



Global Green Growth Institute

The Council

11th Session of the Assembly and15th Session of the Council (Joint Session)

October 27, 2022

Decision on the Total Remuneration Benchmarking Exercise

The Council,

Recalling Article 10.7 of the Agreement on the Establishment of the Global Green Growth Institute, providing that the Director-General shall appoint the staff of the Secretariat in accordance with Staff regulations approved by the Council;

Recalling Rule 2 of the Rules of Procedure of the Council [[C/8/DC/2/FINAL](#)] outlining the functions of the Council;

Taking into account that a total remuneration benchmarking exercise for international and headquarters-based national staff was completed with the support of an external consulting firm, based on which the Management formulated five recommendations for Council approval, in consultation with the Staff Council and the Management and Program Sub-Committee;

Noting that the Management and Program Sub-Committee endorsed the five recommendations presented by the Management to the Council for approval;

Further noting the Management and Program Sub-Committee's concerns raised including the selection of comparator organizations, and agreeing that for future compensation survey exercises the Management will engage with the Management and Program Sub-Committee in advance of launching the exercise;

Decides the following:

1. Salary scale: Implementation of Option 2 of the two salary scale recommendations in the Birches Report, that is to increase the salary scale minima and maxima by 7.5% on average, but to retain current staff salaries, with the exception of those staff who have salaries below the minimum. Staff whose current salaries fall below the minimum will be brought to the minimum.
2. Medical insurance: Adoption of the increase of employer contribution to medical insurance from the current 60% of premiums, to 75%, in line with comparator organizations. This recommendation is applied across the organization to all staff including those nationally recruited staff in GGGI's countries of operation.
3. Pension contribution: Adoption of the increase of employer contributions to the retirement scheme from the current 13% of salary to 15%, in line with comparator organizations. This recommendation is applied across the organization to all staff including those nationally recruited staff in GGGI's countries of operation.

4. Maximum number of dependent children for education allowance: Reduction of the maximum number of dependent children that can qualify for an education allowance from the current 4 to 3, in line with comparator organizations.
5. Expat allowance: Implementation of a reduction of expatriate allowance by 20% per year after the sixth year of service, which will take into effect for new contracts exceeding 6 years of service in one duty station, signed after 1/1/2023.

/End