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INTERNATIONAL CIVIL SERVICE COMMISSION

Consolidated Post Adjustment Circular

ICSC/CIRC/PAC/599

Approved by:
Larbi Djacta, Chairman

Date:
15 November 2024

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UN Tourism



CTBTO

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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 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} novembre 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 DONNÉES 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 November 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. 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.

5. 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 November 2024.

VII. Cost-of-living surveys

6. 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 2024

Duty station	Type of survey	Date of survey
Cameroon	Housing	June 2024
Central African Republic	Place-to-place	June 2024
Ethiopia	Housing	June 2024
Guinea Bissau	Housing	July 2024
Micronesia, Fed States of	Housing	July 2024
Namibia	Housing	June 2024
Nepal	Housing	June 2024
Peru	Housing	July 2024
Samoa	Housing	July 2024
Sao Tome and Principe	Housing	July 2024
Singapore	Housing	July 2024

VIII. Duty Stations with Personal Transitional Allowance (PTA)

7. Under the modified operational rules as described in the document **ICSC/CIRC/GEN/04/2024** published on 5th July 2024, 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.

8. 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. Staff joining the duty station after the PTA starting month are not eligible to receive the PTA. 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 November 2024

Duty Station	Existing PTA *	PTA starting date	Applicable to staff on post before	Date of next revision
Angola	2.7	1 March 2023	1 April 2023	1 March 2025
Azerbaijan	8.3	1 June 2024	1 July 2024	1 December 2024
Bahrain	11.9	1 September 2024	1 October 2024	1 March 2025

Cuba	3.1	1 July 2024	1 August 2024	1 January 2025
Gabon	4.8	1 August 2024	1 September 2024	1 February 2025
Lebanon	47.6	1 April 2023	1 May 2023	1 February 2025
Liberia	3.3	1 August 2024	1 September 2024	1 February 2025
Sri Lanka	1.6	1 October 2024	1 November 2024	1 April 2025

**PTA is revised on a monthly basis to maintain the NTP until the next revision date*

9. The gap closure measure is completed for **Zimbabwe**. Therefore, the personal transitional allowance (PTA) is no longer applicable for this duty station effective 1 November 2024.

IX. W40 Measure

10. The waiver of the **40 per cent** of rent limit on rental subsidy is **now applicable** for **Micronesia, Fed States of**, effective 1 November 2024.

11. The waiver of the **40 per cent** of rent limit on rental subsidy is **no longer applicable** for **Peru**, effective 1 November 2024.

X. One Month Rule (OMR)

12. Due to sustained substantial inflation for a period of time, the one-month rule (OMR) is applicable for **Argentina, Lebanon, Sudan** and **Türkiye**. Under this rule, the post adjustment multipliers of **these duty stations** are reviewed on a monthly basis during the period of substantial inflation. Based on the application of the one-month rule, the applicable post adjustment multipliers for these duty stations, effective 1 November 2024, are listed in the attached Post Adjustment Circular. Due to reduced levels of inflation in **Lebanon** and **Turkey** and the absence of fresh cost-of-living data for **Sudan**, the OMR will be discontinued for these duty stations effective 1 December 2024. Since the situation on the ground does not allow for the conduct of a cost-of-living survey for **Lebanon** and **Sudan**, alternative approaches will be explored to determine their post adjustment classification, while a cost-of-living survey is scheduled for **Türkiye** in April 2025.

XI. Ten-Point Rule (TPR)

13. As the cumulative change in post adjustment from two consecutive four-month reviews exceeded the threshold of negative 10 PAM points, the 10-point rule became applicable for **Mexico**. In accordance with this rule, the existing multiplier will be maintained for four months pending completion of a cost-of-living survey. It should be noted that, in the absence of cost-of-living survey results, the existing post adjustment multiplier would be reduced by 10 points, effective **1 March 2025**.

XII. CONSOLIDATED POST ADJUSTMENT CIRCULAR

Effective 1 November 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	67.23	149.6	49.6	Y	Nov-24	FMR	9	10		Jul-06
Albania /W40	88.7	145.7	47.0	Y	Nov-24	FMR	17	18		Oct-24
Algeria /W40	133.293	154.8	54.8	Y	Nov-24	FMR	19	20		Mar-24
Angola /W40	909.051	161.0	61.0	Y	Nov-24	FMR	14	15		Nov-23
Anguilla /W40 14/	2.7	162.6	64.4	Y	Nov-24	FMR	22	23		Aug-23
Antigua and Barbuda /W40 14/	2.7	162.6	64.4	Y	Nov-24	FMR	22	23		Aug-23
Argentina	998.137	153.2	53.2	Y	Nov-24	OMR	25	27		Apr-24
Armenia	385.6	146.7	46.8		Jul-24		23	24		Apr-24
Aruba 12/	1.79	174.5	74.5	Y	Nov-24	FMR	29	31		Aug-22
Australia	1.537	147.2	44.1	Y	Nov-24	ER	27	29		Oct-23
Austria	0.943	157.8	55.4	Y	Nov-24	ER	19	20		Aug-22
Azerbaijan	1.7	144.1	46.6	Y	Nov-24	FMR	16	17		Mar-23
Bahamas	1	181.2	82.2		Mar-24		26	28		Jul-24
Bahrain	0.377	141.8	46.9		Sep-24		22	23		Sep-22
Bangladesh /W40	119	154.6	54.6	Y	Nov-24	FMR	17	18		Sep-21
Barbados /W40	2	173.9	77.5		Jul-24		23	24		Aug-23
Belarus	3.331	153.1	53.1	Y	Nov-24	FMR	17	18		Oct-24
Belgium	0.943	153.1	49.3	Y	Nov-24	ER	17	18		Feb-15
Belize	2	157.8	57.8	Y	Nov-24	FMR	15	16		Apr-24
Benin	618.594	143.2	43.2	Y	Nov-24	FMR	19	20		Aug-24
Bermuda 16/	1	196.0	97.2		Mar-24		38	40		Sep-23
Bhutan	84.38	150.9	52.9	Y	Nov-24	FMR	10	11		Aug-24
Bolivia	6.86	133.9	33.9	Y	Nov-24	FMR	17	18		Mar-22
Bonaire /W40 14/	1	162.6	64.4	Y	Nov-24	FMR	22	23		Aug-23
Bosnia and Herzegovina /W40	1.844	138.4	38.4	Y	Nov-24	FMR	12	13		Apr-24
Botswana	13.55	134.9	34.9	Y	Nov-24	FMR	21	22		Aug-24
Brazil	5.78	138.7	40.5	Y	Nov-24	FMR	21	22		Dec-23
British Virgin Islands /W40	1	160.0	60.0	Y	Nov-24	FMR	22	23		Jun-19
Bulgaria	1.844	142.1	39.0	Y	Nov-24	ER	20	21		Jun-23
Burkina Faso /W40	618.594	137.9	37.9	Y	Nov-24	FMR	16	17		Mar-24
Burundi /W40	2917.667	149.3	49.3	Y	Nov-24	FMR	16	17		Sep-24
Cambodia	4058	138.4	40.5		Mar-24		22	23		Jul-24
Cameroon /W40	618.594	148.1	50.8		Jul-24		15	16		Jul-15
Canada, Montreal	1.399	151.3	49.5	Y	Nov-24	ER	18	19		Aug-22
Canada, Ottawa	1.399	161.6	59.7	Y	Nov-24	L	20	21		Aug-22
Canada, Toronto	1.399	169.1	67.2	Y	Nov-24	L	20	21		May-17
Cape Verde	103.984	149.7	49.7	Y	Nov-24	FMR	19	20		Mar-24
Cayman Islands 17/	0.82	160.7	60.7	Y	Nov-24	L	24	25		Dec-17
Central African Rep. /W40	618.594	157.8	59.9		Jul-24		17	18		Nov-17

XII. CONSOLIDATED POST ADJUSTMENT CIRCULAR

Effective 1 November 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	618.594	164.1	64.1	Y	Nov-24	FMR	16	17		Dec-19
Chile	983	130.6	32.1	Y	Nov-24	CFMR	21	22		Jul-24
China, Beijing	7.212	166.7	66.7	Y	Nov-24	FMR	25	27		Feb-22
China, Hong Kong (SAR)	7.78	220.9	118.4	Y	Nov-24	ER	19	20		Jun-12
China, Macao (SAR)	8.013	161.9	64.0	Y	Nov-24	FMR	25	27		Oct-23
Colombia /W40	4477	148.5	48.6	Y	Nov-24	CFMR	19	20		Sep-23
Comoros	463.945	152.2	52.2	Y	Nov-24	FMR	16	17		May-24
Congo /W40	618.594	153.6	54.3	Y	Nov-24	FMR	8	8		Jul-23
Congo, Dem. Rep. /W40	2843.496	166.7	66.7	Y	Nov-24	FMR	27	29		May-24
Cook Islands 4/	1.692	154.2	54.9	Y	Nov-24	FMR	21	22		Jun-24
Costa Rica	509.05	145.6	45.6	Y	Nov-24	FMR	22	23		Mar-24
Cote d Ivoire /W40	618.594	163.7	64.3	Y	Nov-24	FMR	19	20		Apr-24
Croatia, Republic of	0.943	146.5	42.2	Y	Nov-24	ER	8	9		Aug-19
Cuba	24	166.6	71.4		Jul-24		21	22		Jul-24
Cyprus	0.943	140.7	36.2	Y	Nov-24	ER	16	17		Jun-23
Czech Republic	23.85	152.9	51.0	Y	Nov-24	ER	19	20		Nov-23
Denmark	7.035	182.1	78.0	Y	Nov-24	ER	25	27		Jun-19
Djibouti /W40	177	155.0	55.0	Y	Nov-24	FMR	16	17		Jan-15
Dominica /W40 14/	2.7	162.6	64.4	Y	Nov-24	FMR	22	23		Aug-23
Dominican Republic	60.035	137.6	40.1	Y	Nov-24	FMR	20	21		Apr-24
Ecuador /W40	1	134.9	36.4		Jul-24		19	20		Sep-24
Egypt /W40	49.26	134.5	34.5	Y	Nov-24	FMR	21	22		Nov-23
El Salvador	1	142.0	42.0	Y	Nov-24	FMR	25	27		Mar-24
Equatorial Guinea	618.594	149.9	51.0	Y	Nov-24	FMR	19	20		May-23
Eritrea /W40	15	151.0	53.6		Jul-23		10	11		Sep-24
Estonia	0.943	153.4	53.4	Y	Nov-24	FMR	18	19		Feb-01
Eswatini	18.071	127.7	27.7	Y	Nov-24	FMR	12	13		Apr-24
Ethiopia /W40	121.1	146.9	62.6		Jul-24		23	24	Y	Nov-24
Fiji /W40	2.23	149.2	49.2	Y	Nov-24	FMR	24	25		Mar-24
Finland	0.943	151.5	49.5	Y	Nov-24	ER	24	25		May-23
France, Lyon and Elsewhere	0.943	158.1	55.0	Y	Nov-24	L	19	20		Aug-22
France, Paris	0.943	161.9	58.7	Y	Nov-24	ER	25	27		Aug-22
French Guiana	0.943	144.8	41.3	Y	Nov-24	ER	0	0		Jan-00
Gabon	618.594	147.9	51.8	Y	Nov-24	FMR	18	19		Jun-19
Gambia	70.316	147.5	47.5	Y	Nov-24	FMR	17	18		May-24
Georgia, Republic of	2.733	137.0	37.0	Y	Nov-24	FMR	19	20		Aug-24
Germany, Berlin	0.943	151.1	47.4	Y	Nov-24	L	22	23		Jul-23
Germany, Bonn	0.943	143.3	39.8	Y	Nov-24	ER	21	22		Jul-23
Germany, Dresden	0.943	143.3	39.8	Y	Nov-24	A	20	21		Jul-23

XII. CONSOLIDATED POST ADJUSTMENT CIRCULAR

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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		
Germany, Frankfurt	0.943	152.9	49.1	Y	Nov-24	L	23	24		Jul-23
Germany, Hamburg	0.943	159.7	55.8	Y	Nov-24	L	25	27		Jul-23
Germany, Munich	0.943	165.8	61.8	Y	Nov-24	L	26	28		Jul-23
Ghana	16.058	143.4	43.4	Y	Nov-24	FMR	24	25		Nov-22
Gibraltar 1/	0.786	188.2	84.5	Y	Nov-24	A	29	31		Aug-22
Greece	0.943	144.2	39.3	Y	Nov-24	ER	18	19		Aug-23
Grenada /W40 14/	2.7	162.6	64.4	Y	Nov-24	FMR	22	23		Aug-23
Guatemala /W40	7.721	145.1	45.1	Y	Nov-24	FMR	17	18		Mar-24
Guinea	8556	167.2	67.2	Y	Nov-24	FMR	20	21		Mar-24
Guinea Bissau	618.594	160.8	61.0		Jul-24		12	13	Y	Nov-24
Guyana	207.9	162.8	62.8	Y	Nov-24	FMR	19	20		Apr-23
Haiti	131.08	165.3	65.3	Y	Nov-24	FMR	19	20		Mar-23
Honduras	24.934	144.4	44.4	Y	Nov-24	FMR	21	22		Mar-24
Hungary	386.01	154.7	47.3	Y	Nov-24	ER	18	19		Jun-23
Iceland	139.37	148.0	42.0	Y	Nov-24	ER	0	0		Jan-00
India /W40	84.38	148.8	48.8	Y	Nov-24	FMR	14	15		Jun-24
Indonesia	15779	135.3	37.6	Y	Nov-24	FMR	22	23		Feb-24
Iran /W40	497385	139.7	39.7	Y	Nov-24	FMR	19	20		Jun-24
Iraq	1310	138.9	38.9	Y	Nov-24	FMR	14	15		May-02
Ireland	0.943	161.0	58.8	Y	Nov-24	ER	24	25		May-98
Israel, Tel Aviv /W40 22/	3.746	176.5	76.5	Y	Nov-24	FMR	27	29		Apr-24
Italy, Brindisi	0.943	128.3	26.4	Y	Nov-24	L	10	11		Nov-99
Italy, Rome	0.943	134.4	32.4	Y	Nov-24	ER	21	22		Aug-22
Jamaica	157.408	158.6	58.6	Y	Nov-24	FMR	25	27		Apr-21
Japan, Hiroshima	154.78	145.8	41.8	Y	Nov-24	L	19	20		Nov-23
Japan, Tokyo	154.78	164.3	59.8	Y	Nov-24	ER	21	22		Nov-23
Jerusalem /W40	3.746	167.1	67.1	Y	Nov-24	FMR	26	28		Apr-24
Jordan /W40	0.708	142.6	42.6	Y	Nov-24	FMR	19	20		Oct-24
Kazakhstan	492.37	142.7	42.7	Y	Nov-24	FMR	24	25		Feb-24
Kenya /W40	128.5	154.0	54.0	Y	Nov-24	FMR	24	25		Feb-24
Kiribati	1.537	155.5	55.5	Y	Nov-24	FMR	14	15		Jul-24
Korea, Dem. Peo. Rep. of	110	161.5	61.5	Y	Nov-24	FMR	10	11		Sep-15
Korea, Republic of	1401.05	159.7	61.8	Y	Nov-24	CFMR	17	18		Nov-19
Kuwait /W40	0.307	163.9	63.9	Y	Nov-24	FMR	14	15		Sep-24
Kyrgyzstan	85.6	141.0	41.0	Y	Nov-24	FMR	14	15		Jun-21
Lao Peo. Dem. Rep. /W40	22038	140.7	40.7	Y	Nov-24	FMR	15	16		Oct-24
Latvia	0.943	151.8	47.8	Y	Nov-24	ER	13	14		Apr-24
Lebanon /W40	89500	147.8	47.8	Y	Nov-24	OMR	21	22		Aug-24
Lesotho	18.071	140.9	40.9	Y	Nov-24	FMR	13	14		Oct-24

XII. CONSOLIDATED POST ADJUSTMENT CIRCULAR

Effective 1 November 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		
Liberia	188.632	159.1	62.7		Aug-24		21	22		Aug-23
Libya /W40 26/	4.846	143.2	43.2	Y	Nov-24	FMR	19	20		Jun-21
Lithuania	0.943	144.5	44.5	Y	Nov-24	FMR	17	18		Dec-03
Luxembourg	0.943	156.9	54.6	Y	Nov-24	ER	17	18		Dec-17
Madagascar /W40	4624.66	138.1	38.1	Y	Nov-24	FMR	21	22		Mar-24
Malawi	1751	146.9	46.9	Y	Nov-24	FMR	17	18		Jan-24
Malaysia	4.445	161.0	61.0	Y	Nov-24	FMR	15	16		Mar-23
Maldives	15	150.3	50.3	Y	Nov-24	FMR	23	24		Jun-20
Mali /W40	618.594	157.4	57.4	Y	Nov-24	FMR	13	14		Sep-20
Malta	0.943	142.7	38.1	Y	Nov-24	ER	16	17		Aug-23
Marshall Islands 2/	1	173.0	55.0	Y	Nov-24	FMR	21	22		Jun-24
Mauritania /W40	39.73	145.1	45.1	Y	Nov-24	FMR	14	15		Jun-24
Mauritius	46.158	140.5	40.5	Y	Nov-24	FMR	20	21		Apr-24
Mexico	20.6	152.5	62.3		Jul-24		25	27		Mar-23
Micronesia, Fed States of /W40	1	173.0	73.0	Y	Nov-24	H	11	12		Dec-23
Moldova	17.897	155.6	55.6	Y	Nov-24	FMR	21	22		Oct-21
Monaco 3/	0.943	161.9	58.7	Y	Nov-24	A	25	27		Aug-22
Mongolia	3404	147.0	47.0		Oct-24		18	19		Oct-24
Montenegro	0.943	141.2	41.2	Y	Nov-24	FMR	20	21		Mar-24
Morocco /W40	9.937	141.4	41.4	Y	Nov-24	FMR	21	22		May-21
Mozambique /W40	63.25	141.1	42.0		Mar-24		24	25		May-24
Myanmar /W40	4100	147.9	47.9	Y	Nov-24	FMR	11	12		May-24
Namibia	18.071	142.9	42.9	Y	Nov-24	H	14	15	Y	Nov-24
Nauru 4/	1.537	154.2	54.9	Y	Nov-24	FMR	21	22		Jun-24
Nepal /W40	134.991	137.2	37.2	Y	Nov-24	H	12	13		Jan-14
Netherlands	0.943	153.2	51.7	Y	Nov-24	ER	23	24		Oct-23
New Caledonia	112.535	145.3	45.3	Y	Nov-24	FMR	16	17		Sep-05
New Zealand 25/	1.692	147.7	47.7	Y	Nov-24	FMR	24	25		Dec-20
Nicaragua	36.519	139.7	39.7	Y	Nov-24	FMR	17	18		Jun-24
Niger /W40	618.594	139.4	39.4		Jul-24		11	12		Feb-24
Nigeria /W40	1673.67	160.9	60.9	Y	Nov-24	FMR	21	22		Dec-23
North Macedonia	57.791	137.0	37.0	Y	Nov-24	FMR	18	19		Jun-24
Norway	11.106	149.7	45.0	Y	Nov-24	ER	25	27		May-23
Oman	0.385	142.2	42.2	Y	Nov-24	FMR	22	23		Jul-24
Pakistan /W40	277.875	147.0	47.0	Y	Nov-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	154.2	54.9	Y	Nov-24	FMR	21	22		Jun-24
Panama	1	145.9	45.9	Y	Nov-24	FMR	24	25		Aug-18
Papua New Guinea /W40	3.954	157.9	59.1	Y	Nov-24	FMR	25	26		Jun-24
Paraguay	7808	135.2	35.2	Y	Nov-24	FMR	17	18		Aug-20
Peru	3.794	144.6	44.6	Y	Nov-24	H	21	22		Aug-17
Philippines /W40	58.711	150.1	50.1	Y	Nov-24	FMR	23	24		Jan-24
Poland	4.099	145.1	41.0	Y	Nov-24	ER	22	23		Jun-23
Portugal, Guimaraes	0.943	122.8	18.9	Y	Nov-24	L	13	14		Aug-23
Portugal, Lisbon	0.943	141.9	37.4	Y	Nov-24	ER	20	21		Jan-05
Puerto Rico 13/	1	137.6	40.1	Y	Nov-24	FMR	20	21		Apr-24
Qatar /W40	3.645	158.7	60.5		Nov-23		28	30		Oct-19
Romania	4.692	139.4	34.9	Y	Nov-24	ER	19	20		Jun-23
Russian Federation	98.11	156.4	56.4	Y	Nov-24	FMR	20	21		Oct-24
Rwanda	1354.538	142.9	42.9	Y	Nov-24	FMR	17	18		Oct-22
Saint Helena 5/	0.786	163.9	63.9	Y	Nov-24	FMR	13	14		Aug-22
St. Lucia	2.7	157.9	59.0		Jul-24		18	19		Mar-21
Samoa	2.72	144.5	45.6		Jul-24		16	17		Dec-23
Sao Tome and Principe	22.909	167.1	78.4		Jul-24		25	27	Y	Nov-24
Saudi Arabia /W40	3.757	160.3	60.3	Y	Nov-24	FMR	22	23		Feb-24
Senegal /W40	618.594	144.6	44.6	Y	Nov-24	FMR	18	19		Sep-21
Serbia	110.29	146.4	46.4	Y	Nov-24	FMR	18	19		Jul-23
Seychelles	13.593	155.4	55.4	Y	Nov-24	FMR	19	20		Feb-24
Sierra Leone /W40	23.35	160.2	60.2	Y	Nov-24	FMR	19	20		May-18
Singapore /W40	1.339	180.8	80.8	Y	Nov-24	H	23	24		Jul-19
Slovak Republic	0.943	145.9	40.9	Y	Nov-24	ER	16	17		Feb-12
Slovenia, Republic of 23/	0.943	150.6	47.2	Y	Nov-24	ER	14	15		Jan-20
Solomon Islands /W40	8.244	166.2	66.2	Y	Nov-24	FMR	19	20		Mar-24
Somalia 6/	24300	150.5	58.3	Y	Nov-24	FMR	23	24		Feb-24
South Africa /W40	18.071	135.1	35.1	Y	Nov-24	FMR	19	20		Aug-23
South Sudan, Republic of /W40	3326.308	156.0	56.0	Y	Nov-24	FMR	14	15		Sep-17
Spain	0.943	136.8	33.1	Y	Nov-24	ER	22	23		Aug-22
Sri Lanka	291.86	142.7	46.9	Y	Nov-24	FMR	23	24		Aug-23
St. Kitts and Nevis /W40 14/	2.7	162.6	64.4	Y	Nov-24	FMR	22	23		Aug-23
St. Vincent and the Grenadines /W40 14/	2.7	162.6	64.4	Y	Nov-24	FMR	22	23		Aug-23
Sudan /W40	1987	154.6	54.6	Y	Nov-24	OMR	15	16		Mar-23
Suriname	35.33	145.4	45.4	Y	Nov-24	FMR	18	19		Jun-24
Sweden	10.932	143.5	41.3	Y	Nov-24	ER	27	29		May-23
Switzerland	0.883	192.5	90.1	Y	Nov-24	ER	22	23		Aug-22
Syrian Arab Republic 10/	13600	110.0	24.8		Jul-19		20	21		Jun-12

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		Index	Multiplier	Change	Effective date	Reason for change	Rate		Change	Effective date
							With allowances	Without allowances		
Tajikistan /W40	10.655	145.7	45.7	Y	Nov-24	FMR	14	15		Feb-23
Tanzania, United Rep. of /W40	2647.02	144.7	44.7	Y	Nov-24	FMR	22	23		Oct-21
Thailand /W40	34.76	146.1	46.1	Y	Nov-24	FMR	22	23		Jul-19
Timor-Leste /W40	1	150.7	50.7	Y	Nov-24	FMR	15	16		Jul-11
Togo	618.594	153.7	54.2	Y	Nov-24	FMR	15	16		Feb-23
Tonga	2.338	149.0	49.0	Y	Nov-24	FMR	9	10		Jan-09
Trinidad and Tobago /W40	6.753	151.2	51.2	Y	Nov-24	FMR	21	22		Feb-23
Tunisia	3.144	140.3	40.3	Y	Nov-24	FMR	17	18		Mar-24
Türkiye, Ankara	34.34	144.3	44.3	Y	Nov-24	OMR	14	15		May-23
Türkiye, Gebze /W40 19/	34.34	151.6	51.6	Y	Nov-24	OMR	15	16		May-23
Türkiye, Istanbul /W40 15/	34.34	151.6	51.6	Y	Nov-24	OMR	15	16		May-23
Turkmenistan /W40	3.5	192.3	93.2		Jul-23		8	9		Oct-21
Tuvalu 11/	1.537	155.4	55.6	Y	Nov-24	FMR	18	19		Jul-24
Uganda /W40	3665	141.8	41.8	Y	Nov-24	FMR	24	25		May-14
Ukraine	41.5	137.6	37.6	Y	Nov-24	FMR	16	17		Aug-19
United Arab Emirates /W40	3.673	172.2	73.4		Jan-24		28	30		Jan-24
United Kingdom	0.786	188.2	84.5	Y	Nov-24	ER	29	31		Aug-22
USA, El Paso 20/	1	167.1	63.0		Feb-24		13	14		Aug-22
USA, Miami 7/	1	168.5	64.4		Feb-24		25	27		Aug-22
USA, New York	1	195.7	88.4		Feb-24		32	34		Feb-23
USA, San Diego 21/	1	191.6	84.4		Feb-24		29	31		Aug-22
USA, San Francisco 8/	1	200.2	92.8		Feb-24		29	31		Aug-22
USA, Seattle 18/	1	170.4	66.2		Feb-24		25	27		Aug-22
USA, Washington D.C.	1	174.5	70.2		Feb-24		27	29		Apr-11
Uruguay	42.428	151.5	54.0	Y	Nov-24	FMR	27	29		May-22
Uzbekistan /W40	12790	142.7	42.7	Y	Nov-24	FMR	15	16		Jul-23
Vanuatu	115.64	161.7	61.7	Y	Nov-24	FMR	16	17		Jan-24
Venezuela /W40 10/	44.703	87.0	58.8		Mar-18		27	29		Aug-12
Vietnam /W40	25340	142.1	42.1	Y	Nov-24	FMR	18	19		May-24
West Bank & the Gaza Strip, The /W40 9/	3.746	167.1	67.1	Y	Nov-24	FMR	26	28		Apr-24
Yemen, Republic of 27/	521.27	135.5	35.5	Y	Nov-24	FMR	21	22		Jul-24
Zambia	27.288	138.2	38.2	Y	Nov-24	FMR	22	23		Apr-23
Zimbabwe /W40 24/	25.589	137.1	37.3	Y	Nov-24	FMR	17	18		Aug-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		

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.

**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