



INTERNATIONAL CIVIL SERVICE COMMISSION

Consolidated Post Adjustment Circular

ICSC/CIRC/PAC/595

Approved by:
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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 July 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 **1^{er} juillet 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.
 - 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 International Civil Service Commission (ICSC) 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 July 2024, are included in the attached Consolidated Post Adjustment Circular.

VI. The application of the modified operational rules for group II duty stations

4. At its 97th session, the ICSC decided to transition at the earliest possible occasion all group II duty stations for application of the modified Four-Month Review (FMR), 10-Point rule (TPR) and calculation of the Personal Transitional Allowance (PTA), as approved by the Commission at its 90th session, and as clarified by the Commission at its 97th session. Having completed the preparatory work for monitoring and calculation templates, the secretariat implemented the application of the modified operational rules from July 2024.

5. While the core of the FMR calculations does not change, the FMR was modified by adding a “system of caps-and-delays” to PAM decreases, so that a first occurrence of a PAM decrease lower than -3 points, would be limited to -3 points only. There cannot be capping at the following FMR, except if a new cost-of-living survey is implemented in between the two FMRs, since the implementation of survey results resets the trajectory of the PAM on the basis of fresh cost-of-living data. If FMR with no capping is applied, capping becomes possible again at the following FMR.

6. The modified 10-point rule now extends the scope of application of the original design of the rule, by considering not only the potential, calculated PAM change at any FMR, but also the implemented PAM changes of the prior two FMRs, and should the accumulated change of the PAM originating from two or three consecutive reviews breach the threshold of -10 PAM points, instead of implementing the change, the PAM would be frozen and a new place-to-place survey would be conducted and implemented within four months.

7. The calculation of the PTA was modified to provide better stability and predictability for existing staff. Previously, the PTA was a fixed amount of multiplier points for six months following the application of the Gap Closure Measure upon implementation of negative survey results. Under the new approach, the PTA is calculated every month to ensure that the NTP for existing staff does not decrease but also does not exceed its initial maximum setting in the first month of the new application.

8. Document ICSC/CIRC/GEN/04/2024 issued on 5th July 2024 and published on the ICSC website provides additional details, including examples, on the application of the modified operational rules.

9. The changes in post adjustment multipliers due to the four-month review for group II duty stations presented in the attached Consolidated Post Adjustment Circular, are effective 1 July 2024.

VII. Cost-of-living surveys

10. 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 July 2024

Duty station	Type of survey	Date of survey
Bahamas	Housing	April 2024
Cambodia	Place-to-place	March 2024
Chile	Housing	March 2024
China, Macao (SAR)	Housing	May 2024
Cuba	Place-to-place	February 2024
Kiribati	Place-to-place	December 2023
Nigeria	Place-to-place	May 2024
Oman	Housing	March 2024
Turkmenistan	Place-to-place	March 2024

VIII. Gap Closure Measure

11. 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.

12. The Gap Closure Measure was 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.

13. The Gap Closure Measure was applied to the group II 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 July 2024.

Table 2: Duty station under gap closure measure based on cost-of-living survey effective 1 July 2024

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)
Cuba	74.5	174.5	166.4	171.4	71.4	3.1

IX. Duty Stations with Personal Transitional Allowance (PTA)

14. Under the modified operational rules, the PTA is calculated every month to ensure that the Net Take-Home Pay (NTP) for existing staff does not decrease but also does not exceed its initial maximum setting in the first month of the new application. The first six months after the implementation of survey results, the PTA will bridge the full gap between the new benchmark NTP and the prevailing NTP at that time. Following this period, the NTP for existing staff will be gradually reduced by 3% every four months, with the PTA adjusted monthly to reflect the difference between the NTP for existing staff and the newcomers. This monthly adjustment

process will continue until the NTP for existing staff will coincide with the statutory one. The PTA became applicable for **Cuba** due to low survey result implemented in July 2024. Table 3 provides a summary of all PTAs in effect as of 1 July 2024.

15. 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 July 2024

Duty Station	Existing PTA	PTA starting date	Applicable to staff on post before	Date of next revision
Angola	9.6	1 March 2023	1 April 2023	1 November 2024
Azerbaijan	8.2	1 June 2024	1 July 2024	1 December 2024
Cuba	3.1	1 July 2024	1 August 2024	1 January 2025
Lebanon	62.5	1 April 2023	1 May 2023	1 October 2024
Russian Federation	14.6	1 July 2023	1 August 2023	1 September 2024
Zimbabwe	6.6	1 February 2020	1 March 2023	1 August 2024

16. The gap closure measure is completed for **United Arab Emirates**. Therefore, the personal transitional allowance (PTA) is no longer applicable for this duty station effective 1 July 2024.

X. W40 Measure

17. The waiver of the **40 per cent** of rent limit on rental subsidy is **now applicable** for **Turkmenistan**, effective 1 July 2024.

18. The waiver of the **40 per cent** of rent limit on rental subsidy is **no longer applicable** for **Cambodia** and **Chile**, effective 1 July 2024.

XI. One Month Rule (OMR)

19. Due to sustained substantial inflation over the past six- and twelve-month periods, the one-month rule is applicable for **Argentina**, **Lebanon** 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 July 2024, are listed in the attached Post Adjustment Circular.

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

20. The revised post adjustment multipliers and/or the applicable rental subsidy thresholds for the following duty stations have been established, effective 1 July 2024 as listed in the attached Consolidated Post Adjustment Circular, based on a new cost-of-living surveys in reference duty stations, to which those duty stations are linked for purposes of post adjustment.

Table 4: Revised post adjustment multipliers and rental subsidy thresholds for linked duty stations – July 2024

DUTY STATION	REFERENCE DUTY STATIONS
Tuvalu	Fiji, Kiribati , Samoa, Solomon Islands, Vanuatu
Yemen, Republic of	Oman

XIII. CONSOLIDATED POST ADJUSTMENT CIRCULAR

Effective 1 July 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	70.458	148.4	48.4	Y	Jul-24	FMR	9	10		Jul-06
Albania /W40	90.24	147.4	47.4	Y	Jul-24	FMR	19	20		Nov-22
Algeria /W40	133.77	153.0	53.0	Y	Jul-24	FMR	19	20		Mar-24
Angola /W40	871.261	158.5	58.5	Y	Jul-24	FMR	14	15		Nov-23
Anguilla /W40 14/	2.7	163.9	64.0	Y	Jul-24	FMR	22	23		Aug-23
Antigua and Barbuda /W40 14/	2.7	163.9	64.0	Y	Jul-24	FMR	22	23		Aug-23
Argentina	919.336	150.2	50.2	Y	Jul-24	OMR	25	27		Apr-24
Armenia	385.75	146.8	46.8	Y	Jul-24	FMR	23	24		Apr-24
Aruba 12/	1.79	174.1	74.1	Y	Jul-24	FMR	29	31		Aug-22
Australia	1.473	150.3	49.6	Y	Jul-24	ER	27	29		Oct-23
Austria	0.918	162.4	59.2	Y	Jul-24	ER	19	20		Aug-22
Azerbaijan	1.698	142.5	46.7		Jun-24		16	17		Mar-23
Bahamas	1	180.3	82.2		Mar-24		26	28	Y	Jul-24
Bahrain	0.377	158.8	58.8	Y	Jul-24	FMR	22	23		Sep-22
Bangladesh /W40	117	152.1	52.1	Y	Jul-24	FMR	17	18		Sep-21
Barbados	2	177.5	77.5	Y	Jul-24	FMR	23	24		Aug-23
Belarus	3.216	151.7	51.7	Y	Jul-24	FMR	16	17		Nov-23
Belgium	0.918	155.6	52.9	Y	Jul-24	ER	17	18		Feb-15
Belize	2	156.3	56.6		Mar-24		15	16		Apr-24
Benin	602.459	141.9	42.2	Y	Jul-24	FMR	18	19		Jul-22
Bermuda 16/	1	195.0	97.2		Mar-24		38	40		Sep-23
Bhutan	83.56	153.0	53.0	Y	Jul-24	FMR	11	12		Oct-23
Bolivia	6.857	132.4	32.6		Mar-24		17	18		Mar-22
Bonaire /W40 14/	1	163.9	64.0	Y	Jul-24	FMR	22	23		Aug-23
Bosnia and Herzegovina /W40	1.796	138.8	38.8	Y	Jul-24	FMR	12	13		Apr-24
Botswana	13.441	129.5	29.5	Y	Jul-24	FMR	19	20		Jun-19
Brazil /W40	5.398	141.1	41.8	Y	Jul-24	CFMR	21	22		Dec-23
British Virgin Islands /W40	1	158.8	58.8	Y	Jul-24	FMR	22	23		Jun-19
Bulgaria	1.796	143.5	42.2	Y	Jul-24	ER	20	21		Jun-23
Burkina Faso /W40	602.459	137.0	37.0	Y	Jul-24	FMR	16	17		Mar-24
Burundi /W40	2862.823	145.3	45.3	Y	Jul-24	FMR	14	15		Jul-22
Cambodia	4112	137.8	40.5		Mar-24		22	23	Y	Jul-24
Cameroon /W40	602.459	150.8	50.8	Y	Jul-24	FMR	15	16		Jul-15
Canada, Montreal	1.36	155.0	53.2	Y	Jul-24	ER	18	19		Aug-22
Canada, Ottawa	1.36	165.6	63.7	Y	Jul-24	L	20	21		Aug-22
Canada, Toronto	1.36	173.3	71.3	Y	Jul-24	L	20	21		May-17
Cape Verde	101.272	149.5	49.5	Y	Jul-24	FMR	19	20		Mar-24
Cayman Islands 17/	0.82	158.9	58.9	Y	Jul-24	FMR	24	25		Dec-17
Central African Rep. /W40	602.459	159.9	59.9	Y	Jul-24	FMR	17	18		Nov-17

XIII. CONSOLIDATED POST ADJUSTMENT CIRCULAR

Effective 1 July 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		
Chad	602.459	161.9	64.9	Y	Jul-24	FMR	16	17		Dec-19
Chile	906	135.1	35.1	Y	Jul-24	H	21	22	Y	Jul-24
China, Beijing	7.256	165.2	65.8	Y	Jul-24	FMR	25	27		Feb-22
China, Hong Kong (SAR)	7.807	219.2	117.7	Y	Jul-24	ER	19	20		Jun-12
China, Macao (SAR)	8.041	160.3	63.7		Mar-24		25	27		Oct-23
Colombia /W40	3962	151.6	51.6	Y	Jul-24	FMR	19	20		Sep-23
Comoros	451.844	151.3	51.3	Y	Jul-24	FMR	16	17		May-24
Congo /W40	602.459	154.3	55.4	Y	Jul-24	FMR	8	8		Jul-23
Congo, Dem. Rep. /W40	2834.072	165.1	65.1	Y	Jul-24	FMR	27	29		May-24
Cook Islands 4/	1.632	153.6	54.7	Y	Jul-24	FMR	21	22		Jun-24
Costa Rica	524.08	143.9	43.9	Y	Jul-24	FMR	22	23		Mar-24
Cote d Ivoire /W40	602.459	164.8	66.3	Y	Jul-24	FMR	19	20		Apr-24
Croatia, Republic of	0.918	146.8	45.5	Y	Jul-24	ER	8	9		Aug-19
Cuba	24	166.4	71.4	Y	Jul-24	GCM	21	22	Y	Jul-24
Cyprus	0.918	142.1	39.4	Y	Jul-24	ER	16	17		Jun-23
Czech Republic	23.3	154.9	54.1	Y	Jul-24	ER	19	20		Nov-23
Denmark	6.854	184.2	82.2	Y	Jul-24	ER	25	27		Jun-19
Djibouti /W40	177	154.8	54.8	Y	Jul-24	FMR	16	17		Jan-15
Dominica /W40 14/	2.7	163.9	64.0	Y	Jul-24	FMR	22	23		Aug-23
Dominican Republic	59	136.9	40.7		Mar-24		20	21		Apr-24
Ecuador	1	136.4	36.4	Y	Jul-24	FMR	20	21		Oct-22
Egypt /W40	47.95	133.2	33.2	Y	Jul-24	FMR	21	22		Nov-23
El Salvador	1	141.3	41.3	Y	Jul-24	FMR	25	27		Mar-24
Equatorial Guinea	602.459	149.5	52.1	Y	Jul-24	FMR	19	20		May-23
Eritrea	15	152.7	53.6		Jul-23		11	12		Dec-17
Estonia	0.918	153.8	53.8	Y	Jul-24	FMR	18	19		Feb-01
Eswatini	17.96	126.7	26.7	Y	Jul-24	FMR	12	13		Apr-24
Ethiopia /W40	57.402	162.6	62.6	Y	Jul-24	FMR	24	25		Nov-23
Fiji /W40	2.24	148.0	48.0	Y	Jul-24	FMR	24	25		Mar-24
Finland	0.918	154.4	53.1	Y	Jul-24	ER	24	25		May-23
France, Lyon and Elsewhere	0.918	161.2	58.7	Y	Jul-24	L	19	20		Aug-22
France, Paris	0.918	165.0	62.5	Y	Jul-24	ER	25	27		Aug-22
French Guiana	0.918	144.9	44.6	Y	Jul-24	ER	0	0		Jan-00
Gabon /W40	602.459	156.6	56.6	Y	Jul-24	FMR	18	19		Jun-19
Gambia	67.75	147.3	47.3	Y	Jul-24	FMR	17	18		May-24
Georgia, Republic of	2.761	134.2	34.2		Mar-24		21	22		Aug-23
Germany, Berlin	0.918	153.5	50.9	Y	Jul-24	L	22	23		Jul-23
Germany, Bonn	0.918	145.6	43.1	Y	Jul-24	ER	21	22		Jul-23
Germany, Dresden	0.918	145.6	43.1	Y	Jul-24	A	20	21		Jul-23

XIII. CONSOLIDATED POST ADJUSTMENT CIRCULAR

Effective 1 July 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		
Germany, Frankfurt	0.918	155.3	52.6	Y	Jul-24	L	23	24		Jul-23
Germany, Hamburg	0.918	162.2	59.4	Y	Jul-24	L	25	27		Jul-23
Germany, Munich	0.918	168.4	65.6	Y	Jul-24	L	26	28		Jul-23
Ghana	15.35	143.5	43.6	Y	Jul-24	CFMR	24	25		Nov-22
Gibraltar 1/	0.773	188.6	87.3	Y	Jul-24	A	29	31		Aug-22
Greece	0.918	144.0	42.6	Y	Jul-24	ER	18	19		Aug-23
Grenada /W40 14/	2.7	163.9	64.0	Y	Jul-24	FMR	22	23		Aug-23
Guatemala /W40	7.757	143.7	43.7	Y	Jul-24	FMR	17	18		Mar-24
Guinea	8529	166.0	66.0	Y	Jul-24	FMR	20	21		Mar-24
Guinea Bissau	602.459	161.0	61.0	Y	Jul-24	FMR	13	14		Nov-15
Guyana	208	161.1	61.1	Y	Jul-24	FMR	19	20		Apr-23
Haiti	131.78	164.0	64.0	Y	Jul-24	FMR	19	20		Mar-23
Honduras	24.603	143.8	43.8	Y	Jul-24	FMR	21	22		Mar-24
Hungary	360.78	157.5	54.2	Y	Jul-24	ER	18	19		Jun-23
Iceland	137	146.3	44.1	Y	Jul-24	ER	0	0		Jan-00
India /W40	83.56	146.7	46.7	Y	Jul-24	FMR	14	15		Jun-24
Indonesia	16190	133.8	36.7	Y	Jul-24	FMR	22	23		Feb-24
Iran /W40	430202	139.3	39.3	Y	Jul-24	FMR	19	20		Jun-24
Iraq	1310	138.1	38.1	Y	Jul-24	FMR	14	15		May-02
Ireland	0.918	162.9	62.6	Y	Jul-24	ER	24	25		May-98
Israel, Tel Aviv /W40 22/	3.64	177.2	77.2	Y	Jul-24	FMR	27	29		Apr-24
Italy, Brindisi	0.918	130.4	29.4	Y	Jul-24	L	10	11		Nov-99
Italy, Rome	0.918	136.5	35.5	Y	Jul-24	ER	21	22		Aug-22
Jamaica	155.901	156.9	56.9	Y	Jul-24	FMR	25	27		Apr-21
Japan, Hiroshima	158.36	142.4	39.0	Y	Jul-24	L	19	20		Nov-23
Japan, Tokyo	158.36	160.4	56.6	Y	Jul-24	ER	21	22		Nov-23
Jerusalem /W40	3.64	167.7	67.7	Y	Jul-24	FMR	26	28		Apr-24
Jordan /W40	0.708	140.4	40.4	Y	Jul-24	FMR	18	19		Sep-22
Kazakhstan	474.05	142.8	42.8	Y	Jul-24	FMR	24	25		Feb-24
Kenya /W40	128.85	153.1	53.1	Y	Jul-24	FMR	24	25		Feb-24
Kiribati	1.473	155.3	55.3	Y	Jul-24	PP	14	15	Y	Jul-24
Korea, Dem. Peo. Of	110	160.4	60.4	Y	Jul-24	FMR	10	11		Sep-15
Korea, Republic of /W40	1371.72	160.1	64.8	Y	Jul-24	CFMR	17	18		Nov-19
Kuwait /W40	0.306	148.8	48.8	Y	Jul-24	FMR	21	22		Sep-21
Kyrgyzstan	85.6	139.9	39.9	Y	Jul-24	FMR	14	15		Jun-21
Lao Peo. Dem. Rep. /W40	22183	136.9	36.9	Y	Jul-24	FMR	13	14		Oct-03
Latvia	0.918	152.0	51.3	Y	Jul-24	ER	13	14		Apr-24
Lebanon /W40	89500	138.4	38.4	Y	Jul-24	OMR	15	16		Apr-23
Lesotho	17.96	137.4	37.4	Y	Jul-24	FMR	14	15		Jan-11

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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		
Liberia	194.238	166.0	66.0	Y	Jul-24	FMR	21	22		Aug-23
Libya /W40 26/	4.85	141.8	41.8	Y	Jul-24	FMR	19	20		Jun-21
Lithuania	0.918	145.4	45.4	Y	Jul-24	FMR	17	18		Dec-03
Luxembourg	0.918	159.2	58.3	Y	Jul-24	ER	17	18		Dec-17
Madagascar /W40	4469.92	137.8	37.8	Y	Jul-24	FMR	21	22		Mar-24
Malawi	1751	144.7	44.7	Y	Jul-24	FMR	17	18		Jan-24
Malaysia	4.686	156.5	56.5	Y	Jul-24	FMR	15	16		Mar-23
Maldives	15	149.0	49.0	Y	Jul-24	FMR	23	24		Jun-20
Mali /W40	602.459	156.3	56.3	Y	Jul-24	FMR	13	14		Sep-20
Malta	0.918	143.5	41.4	Y	Jul-24	ER	16	17		Aug-23
Marshall Islands 2/	1	169.0	54.8	Y	Jul-24	FMR	21	22		Jun-24
Mauritania /W40	39.55	143.9	43.9	Y	Jul-24	FMR	14	15		Jun-24
Mauritius	48.315	137.1	37.2	Y	Jul-24	FMR	20	21		Apr-24
Mexico	17.8	160.5	62.3	Y	Jul-24	CFMR	25	27		Mar-23
Micronesia, Fed States of	1	169.0	69.0	Y	Jul-24	FMR	11	12		Dec-23
Moldova	17.662	154.8	54.8	Y	Jul-24	FMR	21	22		Oct-21
Monaco 3/	0.918	165.0	62.5	Y	Jul-24	A	25	27		Aug-22
Mongolia /W40	3375.75	146.4	46.4	Y	Jul-24	FMR	19	20		Oct-22
Montenegro	0.918	141.0	41.0	Y	Jul-24	FMR	20	21		Mar-24
Morocco /W40	9.819	140.5	40.5	Y	Jul-24	FMR	21	22		May-21
Mozambique /W40	63.25	140.4	42.0		Mar-24		24	25		May-24
Myanmar /W40	3556	147.1	47.1	Y	Jul-24	FMR	11	12		May-24
Namibia	17.96	140.4	40.4	Y	Jul-24	FMR	13	14		Sep-23
Nauru 4/	1.473	153.6	54.7	Y	Jul-24	FMR	21	22		Jun-24
Nepal /W40	133.515	136.8	36.8	Y	Jul-24	FMR	12	13		Jan-14
Netherlands	0.918	155.7	55.3	Y	Jul-24	ER	23	24		Oct-23
New Caledonia	109.6	146.6	46.6	Y	Jul-24	FMR	16	17		Sep-05
New Zealand 25/	1.632	150.7	50.7	Y	Jul-24	FMR	24	25		Dec-20
Nicaragua	36.54	139.2	39.2	Y	Jul-24	FMR	17	18		Jun-24
Niger /W40	602.459	139.4	39.4	Y	Jul-24	FMR	11	12		Feb-24
Nigeria /W40	1574.62	156.8	60.1		Mar-23		21	22		Dec-23
North Macedonia	56.392	136.7	36.7	Y	Jul-24	FMR	18	19		Jun-24
Norway	10.687	152.4	49.9	Y	Jul-24	ER	25	27		May-23
Oman	0.385	141.1	41.1	Y	Jul-24	H	22	23	Y	Jul-24
Pakistan /W40	278.53	145.3	45.3	Y	Jul-24	FMR	18	19		Mar-24

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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		
Palau, Republic of 4/	1	153.6	54.7	Y	Jul-24	FMR	21	22		Jun-24
Panama	1	145.8	45.8	Y	Jul-24	FMR	24	25		Aug-18
Papua New Guinea /W40	3.837	158.5	60.8		Mar-24		25	26		Jun-24
Paraguay	7530	135.7	35.7	Y	Jul-24	FMR	17	18		Aug-20
Peru /W40	3.772	143.4	43.4	Y	Jul-24	FMR	21	22		Aug-17
Philippines /W40	58.285	149.4	49.4	Y	Jul-24	FMR	23	24		Jan-24
Poland	3.907	148.0	47.0	Y	Jul-24	ER	22	23		Jun-23
Portugal, Guimaraes	0.918	125.0	21.7	Y	Jul-24	L	13	14		Aug-23
Portugal, Lisbon	0.918	144.5	40.7	Y	Jul-24	ER	20	21		Jan-05
Puerto Rico 13/	1	136.9	40.7		Mar-24		20	21		Apr-24
Qatar /W40	3.646	158.4	60.5		Nov-23		28	30		Oct-19
Romania	4.566	139.6	37.5	Y	Jul-24	ER	19	20		Jun-23
Russian Federation /W40	87.375	138.6	38.6	Y	Jul-24	FMR	16	17		Jul-23
Rwanda /W40	1303.436	140.5	40.5	Y	Jul-24	FMR	17	18		Oct-22
Saint Helena 5/	0.773	164.3	64.3	Y	Jul-24	FMR	13	14		Aug-22
St. Lucia	2.7	159.0	59.0	Y	Jul-24	FMR	18	19		Mar-21
Samoa	2.698	145.6	45.6	Y	Jul-24	FMR	16	17		Dec-23
Sao Tome and Principe	22.636	178.4	78.4	Y	Jul-24	FMR	26	28		Dec-23
Saudi Arabia /W40	3.751	159.1	59.1	Y	Jul-24	FMR	22	23		Feb-24
Senegal /W40	602.459	145.0	45.0	Y	Jul-24	FMR	18	19		Sep-21
Serbia	107.446	146.5	46.5	Y	Jul-24	FMR	18	19		Jul-23
Seychelles	13.776	153.7	53.7	Y	Jul-24	FMR	19	20		Feb-24
Sierra Leone /W40	23.216	158.6	58.6	Y	Jul-24	FMR	19	20		May-18
Singapore /W40	1.342	180.1	80.1	Y	Jul-24	FMR	23	24		Jul-19
Slovak Republic	0.918	146.6	44.2	Y	Jul-24	ER	16	17		Feb-12
Slovenia, Republic of 23/	0.918	152.1	50.7	Y	Jul-24	ER	14	15		Jan-20
Solomon Islands /W40	8.306	164.9	64.9	Y	Jul-24	FMR	19	20		Mar-24
Somalia 6/	24300	157.9	57.9	Y	Jul-24	FMR	23	24		Feb-24
South Africa /W40	17.96	131.7	31.7	Y	Jul-24	FMR	19	20		Aug-23
South Sudan, Republic of /W40	1571.264	155.8	56.7		Nov-23		14	15		Sep-17
Spain	0.918	139.2	36.2	Y	Jul-24	ER	22	23		Aug-22
Sri Lanka /W40	302.36	148.5	48.5	Y	Jul-24	FMR	23	24		Aug-23
St. Kitts and Nevis /W40 14/	2.7	163.9	64.0	Y	Jul-24	FMR	22	23		Aug-23
St. Vincent and the Grenadines /W40 14/	2.7	163.9	64.0	Y	Jul-24	FMR	22	23		Aug-23
Sudan /W40	1840	151.6	52.9	Y	Jul-24	CFMR	15	16		Mar-23
Suriname	29.779	146.2	46.2	Y	Jul-24	FMR	18	19		Jun-24
Sweden	10.451	148.7	47.0	Y	Jul-24	ER	27	29		May-23
Switzerland	0.892	192.3	88.4	Y	Jul-24	ER	22	23		Aug-22
Syrian Arab Republic 10/	13600	108.4	24.8		Jul-19		20	21		Jun-12

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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		
Tajikistan /W40	10.677	144.6	44.6	Y	Jul-24	FMR	14	15		Feb-23
Tanzania, United Rep. of /W40	2667.21	143.6	43.6	Y	Jul-24	FMR	22	23		Oct-21
Thailand /W40	36.12	141.8	41.8	Y	Jul-24	FMR	22	23		Jul-19
Timor-Leste /W40	1	150.0	50.0	Y	Jul-24	FMR	15	16		Jul-11
Togo	602.459	155.9	55.9	Y	Jul-24	FMR	15	16		Feb-23
Tonga	2.307	148.6	48.6		Mar-24		9	10		Jan-09
Trinidad and Tobago /W40	6.753	150.4	50.4	Y	Jul-24	FMR	21	22		Feb-23
Tunisia	3.097	139.2	39.2	Y	Jul-24	FMR	17	18		Mar-24
Türkiye, Ankara	32.83	142.2	42.2	Y	Jul-24	OMR	14	15		May-23
Türkiye, Gebze 19/	32.83	149.5	49.5	Y	Jul-24	OMR	15	16		May-23
Türkiye, Istanbul 15/	32.83	149.5	49.5	Y	Jul-24	OMR	15	16		May-23
Turkmenistan /W40	3.5	191.3	93.2		Jul-23		8	9		Oct-21
Tuvalu 11/	1.473	155.0	55.1	Y	Jul-24	PP	18	19	Y	Jul-24
Uganda /W40	3700	140.7	40.7	Y	Jul-24	FMR	24	25		May-14
Ukraine	40.8	136.1	36.1	Y	Jul-24	FMR	16	17		Aug-19
United Arab Emirates /W40	3.673	171.8	73.4		Jan-24		28	30		Jan-24
United Kingdom	0.773	188.6	87.3	Y	Jul-24	ER	29	31		Aug-22
USA, El Paso 20/	1	166.7	63.0		Feb-24		13	14		Aug-22
USA, Miami 7/	1	168.1	64.4		Feb-24		25	27		Aug-22
USA, New York	1	192.8	88.4		Feb-24		32	34		Feb-23
USA, San Diego 21/	1	188.8	84.4		Feb-24		29	31		Aug-22
USA, San Francisco 8/	1	197.3	92.8		Feb-24		29	31		Aug-22
USA, Seattle 18/	1	170.0	66.2		Feb-24		25	27		Aug-22
USA, Washington D.C.	1	174.1	70.2		Feb-24		27	29		Apr-11
Uruguay	39.95	155.8	55.8		Mar-24		27	29		May-22
Uzbekistan /W40	12585	139.1	39.1	Y	Jul-24	FMR	15	16		Jul-23
Vanuatu	114.89	161.2	61.8	Y	Jul-24	FMR	16	17		Jan-24
Venezuela /W40 10/	36.512	86.6	58.8		Mar-18		27	29		Aug-12
Vietnam /W40	25427	141.0	41.0	Y	Jul-24	FMR	18	19		May-24
West Bank & the Gaza Strip, The /W40 9/	3.64	167.7	67.7	Y	Jul-24	FMR	26	28		Apr-24
Yemen, Republic of 27/	524.3	134.4	34.4	Y	Jul-24	H	21	22	Y	Jul-24
Zambia	25.465	138.1	38.1	Y	Jul-24	FMR	22	23		Apr-23
Zimbabwe /W40 24/	13.761	133.8	34.4	Y	Jul-24	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
CFMR	=	Capped 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 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