



# Human Resources Factsheet

## UMOJA USERS

### Hardship Allowance

### For Staff



Who

UN Secretariat staff members in the Professional and higher categories, Field Service category and internationally recruited General Service staff who are appointed or reassigned to a duty station with a hardship category of B, C, D or E are eligible for this allowance.



What

The hardship allowance is a cash payment normally paid in US dollars. The payable amount varies by grade level, dependency status, and the hardship classification of the duty station where you are serving.

The table shows the annual amounts in US dollars:

| Duty Station category | Group I<br>P-1 to P-3, FS-1 to FS-6<br>International GS staff |        | Group II<br>P-4, P-5 and FS-7 |        | Group III<br>D-1 and above |        |
|-----------------------|---|--------|-------------------------------|--------|----------------------------|--------|
|                       | Dependant   | Single | Dependant                     | Single | Dependant                  | Single |
| B                     | 5,810   | 4,360  | 6,970                         | 5,230  | 8,140                      | 6,100  |
| C                     | 10,470  | 7,840  | 12,780                        | 9,590  | 15,110                     | 11,340 |
| D                     | 13,950  | 10,470 | 16,280                        | 12,210 | 18,590                     | 13,950 |
| E                     | 17,440  | 13,080 | 20,920                        | 15,690 | 23,250                     | 17,440 |

Adjustments or discontinuation of payments are made if the duty station classification changes; when you change duty stations, if there is a change in your dependency status; or if you receive a promotion to a higher level that brings you into a different range in accordance with the above table.



Why

The hardship allowance is provided by the Organization to compensate staff members for the varying degrees of hardship when serving at different duty stations.



When

Eligible staff members receive the allowance when assigned to a duty station classified in categories B, C, D or E for the full duration of the assignment.

#### LINKS



FAQs



HR Handbook



Work Life Events



Help



Glossary

#### KEY REFERENCES

- [ST/AI/2011/6 and Amend. 1 – Mobility and hardship scheme](#)

Disclaimer: This factsheet is intended for informational purposes only. The UN Staff Rules and Regulations Administrative Instructions are the authoritative documents on this topic. Please note that this is an advance copy and all links and references listed are not yet available.

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## Where\*

\*as applicable



Offline



Other  
Systems

If Umoja has been deployed at your duty station (otherwise refer to your local HR Office), the hardship classification of your duty station is kept as part of your profile in the Umoja system and will be processed automatically for eligible staff members.

1.  
2.  
3.

How\*

You do not need to take any action to initiate the hardship allowance as the Umoja system will automatically generate the payment when you are appointed, assigned or reassigned to a duty station classified as B, C, D or E.

\*To be confirmed  
against the  
deployment of  
Umoja

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