

IMI's Revised Fee Scheme

Diversity, Equity, and Inclusion (DEI) Policy¹

Purpose

At the heart of the International Mediation Institute (IMI) lies a steadfast commitment to fostering a more inclusive mediation landscape, through quality assurance. Guided by our vision of ["Professional Mediation Worldwide: Promoting Consensus and Access to Justice,"](#) and in line with our mission to set and achieve high mediation standards, convene stakeholders and parties, promote the understanding and adoption of mediation, and skills dissemination, this policy embodies our commitment to a nuanced fee scheme, applicable to both organisations as well as individuals.

By carefully considering the economic conditions and developmental landscape of mediation in each country or region, our primary goal is to ensure accessibility and fairness for all parties involved, transcending geographical and financial boundaries.

Background

The existing pricing framework operates on a dual-track system, classifying countries into either 'full fee paying' or 'discounted' based on a comparison of their GDP per capita to the world average GDP per capita (IMF 2022). This framework was applicable exclusively to organizations.

While this two-track approach has provided a structured foundation for assessing fees, it predominantly considers economic growth. Recognizing the evolving landscape and the need for a more comprehensive evaluation, IMI acknowledges the necessity to update and

¹ This policy was devised and led by Liliana Amione as part of her role at the International Mediation Institute, in consultation with IMI leadership and relevant stakeholders.

adjust its fee scheme. The aim is to incorporate a nuanced understanding of each country's economic conditions, developmental landscape, and mediation progress, fostering a more equitable and inclusive fee structure.

Countries paying full fees, by region as per the current pricing framework:

- Africa: Seychelles
- Asia: Brunei, Hong Kong, Japan, Macau, Maldives, Palau, Singapore, South Korea, Taiwan
- Europe: Austria, Belgium, Croatia, Cyprus, Czechia, Denmark, Estonia, Finland, France, Germany, Greece, Hungary, Iceland, Ireland, Italy, Latvia, Lithuania, Luxembourg, Malta, Netherlands, Norway, Poland, Portugal, Romania, Russia, San Marino, Slovakia, Slovenia, Spain, Sweden, Switzerland, UK
- North America: Canada, the USA (including Puerto Rico)
- Oceania: Australia, New Zealand
- Middle East: Bahrain, Israel, Lebanon, Kuwait, Oman, Qatar, Saudi Arabia, UAE
- South and Central America: Antigua and Barbuda, Argentina, Bahamas, Barbados, Chile, Costa Rica, Equatorial Guinea, Palau, Panama, Saint Kitts and Nevis, Trinidad and Tobago, Uruguay

Explanatory notes

Abbreviations

- IMI: International Mediation Institute
- WBG: World Bank Group
- UN: United Nations
- DEI: Diversity, Equity and Inclusion
- GNI: Gross National Income
- HDI: Human Development Index

Policy Statement

Equitable Fee Structure

IMI recognizes the importance of creating an equitable fee structure for Mediation services and Mediators that reflects not only the varying economic conditions across different countries and regions but also Mediation development. IMI is committed to establishing fees that are reasonable and accessible to a diverse range of individuals and organizations.

Country/Region-Specific Considerations

In determining fees, IMI will take into consideration primarily Mediation development as a key indicator, alongside economic development, currency value, political, social, cultural and other relevant factors specific to each country or region where Mediation services are offered.

IMI is adopting this approach with the aim of fostering and supporting the development of Mediation. As Mediation progresses to a more advanced stage of maturity, either at the country or individual level, it will be considered to have reached a point where it no longer falls within the scope of the DEI Policy. This signifies that as Mediation flourishes and becomes more established, there will be a natural transition where entities and individuals are no longer subject to the specific considerations outlined in the DEI Policy.

It's important to note that there is ongoing debate and evolving perspectives on how to categorize countries, as economic and development conditions are dynamic. The terms "developed" and "developing" are increasingly viewed as oversimplifying the complex realities of global economic disparities, leading to the use of terms like "advanced economies" and "emerging markets" to better reflect the dynamic nature of countries' economic statuses.²

² Please refer to the following links for more information: [UN Statistics Division - Standard Country or Area Codes for Statistical Use \(M49\)](#) - [World Bank Blogs - 2016 Edition World Development Indicators Out: Three Features You Won't Want to Miss](#)

IMI's Revised Fee Scheme

Our fee scheme is designed based on a dual classification system provided by two authoritative entities: the World Bank Group (WBG) and the Human Development Index (HDI) of the United Nations.

- **World Bank Group (WBG):** The WBG classifies economies worldwide into four income groups— low, lower-middle, upper-middle, and high income.³ This classification, updated annually on July 1, relies on Gross National Income (GNI) per capita data from the previous calendar year.⁴
- **United Nations - Human Development Index (HDI):** Developed by the United Nations Development Programme (UNDP), the HDI is a composite statistic considering life expectancy, education, and per capita income, to assess the overall well-being and development level of a country. It categorizes countries into groups such as "very high human development," "high human development," "medium human development," and "low human development."⁵ Emphasizing people and their capabilities over economic growth alone, HDI provides a comprehensive view of a country's development.

This approach integrates economic status and comprehensive development indicators including life expectancy, education, and per capita income. By incorporating these multifaceted criteria, the scheme seeks to holistically evaluate the overall well-being and developmental standing of each country, providing a nuanced framework for fee classification.

Rationale

³ For the current 2024 fiscal year, low-income economies are defined as those with a GNI per capita, calculated using the [World Bank Atlas method](#), of \$1,135 or less in 2022; lower middle-income economies are those with a GNI per capita between \$1,136 and \$4,465; upper middle-income economies are those with a GNI per capita between \$4,466 and \$13,845; high-income economies are those with a GNI per capita of \$13,846 or more. Please refer to the following page for more detail: [World Bank Country and Lending Groups Overview](#). The term country, used interchangeably with economy, does not imply political independence but refers to any territory for which authorities report separate social or economic statistics.

⁴ GNI measures are expressed in United States dollars using conversion factors derived according to the Atlas method. The income classification aims to reflect a country's level of development, relying on Atlas GNI per capita as an indicator of economic capacity. The classifications can change due to alterations in Atlas GNI per capita and adjustments to classification thresholds for inflation. The thresholds are adjusted annually using the Special Drawing Rights (SDR) deflator. GNI per capita provides information on the income status and the overall level of resources available to a country.

⁵ [UNDP Human Development Index \(HDI\) Data Center](#) The HDI value is as follows: Low (< 0.550) - Medium (0.550-0.699) - High (0.700-0.799) - Very high (≥ 0.800). The HDI is a summary measure for assessing long-term progress in three basic dimensions of human development: a long and healthy life, access to knowledge and a decent standard of living, into a standardized number between zero and one; the closer to one, the more developed the country.

The chosen criteria were selected for their methodological robustness, ensuring consistent treatment of countries over time. Regularly updated by reputable institutions such as the UN and the WBG, these criteria undergo periodic revisions to incorporate the latest data availability and insights from new research.

General - Fee Levels:

- a. **Regular Fee:** Applicable to high-Income Countries (WBG) with Very High Human Development (HDI).
- b. **25% Discounted Fee:** Applicable to upper-Middle-Income Countries (WBG) with High Human Development (HDI), with a 25% discount compared to the Classic fee.
- c. **50% Discounted Fee:** Applicable to lower-Middle-Income and Low-Income Countries (WBG) with Medium and Low Human Development (HDI), with a 50% discount compared to the Classic fee.

Special Situations:

1. Least Developed Countries (LDCs):

- Organizations or professionals located in [Least Developed Countries \(LDCs\)](#) will benefit from a specified percentage reduction in IMI's fees.
- This reduction aims to support development initiatives and foster collaboration in these regions.

2. Special Cases:⁶

⁶ Criteria for Special Cases:

- a. Conflict-Affected Regions:
 - Ongoing armed conflict or recent history of conflict.
 - Recognized by international organizations as a conflict zone.
 - Presence of peacekeeping missions or humanitarian interventions.
- b. Post-Disaster Situations:
 - Recent natural disasters (e.g., earthquakes, floods, hurricanes).
 - Significant impact on infrastructure, economy, and overall development.
 - International recognition of the country as a post-disaster area.
- c. Unique Economic Challenges:
 - Unusual economic circumstances not reflected in standard indicators.
 - Recognized economic challenges by international financial institutions.
 - Demonstrated efforts by the country to address these challenges.

- Special cases, such as conflict-affected regions or countries with unique economic challenges, will be considered independently of income level or HDI classification.
- A clear and transparent process will be established to identify and assess special cases.

3. Discounts or Waivers:

- Partial discounts or waivers may exceptionally be granted based on economic challenges, extraordinary circumstances, or other relevant factors. The relevant policy, conditions, and approval system will be determined in a separate document.

Methodology: Application and Indicator Selection

To qualify for a discounted fee, applicants must satisfy the defined thresholds of the criteria, specifically falling within the classification of upper-middle-income, lower-middle-income or low-income countries (WBG) with high, medium or low human development (HDI).

In cases where a country falls under different categories due to, for instance, being upper-middle income with very high human development, IMI employs a discerning approach. In such instances, the discounted fees will be considered to ensure that the fee aligns more accurately with the country's economic and developmental standing. This tailored methodology guarantees a more precise and equitable fee assessment, aligning with the goal of fairness and ensures that the fee structure is responsive to the diverse circumstances of different nations.

Fee Classification Illustrations: Aligning Economic and Developmental Characteristics

In our fee classification system, we meticulously evaluate both the income level and human development of each country to determine their appropriate fee category. Let's consider a few examples:

- **India:** Classified as lower-middle income with a medium level of human development, India falls into the "50% Discounted Fee" category.
- **Moldova:** Positioned as upper-middle income with high human development, Moldova is categorized under the "25% Discounted Fee" category.
- **Kenya:** Characterized by lower-middle income and medium human development, Kenya falls within the "50% Discounted Fee" category.

- **Serbia and Georgia:** Despite sharing the classification of upper-middle income with very high human development, Serbia and Georgia each fall under the "25% Discounted Fee" category.
- **United Kingdom, United States, and the Netherlands:** As high-income countries with very high human development, these nations are placed in the "Regular Fee" category.
- **Ecuador and Brazil:** Both upper-middle-income countries, with 'High Human Development,' are assigned to the '25% Discounted Fee' category.
- **Argentina:** An upper-middle-income country with very high human development, Argentina is assigned to the '25% Discounted Fee' category.
- **China:** An upper-middle-income country with high human development, is assigned to the '25% Discounted Fee' category.
- **South Africa:** An upper-middle-income country with high human development, is assigned to the '25% Discounted Fee' category.

This detailed breakdown aims to provide a clear and accurate portrayal of how our fee classification aligns with the unique economic and developmental characteristics of each country.

Promotion of Inclusivity

IMI's fee scheme is designed to promote inclusivity and ensure that individuals and organizations from all backgrounds and economic circumstances have access to IMI's services. IMI aims to eliminate geographical or financial barriers that may hinder diverse participation in dispute resolution processes.

Regular Review and Adjustment

IMI is dedicated to regularly reviewing and, when necessary, adjusting the fee scheme to align with shifts in economic conditions and Mediation development within each country or region. This process is conducted transparently, with adjustments made to sustain fairness and accessibility.

IMI will review the Policy within 12 months of initial implementation. Subsequently, the fee scheme will undergo systematic reviews every three years to ensure it aligns with the latest data on WBG classifications and HDI. Updates are promptly implemented to mirror changes in global economic conditions and development indicators. This commitment to

regular assessment and adaptation reflects IMI's responsiveness to the evolving landscape of Mediation and international economic dynamics.

Global collaboration

IMI is committed to facilitating periodic consultations with representatives from the IMI implementing organizations, IMI Certified Mediators, IMI Qualified Mediators, stakeholders, users, and the broader mediation community. These consultations serve as a dynamic forum for gathering valuable insights and feedback on the fee scheme, ensuring its continuous refinement, fairness, and responsiveness to the evolving needs of the global mediation community.

Transparency and Predictability

IMI will maintain transparency in communicating the fee scheme to all stakeholders. This includes providing clear information on how fees are determined, any adjustments made, and the rationale behind those decisions.

IMI will communicate any further changes in the fee scheme at least 3 months before they take effect. The scheme, as announced, will be implemented for at least a year.

Implementation

This policy will be communicated to all Mediation practitioners, providers, stakeholders and the community.

Approval

This policy has been approved by the IMI's Board of Directors on 5 February 2024.

Disclaimer

The designations employed do not imply the expression of any opinion whatsoever on the part of the IMI concerning the legal status of any country, territory, city or area or of its authorities, or concerning the delimitation of its frontiers or boundaries.

Data Sources

- [List of LDCs - Least Developed Countries](#)
- [LDC Category - Least Developed Countries](#)
- [LDC Identification Criteria & Indicators | Department of Economic and Social Affairs](#)
- [Standard country or area codes for statistical use \(M49\)](#)
- [Economic Commission for Latin America and the Caribbean](#)
- [World Bank Group country classifications by income level for FY24 \(July 1, 2023- June 30, 2024\)](#)
- [World Bank Country and Lending Groups](#)
- [Human Development Index](#)
- [Specific country data | Human Development Reports](#)
- [Technical notes](#)
- [Country Insights | Human Development Reports](#)
- [Mid-year update on the global economic situation foresees more uncertainty as policymakers are facing a complex economic context](#)
- [Doing Business 2020-Comparing Business Regulation in 190 Economies](#)
- [The 2016 edition of World Development Indicators is out: three features you won't want to miss](#)
- IMI's Team convened with the Team of Dispute Resolution at the WBG, to gather insights into the WBG classification of economies by income groups and the metrics associated with the B-Ready Project.