

Policy Guideline

Danger pay locations effective 1 January to 31 March 2026, changes in rest and recuperation cycles, hardship classification and non-family status of duty stations

OHR/PG/ 2026/3 – 19 February 2026

This guideline sets out recent changes regarding danger pay, hardship classification, non-family status and rest and recuperation cycles and destinations, as reflected in Umoja. It does not replace lists or memoranda published by the International Civil Service Commission (ICSC).

Changes in danger pay effective 1 January 2026

The ICSC Chair has approved the duty stations/locations qualifying for danger pay effective 1 January to 31 March 2026 based on recommendations from the Department of Safety and Security (UNDSS). The list of duty stations/locations is available at: <https://icsc.un.org/Home/DataDangerPay>. The memorandum of the ICSC Chair is available at: <https://icsc.un.org/Home/GetDataFile/8961>.

New locations approved for danger pay:

- Munigi, Nyiragongo Territory in North Kivu Province, (Democratic Republic of Congo)
- Uvira in South Kivu Province (Democratic Republic of Congo)
- Sikasso region (Mali)

Discontinuation of danger pay for:

- Bozoum (Central African Republic)
- Ihembe, Luhago and Irhega-Burhonyi, Mwenga, Kilembwe, Mutarule and Minembwe in South Kivu Province (Democratic Republic of Congo)
- Aru, Aveba, Komanda, Mahagi, Blukwa, Bogoro and Mambasa in Ituri Province (Democratic Republic of Congo)
- Nyunzu, Kongolo, Kabalo, Pweto, Moba and Bendera in Tanganyika Province (Democratic Republic of Congo)
- Governorates of Baghdad, Kirkuk, Salah Al-Din, Diyala, Ninewa, Anbar, Maysan and Kurdistan region; South Iraq: Basrah Governorate - duty station Basrah (Iraq)
- UNDOF Area of Operations/ Designated Area consisting of Area of Separation and Area of Limitation (Bravo and Alpha sides, Syrian Arab Republic)

Hardship classification and non-family duty station status

Classification of duty stations according to conditions of life and work and the list of non-family duty stations effective 1 January 2026, as promulgated by the ICSC Chairman, are available at:

- Hardship Classification – Consolidated List of Entitlements Circular effective 1 January 2026 (ICSC/CIRC/HC/37/Rev.1): <https://icsc.un.org/Home/GetDataFile/8984>.
- List of duty stations with temporary hardship classification: https://icsc.un.org/Resources/HRPD/MobilityHardship/TC_Current_List.pdf?d=152024.
- List of non-family duty stations effective 1 January to 30 June 2026: <https://icsc.un.org/Home/GetDataFile/8983>.

Changes in hardship classification effective 1 January 2026:

Country/Area	Duty Station	New Hardship Classification	Previous Hardship Classification
FIJI	Suva	A	B
INDIA	Bhubaneswar	A	B
INDIA	Calcutta	A	B
INDIA	Hyderabad	A	B
INDIA	Lucknow	A	B
INDIA	Mumbai (Bombay)	A	B
INDIA	Patna	A	B
IRAQ	Baghdad	C	E
IRAQ	Arbil/Erbil	B	C
MONGOLIA	Ulan Bator	A	B
MYANMAR	Yangon	C	D
NIGER	Niamey	D	E
NIGER	Tahoua	D	E
PAKISTAN	Lahore	B	C
PAPUA NEW GUINEA	Port Moresby	C	D
THAILAND	Ban Mae Sot	A	B
TÜRKIYE	Gaziantep	B	C
TÜRKIYE	Sanliurfa	B	C
VANUATU	Port Vila	A	B

Temporary special measure for hardship classification:

The Chair of the ICSC decided to introduce or to extend a temporary special hardship classification from 1 January to 31 March 2026 for the following duty stations:

Country/Area Name	Duty Station	Special Hardship Classification
JERUSALEM	Jerusalem	B (Extension)

LEBANON	Al Qoubaiyat (Kobayat)	C (Extension with change from D to C)
LEBANON	Beirut	C (Extension)
LEBANON	Tripoli	C (Extension with change from D to C)
LEBANON	Tyre (Sur)	D (Extension with change from E to D)
LEBANON	Zahle	C (Extension with change from D to C)
WEST BANK	East Jerusalem	B (Extension)
WEST BANK	Ramallah	C (Extension)

In addition, the Chair of the ICSC decided to introduce a temporary special hardship classification effective from 1 December 2025 through 28 February 2026 for the following duty station

JAMAICA	Kingston	B (from A)
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Changes in rest and recuperation cycles effective 1 January 2026

Introduction of 6 weeks R&R cycle	Munigi (Democratic Republic of Congo)
	Marsabit (Kenya)
	Homalin and Nyayng-U (Myanmar)
	Tillabery (Niger).
From 6 to 8 weeks	Aru (Ituri, Province-Democratic Republic of Congo)
	Baghdad, Basrah, Kirkuk, Mosul (Iraq)
	Occupied Syrian Golan (Occupied Syrian Golan)
From 8 to 6 weeks	Uvira, Democratic Republic of Congo)
	Sikasso (Mali)
From 4 to 6 weeks	Mykolaiv (Ukraine)

Exceptional four-week R and R cycle

The list of duty stations for which the exceptional four-week R and R cycle was approved by the ICSC Chairman effective 1 January to 31 March 2026 is available at: <https://icsc.un.org/Home/DataRR>.