



INTERNATIONAL CIVIL SERVICE COMMISSION

Consolidated Post Adjustment Circular

ICSC/CIRC/PAC/603

Approved by:
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UN Tourism



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. The application of the modified operational rules for group II duty stations
- VII. Cost-of-living surveys
- VIII. Duty stations with Personal Transitional Allowance (PTA)
- IX. Revised post adjustment multipliers for linked duty stations
- X. Mexico post adjustment multiplier
- XI. Consolidated post adjustment circular
- XII. 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 2025**, 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} mars 2025** 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 March 2025, 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 March 2025.

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 March 2025

Duty station	Type of survey	Date of survey
Algeria	Housing	October 2024
Argentina	Place-to-place	October 2024
Armenia	Housing	October 2024
Guinea	Place-to-place	September 2024
Maldives	Housing	October 2024
Mauritius	Housing	October 2024
Montenegro	Housing	October 2024
South Sudan, Republic of	Place-to-place	October 2024
Trinidad and Tobago	Housing	October 2024
Tunisia	Place-to-place	September 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. The PTA became applicable for **Guinea, Libya** and **Tunisia** in March 2025. Table 2 provides a summary of all PTAs in effect as of 1 March 2025.

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.

Table 2: Summary of personal transitional allowances (PTAs), as of 1 March 2025

Duty Station	Existing PTA*	PTA starting date	Applicable to staff on post before	Date of next revision
Azerbaijan	3.7	1 June 2024	1 July 2024	1 April 2025
Bahrain	7.0	1 September 2024	1 October 2024	1 July 2025
Cook Islands	1.2	1 February 2025	1 March 2025	1 August 2025
Guinea	6.3	1 March 2025	1 April 2025	1 September 2025
Lebanon	28.4	1 April 2023	1 May 2023	1 June 2025
Libya	1.1	1 March 2025	1 April 2025	1 September 2025
Marshall Islands	1.3	1 February 2025	1 March 2025	1 August 2025
Nauru	1.2	1 February 2025	1 March 2025	1 August 2025
Palau, Republic of	1.2	1 February 2025	1 March 2025	1 August 2025
Solomon Islands	3.9	1 February 2025	1 March 2025	1 August 2025
Sri Lanka	1.8	1 October 2024	1 November 2024	1 April 2025
Tunisia	4.8	1 March 2025	1 April 2025	1 September 2025
Tuvalu	1.3	1 February 2025	1 March 2025	1 August 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 **Angola** and **Gabon**. Therefore, the personal transitional allowance (PTA) is no longer applicable for this duty station effective 1 March 2025.

IX. Revised post adjustment multipliers for linked duty stations

10. The revised post adjustment multiplier for the following duty station have been established, effective 1 March 2025 as listed in Table 3, based on the results of new cost-of-living surveys in reference duty stations, to which this duty station is linked for purposes of post adjustment.

Table 3. Revised post adjustment multiplier for linked duty station – March 2025

Duty Station	Reference Duty station	Multiplier
Libya	Algeria, Egypt and Tunisia	29.9

11. The revised applicable rental subsidy thresholds for the following duty station have been

established, effective 1 March 2025 as listed in Table 4, based on a new cost-of-living survey in reference duty station, to which this duty station is linked for purposes of post adjustment.

Table 4. Revised rental subsidy thresholds for linked duty station – March 2025

Duty Station	Reference Duty station	Rental Subsidy Thresholds (Per cent)	
		<u>With</u> Spouse/Single Parent Allowance	<u>Without</u> Spouse/Single Parent Allowance
Sudan	South Sudan, Republic of	10	11

X. Mexico post adjustment multiplier

12. Due to unforeseen circumstances, the implementation of the cost-of-living survey for **Mexico** triggered by 10-point rule could not be completed as planned. As a result, the existing post adjustment multiplier of **48.2** will remain held until new survey results become available, expected in April 2025.

XI. CONSOLIDATED POST ADJUSTMENT CIRCULAR

Effective 1 March 2025 (Four Months Review)

Country or area	Exchange rate	Post Adjustment (New York, July 2002 = 100)					Thresholds			
		Index	Multiplier	Change	Effective date	Reason for change	Rate		Change	Effective date
							With allowances	Without allowances		
Afghanistan	70.34	133.8	36.6		Nov-24		9	10		Jul-06
Albania /W40	89.08	131.1	34.1	Y	Mar-25	FMR	17	18		Oct-24
Algeria /W40	132.92	142.7	42.7	Y	Mar-25	H	19	20		Mar-24
Angola /W40	912	146.2	46.9	Y	Mar-25	FMR	14	15		Nov-23
Anguilla /W40 14/	2.7	145.5	50.1		Nov-24		22	23		Aug-23
Antigua and Barbuda /W40 14/	2.7	145.5	50.1		Nov-24		22	23		Aug-23
Argentina	1066	135.2	40.1		Dec-24		25	27		Apr-24
Armenia	392	130.8	34.1		Jul-24		23	24		Apr-24
Aruba 12/	1.79	156.9	59.4		Nov-24		29	31		Aug-22
Australia	1.59	129.0	28.5	Y	Mar-25	ER	27	29		Oct-23
Austria	0.918	147.0	46.5	Y	Mar-25	ER	19	20		Aug-22
Azerbaijan	1.698	130.3	34.0	Y	Mar-25	FMR	16	17		Mar-23
Bahamas	1	162.2	66.4		Mar-24		26	28		Jul-24
Bahrain	0.377	126.6	34.2		Sep-24		22	23		Sep-22
Bangladesh /W40	121	138.0	40.7	Y	Mar-25	FMR	17	18		Sep-21
Barbados /W40	2	156.5	62.1		Jul-24		23	24		Aug-23
Belarus	3.204	138.7	40.8	Y	Mar-25	FMR	17	18		Oct-24
Belgium	0.918	140.1	41.7	Y	Mar-25	ER	17	18		Feb-15
Belize	2	141.5	44.1		Nov-24		15	16		Apr-24
Benin	602.403	129.7	32.1	Y	Mar-25	FMR	19	20		Aug-24
Bermuda 16/	1	175.5	80.1		Mar-24		38	40		Sep-23
Bhutan	87.2	134.7	38.8	Y	Mar-25	FMR	10	11		Aug-24
Bolivia	6.855	121.1	22.3		Nov-24		17	18		Mar-22
Bonaire /W40 14/	1	145.5	50.1		Nov-24		22	23		Aug-23
Bosnia and Herzegovina /W40	1.796	125.4	27.4	Y	Mar-25	FMR	12	13		Apr-24
Botswana	13.624	121.0	23.0	Y	Mar-25	FMR	21	22		Aug-24
Brazil	5.817	124.9	28.0	Y	Mar-25	FMR	21	22		Dec-23
British Virgin Islands /W40	1	143.3	46.1		Nov-24		22	23		Jun-19
Bulgaria	1.796	130.0	31.9	Y	Mar-25	ER	20	21		Jun-23
Burkina Faso /W40	602.403	122.9	27.5	Y	Mar-25	FMR	15	16		Dec-24
Burundi /W40	2902.185	140.1	40.1	Y	Mar-25	FMR	16	17		Sep-24
Cambodia	4000	124.0	28.3		Mar-24		22	23		Jul-24
Cameroon /W40	602.403	134.4	39.2	Y	Mar-25	FMR	15	16		Jul-15
Canada, Montreal	1.441	132.1	33.0	Y	Mar-25	ER	18	19		Aug-22
Canada, Ottawa	1.441	141.1	42.1	Y	Mar-25	L	20	21		Aug-22
Canada, Toronto	1.441	147.6	48.7	Y	Mar-25	L	20	21		May-17
Cape Verde	101.263	133.1	38.5	Y	Mar-25	FMR	18	19		Feb-25
Cayman Islands 17/	0.82	142.6	46.5	Y	Mar-25	L	24	25		Dec-17
Central African Rep. /W40	602.403	141.9	46.6	Y	Mar-25	FMR	17	18		Nov-17

XI. CONSOLIDATED POST ADJUSTMENT CIRCULAR

Effective 1 March 2025 (Four Months Review)

Country or area	Exchange rate	Post Adjustment (New York, July 2002 = 100)					Thresholds			
		Index	Multiplier	Change	Effective date	Reason for change	Rate		Change	Effective date
							With allowances	Without allowances		
Chad	602.403	146.7	50.9	Y	Mar-25	FMR	16	17		Dec-19
Chile	931	120.8	23.8	Y	Mar-25	FMR	21	22		Jul-24
China, Beijing	7.243	149.0	51.8	Y	Mar-25	FMR	25	27		Feb-22
China, Hong Kong (SAR)	7.77	197.3	99.7	Y	Mar-25	ER	19	20		Jun-12
China, Macao (SAR)	8.003	145.9	49.9	Y	Mar-25	FMR	25	27		Oct-23
Colombia /W40	4108	137.3	39.4	Y	Mar-25	FMR	19	20		Sep-23
Comoros	451.803	137.6	40.1	Y	Mar-25	FMR	16	17		May-24
Congo /W40	602.403	138.5	41.9	Y	Mar-25	FMR	8	8		Jul-23
Congo, Dem. Rep. /W40	2856.646	149.5	52.2		Nov-24		27	29		May-24
Cook Islands 4/	1.752	138.8	41.6	Y	Mar-25	FMR	21	22		Jun-24
Costa Rica	499.29	132.2	33.4	Y	Mar-25	FMR	22	23		Mar-24
Cote d Ivoire /W40	602.403	148.2	51.8	Y	Mar-25	FMR	19	20		Apr-24
Croatia, Republic of	0.918	132.9	36.1	Y	Mar-25	ER	8	9		Aug-19
Cuba	24	149.0	56.5		Jul-24		21	22		Jul-24
Cyprus	0.918	125.8	28.5	Y	Mar-25	ER	16	17		Jun-23
Czech Republic	22.98	140.1	42.5	Y	Mar-25	ER	19	20		Nov-23
Denmark	6.85	167.1	68.8	Y	Mar-25	ER	25	27		Jun-19
Djibouti /W40	177	139.1	41.6		Nov-24		16	17		Jan-15
Dominica /W40 14/	2.7	145.5	50.1		Nov-24		22	23		Aug-23
Dominican Republic	62.248	122.5	26.8	Y	Mar-25	FMR	20	21		Apr-24
Ecuador /W40	1	120.7	24.6		Jul-24		19	20		Sep-24
Egypt /W40	50.629	122.0	23.7		Dec-24		18	19		Dec-24
El Salvador	1	126.0	29.7		Nov-24		25	27		Mar-24
Equatorial Guinea	602.403	135.5	38.9	Y	Mar-25	FMR	19	20		May-23
Eritrea /W40	15	135.1	40.3		Jul-23		10	11		Sep-24
Estonia	0.918	139.1	42.1	Y	Mar-25	FMR	18	19		Feb-01
Eswatini	18.374	114.1	16.0	Y	Mar-25	FMR	12	13		Apr-24
Ethiopia /W40	128.152	131.2	47.6	Y	Mar-25	FMR	23	24		Nov-24
Fiji /W40	2.29	130.8	37.2	Y	Mar-25	FMR	23	24		Jan-25
Finland	0.918	138.0	39.8	Y	Mar-25	ER	24	25		May-23
France, Lyon and Elsewhere	0.918	144.7	45.9	Y	Mar-25	L	19	20		Aug-22
France, Paris	0.918	148.1	49.4	Y	Mar-25	ER	25	27		Aug-22
French Guiana	0.918	133.5	33.2	Y	Mar-25	ER	0	0		Jan-00
Gabon	602.403	133.8	40.1	Y	Mar-25	FMR	18	19		Jun-19
Gambia	70.87	132.7	34.5	Y	Mar-25	FMR	17	18		May-24
Georgia, Republic of	2.783	122.7	24.6	Y	Mar-25	FMR	19	20		Aug-24
Germany, Berlin	0.918	138.3	39.2	Y	Mar-25	L	22	23		Jul-23
Germany, Bonn	0.918	131.1	32.0	Y	Mar-25	ER	21	22		Jul-23
Germany, Dresden	0.918	131.1	32.0	Y	Mar-25	A	20	21		Jul-23
Germany, Frankfurt	0.918	139.9	40.8	Y	Mar-25	L	23	24		Jul-23

XI. CONSOLIDATED POST ADJUSTMENT CIRCULAR

Effective 1 March 2025 (Four Months Review)

Country or area	Exchange rate	Post Adjustment (New York, July 2002 = 100)					Thresholds			
		Index	Multiplier	Change	Effective date	Reason for change	Rate		Change	Effective date
							With allowances	Without allowances		
Germany, Hamburg	0.918	146.1	47.1	Y	Mar-25	L	25	27		Jul-23
Germany, Munich	0.918	151.7	52.7	Y	Mar-25	L	26	28		Jul-23
Ghana	15.45	134.1	35.2	Y	Mar-25	FMR	25	27		Dec-24
Gibraltar 1/	0.773	172.6	73.3	Y	Mar-25	A	29	31		Aug-22
Greece	0.918	129.9	32.3	Y	Mar-25	ER	18	19		Aug-23
Grenada /W40 14/	2.7	145.5	50.1		Nov-24		22	23		Aug-23
Guatemala /W40	7.703	129.1	32.5		Nov-24		17	18		Mar-24
Guinea	8600.35	142.2	46.4	Y	Mar-25	GCM	20	21		Mar-24
Guinea Bissau	602.403	145.3	47.9	Y	Mar-25	FMR	12	13		Nov-24
Guyana	209.4	145.6	48.4	Y	Mar-25	FMR	19	20		Apr-23
Haiti /W40	130.6	148.1	51.0		Nov-24		19	20		Mar-23
Honduras	25.478	129.4	31.8	Y	Mar-25	FMR	21	22		Mar-24
Hungary	366.62	141.3	43.9	Y	Mar-25	ER	18	19		Jun-23
Iceland	134.27	133.9	35.7	Y	Mar-25	ER	0	0		Jan-00
India /W40	87.2	132.3	34.1	Y	Mar-25	FMR	14	15		Jun-24
Indonesia	16448	127.8	30.2	Y	Mar-25	FMR	24	25		Dec-24
Iran /W40	678360	123.5	25.6	Y	Mar-25	FMR	19	20		Jun-24
Iraq	1310	124.3	26.8		Nov-24		14	15		May-02
Ireland	0.918	146.3	48.5	Y	Mar-25	ER	24	25		May-98
Israel, Tel Aviv /W40 22/	3.639	159.6	62.8	Y	Mar-25	FMR	27	29		Apr-24
Italy, Brindisi	0.918	116.5	18.3	Y	Mar-25	L	10	11		Nov-99
Italy, Rome	0.918	122.0	23.9	Y	Mar-25	ER	21	22		Aug-22
Jamaica	156.475	140.8	44.5	Y	Mar-25	FMR	25	27		Apr-21
Japan, Hiroshima	148.62	136.1	36.3	Y	Mar-25	L	19	20		Nov-23
Japan, Tokyo	148.62	153.3	53.5	Y	Mar-25	ER	21	22		Nov-23
Jerusalem /W40	3.639	151.1	54.1	Y	Mar-25	FMR	26	28		Apr-24
Jordan /W40	0.708	127.7	30.2		Nov-24		19	20		Oct-24
Kazakhstan	491.44	126.3	32.0	Y	Mar-25	FMR	16	17		Dec-24
Kenya /W40	129	138.3	40.4	Y	Mar-25	FMR	24	25		Feb-24
Kiribati	1.59	138.6	41.0	Y	Mar-25	FMR	14	15		Jul-24
Korea, Dem. Peo. Rep. of	110	144.6	47.5		Nov-24		10	11		Sep-15
Korea, Republic of	1452.06	141.1	45.4	Y	Mar-25	FMR	17	18		Nov-19
Kuwait /W40	0.308	147.0	49.5	Y	Mar-25	FMR	14	15		Sep-24
Kyrgyzstan	87.2	126.3	28.6	Y	Mar-25	FMR	14	15		Jun-21
Lao Peo. Dem. Rep. /W40	21635	125.9	29.1	Y	Mar-25	FMR	15	16		Oct-24
Latvia	0.918	137.0	40.5	Y	Mar-25	ER	13	14		Apr-24
Lebanon /W40 28/	89500	143.6	45.2	Y	Mar-25	FMR	20	21		Dec-24
Lesotho	18.374	126.2	28.3	Y	Mar-25	FMR	13	14		Oct-24
Liberia	197.898	142.5	48.6		Aug-24		21	22		Aug-23
Libya /W40 26/	4.821	128.1	29.9	Y	Mar-25	GCM	18	19		Dec-24

XI. CONSOLIDATED POST ADJUSTMENT CIRCULAR

Effective 1 March 2025 (Four Months Review)

Country or area	Exchange rate	Post Adjustment (New York, July 2002 = 100)					Thresholds			
		Index	Multiplier	Change	Effective date	Reason for change	Rate		Change	Effective date
							With allowances	Without allowances		
Lithuania	0.918	131.1	33.1	Y	Mar-25	FMR	17	18		Dec-03
Luxembourg	0.918	142.6	44.6	Y	Mar-25	ER	17	18		Dec-17
Madagascar /W40	4676.61	122.7	26.2	Y	Mar-25	FMR	20	21		Feb-25
Malawi	1751	132.9	34.2		Nov-24		17	18		Jan-24
Malaysia	4.426	144.6	47.3	Y	Mar-25	FMR	15	16		Mar-23
Maldives	15	136.8	37.3		Nov-24		23	24		Jun-20
Mali /W40	602.403	141.5	44.5	Y	Mar-25	FMR	13	14		Sep-20
Malta	0.918	128.7	31.4	Y	Mar-25	ER	16	17		Aug-23
Marshall Islands 2/	1	156.5	40.3	Y	Mar-25	FMR	21	22		Jun-24
Mauritania /W40	39.78	129.8	32.5		Nov-24		14	15		Jun-24
Mauritius	44.78	128.9	28.9	Y	Mar-25	H	20	21		Apr-24
Mexico	20.2	138.2	48.2		Jul-24		25	27		Mar-23
Micronesia, Fed States of /W40	1	156.5	58.0		Nov-24		11	12		Dec-23
Moldova	17.78	141.6	42.4	Y	Mar-25	FMR	21	22		Oct-21
Monaco 3/	0.918	148.1	49.4	Y	Mar-25	A	25	27		Aug-22
Mongolia	3460.07	132.4	33.6	Y	Mar-25	FMR	18	19		Oct-24
Montenegro	0.918	131.1	31.1	Y	Mar-25	H	21	22	Y	Mar-25
Morocco /W40	9.685	127.9	30.3	Y	Mar-25	FMR	21	22		May-21
Mozambique /W40	63.25	127.2	29.7		Mar-24		24	25		May-24
Myanmar /W40	4185	133.1	34.9	Y	Mar-25	FMR	11	12		May-24
Namibia	18.374	128.3	30.0	Y	Mar-25	FMR	14	15		Nov-24
Nauru 4/	1.59	138.8	41.6	Y	Mar-25	FMR	21	22		Jun-24
Nepal /W40	139.52	121.9	24.2	Y	Mar-25	FMR	12	13		Jan-14
Netherlands	0.918	139.3	41.8	Y	Mar-25	ER	23	24		Oct-23
New Caledonia	109.589	132.0	34.4	Y	Mar-25	FMR	16	17		Sep-05
New Zealand 25/	1.752	129.4	35.3	Y	Mar-25	FMR	24	25		Dec-20
Nicaragua	36.534	125.3	27.6		Nov-24		17	18		Jun-24
Niger	602.403	142.8	47.4	Y	Mar-25	FMR	15	16		Dec-24
Nigeria /W40	1532.55	150.0	50.0	Y	Mar-25	FMR	21	22		Dec-23
North Macedonia	56.46	123.8	25.8	Y	Mar-25	FMR	18	19		Jun-24
Norway	10.665	138.0	40.0	Y	Mar-25	ER	25	27		May-23
Oman	0.385	127.9	29.9		Nov-24		22	23		Jul-24
Pakistan /W40	279.594	132.2	34.8	Y	Mar-25	FMR	18	19		Mar-24

XI. CONSOLIDATED POST ADJUSTMENT CIRCULAR

Effective 1 March 2025 (Four Months Review)

Country or area	Exchange rate	Post Adjustment (New York, July 2002 = 100)					Thresholds			
		Index	Multiplier	Change	Effective date	Reason for change	Rate		Change	Effective date
							With allowances	Without allowances		
Palau, Republic of 4/	1	138.8	41.6	Y	Mar-25	FMR	21	22		Jun-24
Panama	1	130.7	33.2		Nov-24		24	25		Aug-18
Papua New Guinea /W40	4.021	140.8	44.4	Y	Mar-25	FMR	25	26		Jun-24
Paraguay	7932	121.2	23.1	Y	Mar-25	FMR	17	18		Aug-20
Peru	3.661	131.1	33.6	Y	Mar-25	FMR	21	22		Aug-17
Philippines /W40	57.343	136.7	38.9	Y	Mar-25	FMR	23	24		Jan-24
Poland	3.854	135.1	36.4	Y	Mar-25	ER	22	23		Jun-23
Portugal, Guimaraes	0.918	111.3	12.5	Y	Mar-25	L	13	14		Aug-23
Portugal, Lisbon	0.918	128.7	30.0	Y	Mar-25	ER	20	21		Jan-05
Puerto Rico 13/	1	122.5	26.8	Y	Mar-25	FMR	20	21		Apr-24
Qatar /W40	3.645	138.1	46.6		Nov-23		28	30		Oct-19
Romania	4.569	126.7	28.3	Y	Mar-25	ER	19	20		Jun-23
Russian Federation	86.475	151.0	51.1	Y	Mar-25	FMR	20	21		Oct-24
Rwanda	1399.113	127.8	29.7	Y	Mar-25	FMR	17	18		Oct-22
Saint Helena 5/	0.773	150.4	54.9	Y	Mar-25	FMR	13	14		Aug-22
St. Lucia	2.7	141.0	45.2		Jul-24		18	19		Mar-21
Samoa	2.788	128.7	31.6	Y	Mar-25	FMR	16	17		Dec-23
Sao Tome and Principe	22.695	152.3	63.3	Y	Mar-25	FMR	25	27		Nov-24
Saudi Arabia /W40	3.751	144.4	46.5	Y	Mar-25	FMR	22	23		Feb-24
Senegal /W40	602.403	140.3	42.9	Y	Mar-25	FMR	22	23		Dec-24
Serbia	107.456	133.0	34.7	Y	Mar-25	FMR	18	19		Jul-23
Seychelles	14.374	133.4	40.1	Y	Mar-25	FMR	19	20		Feb-24
Sierra Leone /W40	23.491	142.8	46.3		Nov-24		19	20		May-18
Singapore /W40	1.334	162.1	65.5	Y	Mar-25	FMR	23	24		Jul-19
Slovak Republic	0.918	133.6	34.9	Y	Mar-25	ER	16	17		Feb-12
Slovenia, Republic of 23/	0.918	137.1	40.3	Y	Mar-25	ER	14	15		Jan-20
Solomon Islands /W40	8.326	144.2	47.9		Feb-25		19	20		Mar-24
Somalia 6/	24300	134.8	44.0	Y	Mar-25	FMR	23	24		Feb-24
South Africa /W40	18.374	120.7	22.8	Y	Mar-25	FMR	19	20		Aug-23
South Sudan, Republic of /W40	4467.88	139.6	42.5		Nov-24		10	11	Y	Mar-25
Spain	0.918	125.3	26.2	Y	Mar-25	ER	22	23		Aug-22
Sri Lanka	295.3	127.6	33.8	Y	Mar-25	FMR	23	24		Aug-23
St. Kitts and Nevis /W40 14/	2.7	145.5	50.1		Nov-24		22	23		Aug-23
St. Vincent and the Grenadines /W40 14/	2.7	145.5	50.1		Nov-24		22	23		Aug-23
Sudan /W40 29/	2020	139.6	42.5		Dec-24		10	11	Y	Mar-25
Suriname	35.844	130.2	32.7	Y	Mar-25	FMR	18	19		Jun-24
Sweden	10.095	135.3	38.4	Y	Mar-25	ER	27	29		May-23
Switzerland	0.883	171.6	73.6	Y	Mar-25	ER	22	23		Aug-22
Syrian Arab Republic 10/	13200	99.6	14.0		Jul-19		20	21		Jun-12

XI. CONSOLIDATED POST ADJUSTMENT CIRCULAR

Effective 1 March 2025 (Four Months Review)

Country or area	Exchange rate	Post Adjustment (New York, July 2002 = 100)					Thresholds			
		Index	Multiplier	Change	Effective date	Reason for change	Rate		Change	Effective date
							With allowances	Without allowances		
Tajikistan /W40	10.949	130.1	32.4	Y	Mar-25	FMR	14	15		Feb-23
Tanzania, United Rep. of /W40	2631	132.4	32.4	Y	Mar-25	FMR	22	23		Oct-21
Thailand /W40	33.84	132.2	34.8	Y	Mar-25	FMR	22	23		Jul-19
Timor-Leste /W40	1	134.7	37.6		Nov-24		15	16		Jul-11
Togo	602.403	139.8	42.4	Y	Mar-25	FMR	15	16		Feb-23
Tonga	2.372	133.4	35.5	Y	Mar-25	FMR	9	10		Jan-09
Trinidad and Tobago /W40	6.753	134.6	38.1		Nov-24		21	22		Feb-23
Tunisia	3.083	119.8	23.3	Y	Mar-25	GCM	17	18		Mar-24
Türkiye, Ankara	36.602	129.5	29.5	Y	Mar-25	FMR	14	15		May-23
Türkiye, Gebze /W40 19/	36.602	136.2	36.2	Y	Mar-25	FMR	15	16		May-23
Türkiye, Istanbul /W40 15/	36.602	136.2	36.2	Y	Mar-25	FMR	15	16		May-23
Turkmenistan /W40	3.5	172.1	76.4		Jul-23		8	9		Oct-21
Tuvalu 11/	1.59	137.3	40.8	Y	Mar-25	FMR	18	19		Jul-24
Uganda /W40	3665.16	127.1	29.5		Nov-24		24	25		May-14
Ukraine	41.5	126.2	26.2	Y	Mar-25	FMR	16	17		Aug-19
United Arab Emirates /W40	3.673	151.7	58.4		Jan-24		25	27		Feb-25
United Kingdom	0.773	172.6	73.3	Y	Mar-25	ER	29	31		Aug-22
USA, El Paso 20/	1	150.2	49.2		Feb-25		13	14		Aug-22
USA, Miami 7/	1	151.5	50.5		Feb-25		25	27		Aug-22
USA, New York	1	177.1	75.5		Feb-25		32	34		Feb-23
USA, San Diego 21/	1	173.3	71.8		Feb-25		29	31		Aug-22
USA, San Francisco 8/	1	181.2	79.6		Feb-25		29	31		Aug-22
USA, Seattle 18/	1	153.2	52.2		Feb-25		25	27		Aug-22
USA, Washington D.C.	1	156.9	55.8		Feb-25		27	29		Apr-11
Uruguay	42.35	136.3	40.7	Y	Mar-25	FMR	27	29		May-22
Uzbekistan /W40	12890	128.7	30.2	Y	Mar-25	FMR	15	16		Jul-23
Vanuatu	118.51	144.3	46.4	Y	Mar-25	FMR	16	17		Jan-24
Venezuela /W40 10/	65.266	77.9	45.0		Mar-18		27	29		Aug-12
Vietnam /W40	25452	127.7	29.6	Y	Mar-25	FMR	18	19		May-24
West Bank & the Gaza Strip, The /W40 9/	3.639	151.1	54.1	Y	Mar-25	FMR	26	28		Apr-24
Yemen, Republic of 27/	529.73	121.8	23.7		Nov-24		21	22		Jul-24
Zambia	28.548	123.8	25.1	Y	Mar-25	FMR	22	23		Apr-23
Zimbabwe /W40 24/	26.641	123.0	25.2	Y	Mar-25	FMR	17	18		Aug-24

XI. CONSOLIDATED POST ADJUSTMENT CIRCULAR

Effective 1 March 2025 (Four Months Review)

Country or area	Exchange rate	Post Adjustment (New York, July 2002 = 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.
- 28/ Average PAM of Jerusalem and Türkiye, Istanbul until results of a new P/P survey are implemented.
- 29/ Same post adjustment classification/rental threshold as for South Sudan.

**XII. 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