



GGGI

STAFF REGULATIONS

Effective Date – 1 July 2023

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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 benefits, which include expatriate 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

GGGI 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 Burkina Faso
4. Grade and salary scale for national positions in Cambodia
5. Grade and salary scale for national positions in Colombia
6. Grade and salary scale for national positions in Côte d'Ivoire
7. Grade and salary scale for national positions in Dominican Republic
8. Grade and salary scale for national positions in Ecuador
9. Grade and salary scale for national positions in El Salvador
10. Grade and salary scale for national positions in Ethiopia
11. Grade and salary scale for national positions in Fiji
12. Grade and salary scale for national positions in Guyana
13. Grade and salary scale for national positions in Hungary
14. Grade and salary scale for national positions in India
15. Grade and salary scale for national positions in Indonesia
16. Grade and salary scale for national positions in Jordan
17. Grade and salary scale for national positions in Kiribati
18. Grade and salary scale for national positions in the Republic of Korea
19. Grade and salary scale for national positions in the Lao People's Democratic Republic
20. Grade and salary scale for national positions in Mexico
21. Grade and salary scale for national positions in Mongolia
22. Grade and salary scale for national positions in Morocco
23. Grade and salary scale for national positions in Myanmar
24. Grade and salary scale for national positions in Nepal
25. Grade and salary scale for national positions in Papua New Guinea
26. Grade and salary scale for national positions in Paraguay
27. Grade and salary scale for national positions in Peru
28. Grade and salary scale for national positions in the Philippines
29. Grade and salary scale for national positions in Rwanda
30. Grade and salary scale for national positions in Senegal
31. Grade and salary scale for national positions in Sri Lanka
32. Grade and salary scale for national positions in Thailand
33. Grade and salary scale for national positions in the United Arab Emirates
34. Grade and salary scale for national positions in Uganda
35. Grade and salary scale for national positions in Uzbekistan
36. Grade and salary scale for national positions in Vanuatu
37. Grade and salary scale for national positions in Vietnam

GGGI ANNUAL BASE SALARY SCALE FOR EXECUTIVES			
CURRENCY		USD	
GGGI GRADE	Entry	Mid	Maximum
Director-General	Up to 286110 and up to 10% bonus		
Deputy Director-General	213612	250992	288372
Assistant Director-General	185748	222900	260052

GGGI ANNUAL BASE SALARY SCALE FOR INTERNATIONAL POSITIONS			
CURRENCY		USD	
GGGI GRADE	Entry	Mid	Maximum
X13	168252	201900	235548
X12	140208	171756	203304
X11	112176	137412	162648
X10	93480	114516	135552
X9	77904	95430	112956
X8	64920	79524	94128

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

GGGI GRADE	Minimum	Mid	Maximum
X11	60,383	78,498	96,613
X10	49,092	63,820	78,547
X9	39,912	51,886	63,860
X8	32,449	42,184	51,918
X7	26,381	34,955	43,529
X6	21,448	28,419	35,389
X5	17,873	23,682	29,491
X4	14,299	18,946	23,593
X3	11,439	15,157	18,874
X2	9,151	12,125	15,100
X1	7,321	9,700	12,080

Effective From **Jul-23**

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

GGGI GRADE	Minimum	Mid	Maximum
X11	58,929	73,661	88,393
X10	47,143	58,929	70,714
X9	37,714	47,143	56,571
X8	29,011	36,989	44,967
X7	22,316	28,453	34,590
X6	17,166	21,887	26,608
X5	13,205	16,836	20,467
X4	10,564	13,469	16,374
X3	8,451	10,775	13,099
X2	6,761	8,620	10,479
X1	5,201	6,631	8,061

Effective From **Jul-23**

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

GGGI GRADE	Minimum	Mid	Maximum
X11	76,349	104,980	133,610
X10	54,535	74,985	95,436
X9	38,953	53,561	68,169
X8	28,854	39,675	50,495
X7	22,196	30,519	38,842
X6	17,757	23,971	30,186
X5	14,093	19,025	23,957
X4	11,185	15,099	19,014
X3	8,877	11,983	15,090
X2	7,045	9,511	11,976
X1	5,591	7,548	9,505

Effective From **Jul-23**

GGGI ANNUAL BASE SALARY SCALE FOR NATIONAL POSITIONS**Country Name** **CÔTE D'IVOIRE****CURRENCY** **USD**

GGGI GRADE	Minimum	Mid	Maximum
X11	66,673	85,009	103,344
X10	53,339	68,007	82,675
X9	42,671	54,405	66,140
X8	34,137	43,524	52,912
X7	28,929	37,608	46,287
X6	23,520	30,576	37,632
X5	19,122	24,858	30,595
X4	15,297	19,887	24,476
X3	12,238	15,909	19,581
X2	9,414	12,238	15,062
X1	7,241	9,414	11,586

Effective From **Jul-23**

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

GGGI GRADE	Minimum	Mid	Maximum
X11	82,039	106,650	131,262
X10	63,107	82,039	100,970
X9	48,544	63,107	77,670
X8	37,341	48,544	59,746
X7	28,724	37,341	45,958
X6	22,095	28,724	35,353
X5	16,996	22,095	27,194
X4	13,074	16,996	20,919
X3	10,057	13,074	16,091
X2	7,450	9,685	11,919
X1	5,321	6,918	8,514

Effective From **Jul-23**

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

GGGI GRADE	Minimum	Mid	Maximum
X11	111,678	142,390	173,101
X10	85,906	109,530	133,155
X9	66,082	84,254	102,427
X8	50,832	64,811	78,790
X7	39,102	49,855	60,607
X6	31,281	39,884	48,486
X5	24,063	30,680	37,297
X4	19,250	24,544	29,838
X3	15,400	19,635	23,870
X2	12,320	15,708	19,096
X1	9,856	12,566	15,277

Effective From **Jul-23**

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

GGGI GRADE	Minimum	Mid	Maximum
X11	88,400	121,550	154,700
X10	68,000	93,500	119,000
X9	52,308	71,923	91,539
X8	40,237	55,326	70,414
X7	30,951	42,558	54,165
X6	23,809	32,737	41,665
X5	18,314	25,182	32,050
X4	14,088	19,371	24,654
X3	10,837	14,901	18,965
X2	8,336	11,462	14,588
X1	6,412	8,817	11,222

Effective From **Jul-23**

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

GGGI GRADE	Minimum	Mid	Maximum
X11	38,674	48,343	58,011
X10	32,228	40,286	48,343
X9	26,857	33,571	40,285
X8	22,381	27,976	33,571
X7	17,905	23,724	29,543
X6	14,676	19,446	24,215
X5	11,741	15,557	19,372
X4	9,393	12,445	15,498
X3	7,514	9,956	12,398
X2	6,011	7,965	9,919
X1	4,809	6,372	7,935

Effective From **Jul-23**

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

GGGI GRADE	Minimum	Mid	Maximum
X11	62,022	77,527	93,032
X10	49,617	62,022	74,426
X9	39,694	49,617	59,541
X8	30,534	38,167	45,801
X7	23,487	29,359	35,231
X6	19,573	24,466	29,359
X5	15,658	19,573	23,487
X4	12,527	15,658	18,790
X3	10,439	13,049	15,658
X2	8,699	10,874	13,049
X1	7,249	9,062	10,874

Effective From **Jul-23**

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

GGGI GRADE	Minimum	Mid	Maximum
X11	51,693	64,617	77,540
X10	43,078	53,847	64,617
X9	35,898	44,873	53,847
X8	29,915	37,394	44,873
X7	23,932	29,915	35,898
X6	19,146	23,932	28,718
X5	15,317	19,146	22,975
X4	12,253	15,317	18,380
X3	9,803	12,253	14,704
X2	7,842	9,803	11,763
X1	6,274	7,842	9,410

Effective From **Jul-23**

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

GGGI GRADE	Minimum	Mid	Maximum
X11	66,141	81,451	96,761
X10	52,637	65,072	77,507
X9	42,352	52,067	61,782
X8	34,035	41,697	49,359
X7	27,655	32,593	37,532
X6	23,187	27,326	31,465
X5	19,423	22,921	26,419
X4	16,849	19,856	22,863
X3	14,606	17,188	19,771
X2	12,718	14,914	17,109
X1	11,049	12,963	14,877

Effective From **2018**

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

GGGI GRADE	Minimum	Mid	Maximum
X11	60,896	80,688	100,479
X10	45,108	59,769	74,429
X9	33,414	44,273	55,133
X8	24,751	32,795	40,839
X7	18,334	24,293	30,251
X6	14,103	18,687	23,270
X5	11,282	14,949	18,616
X4	8,679	11,499	14,320
X3	6,943	9,200	11,456
X2	5,554	7,360	9,165
X1	4,444	5,888	7,332

Effective From **Jul-23**

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

GGGI GRADE	Minimum	Mid	Maximum
X11	64,226	86,705	109,184
X10	47,575	64,226	80,877
X9	36,596	49,405	62,213
X8	28,151	38,004	47,856
X7	20,108	27,145	34,183
X6	14,895	20,108	25,321
X5	11,457	15,467	19,478
X4	8,813	11,678	14,542
X3	7,051	9,342	11,634
X2	5,641	7,474	9,307
X1	4,512	5,979	7,446

Effective From **Jul-23**

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

GGGI GRADE	Minimum	Mid	Maximum
X11	89,643	116,536	143,429
X10	68,956	89,643	110,330
X9	53,043	68,956	84,869
X8	42,435	55,165	67,896
X7	33,948	44,132	54,316
X6	26,114	33,948	41,782
X5	21,059	27,377	33,695
X4	16,983	22,078	27,173
X3	13,696	17,805	21,914
X2	11,045	14,359	17,673
X1	8,908	11,580	14,252

Effective From **Jul-23**

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

GGGI GRADE	Minimum	Mid	Maximum
X11	27,698	33,238	38,778
X10	23,674	28,409	33,143
X9	20,234	24,281	28,328
X8	17,294	20,753	24,212
X7	14,781	17,738	20,694
X6	12,634	15,160	17,687
X5	10,528	12,634	14,739
X4	8,773	10,528	12,283
X3	7,311	8,773	10,236
X2	6,093	7,311	8,530
X1	5,077	6,093	7,108

Effective From **Jul-23**

GGGI ANNUAL BASE SALARY SCALE FOR NATIONAL POSITIONS**Country Name** **REPUBLIC OF KOREA****CURRENCY** **USD**

GGGI GRADE	Minimum	Mid	Maximum
X11	106,680	128,016	149,352
X10	92,760	111,312	129,864
X9	80,664	96,798	112,932
X8	70,140	84,168	98,196
X7	58,452	71,604	84,756
X6	48,312	61,596	74,880
X5	42,012	51,462	60,912
X4	38,196	45,834	53,472
X3	34,728	41,676	48,624
X2	31,572	37,884	44,196
X1	28,704	34,446	40,188

Effective From **Jan-23**

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

GGGI GRADE	Minimum	Mid	Maximum
X11	52,736	68,557	84,378
X10	39,064	50,783	62,502
X9	28,936	37,617	46,298
X8	21,434	27,864	34,295
X7	15,877	20,243	24,610
X6	12,702	16,195	19,688
X5	10,411	13,274	16,137
X4	8,534	10,881	13,227
X3	6,995	8,919	10,842
X2	5,734	7,310	8,887
X1	4,700	5,992	7,284

Effective From **Jul-23**

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

GGGI GRADE	Minimum	Mid	Maximum
X11	78,360	101,869	125,377
X10	62,688	81,495	100,301
X9	50,151	65,196	80,241
X8	40,121	52,157	64,193
X7	32,096	41,725	51,354
X6	25,884	33,650	41,415
X5	20,874	27,137	33,399
X4	16,834	21,884	26,935
X3	13,576	17,649	21,722
X2	10,948	14,233	17,517
X1	8,829	11,478	14,127

Effective From **Jul-23**

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

GGGI GRADE	Minimum	Mid	Maximum
X11	49,976	62,469	74,963
X10	41,646	52,058	62,469
X9	34,705	43,382	52,058
X8	28,921	36,151	43,382
X7	24,101	30,126	36,151
X6	20,084	25,105	30,126
X5	16,737	20,921	25,105
X4	13,947	17,434	20,921
X3	11,623	14,528	17,434
X2	9,686	12,107	14,528
X1	8,071	10,089	12,107

Effective From **Jul-23**

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

GGGI GRADE	Minimum	Mid	Maximum
X11	107,301	139,492	171,682
X10	76,644	99,637	122,630
X9	56,773	73,805	90,837
X8	43,672	56,773	69,875
X7	34,937	45,419	55,900
X6	27,950	36,335	44,720
X5	22,360	29,068	35,776
X4	17,888	23,254	28,621
X3	14,310	18,603	22,897
X2	11,448	14,883	18,317
X1	9,159	11,906	14,654

Effective From **Jul-23**

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

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

GGGI GRADE	Minimum	Mid	Maximum
X11	41,954	55,590	69,225
X10	33,564	44,472	55,380
X9	26,851	35,577	44,304
X8	21,481	28,462	35,443
X7	17,185	22,770	28,355
X6	13,748	18,216	22,684
X5	10,998	14,573	18,147
X4	8,798	11,658	14,518
X3	7,039	9,326	11,614
X2	5,631	7,461	9,291
X1	4,505	5,969	7,433

Effective From **Jul-23**

GGGI ANNUAL BASE SALARY SCALE FOR NATIONAL POSITIONS**Country Name** **PAPUA NEW GUINEA****CURRENCY** **USD**

GGGI GRADE	Minimum	Mid	Maximum
X11	72,558	92,511	112,464
X10	58,046	74,009	89,971
X9	46,437	59,207	71,977
X8	35,721	45,544	55,367
X7	27,477	34,347	41,216
X6	21,136	26,421	31,705
X5	16,909	21,136	25,364
X4	13,527	16,909	20,291
X3	10,822	13,527	16,233
X2	8,658	10,822	12,986
X1	6,926	8,658	10,389

Effective From **Jul-23**

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

GGGI GRADE	Minimum	Mid	Maximum
X11	73,601	95,681	117,761
X10	58,880	76,545	94,209
X9	47,104	61,236	75,367
X8	37,683	48,989	60,294
X7	30,147	39,191	48,235
X6	24,117	31,353	38,588
X5	19,294	25,082	30,870
X4	15,435	20,066	24,696
X3	12,348	16,053	19,757
X2	9,878	12,842	15,806
X1	7,903	10,274	12,644

Effective From **Jul-23**

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

GGGI GRADE	Minimum	Mid	Maximum
X11	98,804	123,505	148,207
X10	82,337	102,921	123,505
X9	68,614	85,768	102,921
X8	54,891	69,986	85,082
X7	43,913	55,989	68,065
X6	35,130	44,791	54,452
X5	28,104	35,833	43,562
X4	22,483	28,666	34,849
X3	17,987	22,933	27,880
X2	14,389	18,347	22,304
X1	11,512	14,677	17,843

Effective From **Jul-23**

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

GGGI GRADE	Minimum	Mid	Maximum
X11	58,972	79,613	100,253
X10	43,683	58,972	74,262
X9	32,358	43,683	55,009
X8	23,969	32,358	40,747
X7	17,755	23,969	30,183
X6	14,796	19,604	24,413
X5	11,836	15,683	19,530
X4	9,469	12,547	15,624
X3	7,575	10,037	12,499
X2	6,060	8,030	9,999
X1	4,848	6,424	8,000

Effective From **Jul-23**

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

GGGI GRADE	Minimum	Mid	Maximum
X11	68,517	87,359	106,201
X10	52,705	67,199	81,693
X9	40,542	51,692	62,841
X8	31,186	39,763	48,339
X7	24,949	31,186	37,424
X6	19,959	24,949	29,939
X5	15,967	19,959	23,951
X4	12,774	15,967	19,161
X3	10,219	12,774	15,329
X2	7,861	9,826	11,791
X1	6,047	7,559	9,070

Effective From **Jul-23**

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

GGGI GRADE	Minimum	Mid	Maximum
X11	87,112	115,424	143,735
X10	67,529	89,476	111,422
X9	52,348	69,361	86,374
X8	40,580	53,768	66,957
X7	32,992	43,714	54,436
X6	26,393	34,971	43,549
X5	21,115	27,977	34,839
X4	16,892	22,382	27,871
X3	13,513	17,567	21,621
X2	10,898	14,167	17,437
X1	8,718	11,334	13,949

Effective From **Jul-23**

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

GGGI GRADE	Minimum	Mid	Maximum
X11	25,507	35,072	44,638
X10	18,219	25,052	31,884
X9	13,014	17,894	22,774
X8	9,640	13,255	16,870
X7	7,141	9,461	11,782
X6	5,493	7,278	9,063
X5	4,069	5,391	6,713
X4	3,363	4,371	5,380
X3	2,712	3,525	4,339
X2	2,187	2,843	3,499
X1	1,764	2,293	2,822

Effective From **Jul-23**

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

GGGI GRADE	Entry	Mid	Maximum
X11	81708	112723	143738
X10	64659	89671	114682
X9	51040	71145	91251
X8	40700	56528	72356
X7	36686	51759	66832
X6	30372	42502	54633
X5	25157	35093	45029
X4	20812	28970	37128
X3	16523	22992	29461
X2	13219	18301	23384
X1	10575	14550	18524

Benchmarked to ICSC scale (Gross) of the Country effective

Jan-15

GGGI ANNUAL BASE SALARY SCALE FOR NATIONAL POSITIONS**Country Name** **UNITED ARAB EMIRATES****CURRENCY** **USD**

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

GGGI GRADE	Minimum	Mid	Maximum
X11	78,463	102,002	125,541
X10	58,121	75,557	92,993
X9	43,052	55,968	68,884
X8	31,891	41,458	51,025
X7	23,623	30,710	37,796
X6	17,498	22,748	27,997
X5	13,999	18,198	22,398
X4	11,199	14,559	17,918
X3	8,959	11,647	14,335
X2	7,167	9,318	11,468
X1	5,734	7,454	9,174

Effective From **Jul-23**

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

GGGI GRADE	Minimum	Mid	Maximum
X11	67,228	87,396	107,565
X10	51,714	67,228	82,742
X9	39,780	51,714	63,648
X8	30,600	39,780	48,960
X7	25,500	31,875	38,250
X6	21,250	26,562	31,875
X5	17,708	22,135	26,562
X4	14,757	18,446	22,135
X3	12,297	15,372	18,446
X2	10,248	12,810	15,372
X1	8,540	10,675	12,810

Effective From **Jul-23**

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

GGGI GRADE	Minimum	Mid	Maximum
X11	65,926	80,759	95,593
X10	54,938	67,299	79,661
X9	45,782	56,083	66,384
X8	38,152	46,736	55,320
X7	31,793	38,946	46,100
X6	26,494	32,455	38,417
X5	20,380	24,966	29,551
X4	15,677	19,204	22,732
X3	12,059	14,773	17,486
X2	9,276	11,364	13,451
X1	7,136	8,741	10,347

Effective From **Jul-23**

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

GGGI GRADE	Minimum	Mid	Maximum
X11	85,962	113,899	141,837
X10	66,124	87,615	109,105
X9	50,865	67,396	83,927
X8	39,127	51,843	64,559
X7	30,098	39,127	48,156
X6	23,152	30,098	37,043
X5	18,522	24,078	29,635
X4	14,817	19,262	23,708
X3	11,854	15,410	18,966
X2	9,483	12,328	15,173
X1	7,586	9,862	12,138

Effective From Jul-23



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