UNITED NATIONS NATIONS UNIES

INTERNATIONAL CIVIL SERVICE COMMISSION

COMMISSION DE LA FONCTION PUBLIQUE INTERNATIONALE

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13 November 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 November 2026

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

Effects of Margin Management and adjustments to Base/Floor Salary Scale on Post Adjustment

2. In addition to the cost-of-living relativity of a duty station, measured through a survey, post adjustment is also affected by other compensation setting policies: margin management and adjustments to the base/floor salary scale.

3. The net remuneration of the United Nations Professional and higher categories of staff is set in reference to salary levels in the comparator's civil service, currently, the federal civil service of the United States of America. The desirable mid-point of the margin of remuneration between the United Nations and the comparator is 115. In its resolution 70/244, the General Assembly mandated the Commission to take action whenever the calendar margin breaches one of the pre-defined trigger levels of 113 (lower threshold) and 117 (upper threshold). The management of the margin is implemented through post adjustment by scaling up or down the post adjustment indices so that the margin remains within the established thresholds.

4. The base/floor salary scale is set by reference to the base General Schedule salary scale of the comparator. Periodic adjustments to the base/floor salary scale are made to reflect the combined effect of the movement of gross General Schedule salaries and updates to the United States federal and relevant local tax schemes in the prior year. An increase in the base/floor salary scale is implemented with a commensurate decrease on post adjustment multiplier points so that the net effect is a no gain/no loss of net remuneration.

Group I duty stations

5. 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 November 2026, are given in Table 1.

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

DUTY STATION	MULTIPLIER	DUTY STATION	MULTIPLIER
Australia	35.8	Iceland	44.2
Austria	47.1	Ireland	48.6
Belgium	41.8	Italy, Brindisi	18.3
Bulgaria	31.9	Italy, Rome	23.9
China, Hong Kong (SAR)	94.8	Japan, Hiroshima	27.9
Croatia, Republic of	36.2	Japan, Tokyo	44.1
Cyprus	28.6	Latvia	40.6
Czech Republic	45.9	Luxembourg	44.7
Denmark	68.6	Malta	31.4
Finland	39.8	Monaco	49.5
France, Lyon and Elsewhere	46.0	Netherlands	41.9
France, Paris	49.5	Norway	51.9
French Guiana	33.2	Poland	30.8
Germany, Berlin	39.2	Portugal, Guimaraes	12.5
Germany, Bonn	32.0	Portugal, Lisbon	30.0
Germany, Dresden	32.0	Slovak Republic	34.9
Germany, Frankfurt	40.8	Slovenia, Republic of	40.4
Germany, Hamburg	47.1	Spain	26.2
Germany, Munich	52.7	Switzerland	80.1
Gibraltar	76.6	United Kingdom	76.6
Greece	32.4		

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

6. 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.

7. 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 November 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 – November 2026

DUTY STATION	MULTIPLIER
Hungary	53.4
Romania	22.0

Group II duty stations

Four-Month Review (FMR)

8. 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 November 2026.

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

DUTY STATION	MULTIPLIER	REASON FOR CHANGE	DUTY STATION	MULTIPLIER	REASON FOR CHANGE
Albania	33.3	FMR	Mali	45.4	FMR
Algeri	43.5	FMR	Marshall Islands	41.2	FMR
Argentina	39.1	FMR	Mauritania	30.7	FMR
Armenia*	33	FMR	Mauritius	28.7	FMR
Bangladesh	42.1	FMR	Mexico	51.1	Capped-FMR
Belarus	45.4	FMR	Moldova*	32.3	FMR
Benin	31.8	FMR	Mongolia	34.7	FMR
Bhutan	36.2	FMR	Montenegro*	22.3	FMR
Bolivia	27.4	Capped-FMR	Morocco	28.7	FMR
Bosnia and Herzegovina*	20.6	FMR	Myanmar	33.6	FMR
Botswana	23.6	FMR	Namibia	33.7	FMR
Brazil	26.5	Capped-FMR	Naoero, Republic of*	38.5	FMR
Burkina Faso	37.1	FMR	Nepal	25.1	FMR
Burundi	42.4	FMR	New Caledonia	34.1	FMR
Cameroon	38.1	FMR	New Zealand	37.1	FMR
Cape Verde	37.2	FMR	Niger	45.4	FMR
Cayman Islands	43.8	FMR	Nigeria	56.7	FMR
Central African Rep.	45.3	FMR	North Macedonia	29	FMR
Chad	41.7	FMR	Oman	27.9	FMR
Chile	29.9	Capped-FMR	Pakistan	34.8	FMR
China, Beijing	55.6	FMR	Palau, Republic of*	38.5	FMR
China, Macao (SAR)	46.2	FMR	Papua New Guinea	45.5	FMR
Colombia	54	FMR	Peru	32.9	FMR
Comoros	36.3	FMR	Philippines*	26.7	FMR
Congo	44.2	FMR	Puerto Rico	30.3	FMR
Cook Islands*	38.5	FMR	Russian Federation	60.4	Capped-FMR
Costa Rica	33.3	FMR	Rwanda	34.7	FMR

DUTY STATION	MULTIPLIER	REASON FOR CHANGE	DUTY STATION	MULTIPLIER	REASON FOR CHANGE
Dominican Republic	30.3	FMR	Saint Helena	57.7	FMR
Egypt	26.7	FMR	Samoa	37.1	FMR
Equatorial Guinea	35.2	FMR	Sao Tome and Principe	49	FMR
Estonia	44.5	FMR	Senegal	43.4	FMR
Eswatini	19.1	FMR	Serbia	28.3	FMR
Ethiopia	43.2	FMR	Seychelles*	33.8	FMR
Fiji	34.2	FMR	Sierra Leone	45.8	FMR
Gabon	44.1	FMR	Singapore	67	FMR
Gambia	37.3	FMR	Solomon Islands	48	FMR
Georgia, Republic of	27.4	FMR	Somalia	41.9	FMR
Ghana*	38.7	FMR	South Africa	27.7	FMR
Guatemala	30.7	FMR	South Sudan, Republic of	42.5	FMR
Guinea	43.7	FMR	Sri Lanka	28.4	FMR
Guinea Bissau	47.9	FMR	Sudan	42.5	FMR
Honduras	29.5	FMR	Tanzania, United Rep. of	32.1	FMR
India	29.6	FMR	Thailand	32.1	FMR
Indonesia	27.2	FMR	Tonga	37.9	FMR
Iran	26	Capped-FMR	Tunisia	23.1	FMR
Israel, Tel Aviv	67.1	FMR	Türkiye, Ankara	35	FMR
Jamaica	41.9	FMR	Türkiye, Gebze	44.8	FMR
Jerusalem, Jerusalem	58.4	FMR	Türkiye, Istanbul	44.8	FMR
Kazakhstan	40.3	FMR	Tuvalu	42.4	FMR
Kenya	40.6	FMR	Uganda	33.3	FMR
Kiribati	47.9	FMR	Ukraine	27.6	FMR
Korea, Republic of	50	FMR	Uruguay	41.9	FMR
Lebanon	51.6	FMR	Uzbekistan	36.5	FMR
Lesotho	28.3	FMR	Vanuatu	45	FMR

DUTY STATION	MULTIPLIER	REASON FOR CHANGE	DUTY STATION	MULTIPLIER	REASON FOR CHANGE
Libya	31.1	FMR	Vietnam	25.2	FMR
Lithuania	34.9	FMR	West Bank & the Gaza Strip,The	58.4	FMR
Madagascar	27	FMR	Yemen, Republic of	21.8	FMR
Malaysia	50	FMR			

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

9. 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 November 2026.

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

DUTY STATION	MULTIPLIER
Mozambique	31.1
Zambia*	28.8

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

10. Cost-of-living survey results did not trigger a change in the multipliers for **Azerbaijan, Côte d'Ivoire, Kyrgyzstan, Paraguay, Tajikistan** and **Togo.**

11. 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 November 2026.

Table 5. Duty stations with revised rental subsidy thresholds

DUTY STATION	RENTAL SUBSIDY THRESHOLDS (PER CENT)	
	With Spouse/Single Parent Allowance	**Without Spouse/Single Parent Allowance**
Mozambique	23	24
Togo	14	15
Zambia	19	20

Duty Stations with Personal Transitional Allowance (PTA)

12. 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.

13. 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 newcomer**s**. 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. The PTA became applicable for **Zambia**, in November 2026. Table 6 provides a summary of all PTAs in effect as of 1 November 2026.

14. 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 November 2026

DUTY STATION	Existing PTA	PTA starting date	Applicable to staff on post before	Date of next revision
Armenia	1.6	01-Sep-26	01-Oct-26	01-Dec-26
Bosnia and Herzegovina	13.1	01-Sep-26	01-Oct-26	01-Dec-26
Cook Islands	2.1	01-Sep-26	01-Oct-26	01-Dec-26
Ghana	1.3	01-Apr-26	01-May-26	01-Jan-27
Moldova	0.5	01-Sep-25	01-Oct-25	01-Mar-27
Montenegro	12.0	01-Sep-26	01-Oct-26	01-Dec-26
Naoero, Republic of	2.1	01-Sep-26	01-Oct-26	01-Dec-26
Palau, Republic of	2.1	01-Sep-26	01-Oct-26	01-Dec-26
Philippines	9.0	01-Sep-26	01-Oct-26	01-Dec-26
Seychelles	3.1	011-Aug-26	01-Sep-26	01-Feb-27
Zambia	14.2	01-Nov-26	01-Dec-26	01-Feb-27

15. The gap closure measure is completed for **Costa Rica** and **Lesotho** and. Therefore, the personal transitional allowance (PTA) is no longer applicable for these duty stations effective 1 November 2026.

Cc. Mr. Boguslaw Winid
Mr. Omar Abdi