



INTERNATIONAL CIVIL SERVICE
COMMISSION

COMMISSION DE LA FONCTION
PUBLIQUE INTERNATIONALE

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14 July 2025

TO: Recipients of Post Adjustment
Classification Memo

THROUGH: Mr. Larbi Djacta
Chairman

FROM: Mr. Roberto Pagan
Chief, Cost-of-Living Division

SUBJECT: Post adjustment classification memo for July 2025

1. I am pleased to send you the post adjustment multipliers for July 2025. **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 2025, are given in Table 1.

Table 1. Changes to post adjustment multipliers for group I duty stations – July 2025

DUTY STATION	MULTIPLIER	DUTY STATION	MULTIPLIER
Australia	33.6	Greece	40.6
Austria	55.9	Iceland	47.9
Belgium	50.7	Ireland	58.0
Bulgaria	40.3	Italy, Brindisi	25.6
Canada, Montreal	39.1	Italy, Rome	31.6
Canada, Ottawa	48.6	Japan, Hiroshima	37.5
Canada, Toronto	55.5	Japan, Tokyo	54.9
Croatia, Republic of	44.7	Latvia	49.5
Cyprus	36.6	Luxembourg	53.8
Czech Republic	53.5	Malta	39.6
Denmark	79.8	Monaco	58.9
Finland	48.6	Netherlands	50.8
France, Lyon and Elsewhere	55.2	Norway	46.5
France, Paris	58.9	Poland	43.4
French Guiana	41.6	Portugal, Guimaraes	19.6
Germany, Berlin	48.0	Portugal, Lisbon	38.2
Germany, Bonn	40.3	Slovak Republic	43.4
Germany, Dresden	40.3	Slovenia, Republic of	49.2
Germany, Frankfurt	49.7	Spain	34.1
Germany, Hamburg	56.3	Sweden	45.4
Germany, Munich	62.3	Switzerland	90.7

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

3. At its 96th session, the International Civil Service Commission (ICSC) 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 2025, 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 2025

DUTY STATION	MULTIPLIER
Hungary	51.0
Romania	32.9

Group II duty stations

The application of the Modified operational rules for group II duty stations

5. At its 97th session, the ICSC decided to transition at the earliest possible occasion all group II duty stations for application of the modified **Four-Month Review (FMR), 10-Point rule (TPR)** and calculation of the **Personal Transitional Allowance (PTA)**, as approved by the Commission at its 90th session, and as clarified by the Commission at its 97th session. Document **ICSC/CIRC/GEN/04/2024** issued on 5th July 2024 and published on the ICSC website provides additional details, including examples, on the application of the modified operational rules.

6. 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 2025.

Table 3. Post adjustment multipliers for group II duty stations – July 2025

DUTY STATION	MULTIPLIER	REASON FOR CHANGE
Albania	36.5	Four Months Review
Algeria	44.8	Four Months Review
Angola	51.9	Four Months Review
Armenia	34.7	Four Months Review
Belarus	43.2	Four Months Review

Belize	45.5	Four Months Review
Benin	35.8	Four Months Review
Bhutan	39.2	Four Months Review
Bosnia and Herzegovina	32.2	Four Months Review
Botswana	24.8	Four Months Review
Brazil	30.1	Four Months Review
Burkina Faso	30.7	Four Months Review
Burundi	44.0	Four Months Review
Cameroon	43.4	Four Months Review
Cape Verde	41.2	Four Months Review
Cayman Islands	45.9	Four Months Review
Central African Rep.	48.2	Four Months Review
Chad *	45.3	Four Months Review
Chile	22.3	Four Months Review
China, Macao (SAR)	49.1	Four Months Review
Colombia	40.5	Four Months Review
Comoros*	39.9	Four Months Review
Congo	46.2	Four Months Review
Cook Islands *	42.0	Four Months Review
Costa Rica	33.2	Four Months Review
Cote d Ivoire	67.1	Four Months Review
Dominican Republic	30.1	Four Months Review
Egypt	25.1	Four Months Review
Equatorial Guinea	40.7	Four Months Review
Estonia	47.5	Four Months Review
Eswatini	18.2	Four Months Review
Ethiopia	46.6	Four Months Review
Fiji	38.6	Four Months Review
Gambia	35.4	Four Months Review
Georgia, Republic of	25.2	Four Months Review
Ghana	53.6	Four Months Review
Guatemala	32.7	Four Months Review
Guinea*	46.3	Four Months Review

Guinea Bissau	50.5	Four Months Review
Honduras	31.4	Four Months Review
India	35.0	Four Months Review
Indonesia	30.7	Four Months Review
Israel, Tel Aviv	68.6	Four Months Review
Jamaica	43.9	Four Months Review
Jerusalem, Jerusalem	59.6	Four Months Review
Kazakhstan	30.2	Four Months Review
Kiribati	42.3	Four Months Review
Korea, Republic of	49.0	Four Months Review
Kuwait	50.0	Four Months Review
Kyrgyzstan	28.5	Four Months Review
Lao Peo. Dem. Rep.	29.0	Four Months Review
Lebanon *	48.1	Four Months Review
Lesotho	28.9	Four Months Review
Libya	31.9	Four Months Review
Lithuania	36.0	Four Months Review
Madagascar	28.2	Four Months Review
Malaysia	48.4	Four Months Review
Maldives	37.9	Four Months Review
Mali	46.8	Four Months Review
Marshall Islands *	40.8	Four Months Review
Mauritius	30.0	Four Months Review
Mexico	51.6	Four Months Review
Micronesia, Fed States of	59.5	Four Months Review
Moldova	46.1	Four Months Review
Montenegro	34.6	Four Months Review
Morocco	33.9	Four Months Review
Mozambique	29.8	Four Months Review
Namibia	30.8	Four Months Review
Nauru *	42.0	Four Months Review
Nepal	24.7	Four Months Review
New Caledonia	39.1	Four Months Review

New Zealand	36.0	Four Months Review
Nicaragua	29.9	Four Months Review
Niger	51.0	Four Months Review
Nigeria	55.6	Four Months Review
North Macedonia	28.1	Four Months Review
Pakistan	34.4	Four Months Review
Palau, Republic of *	42.0	Four Months Review
Papua New Guinea	43.1	Four Months Review
Paraguay	24.2	Four Months Review
Peru	35.0	Four Months Review
Philippines	39.8	Four Months Review
Puerto Rico	30.1	Four Months Review
Russian Federation	61.8	Four Months Review
Rwanda	29.9	Four Months Review
Saint Helena	60.1	Four Months Review
Samoa	32.8	Four Months Review
Sao Tome and Principe	66.9	Four Months Review
Senegal	47.4	Four Months Review
Serbia	38.1	Four Months Review
Seychelles	41.0	Four Months Review
Sierra Leone	46.1	Four Months Review
Singapore	70.1	Four Months Review
Solomon Islands *	48.5	Four Months Review
Somalia	43.5	Four Months Review
South Africa	23.7	Four Months Review
Sri Lanka	33.2	Four Months Review
Tajikistan	32.7	Four Months Review
Tanzania, United Rep. of	34.8	Four Months Review
Thailand	37.2	Four Months Review
Togo	44.8	Four Months Review
Tonga	36.1	Four Months Review
Tunisia*	25.8	Four Months Review
Türkiye, Ankara	29.9	Four Months Review

Türkiye, Gebze	36.5	Four Months Review
Türkiye, Istanbul	36.5	Four Months Review
Tuvalu *	42.0	Four Months Review
Uganda	32.7	Four Months Review
Ukraine	28.4	Four Months Review
Uruguay	42.0	Four Months Review
Uzbekistan	33.7	Four Months Review
Vanuatu	47.9	Four Months Review
West Bank & the Gaza Strip, The	59.6	Four Months Review
Zambia	32.7	Four Months Review
Zimbabwe	26.1	Four Months Review

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

7. 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 2025.

Table 4. Post adjustment multipliers based on the results of cost-of-living surveys
July 2025

DUTY STATION	MULTIPLIER
Bolivia	28.5
Gabon	44.9
Guyana	49.3
Iran	31.6
Malawi	35.5
Saudi Arabia	47.6
Vietnam*	23.4

* Indicates that duty station has a PTA. See Table 6

8. Cost-of-living survey results did not trigger a change in the multiplier for **Azerbaijan, China (Beijing), Myanmar, and Suriname.**

9. Based on the most recent cost-of-living survey results, the revised applicable rental subsidy thresholds for the duty stations listed in Table 5 below, are effective 1 July 2025.

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
Bolivia	22	23
Gabon	20	21
Iran	17	18
Malawi	19	20

Duty Stations with Personal Transitional Allowance (PTA)

10. Under the modified operational rules as described in the document *ICSC/CIRCGEN/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 first six months after the implementation of survey results, the PTA will bridge the full gap between the new benchmark NTP and the prevailing NTP at that time. Following this period, the NTP for existing staff will be gradually reduced by 3% every four months, with the PTA adjusted monthly to reflect the difference between the NTP for existing staff and the newcomers. This monthly adjustment process will continue until the NTP for existing staff will coincide with the statutory one. The PTA became applicable for **Vietnam** in July 2025. Table 6 provides a summary of all PTAs in effect as of 1 July 2025.

11. 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 2025

DUTY STATION	Existing PTA*	PTA starting date	Applicable to staff on post before	Date of next revision
Azerbaijan	0.1	1 June 2024	1 July 2024	1 August 2025
Bahrain	3.3	1 September 2024	1 October 2024	1 November 2025
Chad	5.6	1 June 2025	1 July 2025	1 December 2025
Comoros	0.2	1 May 2025	1 June 2025	1 November 2025
Cook Islands	0.8	1 February 2025	1 March 2025	1 August 2025

Guinea	6.4	1 March 2025	1 April 2025	1 September 2025
Lebanon	20.9	1 April 2023	1 May 2023	1 October 2025
Marshall Islands	0.8	1 February 2025	1 March 2025	1 August 2025
Nauru	0.8	1 February 2025	1 March 2025	1 August 2025
Palau, Republic of	0.8	1 February 2025	1 March 2025	1 August 2025
Solomon Islands	3.3	1 February 2025	1 March 2025	1 August 2025
Tunisia	2.3	1 March 2025	1 April 2025	1 September 2025
Tuvalu	0.1	1 February 2025	1 March 2025	1 August 2025
Vietnam	6.2	1 July 2025	1 August 2025	1 January 2026

12. The gap closure measure is completed for **Libya** and **Mexico**. Therefore; the personal transitional allowance (PTA) is no longer applicable for these duty stations effective 1 July 2025.

13. The one-month rule (OMR) remains in effect for **Argentina**, despite inflation falling below the six- and twelve-month thresholds for the past two months since the rule was implemented in August 2022. As per operational guidelines, the duty station will stay under the OMR while CPI trends are observed for an additional month. If the downward trend continues, the OMR will be lifted in August 2025. Under this rule, the post adjustment multiplier is reviewed on a monthly basis during periods of substantial inflation. Based on the application of the one-month rule, the applicable post adjustment multiplier for **Argentina**, effective 1 July 2025, is listed in Table 7.

Table 7. Revised post adjustment multiplier as a result of the one-month rule – July 2025

DUTY STATION	MULTIPLIER	REASON FOR CHANGE
Argentina*	37.1	Capped; Four Months Review

* *The actual PAM was lower but was capped at no more than 3 points less than the existing level*

Cc. Mr. Boguslaw Winid
Mr. Omar Abdi