



G00174 Summary of Benefits Applicable to Locally Recruited Staff Across Countries

Summary of Benefits Applicable to Staff on Short Term Assignments

The following is a summary of the benefits applicable to staff on Short Term Assignments in World Bank Group offices. It is compiled from various governing sources such as the Staff Rules and Guidelines, which may be amended from time to time and which provisions are controlling in all cases. In addition to the benefits described below, you may be eligible for benefits related to your assignment as stipulated in your Assignment Memorandum. All issues regarding benefits must be resolved according to the applicable, governing source documents, notwithstanding anything written in this Summary. The term "Bank Group" refers to the World Bank, IFC, MIGA, and ICSID. The Staff Rules (SR) mentioned below may be accessed in the Staff Manual.

Benefit	Description
I. Relocation Package for Short Term Assignments (subject to the provisions of Section 3 of Staff Rule 6.17)	Short Term
Relocation Travel	Economy class if the flight duration is less than 5 hours. Less than first class (e.g., business class) if at least 5 hours (may include eligible dependents with manager's approval)
Relocation Grant	100% (or 150% if accompanied by eligible dependent(s)) of DSA for 15 days
STA Allowance	Per diem of 65% (or 100% if accompanied by eligible dependent(s)) of DSA commencing on the 16th day of the assignment
Rest and Recuperation	Round-trip economy class ticket to Home Duty Station every 42, 60, or 90 days for locations eligible for R&R, plus 10 leave days for each trip
Non-Family Post Premium	35% of GG midpoint for locations eligible for Non-Family Post Premium
Mobility Premium Home Country Travel Education	Retain expatriate support provided in originating location

Summary of Benefits Applicable to Staff on Temporary Assignments

<p>The following is a summary of the benefits applicable to staff on Temporary Assignments in World Bank Group offices. It is compiled from various governing sources such as the Staff Rules and Guidelines, which may be amended from time to time and which provisions are controlling in all cases. In addition to the benefits described below, you may be eligible for benefits related to your assignment as stipulated in your Assignment Memorandum. All issues regarding benefits must be resolved according to the applicable, governing source documents, notwithstanding anything written in this Summary. The term "Bank Group" refers to the World Bank, IFC, MIGA, and ICSID. The Staff Rules (SR) mentioned below may be accessed in the Staff Manual.</p>	
Benefit	Description
II. Relocation Package for Temporary Assignments (subject to the provisions of Section 3 of Staff Rule 6.17)	Temporary
Pre-Assignment Visit	Round-trip economy class tickets between originating location and assignment location for staff and one dependent; plus 125% of DSA for 5 days
Relocation Travel	Economy class if the flight duration is less than 5 hours; Less than first class (e.g., business class) if at least 5 hours; for staff and eligible dependents
Relocation Grant	\$5,000 for a staff member without children or \$7,500 with at least one child
Temporary Living Allowance	125% for staff without children or 175% for staff with at least one child, of hotel per diem for 30 days
Shipping	Excess baggage grant of \$1,800, shipping of up to one 40-foot container of household goods, extended and in-transit storage; or removal grant of \$13,000 for staff without dependents or \$17,000 for staff with dependents
Family Assistance Allowance	15% of staff member's grade midpoint
Cost of Living Allowance	Based on difference in cost of living index in assignment location and originating location, using international index provided by external vendor, applied to 40% of salary
Housing Support	Housing Support equal to 67%/33% cost sharing between the WBG and the staff member (with the staff share capped at 20% of salary) of the housing ceiling (including utilities); 2-bedroom, unfurnished for staff without children and 4bedroom, unfurnished for staff with children; payable from 31st day of assignment

Hardship Differential	Based on UN hardship classifications, 8%, 15%, 20%, or 25% of GG midpoint for each year of assignment
Non-Family Post Premium	35% of GG midpoint for locations eligible for Non-Family Post Premium
Rest & Recuperation	Round-trip economy class ticket to Home Duty Station every 42, 60, or 90 days for locations eligible for R&R, plus 10 leave days for each trip
Mobility Premium	For DC and NY offices: Mobility Premium of 11% for staff, 5% for spouse/DP and 4% for each child, of GG midpoint of DC salary plan
Home Country Travel	For Satellite and Country Offices: HCT benefits after every two years of the assignment
Education Support	For Satellite and Country Offices: 100% of costs for primary and secondary education, and 75% for tertiary up to completion of first degree, completion of four years of undergraduate education, or attainment of age 22, whichever comes first

Summary of Benefits Applicable to Staff on Indefinite Assignments

<p>The following is a summary of the benefits applicable to staff on Indefinite Assignments in World Bank Group offices. It is compiled from various governing sources such as the Staff Rules and Guidelines, which may be amended from time to time and which provisions are controlling in all cases. In addition to the benefits described below, you may be eligible for benefits related to your assignment as stipulated in your Assignment Memorandum. All issues regarding benefits must be resolved according to the applicable, governing source documents, notwithstanding anything written in this Summary. The term "Bank Group" refers to the World Bank, IFC, MIGA, and ICSID. The Staff Rules (SR) mentioned below may be accessed in the Staff Manual.</p>	
Benefit	Description
III. Relocation Package for Indefinite Assignments	Indefinite
Pre-Assignment Visit	Round-trip economy class tickets between originating location and assignment location for staff and one dependent; plus 125% of DSA for 5 days
Relocation Travel	Economy class if the flight duration is less than 5 hours; Less than first class (e.g., business class) if at least 5 hours; for staff and eligible dependents
Relocation Grant	\$5,000 for staff relocating without children and \$7,500 for staff relocation with at least one child
Temporary Living Allowance	125% for staff without children and 175% for staff with children, of MTV for 30 days
Shipping	Excess baggage grant of \$1,800, shipping of up to one 40-foot container of household goods, in-transit storage; OR removal grant of \$10,000 for staff without dependents or \$14,000 for staff with dependents
Housing Support	For Country Offices only: Housing Support equal to 67%/33% cost-sharing between the WBG and the staff member (with the staff share capped at 20% of salary) of the housing ceiling (including utilities); 2-bedroom, unfurnished for staff without children and 4-bedroom, unfurnished for staff with children; payable from 31st day of assignment; payable for 5 years
Hazard Pay	25% of the GC midpoint for locations designated as hazard locations by the UN
Mobility Premium	For DC and NY offices: Mobility Premium of 11% for staff, 5% for spouse/DP, and 4% for each child, of GG midpoint of DC salary plan, payable for 5 years
Home Country Travel	For Satellite and Country Offices: HCT benefits after every two years of the assignment
Education Support	(e) and (f) For Satellite and Country Offices: 100% support up to the ceiling for primary and secondary education, and 75% support up to the ceiling for tertiary up to completion of first degree, completion of four years of undergraduate education, or attainment of age 22, whichever comes first; payable for 5 years

Summary of Benefits Applicable to Staff on Localization Plus

The following is a summary of the benefits applicable to staff on Localization Plus. It is compiled from various governing sources such as the Staff Rules and Guidelines, which may be amended from time to time and which provisions are controlling in all cases. In addition to the benefits described below, you may be eligible for benefits related to your assignment as stipulated in your Assignment Memorandum. All issues regarding benefits must be resolved according to the applicable, governing source documents, notwithstanding anything written in this Summary. The term "Bank Group" refers to the World Bank, IFC, MIGA, and ICSID. The Staff Rules (SR) mentioned below may be accessed in the Staff Manual.

Benefit	Description
III. Relocation Package for Localization Plus	Localization Plus
Pre-Assignment Visit	Round-trip economy class tickets between originating location and assignment location for staff and one dependent; plus 125% of DSA for 5 days
Relocation Travel	Economy class if the flight duration is less than 5 hours; Less than first class (e.g., business class) if at least 5 hours; for staff and eligible dependents
Relocation Grant	\$5,000 for a staff member without children or \$7,500 with at least one child
Temporary Living Allowance	125% for staff without children or 175% for staff with children, of hotel per diem for 30 days
Shipping	Excess Baggage grant of \$1,800, shipping of up to one 40-foot container of household goods, in-transit storage; or removal grant of \$10,000 for staff without dependents or \$14,000 for staff with dependents
Assignment Allowance	10% of GG midpoint or Education Benefits, if elected
Housing Support	For DC and NY offices: Mobility Premium of 11% for staff, 5% for spouse/DP, and 4% for each child, of GG midpoint of DC salary plan, payable for 5 years
Hazard Pay	25% of the GC midpoint for locations designated as hazard locations by the UN
Education	100% of primary and secondary education costs beginning at age 5, plus education travel OR Assignment Allowance, if elected