



INTERNATIONAL CIVIL SERVICE
COMMISSION

COMMISSION DE LA FONCTION
PUBLIQUE INTERNATIONALE

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13 March 2026

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 March 2026

1. I am pleased to send you the post adjustment multipliers for March 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 March 2026, are given in Table 1.

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

DUTY STATION	MULTIPLIER	DUTY STATION	MULTIPLIER
Australia	40.6	Greece	36.9
Austria	52.1	Iceland	41.9
Belgium	46.6	Ireland	53.7
Bulgaria	36.4	Italy, Brindisi	22.3
Canada, Montreal	37.7	Italy, Rome	28.1
Canada, Ottawa	47.1	Japan, Hiroshima	28.4
Canada, Toronto	54.0	Japan, Tokyo	44.6
China, Hong Kong (SAR)	95.2	Latvia	45.4
Croatia, Republic of	40.8	Luxembourg	49.7
Cyprus	32.9	Malta	35.9
Czech Republic	50.7	Monaco	54.6
Denmark	74.6	Netherlands	46.8
Finland	44.6	Norway	50.1
France, Lyon and Elsewhere	51.0	Poland	39.1
France, Paris	54.6	Portugal, Guimaraes	16.3
French Guiana	37.7	Portugal, Lisbon	34.4
Germany, Berlin	44.0	Slovak Republic	39.5
Germany, Bonn	36.5	Slovenia, Republic of	45.2
Germany, Dresden	36.5	Spain	30.5
Germany, Frankfurt	45.6	Sweden	46.2
Germany, Hamburg	52.1	Switzerland	90.5
Germany, Munich	57.9	United Kingdom	77.9
Gibraltar	77.9		

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 March 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 – March 2026

DUTY STATION	MULTIPLIER
Hungary	50.2
Romania	29.7

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 March 2026.

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

DUTY STATION	MULTIPLIER	REASON FOR CHANGE
Albania	35.3	Four Months Review
Algeria	44.6	Four Months Review
Angola	55.4	Four Months Review
Argentina	37.7	Four Months Review
Armenia	33.1	Four Months Review
Bangladesh	41.6	Four Months Review
Belarus	44.5	Four Months Review
Benin	33.7	Four Months Review
Bhutan	36.2	Four Months Review
Bolivia	29.2	Four Months Review
Bosnia and Herzegovina	32.6	Four Months Review
Botswana	22.0	Four Months Review
Brazil	28.8	Four Months Review
Burkina Faso	28.0	Four Months Review

Burundi	41.5	Four Months Review
Cameroon	40.3	Four Months Review
Cape Verde	38.3	Four Months Review
Cayman Islands	44.4	Four Months Review
Central African Rep.	46.2	Four Months Review
Chile	33.0	Four Months Review
China, Beijing	52.9	Four Months Review
China, Macao (SAR)	46.4	Four Months Review
Colombia	46.6	Four Months Review
Comoros	37.3	Four Months Review
Congo	44.8	Four Months Review
Cook Islands	41.1	Four Months Review
Costa Rica	34.3	Four Months Review
Cote d Ivoire	65.3	Four Months Review
Dominican Republic	30.1	Four Months Review
Egypt	25.1	Capped; Four Months Review
Equatorial Guinea	39.4	Four Months Review
Estonia	47.5	Four Months Review
Eswatini	19.6	Four Months Review
Ethiopia	43.8	Four Months Review
Gabon	45.4	Four Months Review
Gambia	36.6	Four Months Review
Georgia, Republic of	25.7	Four Months Review
Ghana	50.4	Four Months Review
Guinea	44.0	Four Months Review
Guinea Bissau	49.0	Four Months Review
Guyana	49.0	Four Months Review
Honduras	30.0	Four Months Review
India	30.5	Four Months Review
Indonesia	29.2	Four Months Review
Iran	28.4	Capped; Four Months Review
Israel, Tel Aviv	69.6	Four Months Review
Jamaica	42.5	Four Months Review
Jerusalem, Jerusalem	60.7	Four Months Review
Kazakhstan	35.9	Four Months Review
Kiribati	48.0	Four Months Review

Korea, Republic of	42.8	Four Months Review
Lao Peo. Dem. Rep.	35.4	Four Months Review
Lebanon *	52.3	Four Months Review
Lesotho	31.3	Four Months Review
Libya	30.9	Four Months Review
Lithuania	35.8	Four Months Review
Madagascar	27.3	Four Months Review
Malawi	40.4	Four Months Review
Malaysia	52.5	Four Months Review
Mali	46.5	Four Months Review
Marshall Islands	42.0	Four Months Review
Mauritania	30.7	Four Months Review
Mexico	52.5	Four Months Review
Micronesia, Fed States of	58.7	Four Months Review
Moldova*	34.0	Four Months Review
Mongolia	34.9	Four Months Review
Montenegro	34.6	Four Months Review
Morocco	30.5	Four Months Review
Myanmar	33.6	Four Months Review
Namibia	34.0	Four Months Review
Nauru	41.1	Four Months Review
Nepal	21.3	Four Months Review
New Caledonia	36.6	Four Months Review
New Zealand	39.4	Four Months Review
Niger	47.2	Four Months Review
Nigeria	54.4	Four Months Review
North Macedonia	29.8	Four Months Review
Palau, Republic of	41.1	Four Months Review
Papua New Guinea	45.9	Four Months Review
Paraguay	28.0	Four Months Review
Peru*	32.7	Four Months Review
Philippines	36.8	Four Months Review
Puerto Rico	30.1	Four Months Review
Russian Federation	59.7	Four Months Review
Rwanda	32.4	Four Months Review
Saint Helena	54.5	Four Months Review

Samoa	38.2	Four Months Review
Sao Tome and Principe*	49.6	Four Months Review
Senegal	46.4	Four Months Review
Serbia*	29.6	Four Months Review
Seychelles	42.3	Four Months Review
Singapore	67.7	Four Months Review
Somalia	41.7	Four Months Review
South Africa	27.1	Four Months Review
Sri Lanka	30.5	Four Months Review
Suriname	32.4	Four Months Review
Tajikistan	32.7	Four Months Review
Tanzania, United Rep. of	35.4	Four Months Review
Thailand	34.8	Four Months Review
Togo	43.5	Four Months Review
Tonga	37.5	Four Months Review
Tunisia	23.6	Four Months Review
Türkiye, Ankara	34.0	Four Months Review
Türkiye, Gebze	43.8	Four Months Review
Türkiye, Istanbul	43.8	Four Months Review
Tuvalu	43.1	Four Months Review
Ukraine	26.2	Four Months Review
Uruguay	40.1	Four Months Review
Uzbekistan	35.6	Four Months Review
Vanuatu	45.4	Four Months Review
Vietnam*	21.3	Four Months Review
West Bank & the Gaza Strip, The	60.7	Four Months Review
Zambia	38.5	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 March 2026.

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

DUTY STATION	MULTIPLIER
Qatar	44.6
Uganda	33.5

7. Cost-of-living survey results did not trigger a change in the multipliers for **Chad, Fiji, Pakistan and Trinidad and Tobago**.

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 March 2026.

Table 5. Duty stations with revised rental subsidy thresholds

DUTY STATION	RENTAL SUBSIDY THRESHOLDS (PER CENT)	
	<u>With Spouse/Single Parent Allowance</u>	<u>Without Spouse/Single Parent Allowance</u>
Qatar	25	26

Duty Stations with Personal Transitional Allowance (PTA)

9. 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.

10. 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.

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 March 2026

DUTY STATION	Existing PTA	PTA starting date	Applicable to staff on post before	Date of next revision
Chad	1.9	1 June 2025	1 July 2025	1 April 2026
Lebanon	5.2	1 April 2023	1 May 2023	1 June 2026
Moldova	6.0	1 September 2025	1 October 2025	1 July 2026
Peru	3.3	1 February 2026	1 March 2026	1 May 2026
Sao Tome and Principe	8.1	1 December 2025	1 January 2026	1 June 2026
Serbia	2.8	1 August 2025	1 September 2025	1 June 2026
Vietnam	2.9	1 July 2025	1 August 2025	1 May 2026

Cc. Mr. Boguslaw Winid
Mr. Omar Abdi