



UNOPS



unrwa
الأونروا



INTERNATIONAL CIVIL SERVICE COMMISSION

Consolidated Post Adjustment Circular

ICSC/CIRC/PAC/591

Approved by:
Larbi Djacta, Chairman

Date:
15 March 2024

Copyright © United Nations 2024



WIPO



CONTENTS

- I. Introduction
- II. Description of data appearing in PAC circulars
- III. Nature des données figurant dans les circulaires PAC
- IV. 0.5% Rule
- V. The application of the modified 0.5% rule
- VI. Cost-of-living surveys
- VII. Duty Stations with Personal Transitional Allowance (PTA)
- VIII. W40 Measure
- IX. One Month Rule
- X. Ten-Point Rule
- XI. Revised post adjustment multiplier for linked duty stations
- XII. Consolidated post adjustment circular
- XIII. List of countries and areas in French and English

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 March 2024**, 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 mars 2024** 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. 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 March 2024, 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 March 2024

Duty station	Type of survey	Date of survey
Algeria	Housing	August 2023
Burkina Faso	Housing	August 2023
Cape Verde	Housing	July 2023
Costa Rica	Housing	August 2023
El Salvador	Housing	July 2023
Fiji	Housing	August 2023
Guatemala	Housing	August 2023
Guinea	Housing	August 2023
Honduras	Housing	August 2023
Madagascar	Housing	August 2023
Malawi	Place-to-place	January 2024
Montenegro	Housing	August 2023
Pakistan	Place-to-place	August 2023
Qatar	Place-to-place	August 2023
Solomon Islands	Housing	August 2023
South Sudan, Republic of	Place-to-place	August 2023
Tunisia	Housing	July 2023

VII. Duty Stations with Personal Transitional Allowance (PTA)

5. 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 March 2024.

6. 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 2: Summary of personal transitional allowances (PTAs), as of 1 March 2024

Duty Station	Existing PTA	PTA starting date	Applicable to staff on post before	Date of next revision
Angola	17.3	1 March 2023	1 April 2023	1 July 2024
Chile	1.7	1 September 2022	1 March 2023	1 April 2024
Czech Republic*	3.1	1 November 2023	1 December 2023	1 May 2024
Iran	1.0	1 June 2023	1 July 2023	1 April 2024
Lebanon	68.9	1 April 2023	1 May 2023	1 June 2024
Papua New Guinea	1.2	1 July 2023	1 August 2023	1 May 2024
Qatar	0.5	1 October 2019	1 March 2023	1 April 2024
Russian Federation	23.0	1 July 2023	1 August 2023	1 May 2024
Sudan	4.3	1 March 2023	1 April 2023	1 May 2024
United Arab Emirates	2.4	1 January 2024	1 February 2024	1 July 2024
Zimbabwe	12.3	1 February 2020	1 March 2023	1 April 2024

*Duty station under the 2021 round (PTA revised on a monthly basis to maintain the NTP until the next revision date)

7. The gap closure measure is completed for **Benin** and **Burundi**. Therefore, the personal transitional allowance (PTA) is no longer applicable for these duty stations effective 1 March 2024.

VIII. W40 Measure

8. The waiver of the **40 per cent** of rent limit on rental subsidy is **now applicable** for **Madagascar** and **Qatar**, effective 1 March 2024.

9. The waiver of the **40 per cent** of rent limit on rental subsidy is **no longer applicable** for **Guinea**, **Honduras** and **Malawi**, effective 1 March 2024.

IX. One Month Rule

10. 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 **Türkiye**. 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 March 2024, are listed in the attached Post Adjustment Circular.

X. Ten-Point Rule

11. Following the four-month review, the 10-point rule is triggered for the duty stations listed in Table 3 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 July 2024**.

Table 3. Summary of 10-point rule trigger dates in group II duty stations

Duty Station	10-point rule trigger date	Frozen Multiplier
Nigeria	1 March 2024	60.1

XI. Revised post adjustment multipliers and rental subsidy thresholds for linked duty stations

12. The revised post adjustment multiplier and applicable rental subsidy thresholds for the following duty stations have been established, effective 1 March 2024 as listed in the attached Consolidated Post Adjustment Circular, based on a new cost-of-living survey and four-month review in reference duty stations, to which this duty station is linked for purposes of post adjustment.

Table 4. Revised post adjustment multipliers for linked duty stations – March 2024

DUTY STATION	REFERENCE DUTY STATIONS
Cook Islands	Indonesia, Papua New Guinea, Philippines, Solomon Islands and Vanuatu
Libya	Algeria, Egypt, Tunisia
Marshall Islands	Fiji, Papua New Guinea, Samoa, Solomon Islands
Nauru	Indonesia, Papua New Guinea, Philippines, Solomon Islands , Vanuatu
Palau, Republic	Indonesia, Papua New Guinea, Philippines, Solomon Islands , Vanuatu
Tuvalu	Fiji, Kiribati, Samoa, Solomon Islands and Vanuatu

XII. CONSOLIDATED POST ADJUSTMENT CIRCULAR

Effective 1 March 2024 (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	70.736	148.0	48.0	Y	Mar-24	FMR	9	10		Jul-06
Albania /W40	92.55	145.9	45.9	Y	Mar-24	FMR	19	20		Nov-22
Algeria /W40	134.141	151.7	51.7	Y	Mar-24	H	19	20	Y	Mar-24
Angola /W40	832.631	155.5	55.5	Y	Mar-24	FMR	14	15		Nov-23
Anguilla /W40 14/	2.7	162.6	62.6	Y	Mar-24	FMR	22	23		Aug-23
Antigua and Barbuda /W40 14/	2.7	162.6	62.6	Y	Mar-24	FMR	22	23		Aug-23
Argentina	849.522	136.9	36.9	Y	Mar-24	OMR	23	24		Jan-23
Armenia	401.13	141.7	41.7	Y	Mar-24	FMR	20	21		Nov-19
Aruba 12/	1.79	172.2	72.2	Y	Mar-24	A	29	31		Aug-22
Australia	1.511	146.8	46.3	Y	Mar-24	ER	27	29		Oct-23
Austria	0.914	160.0	59.8	Y	Mar-24	ER	19	20		Aug-22
Azerbaijan	1.698	154.9	54.9	Y	Mar-24	FMR	16	17		Mar-23
Bahamas	1	182.2	82.2	Y	Mar-24	FMR	29	31		Sep-23
Bahrain	0.377	157.9	57.9	Y	Mar-24	FMR	22	23		Sep-22
Bangladesh /W40	109.5	150.8	50.8	Y	Mar-24	FMR	17	18		Sep-21
Barbados	2	176.1	76.1	Y	Mar-24	FMR	23	24		Aug-23
Belarus	3.207	150.4	50.4	Y	Mar-24	FMR	16	17		Nov-23
Belgium	0.914	152.9	53.4	Y	Mar-24	ER	17	18		Feb-15
Belize	2	156.6	56.6	Y	Mar-24	FMR	16	17		Nov-22
Benin	599.65	140.8	42.4	Y	Mar-24	FMR	18	19		Jul-22
Bermuda 16/	1	197.2	97.2	Y	Mar-24	L	38	40		Sep-23
Bhutan	82.85	152.0	52.0	Y	Mar-24	FMR	11	12		Oct-23
Bolivia	6.86	132.6	32.6	Y	Mar-24	FMR	17	18		Mar-22
Bonaire /W40 14/	1	162.6	62.6	Y	Mar-24	FMR	22	23		Aug-23
Bosnia and Herzegovina /W40	1.788	138.2	38.2	Y	Mar-24	FMR	14	15		Feb-23
Botswana	13.569	128.2	28.2	Y	Mar-24	FMR	19	20		Jun-19
Brazil /W40	4.983	144.8	44.8	Y	Mar-24	FMR	21	22		Dec-23
British Virgin Islands /W40	1	157.4	57.4	Y	Mar-24	FMR	22	23		Jun-19
Bulgaria	1.788	142.8	42.7	Y	Mar-24	ER	20	21		Jun-23
Burkina Faso /W40	599.65	135.6	35.6	Y	Mar-24	H	16	17	Y	Mar-24
Burundi /W40	2850.297	143.0	43.0	Y	Mar-24	FMR	14	15		Jul-22
Cambodia /W40	4041	140.5	40.5	Y	Mar-24	FMR	23	24		Mar-21
Cameroon /W40	599.65	149.1	49.1	Y	Mar-24	FMR	15	16		Jul-15
Canada, Montreal	1.348	154.2	54.4	Y	Mar-24	ER	18	19		Aug-22
Canada, Ottawa	1.348	164.8	65.0	Y	Mar-24	L	20	21		Aug-22
Canada, Toronto	1.348	172.4	72.6	Y	Mar-24	L	20	21		May-17
Cape Verde	100.8	148.8	48.8	Y	Mar-24	H	19	20	Y	Mar-24
Cayman Islands 17/	0.82	159.4	59.4	Y	Mar-24	L	24	25		Dec-17
Central African Rep. /W40	599.65	159.2	59.2	Y	Mar-24	FMR	17	18		Nov-17
Chad /W40	599.65	164.3	64.3	Y	Mar-24	FMR	16	17		Dec-19
Chile /W40	949	131.3	31.3	Y	Mar-24	FMR	19	20		Aug-19

XII. CONSOLIDATED POST ADJUSTMENT CIRCULAR

Effective 1 March 2024 (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		
China, Beijing /W40	7.189	164.5	66.0	Y	Mar-24	FMR	25	27		Feb-22
China, Hong Kong (SAR)	7.823	218.2	117.3	Y	Mar-24	ER	19	20		Jun-12
China, Macao (SAR)	8.058	163.7	63.7	Y	Mar-24	FMR	25	27		Oct-23
Colombia /W40	3912	150.8	50.8	Y	Mar-24	FMR	19	20		Sep-23
Comoros	449.737	147.0	47.0	Y	Mar-24	FMR	14	15		Apr-19
Congo /W40	599.65	155.6	55.6	Y	Mar-24	FMR	8	8		Jul-23
Congo, Dem. Rep. /W40	2698.732	161.4	61.4	Y	Mar-24	FMR	26	28		Jul-23
Cook Islands 4/	1.624	155.0	55.3	Y	Mar-24	FMR	22	23	Y	Mar-24
Costa Rica	508.29	144.5	44.5	Y	Mar-24	H	22	23	Y	Mar-24
Cote d Ivoire /W40	599.65	165.2	65.2	Y	Mar-24	FMR	21	22		Jan-22
Croatia, Republic of	0.914	145.4	46.1	Y	Mar-24	ER	8	9		Aug-19
Cuba	24	174.5	74.5	Y	Mar-24	FMR	23	24		Jun-23
Cyprus	0.914	139.3	40.0	Y	Mar-24	ER	16	17		Jun-23
Czech Republic	23.08	154.6	55.4	Y	Mar-24	ER	19	20		Nov-23
Denmark	6.817	184.8	83.1	Y	Mar-24	ER	25	27		Jun-19
Djibouti /W40	177	154.0	54.0	Y	Mar-24	FMR	16	17		Jan-15
Dominica /W40 14/	2.7	162.6	62.6	Y	Mar-24	FMR	22	23		Aug-23
Dominican Republic	58.577	140.7	40.7	Y	Mar-24	FMR	22	23		Nov-22
Ecuador	1	135.4	35.4	Y	Mar-24	FMR	20	21		Oct-22
Egypt /W40	48.4	130.1	30.1	Y	Mar-24	FMR	21	22		Nov-23
El Salvador	1	140.5	40.5	Y	Mar-24	H	25	27	Y	Mar-24
Equatorial Guinea	599.65	151.9	51.9	Y	Mar-24	FMR	19	20		May-23
Eritrea	15	152.0	53.6		Jul-23		11	12		Dec-17
Estonia	0.914	152.6	52.6	Y	Mar-24	FMR	18	19		Feb-01
Eswatini	18.64	122.4	22.4	Y	Mar-24	FMR	11	12		Sep-03
Ethiopia /W40	56.532	160.9	61.0	Y	Mar-24	FMR	24	25		Nov-23
Fiji /W40	2.24	146.4	46.4	Y	Mar-24	H	24	25	Y	Mar-24
Finland	0.914	153.9	53.6	Y	Mar-24	ER	24	25		May-23
France, Lyon and Elsewhere	0.914	159.5	59.3	Y	Mar-24	L	19	20		Aug-22
France, Paris	0.914	163.3	63.1	Y	Mar-24	ER	25	27		Aug-22
French Guiana	0.914	144.2	45.2	Y	Mar-24	ER	0	0		Jan-00
Gabon /W40	599.65	156.5	56.5	Y	Mar-24	FMR	18	19		Jun-19
Gambia /W40	67.97	146.0	46.0	Y	Mar-24	FMR	19	20		Apr-23
Georgia, Republic of	2.657	134.2	34.2	Y	Mar-24	FMR	21	22		Aug-23
Germany, Berlin	0.914	152.3	51.4	Y	Mar-24	L	22	23		Jul-23
Germany, Bonn	0.914	144.4	43.6	Y	Mar-24	ER	21	22		Jul-23
Germany, Dresden	0.914	144.4	43.6	Y	Mar-24	A	20	21		Jul-23
Germany, Frankfurt	0.914	154.1	53.2	Y	Mar-24	L	23	24		Jul-23
Germany, Hamburg	0.914	160.9	60.0	Y	Mar-24	L	25	27		Jul-23
Germany, Munich	0.914	167.1	66.2	Y	Mar-24	L	26	28		Jul-23
Ghana	12.85	146.4	46.6	Y	Mar-24	FMR	24	25		Nov-22
Gibraltar 1/	0.781	184.4	85.5	Y	Mar-24	A	29	31		Aug-22

XII. CONSOLIDATED POST ADJUSTMENT CIRCULAR

Effective 1 March 2024 (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		
Greece	0.914	142.5	43.1	Y	Mar-24	ER	18	19		Aug-23
Grenada /W40 14/	2.7	162.6	62.6	Y	Mar-24	FMR	22	23		Aug-23
Guatemala /W40	7.804	142.6	42.6	Y	Mar-24	H	17	18	Y	Mar-24
Guinea	8506	163.7	63.7	Y	Mar-24	H	20	21	Y	Mar-24
Guinea Bissau	599.65	159.5	59.5	Y	Mar-24	FMR	13	14		Nov-15
Guyana /W40	208.7	161.0	61.0	Y	Mar-24	FMR	19	20		Apr-23
Haiti	132.43	162.8	62.8	Y	Mar-24	FMR	19	20		Mar-23
Honduras	24.555	143.0	43.0	Y	Mar-24	H	21	22	Y	Mar-24
Hungary	362.36	155.4	53.7	Y	Mar-24	ER	18	19		Jun-23
Iceland	135.66	145.4	45.4	Y	Mar-24	ER	0	0		Jan-00
India /W40	82.85	142.1	42.1	Y	Mar-24	FMR	16	17		Jul-23
Indonesia	15575	137.6	38.1		Nov-23		22	23		Feb-24
Iran /W40	398803	135.9	35.9	Y	Mar-24	FMR	17	18		Jun-23
Iraq	1310	137.8	37.8	Y	Mar-24	FMR	14	15		May-02
Ireland	0.914	162.6	63.2	Y	Mar-24	ER	24	25		May-98
Israel, Tel Aviv /W40 22/	3.649	171.1	71.9	Y	Mar-24	L	25	27		Nov-19
Italy, Brindisi	0.914	129.1	29.8	Y	Mar-24	L	10	11		Nov-99
Italy, Rome	0.914	135.2	36.0	Y	Mar-24	ER	21	22		Aug-22
Jamaica	154.092	157.3	57.3	Y	Mar-24	FMR	25	27		Apr-21
Japan, Hiroshima	147.8	148.4	47.7	Y	Mar-24	L	19	20		Nov-23
Japan, Tokyo	147.8	167.2	66.4	Y	Mar-24	ER	21	22		Nov-23
Jerusalem /W40	3.649	162.0	62.0	Y	Mar-24	FMR	25	27		Nov-19
Jordan /W40	0.708	139.8	39.8	Y	Mar-24	FMR	18	19		Sep-22
Kazakhstan	449.54	143.5	43.5	Y	Mar-24	FMR	24	25		Feb-24
Kenya /W40	137	148.9	48.9	Y	Mar-24	FMR	24	25		Feb-24
Kiribati	1.511	143.1	43.1	Y	Mar-24	FMR	11	12		Jan-20
Korea, Dem. Peo. Of	110	159.6	59.6	Y	Mar-24	FMR	10	11		Sep-15
Korea, Republic of /W40	1314.2	163.0	67.8	Y	Mar-24	FMR	17	18		Nov-19
Kuwait /W40	0.307	147.6	47.6	Y	Mar-24	FMR	21	22		Sep-21
Kyrgyzstan	88.9	139.1	39.1	Y	Mar-24	FMR	14	15		Jun-21
Lao Peo. Dem. Rep. /W40	20933	135.6	35.6	Y	Mar-24	FMR	13	14		Oct-03
Latvia *	0.914	142.7	54.1		Nov-22		18	19		Nov-19
Lebanon /W40	89500	138.1	38.1	Y	Mar-24	OMR	15	16		Apr-23
Lesotho	18.64	135.5	35.5	Y	Mar-24	FMR	14	15		Jan-11
Liberia	191.542	165.2	65.2	Y	Mar-24	FMR	21	22		Aug-23
Libya /W40 26/	4.804	140.0	40.0	Y	Mar-24	FMR	19	20		Jun-21
Lithuania	0.914	144.9	44.9	Y	Mar-24	FMR	17	18		Dec-03
Luxembourg	0.914	158.6	59.0	Y	Mar-24	ER	17	18		Dec-17
Madagascar /W40	4502.89	135.8	35.8	Y	Mar-24	H	21	22	Y	Mar-24
Malawi	1700	143.9	44.4		Jul-23		17	18		Jan-24
Malaysia /W40	4.685	153.2	53.2	Y	Mar-24	FMR	15	16		Mar-23
Maldives	15	148.3	48.3	Y	Mar-24	FMR	23	24		Jun-20

XII. CONSOLIDATED POST ADJUSTMENT CIRCULAR

Effective 1 March 2024 (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		
Mali /W40	599.65	155.1	55.1	Y	Mar-24	FMR	13	14		Sep-20
Malta	0.914	141.6	41.9	Y	Mar-24	ER	16	17		Aug-23
Marshall Islands 2/	1	167.0	54.0	Y	Mar-24	FMR	22	23	Y	Mar-24
Mauritania /W40	39.81	141.8	41.8	Y	Mar-24	FMR	13	14		Apr-22
Mauritius	46.3	135.7	35.7	Y	Mar-24	FMR	18	19		Sep-21
Mexico	16.75	165.3	65.3	Y	Mar-24	FMR	25	27		Mar-23
Micronesia, Fed States of	1	167.0	67.0	Y	Mar-24	FMR	11	12		Dec-23
Moldova	17.531	154.0	54.0	Y	Mar-24	FMR	21	22		Oct-21
Monaco 3/	0.914	163.3	63.1	Y	Mar-24	A	25	27		Aug-22
Mongolia /W40	3376.16	144.8	44.8	Y	Mar-24	FMR	19	20		Oct-22
Montenegro	0.914	140.3	40.3	Y	Mar-24	H	20	21	Y	Mar-24
Morocco /W40	10.019	138.5	38.5	Y	Mar-24	FMR	21	22		May-21
Mozambique /W40	63.957	142.0	42.0	Y	Mar-24	FMR	25	27		Apr-23
Myanmar	3455	136.6	36.6	Y	Mar-24	FMR	20	21		Feb-23
Namibia	18.64	137.8	37.8	Y	Mar-24	FMR	13	14		Sep-23
Nauru 4/	1.511	155.0	55.3	Y	Mar-24	FMR	22	23	Y	Mar-24
Nepal /W40	132.409	135.8	35.8	Y	Mar-24	FMR	12	13		Jan-14
Netherlands	0.914	154.1	55.9	Y	Mar-24	ER	23	24		Oct-23
New Caledonia	109.089	146.2	46.2	Y	Mar-24	FMR	16	17		Sep-05
New Zealand 25/	1.624	147.2	47.2	Y	Mar-24	L	24	25		Dec-20
Nicaragua	36.544	130.6	30.7	Y	Mar-24	FMR	20	21		Oct-21
Niger /W40	599.65	136.7	36.7	Y	Mar-24	FMR	11	12		Feb-24
Nigeria * /W40	1591.42	144.3	60.1		Mar-23		21	22		Dec-23
North Macedonia	56.095	134.5	34.5	Y	Mar-24	FMR	20	21		Apr-22
Norway	10.476	153.2	52.6	Y	Mar-24	ER	25	27		May-23
Oman	0.384	139.7	39.7	Y	Mar-24	FMR	21	22		Jul-22
Pakistan /W40	279.25	144.7	44.7	Y	Mar-24	PP	18	19	Y	Mar-24

XII. CONSOLIDATED POST ADJUSTMENT CIRCULAR

Effective 1 March 2024 (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		
Palau, Republic of 4/	1	155.0	55.3	Y	Mar-24	FMR	22	23	Y	Mar-24
Panama	1	145.0	45.0	Y	Mar-24	FMR	24	25		Aug-18
Papua New Guinea	3.765	159.9	60.8	Y	Mar-24	FMR	28	30		Jul-23
Paraguay /W40	7293	134.6	34.6	Y	Mar-24	FMR	17	18		Aug-20
Peru /W40	3.68	143.8	43.8	Y	Mar-24	FMR	21	22		Aug-17
Philippines /W40	55.38	151.6	51.6	Y	Mar-24	FMR	23	24		Jan-24
Poland	3.915	146.3	46.7	Y	Mar-24	ER	22	23		Jun-23
Portugal, Guimaraes	0.914	122.9	22.2	Y	Mar-24	L	13	14		Aug-23
Portugal, Lisbon	0.914	142.1	41.2	Y	Mar-24	ER	20	21		Jan-05
Puerto Rico 13/	1	140.7	40.7	Y	Mar-24	A	22	23		Nov-22
Qatar /W40	3.647	158.6	60.5		Nov-23		28	30		Oct-19
Romania	4.54	138.6	38.0	Y	Mar-24	ER	19	20		Jun-23
Russian Federation /W40	91.497	135.0	35.0	Y	Mar-24	FMR	16	17		Jul-23
Rwanda /W40	1274.649	140.0	40.0	Y	Mar-24	FMR	17	18		Oct-22
Saint Helena 5/	0.781	160.6	60.6	Y	Mar-24	L	13	14		Aug-22
St. Lucia	2.7	158.0	58.0	Y	Mar-24	FMR	18	19		Mar-21
Samoa	2.703	144.2	44.2	Y	Mar-24	FMR	16	17		Dec-23
Sao Tome and Principe	22.82	175.5	75.5	Y	Mar-24	FMR	26	28		Dec-23
Saudi Arabia /W40	3.75	157.8	57.8	Y	Mar-24	FMR	22	23		Feb-24
Senegal /W40	599.65	144.3	44.3	Y	Mar-24	FMR	18	19		Sep-21
Serbia	107.101	144.3	44.3	Y	Mar-24	FMR	18	19		Jul-23
Seychelles	13.565	154.6	54.6	Y	Mar-24	FMR	19	20		Feb-24
Sierra Leone /W40	23	156.5	56.5	Y	Mar-24	OMR	19	20		May-18
Singapore /W40	1.333	177.3	77.3	Y	Mar-24	FMR	23	24		Jul-19
Slovak Republic	0.914	145.3	44.8	Y	Mar-24	ER	16	17		Feb-12
Slovenia, Republic of 23/	0.914	150.4	51.3	Y	Mar-24	ER	14	15		Jan-20
Solomon Islands /W40	8.177	164.5	64.5	Y	Mar-24	H	19	20	Y	Mar-24
Somalia 6/	24300	154.9	55.0	Y	Mar-24	FMR	23	24		Feb-24
South Africa /W40	18.64	128.8	28.8	Y	Mar-24	FMR	19	20		Aug-23
South Sudan, Republic of /W40	1596.757	154.9	56.7		Nov-23		14	15		Sep-17
Spain	0.914	137.0	36.7	Y	Mar-24	ER	22	23		Aug-22
Sri Lanka /W40	305.36	147.9	47.9	Y	Mar-24	FMR	23	24		Aug-23
St. Kitts and Nevis /W40 14/	2.7	162.6	62.6	Y	Mar-24	FMR	22	23		Aug-23
St. Vincent and the Grenadines /W40 14/	2.7	162.6	62.6	Y	Mar-24	FMR	22	23		Aug-23
Sudan /W40	1075	155.3	55.3	Y	Mar-24	OMR	15	16		Mar-23
Suriname /W40	35.152	141.8	41.8	Y	Mar-24	FMR	16	17		Oct-12
Sweden	10.223	149.7	49.9	Y	Mar-24	ER	27	29		May-23
Switzerland	0.877	192.3	91.3	Y	Mar-24	ER	22	23		Aug-22
Syrian Arab Republic 10/	12500	107.8	24.8		Jul-19		20	21		Jun-12

XII. CONSOLIDATED POST ADJUSTMENT CIRCULAR

Effective 1 March 2024 (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		
Tajikistan	10.955	141.8	41.8	Y	Mar-24	FMR	14	15		Feb-23
Tanzania, United Rep. of /W40	2530	144.1	44.1	Y	Mar-24	FMR	22	23		Oct-21
Thailand /W40	35.72	141.5	41.5	Y	Mar-24	FMR	22	23		Jul-19
Timor-Leste /W40	1	149.9	49.9	Y	Mar-24	FMR	15	16		Jul-11
Togo	599.65	150.8	50.8	Y	Mar-24	FMR	15	16		Feb-23
Tonga	2.307	148.6	48.6	Y	Mar-24	FMR	9	10		Jan-09
Trinidad and Tobago /W40	6.755	149.0	49.0	Y	Mar-24	FMR	21	22		Feb-23
Tunisia	3.093	138.1	38.1	Y	Mar-24	H	17	18	Y	Mar-24
Türkiye, Ankara /W40	32.095	136.4	36.4	Y	Mar-24	OMR	14	15		May-23
Türkiye, Gebze /W40 19/	32.095	143.4	43.4	Y	Mar-24	L	15	16		May-23
Türkiye, Istanbul /W40 15/	32.095	143.4	43.4	Y	Mar-24	L	15	16		May-23
Turkmenistan	3.5	190.7	93.2		Jul-23		8	9		Oct-21
Tuvalu 11/	1.511	152.0	51.9	Y	Mar-24	FMR	17	18	Y	Mar-24
Uganda /W40	3886.13	139.2	39.2	Y	Mar-24	FMR	24	25		May-14
Ukraine	38.5	137.2	37.2	Y	Mar-24	FMR	16	17		Aug-19
United Arab Emirates /W40	3.673	171.1	73.4		Jan-24		28	30		Jan-24
United Kingdom	0.781	184.4	85.5	Y	Mar-24	ER	29	31		Aug-22
USA, El Paso 20/	1	164.8	63.0		Feb-24		13	14		Aug-22
USA, Miami 7/	1	166.3	64.4		Feb-24		25	27		Aug-22
USA, New York	1	190.8	88.4		Feb-24		32	34		Feb-23
USA, San Diego 21/	1	186.8	84.4		Feb-24		29	31		Aug-22
USA, San Francisco 8/	1	195.3	92.8		Feb-24		29	31		Aug-22
USA, Seattle 18/	1	168.1	66.2		Feb-24		25	27		Aug-22
USA, Washington D.C.	1	172.2	70.2		Feb-24		27	29		Apr-11
Uruguay	38.695	155.8	55.8	Y	Mar-24	FMR	27	29		May-22
Uzbekistan /W40	12490	138.7	38.7	Y	Mar-24	FMR	15	16		Jul-23
Vanuatu	115.52	161.5	61.5	Y	Mar-24	FMR	16	17		Jan-24
Venezuela /W40 10/	36.2	86.3	58.8		Mar-18		27	29		Aug-12
Vietnam /W40	24667	139.1	39.1	Y	Mar-24	FMR	19	20		Mar-22
West Bank & the Gaza Strip, The /W40 9/	3.649	162.0	62.0	Y	Mar-24	A	25	27		Aug-23
Yemen, Republic of 27/	513.52	133.1	33.1	Y	Mar-24	L	20	21		Jul-22
Zambia	24.688	136.4	36.4	Y	Mar-24	FMR	22	23		Apr-23
Zimbabwe /W40 24/	16878.373	133.0	33.0	Y	Mar-24	FMR	16	17		Dec-18

XII. CONSOLIDATED POST ADJUSTMENT CIRCULAR

Effective 1 March 2024 (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		

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.

**XIII. 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 du Congo	Democratic Republic of the Congo (the)
Les Îles Cook	Cook Islands	République démocratique populaire lao	Lao People's Democratic Republic (the)
Lesotho	Lesotho	République dominicaine	Dominican Republic (the)
Lettonie	Latvia	République populaire démocratique de Corée	Democratic People's Republic of Korea (the)
Liban	Lebanon	République slovaque	Slovak Republic*
Libéria	Liberia	République tchèque*	Czech Republic*
Libye	Libya	République-Unie de Tanzanie	United Republic of Tanzania (the)
Lituanie	Lithuania	Roumanie*	Romania*
Luxembourg*	Luxembourg*	Royaume-Uni de Grande-Bretagne et d'Irlande du Nord*	United Kingdom of Great Britain and Northern Ireland (the)*
Macédoine du Nord, la République de	North Macedonia, the Republic of	Rwanda	Rwanda
Madagascar	Madagascar	Sainte-Hélène	Saint Helena
Malaisie	Malaysia	Sainte-Lucie	Saint Lucia
Malawi	Malawi	Saint-Kitts-et-Nevis	Saint Kitts and Nevis
Maldives	Maldives	Saint-Vincent-et-les-Grenadines	Saint Vincent and the Grenadines
Mali	Mali	Samoa	Samoa
Malte*	Malta*	Sao Tomé-et-Principe	Sao Tome and Principe
Maroc	Morocco	Sénégal	Senegal
Maurice	Mauritius	Serbie	Serbia
Mauritanie	Mauritania	Seychelles	Seychelles
Mexique	Mexico	Sierra Leone	Sierra Leone
Micronésie (États fédérés de)	Micronesia (Federated States of)	Singapour	Singapore
Monaco*	Monaco*	Slovénie*	Slovenia*
Mongolie	Mongolia	Somalie	Somalia
Monténégro	Montenegro	Soudan	Sudan (the)
Mozambique	Mozambique	Soudan du Sud	South Sudan
Myanmar	Myanmar	Sri Lanka	Sri Lanka
Nauru	Nauru	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)		

* Lieu d'affectation du
groupe 1

* Group 1 duty station