



INTERNATIONAL CIVIL SERVICE COMMISSION

Consolidated Post Adjustment Circular

ICSC/CIRC/PAC/587

Approved by:
Larbi Djacta, Chairman

Date:
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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 November 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 novembre 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.
 - Mult.* - 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. The Application of the modified 0.5% Rule for group I duty stations

2. At its 96th session, the Commission approved the application of the modified 0.5 per cent rule for group I duty stations that meet two conditions: a) the currency of the duty station is neither any of the currencies of headquarters duty stations (that is, the US dollar, Swiss Franc, Euro, or British Pound), nor pegged, in a fixed or otherwise strict manner, to them; and (b) the share of in-area expenditures incurred in non-local currencies by reference to the benchmark net take-home pay (NTP) based on the results of the latest cost-of-living survey is at least 15 per cent. For such duty stations, the monthly multiplier between reviews is obtained by keeping two separate shares of benchmark NTPs, expressed in US dollar and in local currency, stable, with a maximum fluctuation of plus or minus 0.5 per cent, with the share of the NTP expressed in local currency adjusted for changes in the exchange rates only, whereas the share of NTP expressed in US dollars is insulated from local currency fluctuations. The share of the NTP expressed in US dollars is obtained as the share of in-area expenditures, incurred in non-local currencies, of the benchmark NTP at the time of survey implementation.

3. In accordance with the provision of the application of the modified 0.5 per cent rule for group I duty stations, as outlined above, the post adjustment multipliers applicable for **Hungary** and **Romania**, with effect from 1 November 2023, are included in the attached Consolidated Post Adjustment Circular.

VI. Cost-of-living surveys

4. 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 November 2023

Duty station	Type of survey	Date of survey
Albania	Housing	June 2023
Angola	Place-to-place	September 2023
Belarus	Housing	June 2023
Central African Republic	Place-to-place	June 2023
Czech Republic	Place-to-place	May 2023
Egypt	Place-to-place	June 2023
Ethiopia	Place-to-place	June 2023
Japan, Tokyo	Place-to-place	June 2023
Senegal	Housing	June 2023
Singapore	Housing	June 2023
Slovak Republic	Place-to-place	April 2023

VII. Gap Closure Measure

5. The Commission, at the request of the General Assembly, established the gap closure measure, to be applied in situations where the implementation of a place-to-place survey results in a significantly lower post adjustment index (PAI) than the existing pay index. Details of these procedures are contained in the Commission's report of the work of its thirty-fifth session ICSC/35/R.17, para. 61 (d) and in the post adjustment circulars ICSC/CIRC/PAC/208 and ICSC/CIRC/PAC/281 of 6 April 1992 and 4 May 1998, respectively.

6. The Commission, at its eighty-fifth session, established a revised gap closure measure to be implemented in the 2016 round of surveys. Details of these procedures are contained in ICSC/CIRC/GEN/04/2017-rev 1 of 31 July 2017.

7. In accordance with the above-mentioned gap closure measure:
- a. The updated PAI derived from the survey (updated to the month of implementation), is augmented by **3 per cent** to derive a revised Post Adjustment multiplier (PAM) for the duty station.
 - b. The revised PAM is applicable to all Professional staff members in the duty station. Existing staff members, already at the duty station on or before the implementation month of the survey results, receive the revised PAM, plus a PTA.
 - c. The personal transitional allowance (PTA) is the difference between the revised and prevailing PAMs.
 - d. The PTA is paid in full for the first **6 months** after the implementation date; and adjusted downward by **3 per cent every 4 months**, until it is phased out.

- e. During an adjustment month, the new PTA is calculated by taking the difference between the prevailing pay index and the pay index applicable to existing staff (that is, the prevailing pay index plus the existing PTA), reduced by **3 per cent**.

8. The Gap Closure Measure was further refined by the Commission for surveys conducted under the 2021 round as follows:

- a. The updated PAI derived from the survey (updated to the month of implementation), is augmented by **3 per cent** to derive a revised Post Adjustment multiplier (PAM) for the duty station.
- b. The revised PAM is applicable to all Professional staff members in the duty station. Existing staff members, already at the duty station on or before the implementation month of the survey results, receive the revised PAM, plus a PTA.
- c. The PTA is **first** calculated as the difference between the revised and prevailing PAMs.
- d. During the next **5 months** the PTA is set to ensure the same net take-home pay at the implementation date; and thereafter, the target net take-home pay is adjusted downward by **3 per cent every 4 months**, until the PTA is phased out.
- e. During an adjustment month, the decrease factor would be applied to the net take-home pay of existing staff, and the personal transitional allowance required to keep net take-home pay stable within revision periods calculated accordingly. The personal transitional allowance would be phased out when, at a revision point in time, the net take-home pay for existing staff is aligned with that for all staff at the duty station.

9. The Gap Closure Measure, under the 2021 round, was applied to the group I duty station listed below, following the implementation of the results of a cost-of-living survey. Table 2 shows the steps in the calculation of the resulting personal transitional allowance effective 1 November 2023.

Table 2: Duty stations under gap closure measure based on cost-of-living surveys effective 1 November 2023

Duty station	Existing PAM	Existing pay index	Updated Survey PAI	Updated Survey PAI augmented by 3%	Revised PAM	PTA
		(2) + 100		(4) x 1.03		(2) - (6)
(1)	(2)	(3)	(4)	(5)	(6)	(7)
Czech Republic	58.8	158.8	151.2	155.7	55.7	3.1

VIII. Duty Stations with Personal Transitional Allowance (PTA)

10. Under the existing system of operational rules, the PTA is adjusted periodically until it is phased out. Table 3 provides a summary of all PTAs in effect as of 1 November 2023.

11. It should be noted that the PTA is 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 month. 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 month 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. Please refer to ICSC/CIRC/GEN/08/2023, issued on 29 May 2023, for more detailed guidelines on the implementation of PTAs.

Table 3: Summary of personal transitional allowances (PTAs), as of 1 November 2023

Duty Station	Existing PTA	PTA starting date	Applicable to staff on post before	Date of next revision
Angola	22.7	1 March 2023	1 April 2023	1 March 2024
Benin	4.2	1 September 2023	1 October 2023	1 March 2024
Burundi	2.4	1 September 2023	1 October 2023	1 March 2024
Central African Rep.	3.1	1 September 2022	1 March 2023	1 December 2023
Chile	5.8	1 September 2022	1 March 2023	1 December 2023
Comoros	4.1	1 April 2022	1 March 2023	1 December 2023
Congo, Brazzaville	4.0	1 April 2022	1 March 2023	1 December 2023
Czech Republic	3.1	1 November 2023	1 December 2023	1 May 2024
Gabon	2.8	1 March 2022	1 March 2023	1 December 2023
Haiti	1.6	1 March 2023	1 April 2023	1 January 2024
Iran	5.2	1 June 2023	1 July 2023	1 December 2023
Lebanon	75.2	1 April 2023	1 May 2023	1 February 2024
Niger	1.8	1 December 2021	1 March 2023	1 December 2023
Papua New Guinea	6.2	1 July 2023	1 August 2023	1 January 2024
Qatar	5.5	1 October 2019	1 March 2023	1 December 2023
Russian Federation	27.8	1 July 2023	1 August 2023	1 January 2024
Samoa	1.0	1 November 2022	1 March 2023	1 December 2023
Seychelles	3.4	1 December 2022	1 March 2023	1 December 2023
Singapore	2.4	1 September 2022	1 March 2023	1 December 2023
Sudan	9.3	1 March 2023	1 April 2023	1 January 2024
Thailand	0.3	1 September 2022	1 March 2023	1 December 2023
Turkmenistan	5.6	1 July 2023	1 August 2023	1 January 2024
Zimbabwe	16.7	1 February 2020	1 March 2023	1 December 2023

IX. W40 Measure

12. The waiver of the **40 per cent** of rent limit on rental subsidy is **now applicable** for **Albania** and **Singapore**, effective 1 November 2023.

X. One Month Rule

13. Due to sustained substantial inflation over the past six- and twelve-month periods, the one-month rule is applicable for **Argentina, Lebanon, Sierra Leone, Sudan, and Suriname**. Under this rule, the post adjustment multipliers of these duty stations are reviewed monthly during the period of substantial inflation. Based on the application of the one-month rule, the applicable post adjustment multipliers for these duty stations, effective 1 November 2023, are listed in the attached Post Adjustment Circular.

XI. Ten-Point Rule

14. Following the four-month review, the 10-point rule is triggered for the duty stations listed in Table 4 below. In accordance with this rule, the existing multipliers will be maintained for four months pending completion of a cost-of-living surveys. It should be noted that, in the absence of cost-of-living survey results, the existing post adjustment multipliers would be reduced by 10 points, effective **1 March 2024**.

Table 4. Summary of 10-point rule trigger dates in group II duty stations

Duty Station	10-point rule trigger date	Frozen Multiplier
Malawi	1 November 2023	44.4

XII. Revised post adjustment multiplier and rental subsidy thresholds for linked duty station

15. The revised post adjustment multiplier and applicable rental subsidy thresholds for **Japan, Hiroshima** have been established, effective 1 November 2023, as listed in the attached Consolidated Post Adjustment Circular, based on a new cost-of-living survey in **Japan, Tokyo**, to which this duty station is linked for purposes of post adjustment.

XIII. CONSOLIDATED POST ADJUSTMENT CIRCULAR

Effective 1 November 2023 (Four Months Review)

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	71.627	144.3	44.3	Y	Nov-23	FMR	9	10		Jul-06
Albania /W40	95.58	141.2	41.2	Y	Nov-23	H	19	20		Nov-22
Algeria /W40	134.468	146.9	46.9	Y	Nov-23	FMR	20	21		Apr-21
Angola /W40	827.07	150.3	52.9		Mar-23		14	15	Y	Nov-23
Anguilla /W40 14/	2.7	159.0	59.6	Y	Nov-23	FMR	22	23		Aug-23
Antigua and Barbuda /W40 14/	2.7	159.0	59.6	Y	Nov-23	FMR	22	23		Aug-23
Argentina	350.005	142.8	42.8	Y	Nov-23	OMR	23	24		Jan-23
Armenia	400	138.5	39.3	Y	Nov-23	FMR	20	21		Nov-19
Aruba 12/	1.79	168.6	69.1		Jul-23		29	31		Aug-22
Australia	1.571	140.6	39.7	Y	Nov-23	ER	27	29		Oct-23
Austria	0.937	153.0	46.3	Y	Nov-23	ER	19	20		Aug-22
Azerbaijan	1.698	151.4	51.4		Jul-23		16	17		Mar-23
Bahamas	1	178.8	78.8	Y	Nov-23	FMR	29	31		Sep-23
Bahrain	0.377	154.9	56.8		Jul-23		22	23		Sep-22
Bangladesh /W40	110.5	147.7	47.7	Y	Nov-23	FMR	17	18		Sep-21
Barbados	2	172.2	73.3		Aug-23		23	24		Aug-23
Belarus	3.2	146.8	46.8	Y	Nov-23	H	16	17	Y	Nov-23
Belgium	0.937	146.7	47.2	Y	Nov-23	ER	17	18		Feb-15
Belize	2	153.0	53.0	Y	Nov-23	FMR	16	17		Nov-22
Benin	614.71	136.0	41.1	Y	Nov-23	FMR	18	19		Jul-22
Bermuda 16/	1	193.5	93.5	Y	Nov-23	L	38	40		Sep-23
Bhutan	83.33	148.2	48.2	Y	Nov-23	FMR	11	12		Oct-23
Bolivia	6.855	129.6	29.6	Y	Nov-23	FMR	17	18		Mar-22
Bonaire /W40 14/	1	159.0	59.6	Y	Nov-23	FMR	22	23		Aug-23
Bosnia and Herzegovina /W40	1.833	134.1	34.1	Y	Nov-23	FMR	14	15		Feb-23
Botswana	13.605	124.9	24.9	Y	Nov-23	FMR	19	20		Jun-19
Brazil /W40	4.932	137.4	37.4	Y	Nov-23	FMR	19	20		Feb-21
British Virgin Islands /W40	1	154.2	54.2	Y	Nov-23	FMR	22	23		Jun-19
Bulgaria	1.833	137.8	35.9	Y	Nov-23	ER	20	21		Jun-23
Burkina Faso /W40	614.71	131.7	32.0	Y	Nov-23	FMR	14	15		Feb-21
Burundi /W40	2825.246	139.7	42.9	Y	Nov-23	FMR	14	15		Jul-22
Cambodia /W40	4121	137.4	37.4	Y	Nov-23	FMR	23	24		Mar-21
Cameroon /W40	614.71	144.3	44.3	Y	Nov-23	FMR	15	16		Jul-15
Canada, Montreal	1.382	148.9	45.6	Y	Nov-23	ER	18	19		Aug-22
Canada, Ottawa	1.382	159.1	55.6	Y	Nov-23	L	20	21		Aug-22
Canada, Toronto	1.382	166.5	62.8	Y	Nov-23	L	20	21		May-17
Cape Verde	103.331	147.0	47.0	Y	Nov-23	FMR	23	24		Nov-22
Cayman Islands 17/	0.82	158.4	58.4	Y	Nov-23	L	24	25		Dec-17

XIII. CONSOLIDATED POST ADJUSTMENT CIRCULAR

Effective 1 November 2023 (Four Months Review)

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		
Central African Rep. /W40	614.71	155.3	56.0		Jul-23		17	18		Nov-17
Chad /W40	614.71	159.3	59.3	Y	Nov-23	FMR	16	17		Dec-19
Chile /W40	924	129.6	29.6	Y	Nov-23	FMR	19	20		Aug-19
China, Beijing /W40	7.291	160.6	64.7	Y	Nov-23	FMR	25	27		Feb-22
China, Hong Kong (SAR)	7.807	214.9	110.7	Y	Nov-23	ER	19	20		Jun-12
China, Macao (SAR)	8.042	160.9	60.9	Y	Nov-23	FMR	25	27		Oct-23
Colombia /W40	4032	145.3	46.7	Y	Nov-23	FMR	19	20		Sep-23
Comoros	461.032	143.1	43.5	Y	Nov-23	FMR	14	15		Apr-19
Congo /W40	614.71	151.8	51.8	Y	Nov-23	FMR	8	8		Jul-23
Congo, Dem. Rep. /W40	2475.068	160.4	60.4	Y	Nov-23	FMR	26	28		Jul-23
Cook Islands 4/	1.703	152.0	52.8	Y	Nov-23	FMR	21	22		Jul-23
Costa Rica	531.23	142.4	42.4	Y	Nov-23	FMR	23	24		Jan-23
Cote d'Ivoire /W40	614.71	159.8	59.8	Y	Nov-23	FMR	21	22		Jan-22
Croatia, Republic of	0.937	141.2	40.0	Y	Nov-23	ER	8	9		Aug-19
Cuba	24	170.2	70.2	Y	Nov-23	FMR	23	24		Jun-23
Cyprus	0.937	137.7	34.7	Y	Nov-23	ER	16	17		Jun-23
Czech Republic	23.03	151.2	55.7	Y	Nov-23	GCM	19	20	Y	Nov-23
Denmark	6.99	177.2	78.7	Y	Nov-23	ER	25	27		Jun-19
Djibouti /W40	177	150.9	50.9		Sep-23		16	17		Jan-15
Dominica /W40 14/	2.7	159.0	59.6	Y	Nov-23	FMR	22	23		Aug-23
Dominican Republic	56.542	138.5	38.5	Y	Nov-23	FMR	22	23		Nov-22
Ecuador	1	132.6	32.8		Mar-22		20	21		Oct-22
Egypt /W40	30.85	135.5	35.5	Y	Nov-23	PP	21	22	Y	Nov-23
El Salvador	1	134.6	34.6	Y	Nov-23	FMR	23	24		Dec-21
Equatorial Guinea	614.71	147.6	47.6	Y	Nov-23	FMR	19	20		May-23
Eritrea	15	148.9	53.6		Jul-23		11	12		Dec-17
Estonia	0.937	147.9	47.9	Y	Nov-23	FMR	18	19		Feb-01
Eswatini	18.785	119.0	19.0	Y	Nov-23	FMR	11	12		Sep-03
Ethiopia /W40	55.607	157.2	61.5		Jul-23		24	25	Y	Nov-23
Fiji /W40	2.27	140.7	40.7	Y	Nov-23	FMR	20	21		Sep-11
Finland	0.937	148.6	46.7	Y	Nov-23	ER	24	25		May-23
France, Lyon and Elsewhere	0.937	153.5	48.1	Y	Nov-23	L	19	20		Aug-22
France, Paris	0.937	157.2	51.6	Y	Nov-23	ER	25	27		Aug-22
French Guiana	0.937	139.8	32.0	Y	Nov-23	ER	0	0		Jan-00
Gabon /W40	614.71	151.2	51.2	Y	Nov-23	FMR	18	19		Jun-19
Gambia /W40	62.28	145.5	45.5	Y	Nov-23	FMR	19	20		Apr-23
Georgia, Republic of	2.703	130.9	30.9	Y	Nov-23	FMR	21	22		Aug-23
Germany, Berlin	0.937	146.9	44.9	Y	Nov-23	L	22	23		Jul-23

XIII. CONSOLIDATED POST ADJUSTMENT CIRCULAR

Effective 1 November 2023 (Four Months Review)

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		
Germany, Bonn	0.937	139.3	37.4	Y	Nov-23	ER	21	22		Jul-23
Germany, Dresden	0.937	139.3	37.4	Y	Nov-23	A	20	21		Jul-23
Germany, Frankfurt	0.937	148.6	46.6	Y	Nov-23	L	23	24		Jul-23
Germany, Hamburg	0.937	155.2	53.1	Y	Nov-23	L	25	27		Jul-23
Germany, Munich	0.937	161.2	59.0	Y	Nov-23	L	26	28		Jul-23
Ghana /W40	11.894	136.3	49.7	Y	Nov-23	FMR	24	25		Nov-22
Gibraltar 1/	0.817	175.7	70.7	Y	Nov-23	A	29	31		Aug-22
Greece	0.937	138.6	37.5	Y	Nov-23	ER	18	19		Aug-23
Grenada /W40 14/	2.7	159.0	59.6	Y	Nov-23	FMR	22	23		Aug-23
Guatemala /W40	7.825	140.3	40.3	Y	Nov-23	FMR	16	17		Jan-09
Guinea /W40	8505	157.2	57.2	Y	Nov-23	FMR	19	20		Dec-21
Guinea Bissau	614.71	155.7	56.4	Y	Nov-23	FMR	13	14		Nov-15
Guyana /W40	208.5	157.4	57.4	Y	Nov-23	FMR	19	20		Apr-23
Haiti	132.91	159.6	61.2	Y	Nov-23	FMR	19	20		Mar-23
Honduras /W40	24.526	137.7	37.7	Y	Nov-23	FMR	22	23		Dec-22
Hungary	354.13	150.8	47.4	Y	Nov-23	ER	18	19		Jun-23
Iceland	143.38	138.2	28.6	Y	Nov-23	ER	0	0		Jan-00
India /W40	83.33	138.9	38.9	Y	Nov-23	FMR	16	17		Jul-23
Indonesia /W40	15697	138.1	38.1	Y	Nov-23	FMR	23	24		Dec-21
Iran /W40	373376	133.0	35.0		Jun-23		17	18		Jun-23
Iraq	1310	134.1	34.1	Y	Nov-23	FMR	14	15		May-02
Ireland	0.937	157.0	55.3	Y	Nov-23	ER	24	25		May-98
Israel, Tel Aviv /W40 22/	3.867	164.9	68.8	Y	Nov-23	L	25	27		Nov-19
Italy, Brindisi	0.937	126.0	25.6	Y	Nov-23	L	10	11		Nov-99
Italy, Rome	0.937	132.0	31.6	Y	Nov-23	ER	21	22		Aug-22
Jamaica /W40	153.726	156.3	56.3	Y	Nov-23	FMR	25	27		Apr-21
Japan, Hiroshima	151.9	141.5	41.5	Y	Nov-23	L	19	20	Y	Nov-23
Japan, Tokyo	151.9	159.4	59.4	Y	Nov-23	PP	21	22	Y	Nov-23
Jerusalem /W40	3.867	156.0	56.7	Y	Nov-23	FMR	25	27		Nov-19
Jordan /W40	0.708	137.6	38.7		Jul-23		18	19		Sep-22
Kazakhstan	465.43	137.7	37.7	Y	Nov-23	FMR	21	22		Mar-23
Kenya /W40	151.44	129.9	29.9	Y	Nov-23	FMR	25	26		May-22
Kiribati	1.571	138.7	38.7	Y	Nov-23	FMR	11	12		Jan-20
Korea, Dem. Peo. Of	110	156.4	56.4	Y	Nov-23	FMR	10	11		Sep-15
Korea, Republic of /W40	1324.92	158.4	67.0	Y	Nov-23	FMR	17	18		Nov-19
Kuwait /W40	0.309	143.8	45.1		Jul-23		21	22		Sep-21
Kyrgyzstan	88.5	136.0	36.0	Y	Nov-23	FMR	14	15		Jun-21
Lao Peo. Dem. Rep. /W40	20806	131.5	31.5	Y	Nov-23	FMR	13	14		Oct-03

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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		
Latvia *	0.937	139.0	54.1		Nov-22		18	19		Nov-19
Lebanon /W40	85500	135.3	35.3	Y	Nov-23	OMR	15	16		Apr-23
Lesotho	18.785	131.4	33.6	Y	Nov-23	FMR	14	15		Jan-11
Liberia	186.772	162.0	62.0	Y	Nov-23	FMR	21	22		Aug-23
Libya /W40 26/	4.9	138.1	38.1	Y	Nov-23	FMR	19	20		Jun-21
Lithuania	0.937	140.7	40.7	Y	Nov-23	FMR	17	18		Dec-03
Luxembourg	0.937	151.7	48.3	Y	Nov-23	ER	17	18		Dec-17
Madagascar	4488.44	132.0	32.0	Y	Nov-23	FMR	20	21		Jan-23
Malawi *	1700	130.9	44.4		Jul-23		18	19		Dec-22
Malaysia /W40	4.707	149.8	49.8	Y	Nov-23	FMR	15	16		Mar-23
Maldives	15	146.0	47.1		Mar-22		23	24		Jun-20
Mali /W40	614.71	150.7	50.7	Y	Nov-23	FMR	13	14		Sep-20
Malta	0.937	137.8	34.6	Y	Nov-23	ER	16	17		Aug-23
Marshall Islands 2/	1	150.1	51.1	Y	Nov-23	FMR	21	22		Jul-19
Mauritania /W40	39.21	139.2	39.2	Y	Nov-23	FMR	13	14		Apr-22
Mauritius	44.425	133.8	33.8	Y	Nov-23	FMR	18	19		Sep-21
Mexico	17.67	157.6	57.6	Y	Nov-23	FMR	25	27		Mar-23
Micronesia, Fed States of 2/	1	150.1	51.1	Y	Nov-23	FMR	21	22		Jul-23
Moldova	17.86	149.9	50.0	Y	Nov-23	FMR	21	22		Oct-21
Monaco 3/	0.937	157.2	51.6	Y	Nov-23	A	25	27		Aug-22
Mongolia /W40	3439.23	140.8	40.9	Y	Nov-23	FMR	19	20		Oct-22
Montenegro	0.937	136.5	36.5		Jul-23		21	22		Jan-23
Morocco	10.222	133.0	34.2	Y	Nov-23	FMR	21	22		May-21
Mozambique /W40	63.25	139.0	39.0	Y	Nov-23	FMR	25	27		Apr-23
Myanmar	2100	136.9	36.9	Y	Nov-23	FMR	20	21		Feb-23
Namibia	18.785	134.2	34.2	Y	Nov-23	FMR	13	14		Sep-23
Nepal /W40	133.239	132.8	32.8	Y	Nov-23	FMR	12	13		Jan-14
Netherlands	0.937	148.5	52.5	Y	Nov-23	ER	23	24		Oct-23
New Caledonia	111.828	141.6	41.6	Y	Nov-23	FMR	16	17		Sep-05
New Zealand 25/	1.703	141.0	42.7	Y	Nov-23	L	24	25		Dec-20
Nicaragua	36.265	127.7	30.8		Mar-23		20	21		Oct-21
Niger /W40	614.71	132.8	32.8	Y	Nov-23	FMR	10	11		Mar-09
Nigeria * /W40	839.48	144.4	60.1		Mar-23		25	27		Feb-23
The Republic of North Macedonia	57.479	131.2	32.5	Y	Nov-23	FMR	20	21		Apr-22
Norway	11.129	143.7	40.4	Y	Nov-23	ER	25	27		May-23
Oman	0.385	136.8	39.3		Jul-23		21	22		Jul-22
Pakistan /W40	285.341	135.4	35.4	Y	Nov-23	FMR	17	18		Jul-22
Palau, Republic of 4/	1	152.0	52.8	Y	Nov-23	FMR	21	22		Jul-23

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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	1	141.9	41.9		Oct-23		24	25		Aug-18
Papua New Guinea	3.711	157.7	61.7	Y	Nov-23	FMR	28	30		Jul-23
Paraguay /W40	7440	131.0	31.0	Y	Nov-23	FMR	17	18		Aug-20
Peru /W40	3.814	139.4	39.4	Y	Nov-23	FMR	21	22		Aug-17
Philippines /W40	56.031	145.8	45.8	Y	Nov-23	FMR	22	23		Oct-18
Poland	4.146	137.7	36.9	Y	Nov-23	ER	22	23		Jun-23
Portugal, Guimaraes	0.937	118.8	17.2	Y	Nov-23	L	13	14		Aug-23
Portugal, Lisbon	0.937	137.3	35.4	Y	Nov-23	ER	20	21		Jan-05
Puerto Rico 13/	1	138.5	38.5	Y	Nov-23	A	22	23		Nov-22
Qatar	3.648	160.5	60.5	Y	Nov-23	FMR	28	30		Oct-19
Romania	4.657	133.3	30.9	Y	Nov-23	ER	19	20		Jun-23
Russian Federation /W40	91.631	131.2	34.4	Y	Nov-23	FMR	16	17		Jul-23
Rwanda /W40	1222.676	137.7	37.7	Y	Nov-23	FMR	17	18		Oct-22
Saint Helena 5/	0.817	153.0	58.7	Y	Nov-23	L	13	14		Aug-22
St. Lucia	2.7	155.3	55.3	Y	Nov-23	FMR	18	19		Mar-21
Samoa	2.741	139.7	39.7	Y	Nov-23	FMR	17	18		Feb-21
Sao Tome and Principe	22.811	164.1	64.1	Y	Nov-23	FMR	22	23		Nov-22
Saudi Arabia /W40	3.75	150.7	50.7	Y	Nov-23	FMR	21	22		Nov-17
Senegal /W40	614.71	141.2	41.2	Y	Nov-23	H	18	19		Sep-21
Serbia	109.782	139.7	39.7	Y	Nov-23	FMR	18	19		Jul-23
Seychelles /W40	13.139	150.4	51.6	Y	Nov-23	FMR	18	19		Dec-22
Sierra Leone /W40	22.429	152.7	52.7	Y	Nov-23	OMR	19	20		May-18
Singapore /W40	1.361	169.5	69.6		Jul-23		23	24		Jul-19
Slovak Republic	0.937	140.0	40.0	Y	Nov-23	PP	16	17		Feb-12
Slovenia, Republic of 23/	0.937	146.0	44.8	Y	Nov-23	ER	14	15		Jan-20
Solomon Islands /W40	8.177	162.1	62.1	Y	Nov-23	FMR	18	19		Dec-07
Somalia 6/	24300	143.5	45.5	Y	Nov-23	FMR	19	20		Feb-22
South Africa /W40	18.785	125.0	27.2	Y	Nov-23	FMR	19	20		Aug-23
South Sudan, Republic of /W40	1044.443	156.7	56.7	Y	Nov-23	FMR	14	15		Sep-17
Spain	0.937	132.6	29.6	Y	Nov-23	ER	22	23		Aug-22
Sri Lanka /W40	325.66	140.9	40.9	Y	Nov-23	FMR	23	24		Aug-23
St. Kitts and Nevis /W40 14/	2.7	159.0	59.6	Y	Nov-23	FMR	22	23		Aug-23
St. Vincent and the Grenadines /W40 14/	2.7	159.0	59.6	Y	Nov-23	FMR	22	23		Aug-23

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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		
Sudan /W40	760	155.0	55.0	Y	Nov-23	OMR	15	16		Mar-23
Suriname /W40	38.162	138.1	38.1	Y	Nov-23	OMR	16	17		Oct-12
Sweden	10.877	140.1	37.2		Oct-23		27	29		May-23
Switzerland	0.904	184.5	80.3	Y	Nov-23	ER	22	23		Aug-22
Syrian Arab Republic 10/	11500	99.5	24.8		Jul-19		20	21		Jun-12
Tajikistan	10.95	138.5	38.5	Y	Nov-23	FMR	14	15		Feb-23
Tanzania, United Rep. of /W40	2495	141.3	41.3	Y	Nov-23	FMR	22	23		Oct-21
Thailand /W40	36.05	138.5	39.4	Y	Nov-23	FMR	22	23		Jul-19
Timor-Leste /W40	1	146.7	46.7	Y	Nov-23	FMR	15	16		Jul-11
Togo	614.71	145.7	46.1	Y	Nov-23	FMR	15	16		Feb-23
Tonga	2.35	143.1	43.1	Y	Nov-23	FMR	9	10		Jan-09
Trinidad and Tobago /W40	6.732	145.8	45.8	Y	Nov-23	FMR	21	22		Feb-23
Tunisia	3.16	132.0	32.0	Y	Nov-23	FMR	15	16		Dec-22
Türkiye, Ankara /W40	28.584	130.6	30.6	Y	Nov-23	FMR	14	15		May-23
Türkiye, Gebze /W40 19/	28.584	137.2	37.2	Y	Nov-23	L	15	16		May-23
Türkiye, Istanbul /W40 15/	28.584	137.2	37.2	Y	Nov-23	L	15	16		May-23
Turkmenistan	3.5	187.8	93.2		Jul-23		8	9		Oct-21
Tuvalu 11/	1.571	147.5	47.5	Y	Nov-23	FMR	0	0		Jan-00
Uganda /W40	3774	136.7	36.7		Jul-23		24	25		May-14
Ukraine	37	135.2	35.6		Jul-23		16	17		Aug-19
United Arab Emirates	3.673	175.5	75.8		Jul-23		32	34		Aug-11
United Kingdom	0.817	175.7	70.7	Y	Nov-23	ER	29	31		Aug-22
USA, El Paso 20/	1	161.4	56.6		Feb-23		13	14		Aug-22
USA, Miami 7/	1	162.8	57.9		Feb-23		25	27		Aug-22
USA, New York	1	186.2	80.5		Feb-23		32	34		Feb-23
USA, San Diego 21/	1	182.3	76.7		Feb-23		29	31		Aug-22
USA, San Francisco 8/	1	190.6	84.7		Feb-23		29	31		Aug-22
USA, Seattle 18/	1	164.6	59.7		Feb-23		25	27		Aug-22
USA, Washington D.C.	1	168.6	63.5		Feb-23		27	29		Apr-11
Uruguay	39.753	151.3	51.3	Y	Nov-23	FMR	27	29		May-22
Uzbekistan /W40	12270	136.1	36.1	Y	Nov-23	FMR	15	16		Jul-23
Vanuatu	117.37	156.5	56.5	Y	Nov-23	FMR	15	16		Aug-12
Venezuela /W40 10/	35.334	84.4	58.8		Mar-18		27	29		Aug-12
Vietnam /W40	24384	135.2	35.2	Y	Nov-23	FMR	19	20		Mar-22
West Bank & the Gaza Strip, The /W40 9/	3.867	156.0	56.7	Y	Nov-23	A	25	27		Aug-23
Yemen, Republic of 27/	516.95	130.3	32.7		Jul-23		20	21		Jul-22
Zambia	22.86	134.3	34.3	Y	Nov-23	FMR	22	23		Apr-23
Zimbabwe /W40 24/	5739.522	129.6	30.4	Y	Nov-23	FMR	16	17		Dec-18

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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		

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

* Ten point rule triggered, frozen pending implementation of survey.

- 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 Croatia and Hungary until results of a new P/P survey are implemented.
- 24/ Average PAM of Botswana, Mozambique and South Africa until results of a new P/P survey are implemented.
- 25/ Australia PAI x 1.0029 until results of a new P/P survey are implemented.
- 26/ Average PAM of Algeria, Egypt and Tunisia until results of a new P/P survey are implemented.
- 27/ Oman PAI x 0.9528.

**XIV. 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	Tadjikistan	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