply to all staff at all levels, including the Director-General.*
- (c) For purposes of these Staff Regulations, staff or staff members refer to any person appointed or engaged by the Director-General to work full-time or part-time for GGGI under a letter of appointment, individual contractor agreement or other contractual modality that are subject to the Staff Regulations. This term does not include individual consultants engaged to provide temporary or deliverable-based services, interns and secondees, unless otherwise expressly provided in their terms and conditions of engagement.*

### **Regulation 1.2**

#### **Staff Rules**

- (a) The Director-General shall provide and enforce such Staff Rules consistent with the principles embodied in these Staff Regulations as he or she considers necessary.*
- (b) The Director-General may delegate to any staff member or committee or unit of GGGI the authority to perform any of the functions referred to in these Staff Regulations.*
- (c) In the event of conflict between the Staff Regulations and the Staff Rules, the Staff Regulations shall prevail.*

## **ARTICLE 2: STATUS, DUTIES AND OBLIGATIONS**

### **Regulation 2.1**

#### **Status of staff**

- (a) As staff of an institution common to all member countries, staff members shall respect and do their utmost to maintain the international character of the institution. Consequently, their loyalty is to the institution and to no other authority.*

*(b) By accepting appointment, staff members pledge themselves to discharge their functions and regulate their conduct with the interests of GGGI only in view and to advance its objectives as set out in the Establishment Agreement.*

## **Regulation 2.2**

### **Privileges and immunities**

*(a) Any privileges and immunities enjoyed by GGGI in respect of its staff members are conferred in the interests of GGGI, not for the personal benefit of the staff member. These privileges and immunities furnish no excuse for failure by staff members to observe the applicable laws and police regulations of the state in which they are located, or for non-performance of their private obligations.*

*(b) In any case where an issue arises regarding the application of privileges and immunities, the staff member concerned shall immediately report the matter to the Director-General, who shall decide whether there is immunity and, if so, whether it should be waived.*

*(c) In the case of the Director-General, the Assembly shall have the right to waive immunities.*

## **Regulation 2.3**

### **Core values**

*(a) Staff members shall contribute to creating a work environment where diversity of culture and the personal dignity of every staff member is respected. They shall refrain from any form of harassment or discrimination against any individual or group of individuals and they shall not abuse the power and authority vested in them.*

*(b) Staff members shall uphold the highest standards of efficiency, competence, merit and integrity. The concept of integrity includes, but is not limited to, probity, impartiality, fairness, honesty and truthfulness in all matters affecting their work and status.*

*(c) Staff shall conduct themselves at all times in a manner consistent with GGGI's Code of Conduct promulgated by the Director-General.*

## **Regulation 2.4**

### **General duties and obligations**

*(a) Staff members are subject to the authority of the Director-General, who may assign them to any of the activities or offices of GGGI. In exercising such authority, the Director-General shall seek to ensure, having regard to the circumstances, that all necessary safety and security arrangements are made for staff carrying out the responsibilities entrusted to them.*

*(b) In the performance of their duties, staff members shall neither seek nor receive instructions from any government or from any other source external to GGGI.*

*(c) While staff members' personal views and convictions, including their political and religious convictions, remain inviolable, staff members shall ensure that their personal views and convictions do not adversely affect the discharge of their official duties or the interests of GGGI. Staff members may exercise the right to vote but shall ensure that their participation in any political activity is consistent with, and does not reflect adversely upon, the independence and impartiality required by the international character of their position.*

*(d) Staff members shall conduct themselves at all times in a manner befitting their status as staff of an international organization and shall not engage in any activity that is incompatible with the proper discharge of their duties with GGGI. They shall refrain from any action, and in particular any kind of public pronouncement, incompatible that may adversely reflect on their status or on the integrity, independence and impartiality that are required by that status.*

*(d) Staff members shall not use their office or the knowledge gained from their official functions for private advantage or for the private advantage of any third party.*

*(e) Staff members shall exercise the utmost discretion with regard to all matters of official business. They shall not communicate to any government, entity, person or any other source any information known to them by reason of their official position that they know or ought to have known has not been made public, except as appropriate in the normal course of their duties or by authorization of the Director-General. These obligations do not cease upon separation from service.*

## **Regulation 2.5**

### **Honors, gifts or remuneration**

*(a) No staff member shall accept any honor, decoration, remuneration, favor or gift of any monetary value from any government. If refusal of an unanticipated honor, decoration, remuneration, favor or gift from a government would cause embarrassment to GGGI, the staff member may receive it on behalf of GGGI and then report and entrust it to the Director-General, who will either retain it for GGGI or arrange for its disposal for the benefit of GGGI or for a charitable purpose.*

*(b) No staff member shall accept any honor, decoration, remuneration, favor or gift of any monetary value from any non-governmental source external to GGGI without first obtaining the approval of the Director-General.*

*(c) The principles set out in (a) and (b) above are subject to the relevant provisions of the Code of Conduct, which provide further details on honours, gifts and remuneration.*

## **Regulation 2.6**

### **Conflict of interest**

(a) *A conflict of interest occurs when, by act or omission, a staff member's personal interests interfere with the performance of his or her official duties and responsibilities or with the integrity, independence or impartiality required by the staff member's status as an international civil servant. When an actual or possible conflict of interest does arise, the conflict shall be disclosed by staff members to the Director-General, mitigated by GGGI and resolved in favor of the interests of GGGI.*

(b) *The Director-General may require staff members to file disclosure statements, as he or she deems necessary in the interest of GGGI.*

(c) *Staff members shall not engage in any outside occupation or employment, whether remunerated or not, without the prior approval of the Director-General.*

## **Regulation 2.7**

### **Use of Property and Assets and Intellectual Property**

(a) *Staff members shall use the property and assets of GGGI only for official purposes and shall exercise reasonable care when utilizing such property and assets.*

(b) *All rights - including title, copyright and patent rights - in any work performed or produced by staff members in connection with their official duties shall be vested in GGGI, unless such rights are waived in writing by the Director-General.*

## **Regulation 2.8**

### **Declaration**

(a) *Staff members shall affirm in writing the following declaration:*

*"I solemnly declare and promise to exercise in all loyalty, discretion and conscience the functions entrusted to me as an international civil servant of GGGI, to discharge these functions and regulate my conduct with the interests of GGGI only in view, and not to seek or accept instructions in regard to the performance of my duties from any government or other source external to GGGI."*

## **ARTICLE 3: CLASSIFICATION OF POSITIONS, GRADING AND PROMOTION**

### **Regulation 3.1**

#### **Classification of positions**

*The Director-General shall make appropriate provision for the evaluation and classification of positions and staff according to the nature of the duties, the responsibilities and the knowledge, qualifications and experience required. Position categories shall consist of Executive, International and National categories.*

## **ARTICLE 4: SALARIES AND ALLOWANCES**

### **Regulation 4.1**

#### **General Principles**

*(a) The salary scales for positions shall be fixed by the Council and revised by the Council from time to time on the recommendation of the Director-General. The established salary scales shall be set out as Annex I to these Staff Regulations.*

*(b) GGGI salary scales are intended to be sufficient to attract and retain people with the required personal and professional skills and qualifications taking into account the prevailing conditions of employment in the concerned locality.*

*(c) Except in relation to the Director-General, the Deputy Director-General and the Assistant Director-Generals, the salaries of staff members shall be decided by the Director-General in accordance with the nature of the duties and responsibilities required of the position, and in accordance with the salary scales and general principles established by the Council. The salaries of the Director-General, the Deputy Director-General and the Assistant Director-Generals shall be decided by the Council in accordance with the established salary scales and general principles.*

*(d) The Director-General may establish performance-based incentives to recognize and reward sustained and superior performance of staff members other than the Director-General, the Deputy Director-General and the Assistant Director-Generals.*

*(e) The Council shall determine, on the basis of annual performance assessments, the amount of annual performance bonus to be awarded to the Director-General, the Deputy Director-General and the Assistant Director-Generals.*

*(f) Host country agreements in GGGI's countries of operation shall include conditions regarding tax on income derived from employment with GGGI which are comparable to those accorded to staff of other international organizations.*



## **Regulation 4.2**

### **Allowances**

*(a) Staff members may be eligible under the Staff Rules for expatriate allowances, which include housing allowance, education related allowance, home leave allowance, hardship allowance, and such other benefits as the Director-General may determine in the Staff Rules.*

*(b) The Director-General shall establish terms and conditions under which mobilization and demobilization allowances and cost of living allowance shall be available to a staff member who is authorized to travel on appointment, transfer, re-assignment or separation from service.*

*(c) The Director-General may, from time to time, establish other benefits and allowances deemed necessary for the effective functioning of GGGI, within the approved budget and having regard to rules of sound management and financial principles.*

## **ARTICLE 5: RECRUITMENT, APPOINTMENT AND DEVELOPMENT**

### **Regulation 5.1**

#### **Appointment**

*(a) In accordance with Article 10.7 of the Establishment Agreement, the Director-General shall be responsible for the appointment, assignment and posting of staff members in accordance with these Staff Regulations and the Staff Rules.*

*(b) As further provided in Article 10.7 of the Establishment Agreement, the foremost consideration in the exercise of this authority shall be to secure and retain staff members who possess the highest standards of efficiency, competence, merit and integrity, taking into account the principle of gender equality and maintenance of institutional harmony and staff morale. Due regard shall be paid to the importance of recruiting staff on as wide a geographical basis as practicable.*

*(c) As a general principle, the appointment of new staff members shall be made on a competitive basis. The general nature and extent of material exceptions to this basis shall be reported periodically to the Council.*

*(d) Staff members are required to possess the degree of physical and mental fitness needed for the efficient performance of their duties. Accordingly, the Director-General may require staff members to undergo a medical examination to establish their fitness before appointment and, thereafter, whenever the interests of GGGI so demand.*

## **Regulation 5.2**

### **Recruitment and Selection of staff members**

(a) *Selection, assignment and promotion of staff members shall be made without distinction as to race, nationality, gender, sexual orientation, or religion.*

(b) *In filling vacancies, full regard shall be paid to persons already in the service of GGGI who possess the requisite qualifications and experience and have demonstrated sustained superior performance and then to external candidates with similar qualifications and experience. The Director-General shall establish in the Staff Rules procedures for the internal selection of existing staff members for vacant positions taking into consideration efficiency, competence, merit and integrity.*

(c) *Appointment shall not be granted to a person who bears any of the following relationships to a staff member: father, mother, son, daughter, brother or sister;*

(d) *The spouse of a staff member may be appointed provided that the spouse has been recruited through a competitive selection process and is fully qualified for the position, and provided that the person is not given any preference for appointment by virtue of the relationship to the staff member. The Director-General shall establish systems and procedures to ensure that the assignment of a spouse to a position will not cause any actual or perceived conflict of interest.*

(e) *The Director-General shall establish a process to ensure transparency and compliance with applicable rules and directives in every recruitment made by GGGI.*

## **Regulation 5.3**

### **Term of appointment**

(a) *Staff members shall be appointed for a fixed-term as specified in their employment contracts, and shall be subject to a probationary period as established by the Director-General.*

(b) *A fixed-term appointment does not carry any expectancy, legal or otherwise, of renewal or conversion, irrespective of the length of service or its extension.*

## **Regulation 5.4**

### **Performance of staff and staff development**

(a) *The Director-General shall establish a staff performance evaluation system.*

(b) *The Staff Rules shall provide for the development of internal and external training programs and learning opportunities for staff members for the purpose of improving their knowledge and skills to enable them to carry out their present duties more efficiently and to develop their potential for positions of greater responsibility within GGGI.*

## **Regulation 5.5**

### **Secondment**

*Staff members may be seconded by GGGI to governments, national institutions, intergovernmental organizations, non-governmental organizations, research and academic institutions, private sector entities and other entities of relevance to GGGI's activities or operations, upon terms and conditions prescribed by the Director-General.*

## **ARTICLE 6: ATTENDANCE AND LEAVE**

### **Regulation 6.1**

#### **Working hours and attendance**

*(a) The Director-General shall establish the normal working hours and the normal working week for each duty station in conformity with local practice in the duty station. Nevertheless, in cases of emergency or when the exigencies of the service require, the Director-General or any other manager acting on his or her behalf may, in accordance with the rules established by the Director-General, require a staff member to work beyond the normal working hours or week.*

*(b) The Director-General shall establish official holidays for each calendar year at each duty station by reference to the most commonly observed official holidays in the duty station.*

### **Regulation 6.2**

#### **Annual leave**

*Staff members shall be entitled to paid annual leave, as determined by the Director-General under the Staff Rules.*

### **Regulation 6.3**

#### **Other leaves**

*Staff members shall be entitled to such other leave as may be determined by the Director-General in the Staff Rules.*

### **Regulation 6.4**

#### **Special leave**

*Special leave may be authorized by the Director-General in exceptional cases.*

## **ARTICLE 7: SOCIAL SECURITY**

### **Regulation 7.1**

#### **Social security scheme**

*The Director-General shall establish a cost-effective and administratively efficient scheme of social security for staff, which includes provision for retirement savings, medical insurance, sick leave, parental leave and reasonable compensation in the event of illness, accident or death attributable to the performance of official duties on behalf of GGGI, under terms and conditions specified by the Director-General in the Staff Rules.*

## **ARTICLE 8: TRAVEL AND REMOVAL EXPENSES**

### **Regulation 8.1**

*Staff members shall, in appropriate cases, be paid travel expenses for themselves and their dependents, under terms and conditions specified by the Director-General in the Staff Rules.*

### **Regulation 8.2**

*Subject to terms and conditions specified by the Director-General in the Staff Rules, GGGI shall in appropriate cases pay removal costs for staff members.*

## **ARTICLE 9: STAFF RELATIONS**

### **Regulation 9.1**

*(a) The Director-General shall establish and maintain continuous contact and communication with the staff in order to ensure the effective participation of staff in identifying, examining and resolving issues relating to human resources policies, conditions of work and staff welfare.*

*(b) In order to maintain a continuing dialogue between GGGI management and staff, a staff representative body shall be established for the purpose set forth in (a) above and whose primary function will be to improve cooperation and morale within GGGI and to promote healthy relations between staff and management.*

## **ARTICLE 10: SEPARATION FROM SERVICE**

### **Regulation 10.1**

#### **Resignation**

*Staff members may resign from service upon giving the Director-General the notice required under the terms of their appointment. The Director-General and the staff member may agree on a shorter or a longer notice period.*

### **Regulation 10.2**

#### **Death**

*A staff member's appointment shall expire on the death of the staff member.*

### **Regulation 10.3**

#### **Agreed Separation**

*A staff member may be separated by GGGI with his or her agreement, if such action is in the interest of GGGI.*

### **Regulation 10.4**

#### **Termination of appointment by the Director-General**

*(a) The Director-General may terminate the appointment of a staff member prior to the expiration date of the appointment in accordance with the terms of such appointment or for any of the following reasons:*

- i. if the necessities of service require abolition of the post or reduction of the staff;*
- ii. if the services of the staff member prove unsatisfactory;*
- iii. if the staff member is, for reasons of health, incapacitated for further service;*
- iv. abandonment of post;*
- v. if the conduct of the staff member indicates that the staff member does not meet the highest standards of integrity required by Staff Regulations or the Code of Conduct;*
- vi. if facts anterior to the appointment of the staff member and relevant to his or her suitability come to light that, if they had been known at the time of his or her appointment, would have precluded his or her appointment.*

*(b) The Director-General shall give reasons for the termination of the appointment of a staff member.*

*(c) The Director-General shall provide notice to staff members whose appointment are terminated, and termination indemnity in specific cases, in accordance with the rates and conditions established in the Staff Rules.*

## **Regulation 10.5**

### **Expiration of appointment**

*Unless terminated earlier under one of the previous provisions of this Article 10, a staff member's shall be separated from the service of GGGI upon the expiry of his or her appointment as specified in the employment contract.*

## **ARTICLE 11: DISCIPLINARY MEASURES**

### **Regulation 11.1**

*(a) The Director-General may impose disciplinary measures on staff members who engage in misconduct, whose conduct is unsatisfactory or prejudicial to the interests of GGGI or who falls seriously short of the norms and standards established by GGGI. Such disciplinary measures shall be imposed in conformity with the disciplinary process provided for in Regulation 11.1(b).*

*(b) The Director-General shall establish a process which shall deal with disciplinary matters, but without prejudice to his or her authority to summarily dismiss a staff member without notice or benefits for serious misconduct.*

## **ARTICLE 12: ADMINISTRATION OF JUSTICE**

### **Regulation 12.1**

*The Director-General shall in the Staff Rules establish an internal process, with staff participation, for the settlement of disputes as well as for appeals relating to administrative decisions directly affecting the contractual rights and benefits of staff members. Disputes and appeals must be based on an alleged non-observance of their terms of appointment, including the Staff Regulations and Staff Rules.*

### **Regulation 12.2**

*The Director-General shall make arrangements for staff members dissatisfied with the outcome of the internal appeal process, to have access to an independent arbitral mechanism if they wish to seek recourse against the validity of the final decision taken by the Director-General.*

## **ARTICLE 13: GENERAL PROVISIONS**

### **Regulation 13.1**

#### **Amendments**

*The Staff Regulations may be supplemented or amended by the Council, without prejudice to the acquired rights of staff members.*

### **Regulation 13.2**

#### **Entry into Force**

*These Staff Regulations shall enter into force on the date of their adoption by the Council, and shall annul, supersede and replace any previously approved Staff Regulations.*

### **Regulation 13.3**

#### **New or amended Staff Rules**

- (a) New and/or amended Staff Rules shall be consistent with the Staff Regulations.*
- (b) Subject to compliance with Regulation 13.3(a), new and/or amended Staff Rules shall be effective on the date of approval by the Director-General.*
- (c) The Director-General shall report to the Council the full text of new and/or amended Staff Rules.*

## ***ANNEXES TO THE STAFF REGULATIONS***

### ***Annex I***

#### ***GGI Grade and Salary scales***

1. Grade and salary scale for Executive positions
2. Grade and Salary scale for International positions
3. Grade and Salary scale for national positions in Cambodia
4. Grade and Salary scale for national positions in China
5. Grade and Salary scale for national positions in Colombia
6. Grade and Salary scale for national positions in Ethiopia
7. Grade and Salary scale for national positions in Fiji
8. Grade and Salary scale for national positions in India
9. Grade and Salary scale for national positions in Indonesia
10. Grade and Salary scale for national positions in Jordan
11. Grade and Salary scale for national positions in Kiribati
12. Grade and Salary scale for national positions in the Republic of Korea
13. Grade and Salary scale for national positions in the Lao People's Democratic Republic
14. Grade and Salary scale for national positions in Mexico
15. Grade and Salary scale for national positions in Mongolia
16. Grade and Salary scale for national positions in Morocco
17. Grade and Salary scale for national positions in Myanmar
18. Grade and Salary scale for national positions in Nepal
19. Grade and Salary scale for national positions in Peru
20. Grade and Salary scale for national positions in the Philippines
21. Grade and Salary scale for national positions in Rwanda
22. Grade and Salary scale for national positions in Senegal
23. Grade and Salary scale for national positions in Thailand
24. Grade and Salary scale for national positions in the United Arab Emirates
25. Grade and Salary scale for national positions in Uganda
26. Grade and Salary scale for national positions in the United Kingdom
27. Grade and Salary scale for national positions in Vanuatu
28. Grade and Salary scale for national positions in Vietnam



<b>GGGI ANNUAL BASE SALARY SCALE FOR EXECUTIVES</b>			
<b>CURRENCY</b>	<b>USD</b>		
<b>GGGI GRADE</b>	<b>Entry</b>	<b>Mid</b>	<b>Maximum</b>
<b>Director-General</b>	Up to 286110 and up to 10% bonus		
<b>Deputy Director-General</b>	187008	219744	252480
<b>Assistant Director-General</b>	178080	209280	240480

<b>GGGI ANNUAL BASE SALARY SCALE FOR INTERNATIONAL POSITIONS</b>			
<b>CURRENCY</b>	<b>USD</b>		
<b>GGGI GRADE</b>	<b>Entry</b>	<b>Mid</b>	<b>Maximum</b>
<b>X13</b>	161952	190272	218592
<b>X12</b>	129504	158640	187776
<b>X11</b>	106176	130080	153984
<b>X10</b>	87072	106608	126144
<b>X9</b>	71904	88080	104256
<b>X8</b>	59424	72816	86208

**GGGI ANNUAL BASE SALARY SCALE FOR NATIONAL POSITIONS****Country Name**      **CAMBODIA****CURRENCY**        **USD**

<b>GGGI GRADE</b>	<b>Entry</b>	<b>Mid</b>	<b>Maximum</b>
<b>X11</b>	52003	61489	70974
<b>X10</b>	44455	52327	60199
<b>X9</b>	38031	44768	51505
<b>X8</b>	32645	38334	44023
<b>X7</b>	28939	34433	39926
<b>X6</b>	21757	25933	30108
<b>X5</b>	16477	19567	22657
<b>X4</b>	12531	14827	17123
<b>X3</b>	9946	11767	13588
<b>X2</b>	7890	9341	10791
<b>X1</b>	6264	7412	8560

Benchmarked to ICSC scale (Gross) of the Country  
effective**Oct-14**

**GGGI ANNUAL BASE SALARY SCALE FOR NATIONAL POSITIONS**Country Name **CHINA**CURRENCY **USD**

<b>GGGI GRADE</b>	<b>Entry</b>	<b>Mid</b>	<b>Maximum</b>
<b>X11</b>	124134	163434	202734
<b>X10</b>	105100	138690	172280
<b>X9</b>	79260	105098	130937
<b>X8</b>	59385	79260	99135
<b>X7</b>	53143	68937	84731
<b>X6</b>	40287	51941	63594
<b>X5</b>	32225	41324	50423
<b>X4</b>	26690	34141	41593
<b>X3</b>	22468	28722	34976
<b>X2</b>	18894	24192	29489
<b>X1</b>	16013	20427	24841

Benchmarked to ICSC scale (Gross) of the Country effective

**Apr-15**

<b>GGGI ANNUAL BASE SALARY SCALE FOR NATIONAL POSITIONS</b>			
<b>Country Name</b>		<b>COLOMBIA</b>	
<b>CURRENCY</b>		<b>USD</b>	
<b>GGGI GRADE</b>	<b>Entry</b>	<b>Mid</b>	<b>Maximum</b>
<b>X11</b>	98407	126951	155495
<b>X10</b>	77855	100690	123525
<b>X9</b>	57458	74628	91798
<b>X8</b>	41775	54588	67402
<b>X7</b>	32121	42032	51944
<b>X6</b>	26036	33913	41791
<b>X5</b>	21527	27879	34232
<b>X4</b>	17835	23046	28256
<b>X3</b>	14759	19033	23307
<b>X2</b>	12195	15757	19318
<b>X1</b>	10155	13074	15993
Benchmarked to ICSC scale (Gross) of the Country effective			<b>May-15</b>

<b>GGGI ANNUAL BASE SALARY SCALE FOR NATIONAL POSITIONS</b>			
<b>Country Name</b>		<b>ETHIOPIA</b>	
<b>CURRENCY</b>		<b>USD</b>	
<b>GGGI GRADE</b>	<b>Entry</b>	<b>Mid</b>	<b>Maximum</b>
<b>X11</b>	29558	37787	46016
<b>X10</b>	25339	32329	39318
<b>X9</b>	21694	27725	33756
<b>X8</b>	19130	24445	29760
<b>X7</b>	19060	25806	32551
<b>X6</b>	16583	22368	28152
<b>X5</b>	14285	19212	24138
<b>X4</b>	11432	15284	19136
<b>X3</b>	9063	12137	15211
<b>X2</b>	7081	9480	11878
<b>X1</b>	5494	7346	9198
Benchmarked to ICSC scale (Gross) of the Country effective			<b>Jan-16</b>

**GGGI ANNUAL BASE SALARY SCALE FOR NATIONAL POSITIONS**

**Country Name**      **FIJI**

**CURRENCY**        **USD**

<b>GGGI GRADE</b>	<b>Entry</b>	<b>Mid</b>	<b>Maximum</b>
<b>X11</b>	72685	81474	90263
<b>X10</b>	61799	69380	76961
<b>X9</b>	48079	53910	59741
<b>X8</b>	35830	40077	44324
<b>X7</b>	24869	29170	33471
<b>X6</b>	20756	24367	27979
<b>X5</b>	17171	20166	23161
<b>X4</b>	14191	16585	18980
<b>X3</b>	11630	13570	15510
<b>X2</b>	9536	11120	12705
<b>X1</b>	7815	9115	10414

Benchmarked to ICSC scale (Gross) of the Country effective

**Jul-15**

**GGGI ANNUAL BASE SALARY SCALE FOR NATIONAL POSITIONS**Country Name **INDIA**CURRENCY **USD**

<b>GGGI GRADE</b>	<b>Entry</b>	<b>Mid</b>	<b>Maximum</b>
<b>X11</b>	66964	85289	103614
<b>X10</b>	46665	59601	72536
<b>X9</b>	32858	41599	50340
<b>X8</b>	23383	29468	35552
<b>X7</b>	21760	28057	34354
<b>X6</b>	16323	21063	25803
<b>X5</b>	12368	15848	19329
<b>X4</b>	9581	12242	14904
<b>X3</b>	7820	9993	12165
<b>X2</b>	6740	8613	10485
<b>X1</b>	5862	7490	9119

Benchmarked to ICSC scale (Gross) of the Country effective

**Jul-15**

<b>GGGI ANNUAL BASE SALARY SCALE FOR NATIONAL POSITIONS</b>			
<b>Country Name</b>		<b>INDONESIA</b>	
<b>CURRENCY</b>		<b>USD</b>	
<b>GGGI GRADE</b>	<b>Entry</b>	<b>Mid</b>	<b>Maximum</b>
<b>X11</b>	69655	92781	115908
<b>X10</b>	55024	73680	92336
<b>X9</b>	40873	54675	68477
<b>X8</b>	30059	39826	49592
<b>X7</b>	26282	33987	41691
<b>X6</b>	19394	25021	30649
<b>X5</b>	14362	18499	22636
<b>X4</b>	10717	13695	16672
<b>X3</b>	8004	10227	12451
<b>X2</b>	6013	7683	9353
<b>X1</b>	4518	5773	7028
Benchmarked to ICSC scale (Gross) of the Country effective			<b>Jun-15</b>



**GGGI ANNUAL BASE SALARY SCALE FOR NATIONAL POSITIONS**

**Country Name**      **JORDAN**

**CURRENCY**        **USD**

<b>GGGI GRADE</b>	<b>Entry</b>	<b>Mid</b>	<b>Maximum</b>
<b>X11</b>	80962	106278	131594
<b>X10</b>	62759	82856	102952
<b>X9</b>	49085	64649	80213
<b>X8</b>	39762	52111	64461
<b>X7</b>	33817	44769	55721
<b>X6</b>	27287	36055	44823
<b>X5</b>	22190	29283	36376
<b>X4</b>	18248	24069	29890
<b>X3</b>	15099	19811	24524
<b>X2</b>	12506	16346	20187
<b>X1</b>	10437	13612	16787

Benchmarked to ICSC scale (Gross) of the Country effective

**Jun-15**

**GGGI ANNUAL BASE SALARY SCALE FOR NATIONAL POSITIONS**Country Name **KIRIBATI**CURRENCY **USD**

<b>GGGI GRADE</b>	<b>Entry</b>	<b>Mid</b>	<b>Maximum</b>
<b>X11</b>	25576	30409	35241
<b>X10</b>	21157	25188	29219
<b>X9</b>	17511	20849	24187
<b>X8</b>	15777	19403	23029
<b>X7</b>	14592	17298	20003
<b>X6</b>	12931	15818	18706
<b>X5</b>	10513	12849	15185
<b>X4</b>	8478	10363	12249
<b>X3</b>	6783	8293	9802
<b>X2</b>	5424	6632	7840
<b>X1</b>	4341	5307	6273

Benchmarked to ICSC scale (Gross) of the Country  
effective**Jul-10**

**GGGI ANNUAL BASE SALARY SCALE FOR NATIONAL POSITIONS**

**Country Name**      **REPUBLIC OF KOREA**

**CURRENCY**        **USD**

<b>GGGI GRADE</b>	<b>Entry</b>	<b>Mid</b>	<b>Maximum</b>
<b>X7</b>	55000	68000	81000
<b>X6</b>	45000	60000	75000
<b>X5</b>	34000	44500	55000
<b>X4</b>	28000	36000	44000
<b>X3</b>	24000	27000	30000
<b>X2</b>	22000	24000	26000
<b>X1</b>	20600	22300	24000

Based on the current GGGI G1-G3  
Scales

**GGGI ANNUAL BASE SALARY SCALE FOR NATIONAL POSITIONS**Country Name **LAO DEMOCRATIC PEOPLE'S REPUBLIC**CURRENCY **USD**

<b>GGGI GRADE</b>	<b>Entry</b>	<b>Mid</b>	<b>Maximum</b>
<b>X11</b>	43338	56445	69551
<b>X10</b>	32608	42181	51754
<b>X9</b>	24843	32031	39219
<b>X8</b>	20349	26291	32232
<b>X7</b>	16395	19945	23494
<b>X6</b>	13441	16274	19107
<b>X5</b>	11484	13910	16336
<b>X4</b>	9820	11888	13956
<b>X3</b>	8391	10163	11935
<b>X2</b>	7232	8763	10294
<b>X1</b>	6696	8110	9523

Benchmarked to ICSC scale (Gross) of the Country effective

**Mar-15**

**GGGI ANNUAL BASE SALARY SCALE FOR NATIONAL POSITIONS**

**Country Name**      **MEXICO**

**CURRENCY**        **USD**

<b>GGGI GRADE</b>	<b>Entry</b>	<b>Mid</b>	<b>Maximum</b>
<b>X11</b>	91793	116471	141150
<b>X10</b>	79138	100597	122056
<b>X9</b>	65043	82916	100789
<b>X8</b>	51021	65327	79633
<b>X7</b>	38860	48631	58402
<b>X6</b>	30962	38525	46087
<b>X5</b>	25176	31221	37267
<b>X4</b>	20500	25348	30196
<b>X3</b>	17729	21921	26113
<b>X2</b>	15319	18964	22609
<b>X1</b>	13282	16422	19562

Benchmarked to ICSC scale (Gross) of the Country effective

**X1-X7-OCT  
2015  
X8-X11- OCT  
2014**

<b>GGGI ANNUAL BASE SALARY SCALE FOR NATIONAL POSITIONS</b>			
<b>Country Name</b>		<b>MONGOLIA</b>	
<b>CURRENCY</b>		<b>USD</b>	
<b>GGGI GRADE</b>	<b>Entry</b>	<b>Mid</b>	<b>Maximum</b>
<b>X11</b>	35860	43285	50711
<b>X10</b>	33741	40733	47724
<b>X9</b>	31797	38349	44901
<b>X8</b>	29371	35385	41399
<b>X7</b>	24053	28906	33758
<b>X6</b>	21366	25697	30029
<b>X5</b>	18148	21852	25557
<b>X4</b>	15339	18423	21507
<b>X3</b>	12888	15403	17919
<b>X2</b>	10834	12939	15043
<b>X1</b>	8322	9939	11557
Benchmarked to ICSC scale (Gross) of the Country effective			<b>Jan-16</b>

**GGGI ANNUAL BASE SALARY SCALE FOR NATIONAL POSITIONS**Country Name **MOROCCO**CURRENCY **USD**

<b>GGGI GRADE</b>	<b>Entry</b>	<b>Mid</b>	<b>Maximum</b>
<b>X11</b>	111006	142927	174848
<b>X10</b>	85355	110294	135232
<b>X9</b>	65316	84799	104282
<b>X8</b>	51485	67186	82888
<b>X7</b>	35234	44036	52837
<b>X6</b>	28696	35763	42830
<b>X5</b>	23360	29023	34686
<b>X4</b>	18986	23625	28264
<b>X3</b>	15366	19089	22811
<b>X2</b>	12493	15435	18378
<b>X1</b>	10157	12527	14897

Benchmarked to ICSC scale (Gross) of the Country effective **Feb-15**

**GGGI ANNUAL BASE SALARY SCALE FOR NATIONAL POSITIONS****Country Name** MYANMAR**CURRENCY** USD

<b>GGGI GRADE</b>	<b>Entry</b>	<b>Mid</b>	<b>Maximum</b>
<b>X11</b>	35581	45878	56174
<b>X10</b>	32864	42344	51823
<b>X9</b>	28190	36245	44300
<b>X8</b>	23732	30488	37244
<b>X7</b>	21174	26870	32566
<b>X6</b>	18523	23480	28436
<b>X5</b>	16247	20537	24826
<b>X4</b>	14252	17952	21652
<b>X3</b>	12288	15436	18584
<b>X2</b>	10416	13083	15749
<b>X1</b>	8675	10905	13135

Benchmarked to ICSC scale (Gross) of the Country  
effective**Oct-15**



**GGGI ANNUAL BASE SALARY SCALE FOR NATIONAL POSITIONS**Country Name **NEPAL**CURRENCY **USD**

<b>GGGI GRADE</b>	<b>Entry</b>	<b>Mid</b>	<b>Maximum</b>
<b>X11</b>	38328	51696	65064
<b>X10</b>	31134	41668	52203
<b>X9</b>	25358	33853	42348
<b>X8</b>	19614	26132	32651
<b>X7</b>	15842	21304	26767
<b>X6</b>	13093	17529	21965
<b>X5</b>	10820	14409	17997
<b>X4</b>	9017	11993	14968
<b>X3</b>	7577	10078	12578
<b>X2</b>	6367	8469	10570
<b>X1</b>	5396	7177	8958

Benchmarked to ICSC scale (Gross) of the Country  
effective**Jul-15**

**GGGI ANNUAL BASE SALARY SCALE FOR NATIONAL POSITIONS**

**Country Name**     **PERU**

**CURRENCY**       **USD**

<b>GGGI GRADE</b>	<b>Entry</b>	<b>Mid</b>	<b>Maximum</b>
<b>X11</b>	100529	127527	154524
<b>X10</b>	89992	114300	138608
<b>X9</b>	78983	100489	121995
<b>X8</b>	67321	85864	104408
<b>X7</b>	56812	71368	85924
<b>X6</b>	43052	54190	65329
<b>X5</b>	35367	44308	53249
<b>X4</b>	29082	36283	43483
<b>X3</b>	24100	29991	35883
<b>X2</b>	19947	24782	29617
<b>X1</b>	17084	21252	25420

Benchmarked to ICSC scale (Gross) of the Country effective

**X1-X7-APR  
2015  
X8-X11- NOV  
2013**

<b>GGGI ANNUAL BASE SALARY SCALE FOR NATIONAL POSITIONS</b>			
<b>Country Name</b>		<b>PHILIPPINES</b>	
<b>CURRENCY</b>		<b>USD</b>	
<b>GGGI GRADE</b>	<b>Entry</b>	<b>Mid</b>	<b>Maximum</b>
<b>X11</b>	65832	89983	114134
<b>X10</b>	46133	63193	80253
<b>X9</b>	33145	44968	56790
<b>X8</b>	24880	33602	42324
<b>X7</b>	18423	24881	31338
<b>X6</b>	15740	21193	26647
<b>X5</b>	13453	18045	22637
<b>X4</b>	11401	15220	19039
<b>X3</b>	9581	12774	15968
<b>X2</b>	8017	10690	13362
<b>X1</b>	6709	8945	11182
Benchmarked to ICSC scale (Gross) of the Country effective			<b>Jul-15</b>

**GGGI ANNUAL BASE SALARY SCALE FOR NATIONAL POSITIONS**Country Name **RWANDA**CURRENCY **USD**

<b>GGGI GRADE</b>	<b>Entry</b>	<b>Mid</b>	<b>Maximum</b>
<b>X11</b>	84227	106207	128188
<b>X10</b>	60701	77005	93308
<b>X9</b>	44005	55706	67407
<b>X8</b>	34185	43009	51832
<b>X7</b>	28153	34559	40965
<b>X6</b>	23317	28573	33829
<b>X5</b>	19099	23443	27788
<b>X4</b>	15619	19106	22593
<b>X3</b>	12300	14953	17607
<b>X2</b>	9599	11685	13771
<b>X1</b>	7489	9127	10764

Benchmarked to ICSC scale (Gross) of the Country effective

**Aug-15**

**GGGI ANNUAL BASE SALARY SCALE FOR NATIONAL POSITIONS**Country Name **SENEGAL**CURRENCY **USD**

<b>GGGI GRADE</b>	<b>Entry</b>	<b>Mid</b>	<b>Maximum</b>
<b>X11</b>	75967	98793	121618
<b>X10</b>	57988	75827	93665
<b>X9</b>	44453	58135	71817
<b>X8</b>	34225	44478	54732
<b>X7</b>	29860	38654	47448
<b>X6</b>	23907	30869	37832
<b>X5</b>	19270	24877	30483
<b>X4</b>	15710	20261	24812
<b>X3</b>	12983	16673	20363
<b>X2</b>	10730	13714	16698
<b>X1</b>	8868	11328	13787

Benchmarked to ICSC scale (Gross) of the Country effective

**Jun-15**

<b>GGGI ANNUAL BASE SALARY SCALE FOR NATIONAL POSITIONS</b>			
<b>Country Name</b>		<b>THAILAND</b>	
<b>CURRENCY</b>		<b>USD</b>	
<b>GGGI GRADE</b>	<b>Entry</b>	<b>Mid</b>	<b>Maximum</b>
<b>X11</b>	81708	112723	143738
<b>X10</b>	64659	89671	114682
<b>X9</b>	51040	71145	91251
<b>X8</b>	40700	56528	72356
<b>X7</b>	36686	51759	66832
<b>X6</b>	30372	42502	54633
<b>X5</b>	25157	35093	45029
<b>X4</b>	20812	28970	37128
<b>X3</b>	16523	22992	29461
<b>X2</b>	13219	18301	23384
<b>X1</b>	10575	14550	18524
Benchmarked to ICSC scale (Gross) of the Country effective			<b>Jan-15</b>

**GGGI ANNUAL BASE SALARY SCALE FOR NATIONAL POSITIONS**

**Country Name**      **UNITED ARAB EMIRATES**

**CURRENCY**        **USD**

<b>GGGI GRADE</b>	<b>Entry</b>	<b>Mid</b>	<b>Maximum</b>
<b>X11</b>		0	
<b>X10</b>	190128	228503	266877
<b>X9</b>	164384	197753	231122
<b>X8</b>	142001	171016	200031
<b>X7</b>	108665	131200	153735
<b>X6</b>	93549	113143	132738
<b>X5</b>	80404	97444	114484
<b>X4</b>	68973	83792	98610
<b>X3</b>	59087	71946	84804
<b>X2</b>	51029	61915	72801
<b>X1</b>	44022	53192	62361

Benchmarked to ICSC scale (Gross) of the Country effective

**Jul-10**

**GGGI ANNUAL BASE SALARY SCALE FOR NATIONAL POSITIONS**

**Country Name**      **UGANDA**

**CURRENCY**        **USD**

<b>GGGI GRADE</b>	<b>Entry</b>	<b>Mid</b>	<b>Maximum</b>
<b>X11</b>	78460	101863	125267
<b>X10</b>	56622	73955	91288
<b>X9</b>	40945	53534	66123
<b>X8</b>	32325	42032	51739
<b>X7</b>	21297	27480	33663
<b>X6</b>	16874	21792	26709
<b>X5</b>	13461	17332	21204
<b>X4</b>	11034	14132	17230
<b>X3</b>	9047	11558	14069
<b>X2</b>	7537	9632	11728
<b>X1</b>	6280	8025	9771

Benchmarked to ICSC scale (Gross) of the Country effective

**Aug-15**



**GGGI ANNUAL BASE SALARY SCALE FOR NATIONAL POSITIONS**

**Country Name**        **UNITED KINGDOM**

**CURRENCY**        **USD**

<b>GGGI GRADE</b>	<b>Entry</b>	<b>Mid</b>	<b>Maximum</b>
<b>X11</b>		0	
<b>X10</b>		0	
<b>X9</b>		0	
<b>X8</b>		0	
<b>X7</b>	59766	72886	86005
<b>X6</b>	52713	64451	76188
<b>X5</b>	46643	57016	67389
<b>X4</b>	41407	50455	59504
<b>X3</b>	36730	44628	52525
<b>X2</b>	32584	39533	46482
<b>X1</b>	28996	35169	41342

Benchmarked to ICSC scale (Gross) of the Country effective

**May-15**

<b>GGGI ANNUAL BASE SALARY SCALE FOR NATIONAL POSITIONS</b>			
<b>Country Name</b>		<b>VANUATU</b>	
<b>CURRENCY</b>		<b>USD</b>	
<b>GGGI GRADE</b>	<b>Entry</b>	<b>Mid</b>	<b>Maximum</b>
<b>X11</b>		0	
<b>X10</b>	84659	101767	118876
<b>X9</b>	60948	72230	83513
<b>X8</b>	45825	54308	62792
<b>X7</b>	41945	52204	62463
<b>X6</b>	31060	38403	45745
<b>X5</b>	23141	28493	33844
<b>X4</b>	17188	21197	25206
<b>X3</b>	12993	15941	18889
<b>X2</b>	9843	12030	14218
<b>X1</b>	7457	9114	10771
Benchmarked to ICSC scale (Gross) of the Country effective			<b>Nov-13</b>

**GGGI ANNUAL BASE SALARY SCALE FOR NATIONAL POSITIONS****Country Name** VIETNAM**CURRENCY** USD

<b>GGGI GRADE</b>	<b>Entry</b>	<b>Mid</b>	<b>Maximum</b>
<b>X11</b>	77042	102796	128549
<b>X10</b>	57754	77484	97214
<b>X9</b>	44901	59956	75010
<b>X8</b>	36186	47947	59707
<b>X7</b>	26277	33108	39939
<b>X6</b>	20990	26497	32003
<b>X5</b>	17025	21428	25831
<b>X4</b>	14070	17618	21165
<b>X3</b>	11726	14658	17590
<b>X2</b>	9772	12216	14660
<b>X1</b>	8143	10180	12217

Benchmarked to ICSC scale (Gross) of the Country effective

**Oct-15**



Global  
Green Growth  
Institute

19<sup>th</sup> Floor Jeongdong Bldg. 21-15, Jeongdong-gil, Jung-gu, Seoul, Korea  
[www.gggi.org](http://www.gggi.org)