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INTERNATIONAL CIVIL SERVICE COMMISSION

Consolidated Post Adjustment Circular

ICSC/CIRC/PAC/607

Approved by:
Larbi Djacta, Chairman

Date:
15 July 2025

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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 July 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} juillet 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 July 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 July 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 July 2025

Duty station	Type of survey	Date of survey
Azerbaijan	Housing	January 2025
Bolivia	Housing	January 2025
China, Beijing	Housing	January 2025
Gabon	Place-to-place	February 2025
Guyana	Housing	December 2024
Iran	Place-to-place	January 2025
Malawi	Housing	January 2025
Myanmar	Place-to-place	December 2024
Saudi Arabia	Place-to-place	January 2025
Suriname	Housing	January 2025
Vietnam	Place-to-place	December 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 **Vietnam** in July 2025. Table 2 provides a summary of all PTAs in effect as of 1 July 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 July 2025

Duty Station	Existing PTA*	PTA starting date	Applicable to staff on post before	Date of next revision
Azerbaijan	0.1	1 June 2024	1 July 2024	1 August 2025

Bahrain	3.3	1 September 2024	1 October 2024	1 November 2025
Chad	5.6	1 June 2025	1 July 2025	1 December 2025
Comoros	0.2	1 May 2025	1 June 2025	1 November 2025
Cook Islands	0.8	1 February 2025	1 March 2025	1 August 2025
Guinea	6.4	1 March 2025	1 April 2025	1 September 2025
Lebanon	20.9	1 April 2023	1 May 2023	1 October 2025
Marshall Islands	0.8	1 February 2025	1 March 2025	1 August 2025
Nauru	0.8	1 February 2025	1 March 2025	1 August 2025
Palau, Republic of	0.8	1 February 2025	1 March 2025	1 August 2025
Solomon Islands	3.3	1 February 2025	1 March 2025	1 August 2025
Tunisia	2.3	1 March 2025	1 April 2025	1 September 2025
Tuvalu	0.1	1 February 2025	1 March 2025	1 August 2025
Vietnam	6.2	1 July 2025	1 August 2025	1 January 2026

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

9. The gap closure measure is completed for **Libya** and **Mexico**. Therefore, the personal transitional allowance (PTA) is no longer applicable for these duty stations effective 1 July 2025.

IX. One Month Rule (OMR)

10. The one-month rule (OMR) remains in effect for **Argentina**, even though inflation rates have recently fallen below the six- and twelve-month thresholds for the second time since the rule was applied. In accordance with operational guidelines, the duty station will remain under the OMR while CPI trends are monitored for an additional month. If the downward trend continues, the OMR will be lifted in August 2025. Under this rule, the post adjustment multiplier is reviewed on a monthly basis during periods of substantial inflation. Based on the application of the one-month rule, the applicable post adjustment multiplier for **Argentina** is listed in the attached Consolidated Post Adjustment Circular.

X. CONSOLIDATED POST ADJUSTMENT CIRCULAR

Effective 1 July 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	69.852	135.5	36.6		Nov-24		9	10		Jul-06
Albania /W40	81.06	135.7	36.5	Y	Jul-25	FMR	17	18		Oct-24
Algeria /W40	129.505	144.8	44.8	Y	Jul-25	FMR	19	20		Mar-24
Angola /W40	911.955	151.9	51.9	Y	Jul-25	FMR	14	15		Nov-23
Anguilla /W40 14/	2.7	146.8	50.1		Nov-24		22	23		Aug-23
Antigua and Barbuda /W40 14/	2.7	146.8	50.1		Nov-24		22	23		Aug-23
Argentina	1254.985	135.1	37.1	Y	Jul-25	CFMR	25	27		Apr-24
Armenia	383.13	132.9	34.7	Y	Jul-25	FMR	23	24		Apr-24
Aruba 12/	1.79	158.5	59.4		Nov-24		29	31		Aug-22
Australia	1.52	133.5	33.6	Y	Jul-25	ER	27	29		Oct-23
Austria	0.856	156.2	55.9	Y	Jul-25	ER	19	20		Aug-22
Azerbaijan	1.698	132.5	34.0		Mar-25		16	17		Mar-23
Bahamas	1	163.6	66.4		Mar-24		26	28		Jul-24
Bahrain	0.377	126.8	34.2		Sep-24		22	23		Sep-22
Bangladesh /W40	121.5	140.0	40.7		Mar-25		17	18		Sep-21
Barbados /W40	2	158.0	62.1		Jul-24		23	24		Aug-23
Belarus	2.966	143.2	43.2	Y	Jul-25	FMR	17	18		Oct-24
Belgium	0.856	149.3	50.7	Y	Jul-25	ER	17	18		Feb-15
Belize	2	145.5	45.5	Y	Jul-25	FMR	13	14		Apr-25
Benin	561.175	135.0	35.8	Y	Jul-25	FMR	19	20		Aug-24
Bermuda 16/	1	177.0	80.1		Mar-24		38	40		Sep-23
Bhutan	85.79	137.0	39.2	Y	Jul-25	FMR	10	11		Aug-24
Bolivia	6.86	128.5	28.5	Y	Jul-25	H	22	23	Y	Jul-25
Bonaire /W40 14/	1	146.8	50.1		Nov-24		22	23		Aug-23
Bosnia and Herzegovina /W40	1.673	132.2	32.2	Y	Jul-25	FMR	14	15		Apr-25
Botswana	12.987	124.1	24.8	Y	Jul-25	FMR	21	22		Aug-24
Brazil	5.57	128.3	30.1	Y	Jul-25	FMR	21	22		Dec-23
British Virgin Islands /W40	1	145.3	46.1		Nov-24		22	23		Jun-19
Bulgaria	1.673	135.1	40.3	Y	Jul-25	ER	20	21		Jun-23
Burkina Faso /W40	561.175	126.5	30.7	Y	Jul-25	FMR	15	16		Dec-24
Burundi /W40	2921.123	144.0	44.0	Y	Jul-25	FMR	16	17		Sep-24
Cambodia	4009	124.9	28.3		Mar-24		22	23		Jul-24
Cameroon /W40	561.175	140.3	43.4	Y	Jul-25	FMR	15	16		Jul-15
Canada, Montreal	1.369	139.3	39.1	Y	Jul-25	ER	18	19		Aug-22
Canada, Ottawa	1.369	148.9	48.6	Y	Jul-25	L	20	21		Aug-22
Canada, Toronto	1.369	155.8	55.5	Y	Jul-25	L	20	21		May-17
Cape Verde	94.332	137.4	41.2	Y	Jul-25	FMR	18	19		Feb-25
Cayman Islands 17/	0.82	142.5	45.9	Y	Jul-25	L	24	25		Dec-17

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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		
Central African Rep. /W40	561.175	145.3	48.2	Y	Jul-25	FMR	17	18		Nov-17
Chad /W40	561.175	140.9	45.3	Y	Jul-25	FMR	16	17		Dec-19
Chile	955	120.6	22.3	Y	Jul-25	FMR	21	22		Jul-24
China, Beijing	7.167	149.5	51.8		Mar-25		25	27		Feb-22
China, Hong Kong (SAR)	7.85	196.6	97.8		Jun-25		19	20		Jun-12
China, Macao (SAR)	8.085	146.2	49.1	Y	Jul-25	FMR	25	27		Oct-23
Colombia /W40	4012	140.2	40.5	Y	Jul-25	FMR	19	20		Sep-23
Comoros	420.881	137.1	39.9	Y	Jul-25	FMR	16	17		May-24
Congo /W40	561.175	146.2	46.2	Y	Jul-25	FMR	8	8		Jul-23
Congo, Dem. Rep. /W40	2870.875	151.2	52.2		Nov-24		27	29		May-24
Cook Islands 4/	1.664	140.9	42.0	Y	Jul-25	FMR	21	22		Jun-24
Costa Rica	502.93	132.7	33.2	Y	Jul-25	FMR	22	23		Mar-24
Cote d Ivoire /W40	561.175	167.1	67.1	Y	Jul-25	FMR	17	18		May-25
Croatia, Republic of	0.856	138.0	44.7	Y	Jul-25	ER	8	9		Aug-19
Cuba	24	150.3	56.5		Jul-24		21	22		Jul-24
Cyprus	0.856	131.9	36.6	Y	Jul-25	ER	16	17		Jun-23
Czech Republic	21.11	147.8	53.5	Y	Jul-25	ER	19	20		Nov-23
Denmark	6.383	174.2	79.8	Y	Jul-25	ER	25	27		Jun-19
Djibouti /W40	177	140.6	41.6		Nov-24		16	17		Jan-15
Dominica /W40 14/	2.7	146.8	50.1		Nov-24		22	23		Aug-23
Dominican Republic /W40	59.891	130.1	30.1	Y	Jul-25	FMR	17	18		Apr-25
Ecuador /W40	1	121.6	24.6		Jul-24		19	20		Sep-24
Egypt /W40	49.475	125.1	25.1	Y	Jul-25	FMR	18	19		Dec-24
El Salvador	1	127.0	29.7		Nov-24		25	27		Mar-24
Equatorial Guinea	561.175	138.9	40.7	Y	Jul-25	FMR	15	16		May-25
Eritrea /W40	15	136.7	40.3		Jul-23		10	11		Sep-24
Estonia	0.856	146.9	47.5	Y	Jul-25	FMR	18	19		Feb-01
Eswatini	17.912	116.7	18.2	Y	Jul-25	FMR	12	13		Apr-24
Ethiopia /W40	135.935	134.2	46.6	Y	Jul-25	FMR	23	24		Nov-24
Fiji /W40	2.23	133.5	38.6	Y	Jul-25	FMR	23	24		Jan-25
Finland	0.856	145.1	48.6	Y	Jul-25	ER	24	25		May-23
France, Lyon and Elsewhere	0.856	153.6	55.2	Y	Jul-25	L	19	20		Aug-22
France, Paris	0.856	157.3	58.9	Y	Jul-25	ER	25	27		Aug-22
French Guiana	0.856	136.2	41.6	Y	Jul-25	ER	0	0		Jan-00
Gabon	561.175	144.9	44.9	Y	Jul-25	PP	20	21	Y	Jul-25
Gambia	72.11	135.4	35.4	Y	Jul-25	FMR	17	18		May-24
Georgia, Republic of	2.719	124.8	25.2	Y	Jul-25	FMR	19	20		Aug-24
Germany, Berlin	0.856	146.8	48.0	Y	Jul-25	L	22	23		Jul-23

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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, Bonn	0.856	139.2	40.3	Y	Jul-25	ER	21	22		Jul-23
Germany, Dresden	0.856	139.2	40.3	Y	Jul-25	A	20	21		Jul-23
Germany, Frankfurt	0.856	148.5	49.7	Y	Jul-25	L	23	24		Jul-23
Germany, Hamburg	0.856	155.1	56.3	Y	Jul-25	L	25	27		Jul-23
Germany, Munich	0.856	161.1	62.3	Y	Jul-25	L	26	28		Jul-23
Ghana	10.35	153.6	53.6	Y	Jul-25	FMR	25	27		Dec-24
Gibraltar 1/	0.74	183.7	80.2		Jun-25		29	31		Aug-22
Greece	0.856	137.3	40.6	Y	Jul-25	ER	18	19		Aug-23
Grenada /W40 14/	2.7	146.8	50.1		Nov-24		22	23		Aug-23
Guatemala /W40	7.678	130.4	32.7	Y	Jul-25	FMR	17	18		Mar-24
Guinea	8625	143.4	46.3	Y	Jul-25	FMR	20	21		Mar-24
Guinea Bissau	561.175	149.4	50.5	Y	Jul-25	FMR	12	13		Nov-24
Guyana	208	149.3	49.3	Y	Jul-25	H	19	20		Apr-23
Haiti /W40	130.87	150.2	51.0		Nov-24		19	20		Mar-23
Honduras	25.922	130.2	31.4	Y	Jul-25	FMR	21	22		Mar-24
Hungary	342.31	145.6	51.0	Y	Jul-25	ER	18	19		Jun-23
Iceland	121.74	144.5	47.9	Y	Jul-25	ER	0	0		Jan-00
India /W40	85.79	134.7	35.0	Y	Jul-25	FMR	14	15		Jun-24
Indonesia	16214	130.2	30.7	Y	Jul-25	FMR	24	25		Dec-24
Iran /W40	689286	131.6	31.6	Y	Jul-25	PP	17	18	Y	Jul-25
Iraq	1310	125.9	26.8		Nov-24		14	15		May-02
Ireland	0.856	155.4	58.0	Y	Jul-25	ER	24	25		May-98
Israel, Tel Aviv /W40 22/	3.334	160.4	68.6	Y	Jul-25	FMR	27	29		Apr-24
Italy, Brindisi	0.856	123.9	25.6	Y	Jul-25	L	10	11		Nov-99
Italy, Rome	0.856	129.8	31.6	Y	Jul-25	ER	21	22		Aug-22
Jamaica	159.032	140.6	43.9	Y	Jul-25	FMR	25	27		Apr-21
Japan, Hiroshima	147.05	138.7	37.5	Y	Jul-25	L	19	20		Nov-23
Japan, Tokyo	147.05	156.2	54.9	Y	Jul-25	ER	21	22		Nov-23
Jerusalem, Jerusalem /W40	3.334	151.8	59.6	Y	Jul-25	FMR	26	28		Apr-24
Jordan /W40	0.708	129.0	30.2		Nov-24		19	20		Oct-24
Kazakhstan	523.16	126.7	30.2	Y	Jul-25	FMR	16	17		Dec-24
Kenya /W40	129	140.1	40.4		Mar-25		24	25		Feb-24
Kiribati	1.52	141.8	42.3	Y	Jul-25	FMR	14	15		Jul-24
Korea, Dem. Peo. Rep. of	110	146.4	47.5		Nov-24		10	11		Sep-15
Korea, Republic of	1375.22	145.6	49.0	Y	Jul-25	FMR	17	18		Nov-19
Kuwait /W40	0.306	149.0	50.0	Y	Jul-25	FMR	14	15		Sep-24
Kyrgyzstan /W40	87.15	126.6	28.5	Y	Jul-25	FMR	14	15		Jun-21
Lao Peo. Dem. Rep. /W40	21670	127.7	29.0	Y	Jul-25	FMR	15	16		Oct-24

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Effective 1 July 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		
Latvia	0.856	143.3	49.5	Y	Jul-25	ER	13	14		Apr-24
Lebanon /W40 28/	89500	144.2	48.1	Y	Jul-25	FMR	20	21		Dec-24
Lesotho	17.912	128.6	28.9	Y	Jul-25	FMR	13	14		Oct-24
Liberia	199.369	144.2	48.6		Aug-24		21	22		Aug-23
Libya /W40 26/	5.395	131.3	31.9	Y	Jul-25	FMR	18	19		Dec-24
Lithuania	0.856	135.6	36.0	Y	Jul-25	FMR	17	18		Dec-03
Luxembourg	0.856	151.5	53.8	Y	Jul-25	ER	17	18		Dec-17
Madagascar /W40	4411.06	126.5	28.2	Y	Jul-25	FMR	20	21		Feb-25
Malawi	1751	135.5	35.5	Y	Jul-25	H	19	20	Y	Jul-25
Malaysia /W40	4.248	147.2	48.4	Y	Jul-25	FMR	14	15		May-25
Maldives	15	137.9	37.9	Y	Jul-25	FMR	23	24		Jun-20
Mali /W40	561.175	145.5	46.8	Y	Jul-25	FMR	13	14		Sep-20
Malta	0.856	135.7	39.6	Y	Jul-25	ER	16	17		Aug-23
Marshall Islands 2/	1	159.5	40.8	Y	Jul-25	FMR	21	22		Jun-24
Mauritania /W40	39.79	131.1	32.5		Nov-24		14	15		Jun-24
Mauritius	45.269	130.0	30.0	Y	Jul-25	FMR	20	21		Apr-24
Mexico	18.71	148.8	51.6	Y	Jul-25	FMR	23	24		Apr-25
Micronesia, Fed States of /W40	1	159.5	59.5	Y	Jul-25	FMR	11	12		Dec-23
Moldova	16.846	146.1	46.1	Y	Jul-25	FMR	21	22		Oct-21
Monaco 3/	0.856	157.3	58.9	Y	Jul-25	A	25	27		Aug-22
Mongolia	3573.5	133.6	33.6		Mar-25		18	19		Oct-24
Montenegro	0.856	134.6	34.6	Y	Jul-25	FMR	21	22		Mar-25
Morocco /W40	9.01	132.2	33.9	Y	Jul-25	FMR	21	22		May-21
Mozambique /W40	63.25	129.8	29.8	Y	Jul-25	FMR	24	25		May-24
Myanmar /W40	4200	131.1	34.9		Mar-25		11	12		May-24
Namibia	17.912	130.8	30.8	Y	Jul-25	FMR	14	15		Nov-24
Nauru 4/	1.52	140.9	42.0	Y	Jul-25	FMR	21	22		Jun-24
Nepal /W40	137.272	123.5	24.7	Y	Jul-25	FMR	12	13		Jan-14
Netherlands	0.856	149.7	50.8	Y	Jul-25	ER	23	24		Oct-23
New Caledonia	102.089	137.7	39.1	Y	Jul-25	FMR	16	17		Sep-05
New Zealand 25/	1.664	133.9	36.0	Y	Jul-25	FMR	24	25		Dec-20
Nicaragua /W40	36.532	129.9	29.9	Y	Jul-25	FMR	14	15		May-25
Niger	561.175	148.1	51.0	Y	Jul-25	FMR	15	16		Dec-24
Nigeria /W40	1526.22	155.6	55.6	Y	Jul-25	FMR	21	22		Dec-23
North Macedonia	52.59	127.3	28.1	Y	Jul-25	FMR	18	19		Jun-24
Norway	10.125	144.3	46.5	Y	Jul-25	ER	25	27		May-23
Oman	0.385	129.2	29.9		Nov-24		22	23		Jul-24
Pakistan /W40	284.274	133.1	34.4	Y	Jul-25	FMR	18	19		Mar-24

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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	140.9	42.0	Y	Jul-25	FMR	21	22		Jun-24
Panama	1	131.6	33.2		Nov-24		24	25		Aug-18
Papua New Guinea /W40	4.128	141.1	43.1	Y	Jul-25	FMR	25	26		Jun-24
Paraguay	7657	122.7	24.2	Y	Jul-25	FMR	17	18		Aug-20
Peru	3.545	133.8	35.0	Y	Jul-25	FMR	21	22		Aug-17
Philippines /W40	56.47	138.9	39.8	Y	Jul-25	FMR	23	24		Jan-24
Poland	3.641	140.1	43.4	Y	Jul-25	ER	22	23		Jun-23
Portugal, Guimaraes	0.856	119.0	19.6	Y	Jul-25	L	13	14		Aug-23
Portugal, Lisbon	0.856	137.5	38.2	Y	Jul-25	ER	20	21		Jan-05
Puerto Rico /W40 13/	1	130.1	30.1	Y	Jul-25	FMR	17	18		Apr-25
Qatar /W40	3.645	138.2	46.6		Nov-23		28	30		Oct-19
Romania	4.344	130.3	32.9	Y	Jul-25	ER	19	20		Jun-23
Russian Federation	77.825	161.8	61.8	Y	Jul-25	FMR	20	21		Oct-24
Rwanda	1430.169	129.9	29.9	Y	Jul-25	FMR	17	18		Oct-22
Saint Helena 5/	0.74	160.1	60.1	Y	Jul-25	FMR	13	14		Aug-22
St. Lucia	2.7	144.0	45.2		Jul-24		18	19		Mar-21
Samoa	2.727	131.1	32.8	Y	Jul-25	FMR	16	17		Dec-23
Sao Tome and Principe	20.909	159.8	66.9	Y	Jul-25	FMR	25	27		Nov-24
Saudi Arabia /W40	3.75	147.6	47.6	Y	Jul-25	PP	22	23		Feb-24
Senegal /W40	561.175	145.9	47.4	Y	Jul-25	FMR	22	23		Dec-24
Serbia	100.12	138.1	38.1	Y	Jul-25	FMR	18	19		Jul-23
Seychelles	14.145	135.1	41.0	Y	Jul-25	FMR	19	20		Feb-24
Sierra Leone /W40	23.65	144.6	46.1	Y	Jul-25	FMR	19	20		May-18
Singapore /W40	1.28	167.4	70.1	Y	Jul-25	FMR	23	24		Jul-19
Slovak Republic	0.856	139.6	43.4	Y	Jul-25	ER	16	17		Feb-12
Slovenia, Republic of 23/	0.856	141.8	49.2	Y	Jul-25	ER	14	15		Jan-20
Solomon Islands /W40	8.217	146.6	48.5	Y	Jul-25	FMR	19	20		Mar-24
Somalia 6/	24300	137.1	43.5	Y	Jul-25	FMR	23	24		Feb-24
South Africa /W40	17.912	123.0	23.7	Y	Jul-25	FMR	19	20		Aug-23
South Sudan, Republic of /W40	4531.433	141.3	42.5		Nov-24		10	11		Mar-25
Spain	0.856	133.5	34.1	Y	Jul-25	ER	22	23		Aug-22
Sri Lanka	300.39	128.3	33.2	Y	Jul-25	FMR	23	24		Aug-23
St. Kitts and Nevis /W40 14/	2.7	146.8	50.1		Nov-24		22	23		Aug-23
St. Vincent and the Grenadines /W40 14/	2.7	146.8	50.1		Nov-24		22	23		Aug-23
Sudan /W40 29/	2140	141.3	42.5		Dec-24		10	11		Mar-25
Suriname	37.49	131.7	32.7		Mar-25		18	19		Jun-24
Sweden	9.537	140.4	45.4	Y	Jul-25	ER	27	29		May-23
Switzerland	0.796	188.6	90.7	Y	Jul-25	ER	22	23		Aug-22

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		Index	Multiplier	Change	Effective date	Reason for change	Rate		Change	Effective date
							With allowances	Without allowances		
Syrian Arab Republic 10/	11110	103.5	14.0		Jul-19		20	21		Jun-12
Tajikistan /W40	9.733	131.4	32.7	Y	Jul-25	FMR	14	15		Feb-23
Tanzania, United Rep. of /W40	2570	134.8	34.8	Y	Jul-25	FMR	22	23		Oct-21
Thailand /W40	32.4	135.9	37.2	Y	Jul-25	FMR	22	23		Jul-19
Timor-Leste /W40	1	136.0	37.6		Nov-24		15	16		Jul-11
Togo	561.175	144.8	44.8	Y	Jul-25	FMR	15	16		Feb-23
Tonga	2.331	134.0	36.1	Y	Jul-25	FMR	9	10		Jan-09
Trinidad and Tobago /W40	6.752	135.5	38.1		Nov-24		21	22		Feb-23
Tunisia	2.897	123.8	25.8	Y	Jul-25	FMR	17	18		Mar-24
Türkiye, Ankara	40.171	129.9	29.9	Y	Jul-25	FMR	14	15		May-23
Türkiye, Gebze /W40 19/	40.171	136.5	36.5	Y	Jul-25	FMR	15	16		May-23
Türkiye, Istanbul /W40 15/	40.171	136.5	36.5	Y	Jul-25	FMR	15	16		May-23
Turkmenistan /W40	3.5	173.6	76.4		Jul-23		8	9		Oct-21
Tuvalu 11/	1.52	140.1	42.0	Y	Jul-25	FMR	18	19		Jul-24
Uganda /W40	3580	132.7	32.7	Y	Jul-25	FMR	20	21		Apr-25
Ukraine	41.8	128.4	28.4	Y	Jul-25	FMR	16	17		Aug-19
United Arab Emirates /W40	3.673	153.0	58.4		Jan-24		25	27		Feb-25
United Kingdom	0.74	183.7	80.2		Jun-25		29	31		Aug-22
USA, El Paso 20/	1	151.7	49.2		Feb-25		13	14		Aug-22
USA, Miami 7/	1	153.0	50.5		Feb-25		25	27		Aug-22
USA, New York	1	179.5	75.5		Feb-25		32	34		Feb-23
USA, San Diego 21/	1	175.8	71.8		Feb-25		29	31		Aug-22
USA, San Francisco 8/	1	183.7	79.6		Feb-25		29	31		Aug-22
USA, Seattle 18/	1	154.7	52.2		Feb-25		25	27		Aug-22
USA, Washington D.C.	1	158.5	55.8		Feb-25		27	29		Apr-11
Uruguay	40.563	138.6	42.0	Y	Jul-25	FMR	27	29		May-22
Uzbekistan /W40	12550	133.7	33.7	Y	Jul-25	FMR	15	16		Jul-23
Vanuatu	115.19	147.5	47.9	Y	Jul-25	FMR	16	17		Jan-24
Venezuela /W40 10/	113.75	78.7	45.0		Mar-18		27	29		Aug-12
Vietnam /W40	26097	119.8	23.4	Y	Jul-25	GCM	18	19		May-24
West Bank & the Gaza Strip, The /W40 9/	3.334	151.8	59.6	Y	Jul-25	FMR	26	28		Apr-24
Yemen, Republic of 27/	529.73	123.1	23.7		Nov-24		21	22		Jul-24
Zambia	23.225	132.7	32.7	Y	Jul-25	FMR	22	23		Apr-23
Zimbabwe /W40 24/	26.891	125.6	26.1	Y	Jul-25	FMR	17	18		Aug-24

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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.

**XI. 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