



# INTERNATIONAL CIVIL SERVICE COMMISSION

## Consolidated Post Adjustment Circular

ICSC/CIRC/PAC/581

Approved by:  
Larbi Djacta, Chairman

Date:  
15 May 2023



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## I.

## INTRODUCTION

A consolidated schedule of post adjustment classifications and threshold figures used for calculating rental subsidies (or deductions) is attached.

Names of countries and areas, which appear in English alphabetical order, are indexed in French in the list attached to the schedule.

In cases where only one post adjustment classification is shown for a country, normally for the capital city, that classification will be applicable for all duty stations within the country.

This schedule is effective **1 May 2023**, unless otherwise indicated, and supersedes any schedule previously published. It is available on the ICSC home page <http://icsc.un.org>

On trouvera ci-joint un barème mis à jour du classement des lieux d'affectation aux fins d'ajustements des indemnités de poste et des seuils aux fins du calcul des allocations (ou déductions) de logement.

Les noms des pays et localités figurent par ordre alphabétique anglais. On trouvera à l'index annexé au barème les noms en français.

Dans les cas où une seule classe est indiquée pour le pays, en général pour la ville capitale, cette classe s'applique à tous les lieux d'affectation dans le pays.

Sauf indication contraire, le barème ci-joint entre en vigueur le **1er mai 2023** et remplace tous les barèmes déjà parus. Il est disponible sur le site internet de la CFPI: <http://icsc.un.org>

## II. DESCRIPTION OF DATA APPEARING IN PAC CIRCULARS

1. **Country or area** - Name of country or area appears under this column.
2. **Exchange rate** - Latest exchange rate.
3. **Post adjustment**
  - Index* - The post adjustment index (PAI) used to determine the latest post adjustment multiplier.
  - Mult.* - Post adjustment multiplier.
  - Chg. ind.* - Change indicator. When revised post adjustment classification (PAC) is reported in the circular for the first time, a 'Y' will appear under this column.
  - Eff. date* - Effective date of PAC (multiplier).
  - Reason for change* - When the revised PAC is reported in the circular for the first time the reason for change is shown under this column.
4. **Thresholds**
  - With allowances* - Threshold percentage figure applicable for staff in receipt of the Spouse or Single parent allowance.
  - Without allowances* - Threshold percentage figure applicable for staff not in receipt of the Spouse or Single parent allowance.
  - Calc. ind.* - Calculation indicator. When a 'Y' appears in a column, all housing subsidies at the duty station must be recalculated effective the date shown in the next column.
  - Eff. date* - Effective date of threshold percentages shown in the circular.

### III. NATURE DES DONNEES FIGURANT DANS LES CIRCULAIRES PAC

1. **Pays ou localité** - Le nom du pays ou de la localité figure dans cette colonne.
2. **Taux de change** - Taux de change le plus récent.
3. **Indemnités de poste**
  - Indice* - L'indice de l'indemnité de poste sert à déterminer le plus récent multiplicateur.
  - Multi* - Multiplicateur aux fins du calcul de l'indemnité de poste.
  - Changement* - Lorsque la circulaire signale pour la première fois un changement dans le classement du lieu d'affectation, la lettre 'Y' figurera dans cette colonne.
  - Date eff* - Date d'entrée en vigueur du classement du lieu d'affectation (avec indication du multiplicateur).
  - Raison du changement* - Lorsque c'est la première fois qu'une modification du classement d'un lieu d'affectation apparaît dans la circulaire la raison de cette modification est indiquée dans cette colonne.
4. **Seuils**
  - Avec allocation* - Seuil en pourcentage applicable au fonctionnaire qui bénéficie de l'allocation pour conjoint ou parent célibataire.
  - Sans allocation* - Seuil en pourcentage applicable au fonctionnaire qui ne bénéficie pas de l'allocation pour conjoint ou parent célibataire.
  - Ind. Calc.* - Indicateur de calcul. Lorsque la lettre 'Y' figure dans cette colonne, toutes les allocations logement payables au lieu d'affectation devront être recalculées à compter de la date indiquée dans la colonne prochaine.
  - Date eff.* - Date d'entrée en vigueur des seuils indiqués dans la circulaire.

#### IV. 0.5% Rule

1. The results of the application of the 0.5% rule for group I duty stations are included in the attached Consolidated Post Adjustment Circular.

#### V. Cost-of-living surveys

2. The results of cost-of-living surveys for duty stations listed in Table 1 are included in the attached Consolidated Post Adjustment Circular.

**Table 1: List of surveys by duty station for May 2023**

<b>Duty station</b>	<b>Type of survey</b>	<b>Date of survey</b>
Denmark	Place-to-place	November 2022
Equatorial Guinea	Place-to-place	December 2022
Finland	Place-to-place	November 2022
Norway	Place-to-place	November 2022
Sweden	Place-to-place	November 2022
Türkiye	Place-to-place	October 2022

#### VI. Duty Stations with Personal Transitional Allowance (PTA)

7. Under the existing system of operational rules, the PTA is adjusted periodically until it is phased out. During an adjustment month, the new PTA is calculated by reducing the pay index for existing staff by 3 per cent, and then subtracting the prevailing pay index. Table 2 provides a summary of all PTAs in effect as of 1 May 2023.

8. 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 date. Except for the PTAs that began before March 2023, when the Covid-19 special measure was in place, any staff joining the duty station after the PTA starting date will not be eligible for the currently existing PTA unless the PTA is revised as a result of the implementation of another survey in which case staff on post after the PTA start date can become eligible.

**Table 2:** Summary of personal transitional allowances (PTAs), as of 1 May 2023

Duty Station	Existing PTA	PTA starting date	Applicable to staff on post on or before	Date of next revision
Angola	28.1	1 March 2023	March 2023	1 September 2023
Burkina Faso	3.1	1 November 2022	February 2023	1 August 2023
Central African Rep.	8.0	1 September 2022	February 2023	1 August 2023
Chile	10.1	1 September 2022	February 2023	1 August 2023
China, Beijing	2.0	1 March 2023	March 2023	1 September 2023
Comoros	8.7	1 April 2022	February 2023	1 August 2023
Congo, Brazzaville	8.8	1 April 2022	February 2023	1 August 2023
Gabon	7.6	1 March 2022	February 2023	1 August 2023
Haiti	6.7	1 March 2023	March 2023	1 September 2023
Jerusalem	3.1	1 January 2023	February 2023	1 August 2023
Jordan	4.1	1 September 2022	February 2023	1 August 2023
Lebanon	81.7	1 April 2023	April 2023	1 October 2023
Madagascar	3.3	1 January 2023	February 2023	1 August 2023
Maldives	3.1	1 June 2020	February 2023	1 August 2023
Niger	6.0	1 December 2021	February 2023	1 August 2023
Qatar	10.6	1 October 2019	February 2023	1 August 2023
Russian Federation	15.5	1 December 2022	February 2023	1 August 2023
Samoa	5.4	1 November 2022	February 2023	1 August 2023
Seychelles	8.2	1 December 2022	February 2023	1 August 2023
Singapore	7.7	1 September 2022	February 2023	1 August 2023
Sudan	14.4	1 March 2023	March 2023	1 September 2023
Thailand	4.6	1 September 2022	February 2023	1 August 2023
Tunisia	3.3	1 December 2022	February 2023	1 August 2023
Zimbabwe	21.3	1 February 2020	February 2023	1 August 2023

## VII. W40 Measure

9. The waiver of the 40 per cent of rent limit on rental subsidies is **no longer applicable** for Equatorial Guinea, effective 1 May 2023.

## VIII. One Month Rule

10. Due to sustained substantial inflation over the past six- and twelve-month periods, the one-month rule (OMR) is applicable for **Argentina, Ghana, Lebanon, Sri Lanka, Sudan, Suriname** and **Türkiye**. Under this rule, the post adjustment multipliers of **these duty stations** are reviewed on a monthly basis during the period of substantial inflation. Based on the application of the one-month rule, the applicable post adjustment multiplier for **Argentina, Sri Lanka, and Suriname** effective 1 May 2023 are listed in the attached Consolidated Post Adjustment Circular. However, the application of the rule did not trigger a change in the post adjustment multipliers for **Ghana, Lebanon** and **Sudan**.



**IX. CONSOLIDATED POST ADJUSTMENT CIRCULAR**

Effective 1 May 2023

Country or area	Exchange rate	Post Adjustment (New York, April 2000 = 100)					Thresholds			
		Index	Multiplier	Change	Effective date	Reason for change	Rate		Change	Effective date
							With allowances	Without allowances		
Afghanistan	86.85	140.5	38.7		Mar-23		9	10		Jul-06
Albania	99	136.6	33.7		Mar-23		19	20		Nov-22
Algeria /W40	135.227	143.1	41.7		Mar-23		20	21		Apr-21
Angola /W40	507.483	148.8	52.9		Mar-23		15	16		Mar-23
Anguilla /W40 14/	2.7	153.8	52.6		Mar-23		21	22		Feb-23
Antigua and Barbuda /W40 14/	2.7	153.8	52.6		Mar-23		21	22		Feb-23
Argentina	228.96	139.1	39.1	Y	May-23	OMR	23	24		Jan-23
Armenia	383.25	139.6	38.6		Mar-23		20	21		Nov-19
Aruba 12/	1.79	167.6	65.9		Mar-23		29	31		Aug-22
Australia	1.493	138.5	33.5		Apr-23		24	25		Oct-19
Austria	0.917	152.6	49.2	Y	May-23	ER	19	20		Aug-22
Azerbaijan	1.695	149.2	47.8		Mar-23		16	17		Mar-23
Bahamas	1	176.1	74.9		Mar-23		30	32		Sep-22
Bahrain	0.377	155.5	54.6		Mar-23		22	23		Sep-22
Bangladesh /W40	106	144.8	44.5		Mar-23		17	18		Sep-21
Barbados /W40	2	163.5	62.2		Mar-23		20	21		Jul-22
Belarus	2.885	144.2	43.6		Mar-23		18	19		Oct-22
Belgium	0.917	147.3	50.1	Y	May-23	ER	17	18		Feb-15
Belize	2	150.1	48.9		Mar-23		16	17		Nov-22
Benin /W40	601.244	144.1	43.4		Mar-23		18	19		Jul-22
Bermuda 16/	1	190.5	89.3		Mar-23		35	37		Dec-17
Bhutan	82.09	134.0	33.0		Mar-23		13	14		Aug-20
Bolivia	6.857	127.9	27.3		Mar-23		17	18		Mar-22
Bonaire /W40 14/	1	153.8	52.6		Mar-23		21	22		Feb-23
Bosnia and Herzegovina /W40	1.793	133.4	31.6		Mar-23		14	15		Feb-23
Botswana	13.459	123.6	23.8		Mar-23		19	20		Jun-19
Brazil /W40	4.979	135.0	31.5		Mar-23		19	20		Feb-21
British Virgin Islands /W40	1	152.3	51.3		Mar-23		22	23		Jun-19
Bulgaria	1.793	127.2	24.6	Y	May-23	ER	16	17		Feb-15
Burkina Faso /W40	601.244	131.1	32.2		Mar-23		14	15		Feb-21
Burundi /W40	2795.357	143.1	48.9		Mar-23		14	15		Jul-22
Cambodia	4066	137.6	37.0		Mar-23		23	24		Mar-21
Cameroon /W40	601.244	141.5	39.4		Mar-23		15	16		Jul-15
Canada, Montreal	1.348	151.3	48.8	Y	May-23	ER	18	19		Aug-22
Canada, Ottawa	1.348	161.6	59.0	Y	May-23	L	20	21		Aug-22
Canada, Toronto	1.348	169.1	66.4	Y	May-23	L	20	21		May-17
Cape Verde	101.068	148.2	46.4		Mar-23		23	24		Nov-22
Cayman Islands 17/	0.82	156.1	55.4		Mar-23		24	25		Dec-17

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		Index	Multiplier	Change	Effective date	Reason for change	Rate		Change	Effective date
							With allowances	Without allowances		
Central African Rep. /W40	601.244	153.9	54.4		Mar-23		17	18		Nov-17
Chad /W40	601.244	155.1	53.6		Mar-23		16	17		Dec-19
Chile /W40	800	133.7	32.6		Mar-23		19	20		Aug-19
China, Beijing /W40	6.947	164.5	70.7		Mar-23		25	27		Feb-22
China, Hong Kong (SAR)	7.837	212.3	109.9	Y	May-23	ER	19	20		Jun-12
China, Macao (SAR)	8.072	151.6	52.1		Nov-22		21	22		Jul-18
Colombia	4605	125.6	24.9		Mar-23		20	21		Oct-20
Comoros	450.933	143.4	41.3		Mar-23		14	15		Apr-19
Congo /W40	601.244	148.7	50.7		Mar-23		7	7		Sep-19
Congo, Dem. Rep. /W40	2192.873	157.3	56.5		Mar-23		25	27		Sep-19
Cook Islands 4/	1.586	153.1	52.2		Mar-23		22	23		Oct-19
Costa Rica	535.79	142.0	40.1		Mar-23		23	24		Jan-23
Cote d Ivoire /W40	601.244	158.0	55.7		Mar-23		21	22		Jan-22
Croatia, Republic of	0.917	144.4	42.6	Y	May-23	ER	8	9		Aug-19
Cuba	24	156.5	55.6		Mar-23		25	27		Mar-21
Cyprus	0.917	128.0	28.6	Y	May-23	ER	18	19		Jun-19
Czech Republic	21.56	165.9	61.0	Y	May-23	ER	21	22		Sep-06
Denmark	6.827	182.5	82.5	Y	May-23	PP	25	27		Jun-19
Djibouti /W40	177	148.8	47.9		Mar-23		16	17		Jan-15
Dominica /W40 14/	2.7	153.8	52.6		Mar-23		21	22		Feb-23
Dominican Republic	54.286	138.1	37.3		Mar-23		22	23		Nov-22
Ecuador	1	131.2	32.8		Mar-22		20	21		Oct-22
Egypt /W40	30.875	125.0	23.2		Mar-23		20	21		Sep-22
El Salvador	1	133.1	32.4		Mar-23		23	24		Dec-21
Equatorial Guinea	601.244	146.6	46.6	Y	May-23	PP	19	20	Y	May-23
Eritrea	15	152.1	50.9		Mar-23		11	12		Dec-17
Estonia	0.917	145.3	42.9		Mar-23		18	19		Feb-01
Eswatini	19.242	116.0	17.5		Mar-23		11	12		Sep-03
Ethiopia /W40	54.134	158.1	57.4		Mar-23		25	27		Feb-22
Fiji /W40	2.19	140.3	38.5		Mar-23		20	21		Sep-11
Finland	0.917	142.6	42.6	Y	May-23	PP	20	21		Feb-15
France, Lyon and Elsewhere	0.917	153.8	50.9	Y	May-23	L	19	20		Aug-22
France, Paris	0.917	157.5	54.5	Y	May-23	ER	25	27		Aug-22
French Guiana	0.917	136.7	34.5	Y	May-23	ER	0	0		Jan-00
Gabon /W40	601.244	150.4	49.4		Mar-23		18	19		Jun-19
Gambia /W40	59.61	143.2	41.1		Apr-23		19	20		Apr-23
Georgia, Republic of	2.483	127.3	25.8		Mar-23		18	19		Jul-22
Germany, Berlin	0.917	145.4	43.4	Y	May-23	L	24	25		May-19

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							With allowances	Without allowances		
Germany, Bonn	0.917	139.5	37.6	Y	May-23	ER	20	21		May-19
Germany, Dresden	0.917	139.5	37.6	Y	May-23	A	19	20		May-19
Germany, Frankfurt	0.917	145.1	43.1	Y	May-23	L	21	22		Aug-20
Germany, Hamburg	0.917	147.0	45.0	Y	May-23	L	21	22		May-19
Germany, Munich	0.917	151.2	49.1	Y	May-23	L	20	21		May-19
Ghana /W40	11.56	133.7	53.2		Apr-23		24	25		Nov-22
Gibraltar 1/	0.799	175.2	74.1	Y	May-23	A	29	31		Aug-22
Greece	0.917	130.8	29.8	Y	May-23	ER	17	18		May-19
Grenada /W40 14/	2.7	153.8	52.6		Mar-23		21	22		Feb-23
Guatemala /W40	7.804	138.4	37.7		Mar-23		16	17		Jan-09
Guinea /W40	8503.13	154.0	52.6		Mar-23		19	20		Dec-21
Guinea Bissau	601.244	154.0	51.7		Mar-23		13	14		Nov-15
Guyana /W40	209.7	155.6	55.2		Apr-23		19	20		Apr-23
Haiti	146.18	157.3	60.9		Mar-23		19	20		Mar-23
Honduras /W40	24.521	136.1	36.8		Nov-22		22	23		Dec-22
Hungary	340.71	139.9	37.7	Y	May-23	ER	19	20		May-19
Iceland	137.31	135.6	33.5	Y	May-23	ER	0	0		Jan-00
India /W40	82.09	133.4	32.5		Mar-23		22	23		Dec-19
Indonesia /W40	14716	139.2	36.7		Mar-23		23	24		Dec-21
Iran	381139	141.1	40.2		Mar-23		30	32		Jun-20
Iraq	1310	130.9	29.4		Mar-23		14	15		May-02
Ireland	0.917	160.7	58.3	Y	May-23	ER	24	25		May-98
Israel, Tel Aviv /W40 22/	3.65	166.4	72.2		Mar-23		25	27		Nov-19
Italy, Brindisi	0.917	126.4	28.0	Y	May-23	L	10	11		Nov-99
Italy, Rome	0.917	132.3	34.1	Y	May-23	ER	21	22		Aug-22
Jamaica /W40	152.784	154.1	53.4		Mar-23		25	27		Apr-21
Japan, Hiroshima	134.35	144.5	41.4	Y	May-23	L	13	14		Sep-19
Japan, Tokyo	134.35	165.8	62.1	Y	May-23	ER	22	23		Sep-19
Jerusalem /W40	3.65	157.5	59.9		Mar-23		25	27		Nov-19
Jordan /W40	0.708	137.5	38.6		Sep-22		18	19		Sep-22
Kazakhstan	443.94	136.9	34.8		Mar-23		21	22		Mar-23
Kenya /W40	136.77	132.0	34.2		Mar-23		25	26		May-22
Kiribati	1.493	139.5	40.6		Mar-23		11	12		Jan-20
Korea, Dem. Peo. Of	110	154.6	53.5		Mar-23		10	11		Sep-15
Korea, Republic of /W40	1325.85	150.5	65.6		Mar-23		17	18		Nov-19
Kuwait /W40	0.306	144.0	43.6		Nov-22		21	22		Sep-21
Kyrgyzstan	87.57	134.0	33.1		Mar-23		14	15		Jun-21
Lao Peo. Dem. Rep. /W40	17515	132.3	31.2		Mar-23		13	14		Oct-03

**IX. CONSOLIDATED POST ADJUSTMENT CIRCULAR**

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		Index	Multiplier	Change	Effective date	Reason for change	Rate		Change	Effective date
							With allowances	Without allowances		
Latvia 23/	0.917	139.8	54.1		Nov-22		18	19		Nov-19
Lebanon /W40	86300	132.1	34.9		Apr-23		15	16		Apr-23
Lesotho	19.242	131.3	31.8		Mar-23		14	15		Jan-11
Liberia	164.847	152.6	51.5		Mar-23		19	20		Jun-10
Libya /W40 27/	4.764	133.0	31.8		Mar-23		19	20		Jun-21
Lithuania	0.917	138.6	36.3		Mar-23		17	18		Dec-03
Luxembourg	0.917	150.2	51.2	Y	May-23	ER	17	18		Dec-17
Madagascar	4396.42	131.1	31.9		Mar-23		20	21		Jan-23
Malawi	1036.249	143.1	41.6		Mar-23		18	19		Dec-22
Malaysia /W40	4.462	151.5	50.3		Mar-23		15	16		Mar-23
Maldives	15	144.2	47.1		Mar-22		23	24		Jun-20
Mali /W40	601.244	149.3	47.4		Mar-23		13	14		Sep-20
Malta	0.917	134.8	33.8	Y	May-23	ER	14	15		Oct-06
Marshall Islands 2/	1	152.6	51.9		Mar-23		21	22		Jul-19
Mauritania /W40	34.15	143.9	41.8		Mar-23		13	14		Apr-22
Mauritius	44.879	130.9	30.8		Mar-23		18	19		Sep-21
Mexico	17.69	154.8	49.9		Mar-23		25	27		Mar-23
Micronesia, Fed States of 2/	1	152.6	51.9		Mar-23		23	24		Feb-07
Moldova	17.749	148.5	44.4		Mar-23		21	22		Oct-21
Monaco 3/	0.917	157.5	54.5	Y	May-23	A	25	27		Aug-22
Mongolia	3459	138.4	38.3		Mar-23		19	20		Oct-22
Montenegro	0.917	135.1	33.0		Mar-23		21	22		Jan-23
Morocco	10.061	131.3	33.4		Mar-23		21	22		May-21
Mozambique /W40	63.25	137.6	37.8		Mar-23		25	27		Apr-23
Myanmar	2100	135.2	35.6		Mar-21		20	21		Feb-23
Namibia	19.242	124.9	26.8		Mar-23		14	15		Jul-22
Nepal /W40	131.336	130.4	29.8		Mar-23		12	13		Jan-14
Netherlands	0.917	150.5	55.5	Y	May-23	ER	24	25		Oct-19
New Caledonia	109.379	141.8	39.4		Mar-23		16	17		Sep-05
New Zealand 26/	1.586	140.3	43.5		Mar-23		24	25		Dec-20
Nicaragua	36.231	126.4	30.8		Mar-23		20	21		Oct-21
Niger /W40	601.244	130.7	29.5		Mar-23		10	11		Mar-09
Nigeria /W40	463.42	162.0	60.1		Mar-23		25	27		Feb-23
The Republic of North Macedonia /W40	56.178	135.1	33.7		Mar-23		20	21		Apr-22
Norway	10.644	146.0	46.0	Y	May-23	PP	25	27	Y	May-23
Oman	0.385	138.4	37.8		Mar-23		21	22		Jul-22
Pakistan /W40	295.5	129.3	29.6		Mar-23		17	18		Jul-22
Palau, Republic of 4/	1	153.1	52.2		Mar-23		0	0		Jan-00

**IX. CONSOLIDATED POST ADJUSTMENT CIRCULAR**

Effective 1 May 2023

Country or area	Exchange rate	Post Adjustment (New York, April 2000 = 100)					Thresholds			
		Index	Multiplier	Change	Effective date	Reason for change	Rate		Change	Effective date
							With allowances	Without allowances		
Panama /W40	1	139.9	39.3		Mar-23		24	25		Aug-18
Papua New Guinea /W40	3.521	171.2	70.3		Mar-23		30	32		Feb-18
Paraguay /W40	7195	130.3	29.6		Mar-23		17	18		Aug-20
Peru /W40	3.676	138.9	36.5		Mar-23		21	22		Aug-17
Philippines /W40	55.75	144.2	45.9		Mar-23		22	23		Oct-18
Poland	4.155	130.0	29.0	Y	May-23	ER	20	21		May-19
Portugal, Guimaraes	0.917	113.4	13.3	Y	May-23	L	0	0		Jan-00
Portugal, Lisbon	0.917	138.2	38.0	Y	May-23	ER	20	21		Jan-05
Puerto Rico 13/	1	138.1	37.3		Mar-23		22	23		Nov-22
Qatar	3.648	159.2	58.4		Mar-23		28	30		Oct-19
Romania	4.519	124.3	21.0	Y	May-23	ER	22	23		May-19
Russian Federation /W40	76.336	135.4	47.2		Dec-22		17	18		Dec-22
Rwanda	1106.91	136.3	35.8		Mar-23		17	18		Oct-22
Saint Helena 5/	0.799	152.7	50.1		Mar-23		13	14		Aug-22
St. Lucia	2.7	151.1	50.0		Mar-23		18	19		Mar-21
Samoa	2.672	138.8	39.4		Mar-23		17	18		Feb-21
Sao Tome and Principe	23.168	160.4	58.3		Mar-23		22	23		Nov-22
Saudi Arabia /W40	3.75	149.4	48.6		Mar-23		21	22		Nov-17
Senegal /W40	601.244	139.0	38.6		Mar-23		18	19		Sep-21
Serbia	107.462	134.2	32.6		Mar-23		17	18		Apr-22
Seychelles /W40	13.105	150.0	52.0		Mar-23		18	19		Dec-22
Sierra Leone /W40	22.45	145.3	46.3		Mar-23		19	20		May-18
Singapore	1.331	168.8	67.7		Mar-23		23	24		Jul-19
Slovak Republic	0.917	137.5	33.7	Y	May-23	ER	16	17		Feb-12
Slovenia, Republic of 24/	0.917	142.1	38.4	Y	May-23	ER	14	15		Jan-20
Solomon Islands /W40	8.237	160.1	59.5		Mar-23		18	19		Dec-07
Somalia 6/	24300	145.1	45.8		Mar-23		19	20		Feb-22
South Africa /W40	19.242	121.3	27.0		Mar-23		22	23		Jun-21
South Sudan, Republic of /W40	909.768	155.1	54.2		Mar-23		14	15		Sep-17
Spain	0.917	134.5	32.1	Y	May-23	ER	22	23		Aug-22
Sri Lanka /W40	308.66	140.0	40.3	Y	May-23	OMR	22	23		Jul-21
St. Kitts and Nevis /W40 14/	2.7	153.8	52.6		Mar-23		21	22		Feb-23
St. Vincent and the Grenadines /W40 14/	2.7	153.8	52.6		Mar-23		21	22		Feb-23

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							With allowances	Without allowances		
Sudan /W40	593	152.6	54.2		Mar-23		15	16		Mar-23
Suriname /W40	37.552	135.9	35.9	Y	May-23	OMR	16	17		Oct-12
Sweden	10.316	143.7	43.7	Y	May-23	PP	27	29	Y	May-23
Switzerland	0.895	186.3	81.9	Y	May-23	ER	22	23		Aug-22
Syrian Arab Republic 10/	6500	99.5	24.8		Jul-19		20	21		Jun-12
Tajikistan	10.914	136.6	35.7		Mar-23		14	15		Feb-23
Tanzania, United Rep. of /W40	2348.99	141.5	40.8		Mar-23		22	23		Oct-21
Thailand /W40	33.81	140.4	40.3		Mar-23		22	23		Jul-19
Timor-Leste /W40	1	144.5	45.4		Mar-22		15	16		Jul-11
Togo	601.244	145.3	45.7		Jul-21		15	16		Feb-23
Tonga	2.297	139.0	37.0		Mar-23		9	10		Jan-09
Trinidad and Tobago /W40	6.753	144.1	43.0		Mar-23		21	22		Feb-23
Tunisia	3.042	131.0	30.4		Mar-23		15	16		Dec-22
Türkiye, Ankara /W40	19.558	133.8	33.8	Y	May-23	PP	14	15	Y	May-23
Türkiye, Gebze /W40 19/	19.558	140.6	40.6	Y	May-23	L	15	16	Y	May-23
Türkiye, Istanbul /W40 15/	19.558	140.6	40.6	Y	May-23	L	15	16	Y	May-23
Turkmenistan	3.5	201.1	98.8		Mar-23		8	9		Oct-21
Tuvalu 11/	1.493	145.9	45.4		Mar-23		0	0		Jan-00
Uganda /W40	3720.15	135.5	34.8		Mar-23		24	25		May-14
Ukraine	37	134.8	33.1		Mar-23		16	17		Aug-19
United Arab Emirates	3.672	174.2	72.7		Mar-23		32	34		Aug-11
United Kingdom	0.799	175.2	74.1	Y	May-23	ER	29	31		Aug-22
USA, El Paso 20/	1	160.5	56.6		Feb-23		13	14		Aug-22
USA, Miami 7/	1	161.8	57.9		Feb-23		25	27		Aug-22
USA, New York	1	185.4	80.5		Feb-23		32	34		Feb-23
USA, San Diego 21/	1	181.5	76.7		Feb-23		29	31		Aug-22
USA, San Francisco 8/	1	189.7	84.7		Feb-23		29	31		Aug-22
USA, Seattle 18/	1	163.6	59.7		Feb-23		25	27		Aug-22
USA, Washington D.C.	1	167.6	63.5		Feb-23		27	29		Apr-11
Uruguay	38.695	150.8	50.0		Mar-23		27	29		May-22
Uzbekistan /W40	11398	130.2	29.5		Mar-23		17	18		Jun-21
Vanuatu	114.21	150.9	48.8		Mar-23		15	16		Aug-12
Venezuela /W40 10/	25.039	83.3	58.8		Mar-18		27	29		Aug-12
Vietnam /W40	23467	133.9	33.0		Mar-23		19	20		Mar-22
West Bank & the Gaza Strip, The /W40 9/	3.65	157.5	63.0		Mar-23		21	22		Sep-13
Yemen, Republic of 28/	528.17	131.9	31.3		Mar-23		20	21		Jul-22
Zambia	18.26	137.9	36.5		Apr-23		22	23		Apr-23
Zimbabwe /W40 25/	1125.667	127.5	29.5		Mar-23		16	17		Dec-18

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							With allowances	Without allowances		

NOTES:

W40	=	40 per cent of rent maximum subsidy limit has been waived
ER	=	Change in exchange rate
PP	=	Place-to-place survey
H	=	Housing survey
FMR	=	Four month review
FPR	=	Five percent rule
TMR	=	Twelve month rule
TPR	=	Ten point rule
OMR	=	One month rule
GCM	=	Gap closure measure
IM	=	Interim Multiplier
L	=	Linked through intercity coefficient
A	=	Assimilated to another duty station

- 1/ Same post adjustment classification as for London, United Kingdom.
- 2/ Average PAM of Fiji, Papua New Guinea, Samoa and Solomon Islands until results of a new P/P survey are implemented.
- 3/ Same post adjustment classification/rental threshold as for Paris, France.
- 4/ Average PAM of Indonesia, Papua New Guinea, Philippines, Solomon Islands and Vanuatu until results of a new P/P survey are implemented.
- 5/ London PAI x 0.8711 until results of a new P/P survey are implemented.
- 6/ Average PAM of Ethiopia and Kenya until results of a new P/P survey are implemented.
- 7/ Washington D.C. x 0.9656.
- 8/ New York PAI x 1.0234.
- 9/ Same post adjustment classification/rental threshold as for Jerusalem.
- 10/ Multiplier maintained until a survey can be conducted.
- 11/ Average PAM of Fiji, Kiribati, Samoa, Solomon Islands and Vanuatu until results of a new P/P survey are implemented.
- 12/ Same post adjustment classification as for United States, Washington D.C.
- 13/ Same post adjustment classification as for Dominican Republic.
- 14/ Average PAM of Barbados and Trinidad & Tobago until results of a new P/P survey are implemented.
- 15/ Türkiye, Ankara PAI x 1.051.
- 16/ Bahamas PAI x 1.082.
- 17/ Jamaica PAI x 1.013.
- 18/ Washington D.C. x 0.9763.
- 19/ Same post adjustment classification/rental threshold as for Istanbul Türkiye.
- 20/ Washington D.C. x 0.9574.
- 21/ New York x 0.9790.
- 22/ Jerusalem x 1.0565
- 23/ Average PAM of Belarus and Russian Federation until results of a new P/P survey are implemented.
- 24/ Average PAM of Croatia and Hungary until results of a new P/P survey are implemented.
- 25/ Average PAM of Botswana, Mozambique and South Africa until results of a new P/P survey are implemented.
- 26/ Australia PAI x 1.0127 until results of a new P/P survey are implemented.
- 27/ Average PAM of Algeria, Egypt and Tunisia until results of a new P/P survey are implemented.
- 28/ Oman PAI x 0.9528.

**X. LIST OF COUNTRIES AND AREAS IN FRENCH AND ENGLISH  
LISTE DES PAYS ET LOCALITÉS EN FRANÇAIS ET EN ANGLAIS**

Afghanistan	Afghanistan	El Salvador	El Salvador
Afrique du Sud	South Africa	Émirats arabes unis	United Arab Emirates (the)
Albanie	Albania	Équateur	Ecuador
Algérie	Algeria	Érythrée	Eritrea
Allemagne*	Germany*	Espagne*	Spain*
Angola	Angola	Estonie	Estonia
Anguilla	Anguilla	Etats-Unis d'Amérique*	United States of America (the)*
Antigua-et-Barbuda	Antigua and Barbuda	Éthiopie	Ethiopia
Arabie saoudite	Saudi Arabia	Fédération de Russie	Russian Federation (the)
Argentine	Argentina	Fidji	Fiji
Arménie	Armenia	Finlande*	Finland*
Aruba	Aruba	Français-Guyane*	French-Guiana*
Australie*	Australia*	France*	France*
Autriche*	Austria*	Gabon	Gabon
Azerbaïdjan	Azerbaijan	Gambie	Gambia (the)
Bahamas	Bahamas (the)	Gaza	Gaza
Bahreïn	Bahrain	Géorgie	Georgia
Bangladesh	Bangladesh	Ghana	Ghana
Barbade	Barbados	Gibraltar*	Gibraltar*
Bélarus	Belarus	Grèce*	Greece*
Belgique*	Belgium*	Grenade	Grenada
Belize	Belize	Guatemala	Guatemala
Bénin	Benin	Guinée	Guinea
Bhoutan	Bhutan	Guinée équatoriale	Equatorial Guinea
Bolivie (État plurinational de)	Bolivia (Plurinational State of)	Guinée-Bissau	Guinea-Bissau
Bonaire	Bonaire	Guyana	Guyana
Bosnie-Herzégovine	Bosnia and Herzegovina	Haïti	Haiti
Botswana	Botswana	Honduras	Honduras
Brésil	Brazil	Hong Kong, RAS de*	Hong Kong SAR*
Bulgarie*	Bulgaria*	Hongrie*	Hungary*
Burkina Faso	Burkina Faso	Îles Salomon	Solomon Islands
Burundi	Burundi	Îles Vierges britanniques	British Virgin Islands
Cabo Verde	Cabo Verde	Inde	India
Cambodge	Cambodia	Indonésie	Indonesia
Cameroun	Cameroon	Iran (République islamique d')	Iran (Islamic Republic of)
Canada*	Canada*	Iraq	Iraq
Chili	Chile	Irlande*	Ireland*
Chine	China	Islande*	Iceland*
Chypre*	Cyprus*	Israël	Israel
Colombie	Colombia	Italie*	Italy*
Comores	Comoros (the)	Jamaïque	Jamaica
Congo	Congo (the)	Japon*	Japan*
Costa Rica	Costa Rica	Jérusalem	Jerusalem
Côte d'Ivoire	Côte d'Ivoire	Jordanie	Jordan
Croatie*	Croatia*	Kazakhstan	Kazakhstan
Cuba	Cuba	Kenya	Kenya
Danemark*	Denmark*	Kirghizistan	Kyrgyzstan
Djibouti	Djibouti	Kiribati	Kiribati
Dominique	Dominica	Koweït	Kuwait
Égypte	Egypt		



L'Eswatini	Eswatini	République démocratique populaire lao	Lao People's Democratic Republic (the)
Les Îles Cook	Cook Islands	République dominicaine	Dominican Republic (the)
Lesotho	Lesotho	République populaire démocratique de Corée	Democratic People's Republic of Korea (the)
Lettonie	Latvia	République slovaque	Slovak Republic*
Liban	Lebanon	République tchèque*	Czech Republic*
Libéria	Liberia	République-Unie de Tanzanie	United Republic of Tanzania (the)
Libye	Libya	Roumanie*	Romania*
Lituanie	Lithuania	Royaume-Uni de Grande- Bretagne et d'Irlande du Nord*	United Kingdom of Great Britain and Northern Ireland (the)*
Luxembourg*	Luxembourg*	Rwanda	Rwanda
Macédoine du Nord, la République de	North Macedonia, the Republic of	Sainte-Hélène	Saint Helena
Madagascar	Madagascar	Sainte-Lucie	Saint Lucia
Malaisie	Malaysia	Saint-Kitts-et-Nevis	Saint Kitts and Nevis
Malawi	Malawi	Saint-Vincent-et-les- Grenadines	Saint Vincent and the Grenadines
Maldives	Maldives	Samoa	Samoa
Mali	Mali	Sao Tomé-et-Principe	Sao Tome and Principe
Malte*	Malta*	Sénégal	Senegal
Maroc	Morocco	Serbie	Serbia
Maurice	Mauritius	Seychelles	Seychelles
Mauritanie	Mauritania	Sierra Leone	Sierra Leone
Mexique	Mexico	Singapour	Singapore
Micronésie (États fédérés de)	Micronesia (Federated States of)	Slovénie*	Slovenia*
Monaco*	Monaco*	Somalie	Somalia
Mongolie	Mongolia	Soudan	Sudan (the)
Monténégro	Montenegro	Soudan du Sud	South Sudan
Mozambique	Mozambique	Sri Lanka	Sri Lanka
Myanmar	Myanmar	Suède*	Sweden*
Namibie	Namibia	Suisse*	Switzerland*
Népal	Nepal	Suriname	Suriname
Nicaragua	Nicaragua	Tajikistan	Tajikistan
Niger	Niger (the)	Tchad	Chad
Nigéria	Nigeria	Thaïlande	Thailand
Norvège*	Norway*	Timor-Leste	Timor-Leste
Nouvelle-Calédonie	New Caledonia	Togo	Togo
Nouvelle-Zélande	New Zealand	Tonga	Tonga
Oman	Oman	Trinité-et-Tobago	Trinidad and Tobago
Ouganda	Uganda	Tunisie	Tunisia
Ouzbékistan	Uzbekistan	Turkménistan	Turkmenistan
Pakistan	Pakistan	Turquie	Türkiye
Palaos	Palau	Tuvalu	Tuvalu
Panama	Panama	Ukraine	Ukraine
Papouasie-Nouvelle-Guinée	Papua New Guinea	Uruguay	Uruguay
Paraguay	Paraguay	Vanuatu	Vanuatu
Pays-Bas*	Netherlands (the)*	Venezuela	Venezuela (Bolivarian Republic of)
Pérou	Peru	Viet Nam	Viet Nam
Philippines	Philippines (the)	Yémen	Yemen
Pologne*	Poland*	Zambie	Zambia
Porto Rico	Puerto Rico	Zimbabwe	Zimbabwe
Portugal*	Portugal*		
Qatar	Qatar		
République arabe syrienne	Syrian Arab Republic (the)		
République centrafricaine	Central African Republic (the)		
République de Corée	Republic of Korea (the)		
République de Moldova	Republic of Moldova (the)		
République démocratique du Congo	Democratic Republic of the Congo (the)	* Lieu d'affectation du groupe 1	* Group 1 duty station