



NEW YORK

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Office of the Chairman

Bureau du Président

Reference: ICSC 32-9

28 January 2026

To: Participating Organizations/
Staff RepresentativesFrom: Larbi Djacta
Chairman

A handwritten signature in black ink, appearing to be 'Larbi Djacta', written over a circular stamp or seal.

Subject: **Classification of duty stations according to conditions of life and work and work – Baghdad, Iraq**

1. Reference is made to my memorandum dated 24 December 2025, by which I decided to upgrade the hardship classification of Baghdad, Iraq to a category “B” duty station, based on the information and assessments available to my office at that time.
2. Following further consultations with the United Nations Department of Safety and Security (UNDSS) and the Resident Coordinator’s office, as well as a review of updated information concerning the conditions of life and work at the duty station, I have concluded that given the particular considerations involved, additional time is required to ensure a comprehensive and accurate reassessment of the hardship conditions in Baghdad, Iraq.
3. Accordingly, I have decided that a reassessment of the conditions at the duty station is warranted during the 2026 mid-year review, including, through the completion of a hardship questionnaire for the duty station under the aegis of the Resident Coordinator, and possible fact-finding mission from the ICSC. Meanwhile, I have also decided to reclassify Baghdad, Iraq to a category “C” hardship duty station effective retroactively from 1 January 2026. This approach will allow sufficient time for a more substantive evaluation including, operational concerns, staff security and living conditions, in line with the established hardship classification methodology.
4. This decision reflects my continued commitment to carefully considering the concerns and well-being of staff serving in Baghdad, Iraq and other field duty stations, while ensuring that hardship classifications remain evidence-based, methodologically sound, and reflecting conditions on the ground.