

INTERNATIONAL CIVIL SERVICE
COMMISSIONCOMMISSION DE LA FONCTION
PUBLIQUE INTERNATIONALE

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14 July 2026

TO: Recipients of Post Adjustment
Classification Memo

THROUGH: Mr. Larbi Djacta
Chairman

FROM: Mr. Ignacio Vera
Officer-in-charge, Cost-of-Living Division

SUBJECT: Post adjustment classification memo for July 2026

1. I am pleased to send you the post adjustment multipliers for July 2026. **Note that only duty stations with changes in post adjustment multipliers are listed.**

Group I duty stations

2. The post adjustment multipliers, applicable to group I duty stations, as a result of the operation of the 0.5 per cent rule under conditions of currency depreciation/appreciation relative to the US dollar, with effect from 1 July 2026, are given in Table 1.

Table 1. Changes to post adjustment multipliers for group I duty stations – July 2026

DUTY STATION	MULTIPLIER	DUTY STATION	MULTIPLIER
Australia	37.8	Greece	35.8
Austria	50.9	Iceland	41.8
Belgium	45.5	Ireland	52.5
Bulgaria	35.3	Italy, Brindisi	21.3
Canada, Montreal	33.1	Italy, Rome	27.1
Canada, Ottawa	42.2	Japan, Hiroshima	26.1
Canada, Toronto	48.8	Japan, Tokyo	42.1
Croatia, Republic of	39.7	Latvia	44.3
Cyprus	31.9	Luxembourg	48.5
Czech Republic	50.4	Malta	34.8
Denmark	73.1	Monaco	53.4
Finland	43.5	Netherlands	45.6
France, Lyon and Elsewhere	49.8	Norway	48.9
France, Paris	53.4	Poland	36.4
French Guiana	36.6	Portugal, Guimaraes	15.4
Germany, Berlin	42.8	Portugal, Lisbon	33.4
Germany, Bonn	35.4	Slovak Republic	38.4
Germany, Dresden	35.4	Slovenia, Republic of	44.0
Germany, Frankfurt	44.4	Spain	29.5
Germany, Hamburg	50.9	Sweden	41.7
Germany, Munich	56.7	Switzerland	84.7
Gibraltar	78.1	United Kingdom	78.1

The Application of the Modified 0.5% rule for group I duty stations

3. At its 96th session, the Commission approved the application of the modified 0.5 per cent rule for group I duty stations that meet two conditions: a) the currency of the duty station is neither any of the currencies of headquarters duty stations (that is, the US dollar, Swiss Franc, Euro, or British Pound), nor pegged, in a fixed or otherwise strict manner, to them; and (b) the share of in-area expenditures incurred in non-local currencies by reference to the benchmark net take-home pay (NTP) based on the results of the latest cost-of-living survey is at least 15 per cent. For such duty stations, the monthly multiplier between reviews is obtained by keeping two separate shares of benchmark NTPs, expressed in US dollar and in local currency, stable, with a maximum fluctuation of plus or minus 0.5 per cent, with the share of the NTP expressed in local currency adjusted for changes in the exchange rates only, whereas the share of NTP expressed in US dollars is insulated from local currency fluctuations. The share of the NTP expressed in US dollars is obtained as the share of in-area expenditures, incurred in non-local currencies, of the benchmark NTP at the time of survey implementation.

4. In accordance with the provision of the application of the modified 0.5 per cent rule for group I duty stations, as outlined above, the post adjustment multipliers applicable for the

following group I duty stations, with effect from 1 July 2026, are given in Table 2.

Table 2. Post adjustment multiplier for group I duty stations based on the application of the modified 0.5 per cent rule – July 2026

DUTY STATION	MULTIPLIER
Hungary	59.1
Romania	26.4

Group II duty stations

Four-Month Review

5. The changes in post adjustment multipliers due to the four-month review for group II duty stations presented in Table 3 below, are effective 1 July 2026.

Table 3. Post adjustment multipliers for group II duty stations – July 2026

DUTY STATION	MULTIPLIER	REASON FOR CHANGE
Algeria	44.4	Four Months Review
Anguilla	47.7	Four Months Review
Antigua and Barbuda	47.7	Four Months Review
Argentina	40.2	Four Months Review
Armenia	34.6	Four Months Review
Aruba	60.0	Four Months Review
Azerbaijan	34.0	Four Months Review
Bahamas	65.5	Four Months Review
Bangladesh	42.7	Four Months Review
Belarus	46.2	Four Months Review
Belize	46.1	Four Months Review
Benin	33.2	Four Months Review
Bermuda	79.1	Four Months Review
Bhutan	35.9	Four Months Review

Bolivia	30.4	Four Months Review
Bonaire	47.7	Four Months Review
Bosnia and Herzegovina	33.7	Four Months Review
Botswana	22.4	Four Months Review
Brazil	29.5	Four Months Review
British Virgin Islands	45.7	Four Months Review
Burundi	42.8	Four Months Review
Cameroon	39.8	Four Months Review
Cape Verde	38.0	Four Months Review
Cayman Islands	43.9	Four Months Review
Chad	42.5	Four Months Review
Chile	32.9	Four Months Review
China, Beijing	54.2	Four Months Review
China, Macao (SAR)	46.3	Four Months Review
Colombia	54.9	Four Months Review
Comoros	37.1	Four Months Review
Congo	45.4	Four Months Review
Cook Islands	40.6	Four Months Review
Costa Rica	35.5	Four Months Review
Cote d Ivoire	64.5	Four Months Review
Dominica	47.7	Four Months Review
Dominican Republic	30.9	Four Months Review
Ecuador	23.1	Four Months Review
Egypt	28.9	Four Months Review
Equatorial Guinea *	36.4	Four Months Review
Eritrea	43.3	Four Months Review
Estonia	46.8	Four Months Review
Eswatini	19.8	Four Months Review
Ethiopia	43.4	Four Months Review
Fiji	34.6	Four Months Review
Gabon	45.5	Four Months Review
Gambia	37.6	Four Months Review
Georgia, Republic of	27.1	Four Months Review

Ghana*	39.2	Four Months Review
Grenada	47.7	Four Months Review
Guatemala	30.8	Four Months Review
Guinea Bissau	48.9	Four Months Review
Guyana	49.1	Four Months Review
Honduras	29.7	Four Months Review
India	28.9	Four Months Review
Indonesia	27.8	Four Months Review
Iran	29.0	Four Months Review
Iraq	30.5	Four Months Review
Israel, Tel Aviv	70.0	Four Months Review
Jamaica	42.0	Four Months Review
Jerusalem, Jerusalem	61.1	Four Months Review
Jordan	35.3	Four Months Review
Kazakhstan	38.4	Four Months Review
Kenya	40.9	Four Months Review
Kiribati	48.4	Four Months Review
Korea, Republic of	42.6	Four Months Review
Kuwait	53.0	Four Months Review
Kyrgyzstan	28.6	Four Months Review
Lao Peo. Dem. Rep.	34.8	Four Months Review
Lebanon	54.1	Four Months Review
Lesotho	32.7	Four Months Review
Libya	32.6	Four Months Review
Lithuania	36.1	Four Months Review
Madagascar	29.2	Four Months Review
Malawi	43.3	Four Months Review
Malaysia	50.1	Four Months Review
Mali	46.3	Four Months Review
Marshall Islands	41.6	Four Months Review
Mauritania	31.1	Four Months Review
Mauritius	29.0	Four Months Review
Mexico	54.1	Four Months Review

Moldova*	33.5	Four Months Review
Montenegro	34.3	Four Months Review
Mozambique	30.5	Four Months Review
Myanmar	33.8	Four Months Review
Namibia	34.4	Four Months Review
Nauru	40.6	Four Months Review
Nepal	20.5	Four Months Review
New Caledonia	36.0	Four Months Review
New Zealand	38.9	Four Months Review
Nicaragua	30.9	Four Months Review
Niger	46.8	Four Months Review
Nigeria	55.9	Four Months Review
North Macedonia	29.6	Four Months Review
Oman	28.0	Four Months Review
Pakistan	34.7	Four Months Review
Palau, Republic of	40.6	Four Months Review
Papua New Guinea	46.2	Four Months Review
Paraguay	29.9	Four Months Review
Peru	33.1	Four Months Review
Philippines	35.7	Four Months Review
Puerto Rico	30.9	Four Months Review
Qatar	46.0	Four Months Review
Russian Federation	63.4	Four Months Review
Rwanda	34.9	Four Months Review
Saint Helena	57.5	Four Months Review
Samoa	37.3	Four Months Review
Sao Tome and Principe*	49.1	Four Months Review
Saudi Arabia	49.5	Four Months Review
Senegal	45.8	Four Months Review
Serbia	29.3	Four Months Review
Seychelles	41.9	Four Months Review
Sierra Leone	46.4	Four Months Review
Singapore	66.4	Four Months Review

Sint Maarten	47.7	Four Months Review
Solomon Islands	48.1	Four Months Review
Somalia	42.2	Four Months Review
South Africa	28.5	Four Months Review
South Sudan, Republic of	42.9	Four Months Review
Sri Lanka	28.1	Four Months Review
St. Kitts and Nevis	47.7	Four Months Review
St. Vincent and the Grenadines	47.7	Four Months Review
Sudan	42.9	Four Months Review
Syrian Arab Republic	30.5	Four Months Review
Tajikistan	34.4	Four Months Review
Tanzania, United Rep. of	32.3	Four Months Review
Thailand	32.7	Four Months Review
Togo	43.7	Four Months Review
Tonga	38.0	Four Months Review
Trinidad and Tobago	35.9	Four Months Review
Tunisia	24.5	Four Months Review
Türkiye, Ankara	37.0	Four Months Review
Türkiye, Gebze	47.0	Four Months Review
Türkiye, Istanbul	47.0	Four Months Review
Tuvalu	42.7	Four Months Review
Uganda	34.6	Four Months Review
Ukraine	28.1	Four Months Review
Uruguay	42.2	Four Months Review
Uzbekistan	36.3	Four Months Review
Vanuatu	45.2	Four Months Review
Vietnam	24.5	Four Months Review
West Bank & the Gaza Strip, The	61.1	Four Months Review
Yemen, Republic of	21.9	Four Months Review
Zambia	43.0	Four Months Review
Zimbabwe	39.0	Four Months Review

** Indicates that duty station has an existing PTA. See Table 6*

6. The post adjustment multipliers based on the results of the most recent cost-of-living surveys for the duty stations listed in Table 4 below, are effective 1 July 2026.

Table 4. Changes to post adjustment multipliers as a result of cost-of-living surveys July 2026

DUTY STATION	MULTIPLIER
Burkina Faso	38.3
Haiti	53.8
Maldives	37.9
Morocco	31.3

7. Cost-of-living survey results did not trigger a change in the multipliers for **Mongolia**.

8. Based on the most recent cost-of-living survey results, the revised applicable rental subsidy thresholds for the duty station listed in Table 5 below are effective 1 July 2026.

Table 5. Duty stations with revised rental subsidy thresholds

DUTY STATION	RENTAL SUBSIDY THRESHOLDS (PER CENT)	
	<u>With</u> Spouse/Single Parent Allowance	<u>Without</u> Spouse/Single Parent Allowance
Burkina Faso	14	15
Maldives	20	21
Mongolia	16	17

9. The waiver of the 40 per cent rent limit on rental subsidy is no longer applicable for **Haiti** effective 1 July 2026.

Duty Stations with Personal Transitional Allowance (PTA)

10. Under the modified operational rules as described in the document **ICSC/CIRC/GEN/04/2024** published on 5 July 2024, the PTA is calculated every month to ensure that the Net Take-Home Pay (NTP) for existing staff does not decrease but also does not exceed its initial maximum setting in the first month of the new application. The operational rule was further modified by the Commission in 2025 as prescribed in document **ICSC/CIRC/GEN/05/2025**. For Gap Closure Measures (GCM) implemented before November 2025, the rule as prescribed in document **ICSC/CIRC/GEN/04/2024** is maintained except for

the duration of the PTA which the Commission capped to a maximum of **36 months** provided that a minimum advance notice of 12 months is issued. For these GCMs, the PTA will bridge the full gap between the new benchmark NTP and the prevailing NTP at the time of implementation for the first six months. Following this period, the NTP for existing staff will be gradually reduced by **3%** every **4 months**, with the PTA adjusted monthly to reflect the difference between the NTP for existing staff and the newcomers.

11. The parameters governing the PTAs, effective November 2025, have been revised in accordance with document **ICSC/CIRC/GEN/05/2025**, issued on 15 August 2025. The modification includes: the initial grace period is adjusted from **6** to **3 months**. Following the grace period, the NTP for existing staff will be gradually reduced by **4%** every **3 months** with the PTA adjusted monthly to reflect the difference between the NTP of existing staff and the newcomers. Also, the **maximum PTA duration** is now set at **24 months**, after which PTA is discontinued. The PTA starting date indicates which of the PTA adjustment mechanisms should be used. Table 6 provides a summary of all PTAs in effect as of 1 July 2026.

12. It should be noted that the PTA is supposed to be paid **in addition to** the regular post adjustment multiplier and thus should be taken into account in determining all other entitlements ordinarily affected by post adjustment, such as rental subsidy, settling-in grant, spousal allowance etc. PTA should be paid only to staff on post on or before its starting month. Staff joining the duty station after the PTA starting month are not eligible to receive the PTA.

Table 6. Summary of Personal Transitional Allowances (PTAs) as of 1 July 2026

DUTY STATION	Existing PTA	PTA starting date	Applicable to staff on post before	Date of next revision
Albania	2.2	1 June 2026	1 July 2026	1 September 2026
Equatorial Guinea	3.0	1 May 2026	1 June 2026	1 August 2026
Ghana	5.9	1 April 2026	1 May 2026	1 October 2026
Moldova	2.8	1 September 2025	1 October 2025	1 November 2026
Sao Tome and Principe	3.0	1 December 2025	1 January 2026	1 September 2026

12. The gap closure measure is completed for **Lebanon** and **United Republic of Tanzania**. Therefore, the personal transitional allowance (PTA) is no longer applicable for these duty stations effective 1 July 2026.

Cc. Mr. Boguslaw Winid
Mr. Omar Abdi