



MALACAÑAN PALACE
MANILA

BY THE PRESIDENT OF THE PHILIPPINES

EXECUTIVE ORDER NO. 73

**PRESCRIBING THE NEW RATES AND INDICES OF OVERSEAS,
LIVING QUARTERS, REPRESENTATION, FAMILY, AND EDUCATION
ALLOWANCES OF FOREIGN SERVICE PERSONNEL**

WHEREAS, Section 63 of Republic Act (RA) No. 7157 or the “Philippine Foreign Service Act of 1991” establishes a system of allowances for foreign service personnel, including overseas, living quarters, representation, education, and family allowances, among others;

WHEREAS, Section 64 of RA No. 7157 further provides that the President shall approve, upon the recommendation of the Secretaries of the Department of Foreign Affairs (DFA) and Department of Budget and Management (DBM), the rates, indices, maximum allowable amounts, and policies on allowances, which shall be applicable to all national government employees stationed abroad;

WHEREAS, Executive Order (EO) No. 156 (s. 2013) prescribes the prevailing rates of the overseas, living quarters, family, and representation allowances for foreign service personnel;

WHEREAS, Section 11 of EO No. 156 provides that the allowances may be comprehensively reviewed and adjusted every two (2) years by the Secretaries of DFA and DBM, upon approval by the President, to respond to significant changes in the economic climate;

WHEREAS, Joint Circular No 2022-1 (s. 2022) of the DFA and DBM prescribes the policies and guidelines governing the grant of education allowance to the dependents of DFA officers and employees, beginning Fiscal Year (FY) 2021;

WHEREAS, the cost of living overseas has changed over time due to significant changes in the global socio-economic landscape;

WHEREAS, the government, within the limits of its financial capability, has a duty to ensure that personnel assigned overseas are provided with adequate means to live in a manner that reflects their representative roles, allowing them to effectively represent the country with distinction and dignity; and

WHEREAS, in accordance with Section 64 of RA No. 7157, the DFA and DBM recommended for approval by the President, the new rates and indices of overseas, living quarters, representation, family, and education allowances of foreign service personnel;

NOW, THEREFORE, I, FERDINAND R. MARCOS, JR., President of the Philippines, by virtue of the powers vested in me by law, do hereby approve the following rates, rules, and regulations in the payment of allowances to personnel of the National Government in the Foreign Service:

Section 1. Base Rates of Overseas Allowance. The annual base rates of the Overseas Allowance under EO No. 156 for all Philippine government personnel stationed abroad are hereby adjusted, and will be implemented in four (4) tranches, as follows:

RANK	FROM (US\$)	TO (US\$)			
		Year 1	Year 2	Year 3	Year 4
Chief of Mission I	83,519	97,823	104,976	112,128	116,896
Chief of Mission II	72,625	85,064	91,283	97,502	101,649
Career Minister	63,151	73,968	79,376	84,785	88,390
Foreign Service Officer (FSO) I	54,914	64,320	69,023	73,726	76,861
FSO II	49,921	57,937	61,946	65,954	68,626
FSO III	45,383	52,430	55,953	59,476	61,825
FSO IV	41,258	47,447	50,541	53,635	55,698
Foreign Service Staff Officer (FSSO) I	41,258	47,447	50,541	53,635	55,698
FSSO II	39,293	45,187	48,134	51,081	53,046
FSSO III	37,422	43,035	45,842	48,649	50,520
FSSO IV	35,640	40,986	43,659	46,332	48,114
Foreign Service Staff Employee (FSSE) I	32,400	37,260	39,690	42,120	43,740
FSSE II	30,857	35,486	37,800	40,114	41,657
FSSE III	29,388	33,796	36,000	38,204	39,674

Section 2. Indices of Overseas Allowances. The Overseas Allowance indices provided under EO No. 156 are hereby adjusted, and the newly opened posts are each assigned an index, as follows:

COUNTRY / POST	FROM	TO
Argentina – Buenos Aires	83	83
Australia – Canberra	103	84

COUNTRY / POST	FROM	TO
Australia – Melbourne	103	84
Australia – Sydney	103	84
Austria – Vienna	100	91
Bahrain – Manama	90	92
Bangladesh - Dhaka	85	90
Belgium - Brussels	100	88
Brazil - Brasilia	96	83
Brunei – Bandar Seri Begawan	86	81
Cambodia – Phnom Penh	83	85
Canada – Ottawa	91	91
Canada – Calgary	95	91
Canada – Toronto	95	91
Canada – Vancouver	93	91
Chile – Santiago	89	78
China – Beijing	96	89
China – Chongqing	95	89
China – Guangzhou	95	90
China – Hong Kong SAR	100	94
China – Macau	96	90
China – Shanghai	96	94
China – Xiamen	91	90
Colombia – Bogota	-	84
Czech Republic – Prague	88	88
Denmark - Copenhagen	113	93
Egypt – Cairo	84	80
Finland – Helsinki	-	88
France – Paris	102	90
Germany – Berlin	94	83
Germany – Frankfurt	114	83
Greece – Athens	88	80
Hungary – Budapest	88	90
India – New Delhi	85	83
Indonesia – Jakarta PE	88	81

COUNTRY / POST	FROM	TO
Indonesia – Jakarta PM	88	81
Indonesia – Manado	70	81
Iran – Tehran	80	83
Iraq – Baghdad	92	88
Ireland - Dublin	-	80
Israel – Tel Aviv	91	93
Italy – Rome	99	80
Italy – Milan	99	80
Japan – Tokyo	123	81
Japan – Nagoya	123	81
Japan – Osaka	123	81
Jordan – Amman	88	83
Kenya – Nairobi	86	82
Kuwait – Kuwait	88	86
Laos – Vientiane	91	79
Lebanon – Beirut	92	83
Libya – Tripoli	81	65
Malaysia – Kuala Lumpur	86	91
Mexico – Mexico City	93	91
Morocco – Rabat	84	80
Myanmar – Yangon	91	84
The Netherlands – The Hague	95	87
New Zealand – Wellington	105	84
Nigeria – Abuja	102	91
Norway – Oslo	113	91
Oman – Muscat	86	83
Pakistan – Islamabad	85	81
Papua New Guinea – Port Moresby	98	89
Poland – Warsaw	86	82
Portugal – Lisbon	94	79
Qatar – Doha	90	92
Romania - Bucharest	-	83
Russia – Moscow	110	79

COUNTRY / POST	FROM	TO
Saudi Arabia – Riyadh	90	88
Saudi Arabia – Jeddah	85	88
Singapore – Singapore	93	91
South Africa – Pretoria	85	77
South Korea – Seoul	98	92
Spain – Madrid	93	79
Spain – Barcelona	93	79
Sweden – Stockholm	113	85
Switzerland – Berne	103	104
Switzerland – Geneva PM	114	104
Switzerland – Geneva WTO	114	104
Syria – Damascus	89	65
Thailand – Bangkok	89	83
Timor Leste – Dili	94	83
Turkey – Ankara	94	79
Turkey – Istanbul	94	79
United Arab Emirates – Abu Dhabi	94	96
United Arab Emirates – Dubai	90	96
United Kingdom – London	105	90
United States of America – Washington DC	94	95
United States of America – Agana	102	95
United States of America – Chicago	98	95
United States of America – Honolulu	102	100
United States of America – Houston	94	95
United States of America – Los Angeles	95	100
United States of America – New York PCG	100	100
United States of America – New York PM	100	100
United States of America – San Francisco	98	100
Vatican – Holy See	99	80
Vietnam – Hanoi	83	82

Section 3. Rules Governing Overseas Allowance. The following are the rules governing the grant of the Overseas Allowance:

- a. The grant of the Overseas Allowance shall be in accordance with the provisions of Section 66 of RA No. 7157;
- b. Husband and wife who are assigned in the same post shall be entitled to separate Overseas Allowance corresponding to their respective ranks;
- c. In instances where the adjusted amount of the Overseas Allowance is less than the amount currently received, the new rate and index shall be applied prospectively. The personnel concerned shall continue to receive their present Overseas Allowance for the duration of their tour of duty at the post;
- d. Hardship posts, as may be determined by the DFA Secretary, shall receive an additional five percent (5%) increase in their Overseas Allowance to meet other expenses brought about by dangerous, unhealthy, or excessively adverse living conditions prevailing at post, subject to the availability of funds; and
- e. Foreign service personnel who are detailed to another post shall, for the duration of such detail, be entitled to the Overseas Allowance index of the post where they are temporarily assigned.

Section 4. Base Rates of Living Quarters Allowance. The annual base rates of the Living Quarters Allowance under EO No. 156 for all Philippine government personnel stationed abroad are hereby adjusted, and shall be implemented in four (4) tranches, as follows:

RANK	WITHOUT FAMILY				
	FROM (US\$)	TO (US\$)			
		Year 1	Year 2	Year 3	Year 4
Chief of Mission I	50,112	58,695	62,987	67,279	70,140
Chief of Mission II	43,574	51,037	54,770	58,503	60,991
Career Minister	37,894	44,384	47,629	50,873	53,036
FSO I	32,947	38,594	41,416	44,237	46,118
FSO II	29,952	34,762	37,168	39,573	41,177
FSO III	27,230	31,457	33,572	35,687	37,096
FSO IV	24,754	28,469	30,326	32,182	33,420
FSSO I	24,754	28,469	30,326	32,182	33,420
FSSO II	23,573	27,103	28,871	30,639	31,817
FSSO III	22,457	25,819	27,503	29,187	30,310
FSSO IV	21,384	24,592	26,195	27,799	28,869
FSSE I	19,440	22,356	23,814	25,272	26,244

WITHOUT FAMILY					
RANK	FROM (US\$)	TO (US\$)			
		Year 1	Year 2	Year 3	Year 4
FSSE II	19,440	22,356	23,814	25,272	26,244
FSSE III	19,440	22,356	23,814	25,272	26,244

WITH FAMILY					
RANK	FROM (US\$)	TO (US\$)			
		Year 1	Year 2	Year 3	Year 4
Chief of Mission I	60,134	70,435	75,585	80,735	84,169
Chief of Mission II	52,286	61,245	65,724	70,204	73,190
Career Minister	45,475	53,262	57,155	61,048	63,644
FSO I	39,542	46,314	49,699	53,085	55,342
FSO II	35,942	41,715	44,602	47,488	49,413
FSO III	32,674	37,749	40,287	42,824	44,516
FSO IV	29,707	34,163	36,391	38,619	40,104
FSSO I	29,707	34,163	36,391	38,619	40,104
FSSO II	28,282	32,524	34,645	36,767	38,181
FSSO III	26,942	30,983	33,004	35,025	36,372
FSSO IV	25,661	29,510	31,435	33,359	34,642
FSSE I	23,328	26,827	28,577	30,326	31,493
FSSE II	23,328	26,827	28,577	30,326	31,493
FSSE III	23,328	26,827	28,577	30,326	31,493

Section 5. Indices of Living Quarters Allowance. The Living Quarters Allowance indices provided under EO No. 156 are hereby adjusted, and the newly opened posts are each assigned an index, as follows:

COUNTRY / POST	FROM	TO
Argentina – Buenos Aires	75	67
Australia – Canberra	85	78
Australia – Melbourne	85	76
Australia – Sydney	87	80

COUNTRY / POST	FROM	TO
Austria – Vienna	107	76
Bahrain – Manama	82	77
Bangladesh – Dhaka	61	71
Belgium – Brussels	107	77
Brazil – Brasilia	91	62
Brunei – Bandar Seri Begawan	75	74
Cambodia – Phnom Penh	73	73
Canada – Ottawa	85	82
Canada – Calgary	87	79
Canada – Toronto	87	83
Canada – Vancouver	87	86
Chile – Santiago	75	66
China – Beijing	85	86
China – Chongqing	85	76
China – Guangzhou	85	77
China – Hong Kong SAR	102	110
China – Macau	90	83
China – Shanghai	93	105
China – Xiamen	75	76
Colombia – Bogota	-	62
Czech Republic – Prague	107	82
Denmark – Copenhagen	107	93
Egypt – Cairo	77	60
Finland - Helsinki	-	74
France – Paris	107	85
Germany – Berlin	107	73
Germany – Frankfurt	109	72
Greece – Athens	107	65
Hungary – Budapest	107	74
India – New Delhi	65	65
Indonesia – Jakarta PE	78	68
Indonesia – Jakarta PM	78	68
Indonesia – Manado	55	65

COUNTRY / POST	FROM	TO
Iran – Tehran	77	72
Iraq – Baghdad	80	81
Ireland - Dublin	-	92
Israel – Tel Aviv	98	87
Italy – Rome	107	67
Italy – Milan	107	67
Japan – Tokyo	128	77
Japan – Nagoya	124	76
Japan – Osaka	124	74
Jordan – Amman	80	67
Kenya – Nairobi	74	67
Kuwait – Kuwait	82	75
Laos – Vientiane	65	70
Lebanon – Beirut	98	65
Libya – Tripoli	79	49
Malaysia – Kuala Lumpur	75	71
Mexico – Mexico City	90	81
Morocco – Rabat	77	67
Myanmar – Yangon	66	79
The Netherlands – The Hague	107	78
New Zealand – Wellington	95	77
Nigeria – Abuja	82	63
Norway – Oslo	107	78
Oman – Muscat	80	67
Pakistan – Islamabad	64	68
Papua New Guinea – Port Moresby	101	85
Poland – Warsaw	103	68
Portugal – Lisbon	103	70
Qatar – Doha	86	85
Romania – Bucharest	-	67
Russia – Moscow	107	61
Saudi Arabia – Riyadh	82	68
Saudi Arabia – Jeddah	80	70

COUNTRY / POST	FROM	TO
Singapore – Singapore	92	104
South Africa – Pretoria	79	59
South Korea – Seoul	102	77
Spain – Madrid	107	66
Spain – Barcelona	107	69
Sweden – Stockholm	107	73
Switzerland – Berne	107	93
Switzerland – Geneva PM	109	99
Switzerland – Geneva WTO	109	99
Syria – Damascus	98	51
Thailand – Bangkok	80	71
Timor Leste – Dili	83	76
Turkey – Ankara	91	63
Turkey – Istanbul	91	60
United Arab Emirates – Abu Dhabi	88	88
United Arab Emirates –Dubai	90	86
United Kingdom – London	107	94
United States of America – Washington DC	90	94
United States of America – Agana	95	81
United States of America – Chicago	98	90
United States of America – Honolulu	98	98
United States of America – Houston	90	88
United States of America – Los Angeles	95	96
United States of America – New York PCG	100	100
United States of America – New York PM	100	100
United States of America – San Francisco	98	100
Vatican – Holy See	107	67
Vietnam – Hanoi	63	71

Section 6. Rules Governing Living Quarters Allowance. The following are the rules governing the grant of Living Quarters Allowance:

- a. The grant of the Living Quarters Allowance shall be in accordance with the provisions of Section 65 of RA No. 7157;

- b. In instances where the adjusted amount of the Living Quarters Allowance is less than the amount currently received, the new rate and index shall be applied prospectively. The personnel concerned shall continue to receive their present Living Quarters Allowance for the duration of their tour of duty at the post;
- c. For purposes of this allowance, personnel who are living at post of assignment with their legal spouse or at least one (1) qualified dependent child who is not over 18 years of age shall be considered with family;
- d. Unmarried children who are mentally or physically handicapped as evidenced by a medical certificate from an appropriate licensed professional or authority, shall be considered as dependents, regardless of age, if they are incapable of supporting themselves and are living with the officer or employee abroad;
- e. Payment of the allowance shall be made strictly on the basis of actual status at the post;
- f. Those whose dependents have temporarily left their residence at post shall retain their "with family" status: Provided, that for the duration of their absence, the personnel concerned shall not move to a cheaper or smaller lodging: Provided, further, that the dependents' absence in a year shall not exceed three (3) months except when such temporary absence arose from events beyond the control of the personnel concerned and approved by the DFA Secretary: Provided, finally, that the dependents have not established residence elsewhere. Gainful employment or enrollment in educational institutions outside of post is an indication of having changed residence;
- g. In the case of husband and wife who are both assigned in one (1) post, only the spouse with the higher rank shall be entitled to the Living Quarters Allowance, while the other spouse shall be considered as dependent for the purpose of family status;
- h. Section 6(g) also applies to the husband and wife who are assigned to two (2) different posts, as follows:
 - i. Philippine Embassy in Jakarta and the Philippine Mission to Association of Southeast Asian Nations in Jakarta;
 - ii. Philippine Consulate General in New York and the Philippine Mission to the United Nations in New York;
 - iii. Philippine Embassy in Rome and the Philippine Embassy in Vatican;
 - iv. Philippine Mission to the United Nations and Other International Organizations in Geneva and the Philippine Permanent Mission to the World Trade Organization; and
 - v. All other similar posts that may be subsequently opened;
- i. In cases where two (2) or more foreign service personnel are constrained to rent one (1) apartment or housing unit jointly due to acute housing shortage, prohibitive rental cost, or other justifiable circumstances, the claimants shall be entitled to their respective allowances: Provided, that the Head of Post shall certify in the claim voucher that their individual allowance is insufficient to cover the rental of one (1) apartment or housing unit at the post;

- j. In posts where there is a standard practice among lessors to require the advance rental or deposit equivalent to at least six (6) months to one (1) year rental of the unit, the advance payment of the Living Quarters Allowance sufficient to cover the required amount may be authorized, subject to the availability of funds: Provided, that the advance rental shall be paid directly to the lessor by the post;
- k. In places where the host government or customary business practice requires the payment of an agent's fee/key money or similar fees for the lease and subsequent renewals, payment of the above may be authorized, chargeable against the account of the Department concerned and subject to the availability of funds;
- l. In lieu of the commutable Living Quarters Allowance, payment of actual rental of quarters occupied by the Head of Post may be authorized, directly payable to the lessor, subject to the availability of funds, and as may be warranted by the housing situation in the post of assignment;
- m. Payment of utilities and other maintenance and operating expenses of the actual quarters of the Head of Post shall be in accordance with regulations as may be prescribed by the DFA Secretary;
- n. The grant of the Living Quarters Allowance is intended to accord foreign service personnel proper representation in the host country and not to augment salary; and
- o. In all cases, the grant of the commutable Living Quarters Allowance to all foreign service personnel, or its authorized equivalent such as, but not limited to, payment of actual rental of quarters and utilities, shall be subject to regulations as may be prescribed by the DFA Secretary, provided that the allowance shall not exceed the rates authorized herein.

Section 7. Classification of Posts for the Representation Allowance. Philippine Foreign Service posts are categorized into high, medium, and low cost posts, as follows:

- a. **High Cost posts:** These posts have an Overseas Allowance Index of 98 and above;
- b. **Medium Cost posts:** These posts have an Overseas Allowance index from 90 to 97; and
- c. **Low Cost posts:** These posts have an Overseas Allowance index of 89 and below.

Section 8. Rates of Representation Allowance. The Representation Allowance per annum shall be granted in accordance with the provisions of RA No. 7157, as follows:

High Cost Posts	Rate in US Dollars	
	From	To
Chief of Mission (not Head of Post)	7,200	8,280
Career Minister	5,400	6,210
FSO I	4,320	4,968
FSO II	3,240	3,726
FSO III	2,160	2,484
FSO IV	2,160	2,484

High Cost Posts	Rate in US Dollars	
	From	To
Others duly authorized by the Secretary	1,728	1,987

Medium Cost Posts	Rate in US Dollars	
	From	To
Chief of Mission (not Head of Post)	4,320	4,968
Career Minister	4,320	4,968
FSO I	3,456	3,974
FSO II	2,592	2,981
FSO III	1,728	1,987
FSO IV	1,728	1,987
Others duly authorized by the Secretary	1,296	1,490

Low Cost Posts	Rate in US Dollars	
	From	To
Chief of Mission (not Head of Post)	3,240	3,726
Career Minister	3,240	3,726
FSO I	2,520	2,898
FSO II	1,944	2,236
FSO III	1,296	1,490
FSO IV	1,296	1,490
Others duly authorized by the Secretary	1,080	1,242

In instances where the adjusted amount of the Representation Allowance is less than the amount currently received, the new rate and index shall be applied prospectively. The personnel concerned shall continue to receive their current rate of Representation Allowance for the duration of the tour of duty at the post.

Section 9. Family Allowance. The following are the rules governing the grant of the Family Allowance:

- a. Qualified dependents of foreign service personnel permanently joining at the post of assignment of the principal are entitled to commutable family allowance, as follows:
 - i. US\$400.00 monthly for the unemployed dependent spouse of the Head of Post;
 - ii. US\$300.00 monthly for the unemployed dependent spouse; and
 - iii. US\$200.00 monthly for each dependent minor child not exceeding three (3) in number.
- b. For this purpose, a dependent child shall mean legitimate, illegitimate, legitimated, or legally adopted child who is not over eighteen (18) years, unmarried, not gainfully employed, and living with the officer or employee at the post of assignment;

- c. Unmarried children who are mentally or physically handicapped or suffer from any developmental disability or disorder as evidenced by a medical certificate from an appropriate licensed professional or authority, shall be considered as dependents, regardless of age, if they are incapable of supporting themselves and are living with the officer or employee abroad; and
- d. Subject to the prior approval by the head of the Department concerned, full Family Allowance may be paid to claimants whose dependent does not live with them at the post of assignment under any of the following circumstances:
 - i. The personnel is compelled to live alone due to dangerous, notably unhealthy or excessively adverse living conditions, or by other unavoidable circumstances like lack of appropriate or reasonable educational facilities for their children; or
 - ii. For the convenience of the Government, the personnel must live alone without any or all the members of his/her family at the post of assignment.

All other meritorious cases may be considered by the head of the Department as the circumstances and the exigencies of the service may warrant.

Section 10. Education Allowance. Education Allowance may be granted to personnel assigned abroad whose legal dependent children, not over eighteen (18) years old and not exceeding three (3) in number, are enrolled in the primary, elementary, and high school levels. The allowance shall cover the education levels stipulated in RA No. 10533 ("Enhanced Basic Education Act of 2013") or the equivalent and mandatory educational levels at the post of assignment.

This grant shall not, however, be payable in respect to posts where free education is provided for by the host country's government, and/or where English is the medium of instruction.

Subject to the availability of funds, the Department may reimburse expenses of actual costs, upon presentation of receipts and other evidence of payment of tuition fees, matriculation, books and other school fees. The amount of reimbursement per qualified dependent per year should not exceed US\$5,000.00, unless amended.

Section 11. Mode of Payment. Effective upon full implementation of this Order, payment of the foregoing allowances may be made either in US dollars or in the local currency computed at the prevailing market rate.

Section 12. Adjustment of Rates. The allowances covered herein may be reviewed and adjusted every two (2) years by the Secretaries of DFA and DBM, upon approval by the President, to respond to substantial changes in the economic climate, subject to availability of funds.

In dire economic situations, such as foreign exchange fluctuations and a surge in inflation rates, stopgap adjustments may be recommended by the Secretaries of DFA and DBM, on a per post basis, for approval by the President and subject to the availability of funds.

In case of a newly opened post, which is not included in this Order, the rates/indices/classification of a similar post in terms of economic conditions located within the same

geographical region shall apply, pending approval by the President of an appropriate index/rate for the post.

Section 13. Tax Exemption. All allowances, per diems, and benefits received by officers and employees in consideration of their services while on assignment abroad, except their basic salaries, shall be exempt from Philippine income tax.

Section 14. Funding. For the initial year of implementation, the amount needed to cover the foregoing adjustments in the allowances of FSP shall be taken from the agency savings and/or the Miscellaneous Personnel Benefits Fund under RA No. 11975 or the "General Appropriations Act (GAA) for FY 2024," subject to relevant budget and auditing laws, rules and regulations. Thereafter, funding for succeeding years shall be provided in the annual GAA, subject to the usual budget preparation process.

Section 15. Implementing Rules and Regulations. The DFA, in coordination with the DBM, shall issue the implementing rules and regulations of this Order.

Section 16. Separability. If any part or provision of this Order shall be held invalid or unconstitutional, the other provisions not affected thereby shall remain in full force and effect.

Section 17. Repeal. EO No. 156 (s. 2013) is hereby repealed. All other orders, rules, regulations, guidelines and issuances, or parts thereof which are inconsistent with the provisions of this Order are hereby repealed, amended, or modified accordingly.

Section 18. Effectivity. This Order shall take effect immediately upon publication in the Official Gazette or in a newspaper of general circulation:

DONE, in the City of Manila, this 30th day of October, in the year of our Lord, Two Thousand and Twenty-Four.



By the President:



LUCAS P. BERSAMIN
Executive Secretary



Office of the President

MALACAÑANG RECORDS OFFICE

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ATTY. LOVELY V. TOLENTINO-NAVA
ACTING DIRECTOR IV

11/11/24