



INTERNATIONAL CIVIL SERVICE COMMISSION

Consolidated Post Adjustment Circular

ICSC/CIRC/PAC/611

Approved by:
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UN Tourism



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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 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} novembre 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 November 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 November 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 November 2025

Duty station	Type o survey	Date of survey
Bahamas	Place-to-place	June 2025
Brazil	Place-to-place	June 2025
China, Macao (SAR)	Place-to-place	June 2025
Egypt	Housing	July 2025
Ethiopia	Housing	June 2025
Mali	Place-to-place	July 2025

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 5 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 operational rule was further modified by the Commission in 2025 as prescribed in document **ICSC/CIRC/GEN/05/2025**. For Gap Closure Measures (GCM) implemented before November 2025, the rule as prescribed in document **ICSC/CIRC/GEN/04/2024** is maintained except for the duration of the PTA which the Commission capped to a maximum of **36 months** provided that a minimum advance notice of 12 months is issued. For these GCMs, the PTA will bridge the full gap between the new benchmark NTP and the prevailing NTP at the time of implementation for the first six months. Following this period, the NTP for existing staff will be gradually reduced by **3%** every **4 months**, with the PTA adjusted monthly to reflect the difference between the NTP for existing staff and the newcomers.

8. The parameters governing the PTAs, effective November 2025, have been revised in accordance with document **ICSC/CIRC/GEN/05/2025**, issued on 15 August 2025. The modifications include: the initial grace period is adjusted from **6 to 3 months**. Following the grace period, the NTP for existing staff will be gradually reduced by **4%** every **3 months** with the PTA adjusted monthly to reflect the difference between the NTP of existing staff and the newcomers. Also, the **maximum duration** is now set at **24 months**, after which PTA is discontinued. Table 2 provides a summary of all PTAs in effect as of 1 November 2025. The PTA starting date indicates which of the PTA adjustment mechanisms should be used.

9. It should be noted that the PTA is supposed to be 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 November 2025

DUTY STATION	Existing PTA*	PTA starting date	Applicable to staff on post before	Date of next revision
Chad	5.9	1 June 2025	1 July 2025	1 December 2025
Cuba	3.9	1 August 2025	1 September 2025	1 February 2026
Guinea	2.2	1 March 2025	1 April 2025	1 January 2026
Lebanon	10.3	1 April 2023	1 May 2023	1 February 2026
Moldova	9.1	1 September 2025	1 October 2025	1 March 2026
Serbia	6.3	1 August 2025	1 September 2025	1 February 2026
Vietnam	6.5	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

10. The gap closure measure is completed for **Bahrain** and **Comoros**. Therefore, the personal transitional allowance (PTA) is no longer applicable for this duty station effective 1 November 2025.

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

11. The revised post adjustment multipliers and applicable rental subsidy thresholds for the following duty stations have been established, effective 1 November 2025 as listed in Table 3, based on the new cost-of-living surveys, to which these duty stations are linked for purposes of post adjustment.

Table 3: Revised post adjustment multipliers and rental subsidy thresholds for linked duty stations

DUTY STATION	REFERENCE DUTY STATION	MULTIPLIER	RENTAL SUBSIDY THRESHOLDS (PER CENT)	
			<u>With</u> Spouse/Single Parent Allowance	<u>Without</u> Spouse/Single Parent Allowance
Bermuda	Bahamas	81.7	28	30
Libya	Algeria, Egypt and Tunisia	34.4	No change	No change

X. Suspension of Four-Month Review (FMR) rule for Jamaica

12. In light of the impact of Hurricane Melissa in Jamaica and its effects on the human and market retail infrastructures, the application of the Four-Month Review (FMR) rule is suspended for one review cycle, pending further evaluations.

XI. Notification Regarding Changes to the Rules Governing Personal Transitional Allowance (PTA)

13. This is to notify stakeholders of the United Nations Common System organizations that, as stated in the circular **ICSC/CIRC/GEN/05/2025** published on 15 August 2025 by the ICSC secretariat, the modified rules governing the Personal Transitional Allowances (PTAs) have been implemented effective 1 November 2025.

XII. CONSOLIDATED POST ADJUSTMENT CIRCULAR

Effective 1 November 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	65.835	139.6	39.6	Y	Nov-25	FMR	9	10		Jul-06
Albania /W40	81.08	138.2	38.2	Y	Nov-25	FMR	17	18		Oct-24
Algeria /W40	130.078	147.4	47.4	Y	Nov-25	FMR	19	20		Mar-24
Angola /W40	912.085	157.1	57.1	Y	Nov-25	FMR	14	15		Nov-23
Anguilla /W40 14/	2.7	145.2	50.2	Y	Nov-25	FMR	22	23		Aug-23
Antigua and Barbuda /W40 14/	2.7	145.2	50.2	Y	Nov-25	FMR	22	23		Aug-23
Argentina	1411.492	136.6	36.6	Y	Nov-25	FMR	25	27		Apr-24
Armenia	381	134.8	34.8	Y	Nov-25	FMR	23	24		Apr-24
Aruba 12/	1.79	160.1	60.1	Y	Nov-25	FMR	29	31		Aug-22
Australia	1.53	134.6	32.9	Y	Nov-25	ER	27	29		Oct-23
Austria	0.865	156.2	54.5		Oct-25		19	20		Aug-22
Azerbaijan	1.698	135.0	35.0	Y	Nov-25	FMR	16	17		Mar-23
Bahamas	1	167.9	67.9	Y	Nov-25	PP	26	28		Jul-24
Bahrain	0.377	130.3	34.2		Sep-24		22	23		Sep-22
Bangladesh /W40	121.65	144.1	44.1	Y	Nov-25	FMR	17	18		Sep-21
Barbados /W40	2	152.6	62.1		Jul-24		23	24		Aug-23
Belarus	2.978	146.3	46.3	Y	Nov-25	FMR	17	18		Oct-24
Belgium	0.865	150.8	49.3		Oct-25		17	18		Feb-15
Belize	2	147.9	47.9	Y	Nov-25	FMR	13	14		Apr-25
Benin	567.241	135.9	35.9	Y	Nov-25	FMR	19	20		Aug-24
Bermuda 16/	1	181.7	81.7	Y	Nov-25	PP	28	30	Y	Nov-25
Bhutan	88.628	138.4	39.2		Jul-25		10	11		Aug-24
Bolivia	6.86	131.2	31.2	Y	Nov-25	FMR	22	23		Jul-25
Bonaire /W40 14/	1	145.2	50.2	Y	Nov-25	FMR	22	23		Aug-23
Bosnia and Herzegovina /W40	1.691	134.8	34.8	Y	Nov-25	FMR	14	15		Apr-25
Botswana	14.065	122.9	22.9	Y	Nov-25	FMR	17	18		Aug-25
Brazil	5.293	128.5	30.1		Jul-25		21	22		Dec-23
British Virgin Islands /W40	1	147.8	47.8	Y	Nov-25	FMR	22	23		Jun-19
Bulgaria	1.691	136.8	39.0		Oct-25		20	21		Jun-23
Burkina Faso /W40	567.241	127.9	30.2	Y	Nov-25	FMR	15	16		Dec-24
Burundi /W40	2938.889	143.5	43.9	Y	Nov-25	FMR	16	17		Sep-24
Cambodia	4015	127.2	28.3		Mar-24		21	22		Oct-25
Cameroon /W40	567.241	142.4	42.7	Y	Nov-25	FMR	15	16		Jul-15
Canada, Montreal	1.402	138.0	36.2		Oct-25		18	19		Aug-22
Canada, Ottawa	1.402	147.4	45.5		Oct-25		20	21		Aug-22

XII. CONSOLIDATED POST ADJUSTMENT CIRCULAR

Effective 1 November 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		
Canada, Toronto	1.402	154.3	52.3		Oct-25		20	21		May-17
Cape Verde	95.352	140.2	40.8	Y	Nov-25	FMR	18	19		Feb-25
Cayman Islands 17/	0.82	145.1	45.8	Y	Nov-25	L	24	25		Dec-17
Central African Rep. /W40	567.241	148.6	48.6	Y	Nov-25	FMR	17	18		Nov-17
Chad /W40	567.241	144.5	45.0	Y	Nov-25	FMR	16	17		Dec-19
Chile	931.83	134.1	34.1	Y	Nov-25	FMR	25	26		Oct-25
China, Beijing	7.114	151.9	52.4	Y	Nov-25	FMR	25	27		Feb-22
China, Hong Kong (SAR)	7.771	200.3	99.6	Y	Nov-25	ER	19	20		Jun-12
China, Macao (SAR)	8.004	143.9	49.1		Jul-25		25	27		Oct-23
Colombia /W40	3725.96	147.8	47.8	Y	Nov-25	FMR	19	20		Sep-23
Comoros	425.43	139.4	39.6	Y	Nov-25	FMR	16	17		May-24
Congo /W40	567.241	147.2	47.2	Y	Nov-25	FMR	8	8		Jul-23
Congo, Dem. Rep. /W40	2140.953	154.4	54.4	Y	Nov-25	FMR	27	29		May-24
Cook Islands 4/	1.767	143.0	43.1	Y	Nov-25	FMR	22	23		Aug-25
Costa Rica	499.66	134.5	34.5	Y	Nov-25	FMR	22	23		Mar-24
Cote d Ivoire /W40	567.241	168.1	68.1	Y	Nov-25	FMR	17	18		May-25
Croatia, Republic of	0.865	140.6	43.4		Oct-25		8	9		Aug-19
Cuba	24	149.5	52.6		Aug-25		21	22		Jul-24
Cyprus	0.865	133.0	35.3		Oct-25		16	17		Jun-23
Czech Republic	20.958	150.0	54.5	Y	Nov-25	ER	19	20		Nov-23
Denmark	6.457	175.4	78.0	Y	Nov-25	ER	25	27		Jun-19
Djibouti	177	142.2	42.2	Y	Nov-25	FMR	16	17		Jan-15
Dominica /W40 14/	2.7	145.2	50.2	Y	Nov-25	FMR	22	23		Aug-23
Dominican Republic /W40	64.02	131.3	31.3	Y	Nov-25	FMR	17	18		Apr-25
Ecuador /W40	1	124.9	24.9	Y	Nov-25	FMR	17	18		Oct-25
Egypt /W40	47.168	130.1	30.1	Y	Nov-25	H	19	20	Y	Nov-25
El Salvador	1	129.2	29.7		Nov-24		25	27		Mar-24
Equatorial Guinea	567.241	141.7	41.7	Y	Nov-25	FMR	15	16		May-25
Eritrea	15	144.5	44.5	Y	Nov-25	FMR	11	12		Sep-25
Estonia	0.865	150.1	50.1	Y	Nov-25	FMR	18	19		Feb-01
Eswatini	17.086	120.7	20.7	Y	Nov-25	FMR	12	13		Apr-24
Ethiopia /W40	151.924	138.2	46.6		Jul-25		22	23	Y	Nov-25
Fiji /W40	2.27	134.5	37.7	Y	Nov-25	FMR	23	24		Jan-25
Finland	0.865	146.5	47.3		Oct-25		24	25		May-23
France, Lyon and Elsewhere	0.865	152.9	53.8		Oct-25		19	20		Aug-22

XII. CONSOLIDATED POST ADJUSTMENT CIRCULAR

Effective 1 November 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		
France, Paris	0.865	156.6	57.5		Oct-25		25	27		Aug-22
French Guiana	0.865	139.3	40.3		Oct-25		0	0		Jan-00
Gabon	567.241	147.8	47.8	Y	Nov-25	FMR	20	21		Jul-25
Gambia	72.82	138.6	38.6	Y	Nov-25	FMR	17	18		May-24
Georgia, Republic of	2.707	127.6	27.6	Y	Nov-25	FMR	19	20		Aug-24
Germany, Berlin	0.865	147.2	46.6		Oct-25		22	23		Jul-23
Germany, Bonn	0.865	139.5	39.0		Oct-25		21	22		Jul-23
Germany, Dresden	0.865	139.5	39.0		Oct-25		20	21		Jul-23
Germany, Frankfurt	0.865	148.8	48.3		Oct-25		23	24		Jul-23
Germany, Hamburg	0.865	155.5	54.9		Oct-25		25	27		Jul-23
Germany, Munich	0.865	161.5	60.8		Oct-25		26	28		Jul-23
Ghana	10.929	153.6	53.6		Jul-25		25	27		Dec-24
Gibraltar 1/	0.764	179.7	75.1	Y	Nov-25	A	29	31		Aug-22
Greece	0.865	138.7	39.4		Oct-25		18	19		Aug-23
Grenada /W40 14/	2.7	145.2	50.2	Y	Nov-25	FMR	22	23		Aug-23
Guatemala /W40	7.658	132.8	32.8	Y	Nov-25	FMR	17	18		Mar-24
Guinea	8633	146.4	46.4	Y	Nov-25	FMR	20	21		Mar-24
Guinea Bissau	567.241	151.5	51.5	Y	Nov-25	FMR	12	13		Nov-24
Guyana	208.1	151.5	51.5	Y	Nov-25	FMR	19	20		Apr-23
Haiti /W40	130.67	153.9	53.9	Y	Nov-25	FMR	19	20		Mar-23
Honduras	26.043	132.3	32.3	Y	Nov-25	FMR	21	22		Mar-24
Hungary	333.15	149.5	53.9	Y	Nov-25	ER	18	19		Jun-23
Iceland	127.04	145.4	42.5	Y	Nov-25	ER	0	0		Jan-00
India /W40	88.628	132.1	34.4	Y	Nov-25	FMR	14	15		Jun-24
Indonesia	16711	131.6	31.6	Y	Nov-25	FMR	24	25		Dec-24
Iran /W40	891656.001	133.5	33.5	Y	Nov-25	FMR	17	18		Jul-25
Iraq	1310	129.7	29.7	Y	Nov-25	FMR	14	15		May-02
Ireland	0.865	156.2	56.5		Oct-25		24	25		May-98
Israel, Tel Aviv /W40 22/	3.198	165.1	71.0	Y	Nov-25	FMR	27	29		Apr-24
Italy, Brindisi	0.865	124.3	24.5		Oct-25		10	11		Nov-99
Italy, Rome	0.865	130.2	30.4		Oct-25		21	22		Aug-22
Jamaica	159.51	143.3	43.9		Jul-25		25	27		Apr-21
Japan, Hiroshima	154.99	134.9	31.3	Y	Nov-25	L	19	20		Nov-23
Japan, Tokyo	154.99	151.9	47.9	Y	Nov-25	ER	21	22		Nov-23
Jerusalem /W40	3.198	156.3	61.9	Y	Nov-25	FMR	26	28		Apr-24

XII. CONSOLIDATED POST ADJUSTMENT CIRCULAR

Effective 1 November 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		
Jordan /W40	0.708	137.4	37.4	Y	Nov-25	FMR	18	19		Oct-25
Kazakhstan	524.45	129.3	30.1	Y	Nov-25	FMR	16	17		Dec-24
Kenya /W40	129.01	141.8	41.8	Y	Nov-25	FMR	24	25		Feb-24
Kiribati	1.53	147.7	47.7	Y	Nov-25	FMR	14	15		Jul-24
Korea, Dem. Peo. Rep. of	110	149.9	49.9	Y	Nov-25	FMR	10	11		Sep-15
Korea, Republic of	1467.22	143.3	46.0	Y	Nov-25	CFMR	17	18		Nov-19
Kuwait /W40	0.307	154.1	54.1	Y	Nov-25	FMR	16	17		Oct-25
Kyrgyzstan /W40	87.2	129.7	29.7	Y	Nov-25	FMR	14	15		Jun-21
Lao Peo. Dem. Rep. /W40	21810	130.4	30.4	Y	Nov-25	FMR	15	16		Oct-24
Latvia	0.865	145.9	48.1		Oct-25		13	14		Apr-24
Lebanon /W40 27/	89500	151.3	54.1	Y	Nov-25	FMR	23	24		Sep-25
Lesotho	17.086	132.8	32.8	Y	Nov-25	FMR	13	14		Oct-24
Liberia	182.345	150.7	50.7	Y	Nov-25	FMR	21	22		Aug-23
Libya /W40 25/	5.443	134.4	34.4	Y	Nov-25	H	18	19		Dec-24
Lithuania	0.865	138.1	38.1	Y	Nov-25	FMR	17	18		Dec-03
Luxembourg	0.865	153.1	52.4		Oct-25		17	18		Dec-17
Madagascar /W40	4477.64	128.4	28.4	Y	Nov-25	FMR	20	21		Feb-25
Malawi	1751	140.9	40.9	Y	Nov-25	FMR	19	20		Jul-25
Malaysia /W40	4.132	151.5	51.5	Y	Nov-25	FMR	14	15		May-25
Maldives	15	139.6	39.6	Y	Nov-25	FMR	23	24		Jun-20
Mali /W40	567.241	148.9	48.9	Y	Nov-25	PP	13	14		Sep-20
Malta	0.865	137.5	38.4		Oct-25		16	17		Aug-23
Marshall Islands 2/	1	160.0	42.2	Y	Nov-25	FMR	21	22		Jun-24
Mauritania /W40	39.77	132.1	32.6	Y	Nov-25	FMR	14	15		Jun-24
Mauritius	45.717	132.0	32.0	Y	Nov-25	FMR	20	21		Apr-24
Mexico	18.302	152.8	53.1	Y	Nov-25	FMR	23	24		Apr-25
Micronesia, Fed States of /W40	1	160.0	60.0	Y	Nov-25	FMR	11	12		Dec-23
Moldova	16.83	134.0	37.0	Y	Nov-25	FMR	17	18		Sep-25
Monaco 3/	0.865	156.6	57.5		Oct-25		25	27		Aug-22
Mongolia	3572.63	136.8	36.8	Y	Nov-25	FMR	18	19		Oct-24
Montenegro	0.865	136.9	36.9	Y	Nov-25	FMR	21	22		Mar-25
Morocco /W40	9.294	133.1	33.1	Y	Nov-25	FMR	21	22		May-21
Mozambique /W40	63.25	132.1	32.1	Y	Nov-25	FMR	24	25		May-24
Myanmar /W40	3950	135.2	35.6	Y	Nov-25	FMR	11	12		May-24
Namibia	17.086	135.3	35.3	Y	Nov-25	FMR	14	15		Nov-24

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Effective 1 November 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		
Nauru 4/	1.53	143.0	43.1	Y	Nov-25	FMR	22	23		Aug-25
Nepal /W40	141.722	124.4	24.4	Y	Nov-25	FMR	12	13		Jan-14
Netherlands	0.865	150.7	49.4		Oct-25		23	24		Oct-23
New Caledonia	103.193	139.0	39.0	Y	Nov-25	FMR	16	17		Sep-05
New Zealand 24/	1.767	135.0	36.3	Y	Nov-25	FMR	24	25		Dec-20
Nicaragua /W40	36.528	132.4	32.4	Y	Nov-25	FMR	14	15		May-25
Niger	567.241	148.2	50.5	Y	Nov-25	FMR	15	16		Dec-24
Nigeria /W40	1438.5	155.5	55.9	Y	Nov-25	FMR	21	22		Dec-23
North Macedonia	53.135	132.0	32.0	Y	Nov-25	FMR	16	17		Aug-25
Norway	10.093	148.4	46.9		Oct-25		25	27		May-23
Oman	0.385	127.4	29.9		Nov-24		21	22		Sep-25
Pakistan /W40	280.948	136.8	36.8	Y	Nov-25	FMR	18	19		Mar-24
Palau, Republic of 4/	1	143.0	43.1	Y	Nov-25	FMR	22	23		Aug-25
Panama	1	131.0	33.2		Nov-24		24	25		Aug-18
Papua New Guinea	4.212	147.3	47.3	Y	Nov-25	FMR	26	28		Aug-25
Paraguay	7025	127.5	27.5	Y	Nov-25	FMR	17	18		Aug-20
Peru	3.367	138.2	38.2	Y	Nov-25	FMR	21	22		Aug-17
Philippines /W40	59.17	139.2	39.2	Y	Nov-25	FMR	23	24		Jan-24
Poland	3.658	141.7	42.8	Y	Nov-25	ER	22	23		Jun-23
Portugal, Guimaraes	0.865	119.3	18.5		Oct-25		13	14		Aug-23
Portugal, Lisbon	0.865	137.9	36.9		Oct-25		20	21		Jan-05
Puerto Rico /W40 13/	1	131.3	31.3	Y	Nov-25	FMR	17	18		Apr-25
Qatar /W40	3.645	140.1	46.6		Nov-23		28	30		Oct-19
Romania	4.395	133.7	31.8		Oct-25		19	20		Jun-23
Russian Federation	80.758	159.4	60.7	Y	Nov-25	FMR	18	19		Oct-25
Rwanda	1443	134.7	34.7	Y	Nov-25	FMR	20	21		Oct-25
Saint Helena 5/	0.764	156.5	57.8	Y	Nov-25	FMR	13	14		Aug-22
St. Lucia	2.7	144.8	45.2		Jul-24		18	19		Mar-21
Samoa	2.784	132.8	32.8		Jul-25		16	17		Dec-23
Sao Tome and Principe	21.244	162.8	66.2	Y	Nov-25	FMR	25	27		Nov-24
Saudi Arabia /W40	3.75	150.7	50.7	Y	Nov-25	FMR	22	23		Feb-24
Senegal /W40	567.241	148.9	48.9	Y	Nov-25	FMR	22	23		Dec-24
Serbia	101.32	129.1	31.8	Y	Nov-25	FMR	18	19		Jul-23
Seychelles	13.66	139.2	43.0	Y	Nov-25	FMR	19	20		Feb-24
Sierra Leone /W40	23.82	147.4	47.4	Y	Nov-25	FMR	19	20		May-18

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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		
Singapore /W40	1.303	167.4	68.1	Y	Nov-25	FMR	23	24		Jul-19
Sint Maarten /W40 14/	1.79	145.2	50.2	Y	Nov-25	FMR	22	23		Sep-25
Slovak Republic	0.865	142.1	42.0		Oct-25		16	17		Feb-12
Slovenia, Republic of 23/	0.865	145.0	47.9		Oct-25		14	15		Jan-20
Solomon Islands /W40	8.117	150.8	50.8	Y	Nov-25	FMR	19	20		Mar-24
Somalia /W40 6/	24300	140.0	44.2	Y	Nov-25	FMR	23	24		Feb-24
South Africa	17.086	128.1	28.1	Y	Nov-25	FMR	17	18		Sep-25
South Sudan, Republic of /W40	4583.584	144.8	44.8	Y	Nov-25	FMR	10	11		Mar-25
Spain	0.865	134.3	32.9		Oct-25		22	23		Aug-22
Sri Lanka	303.86	129.9	32.8	Y	Nov-25	FMR	23	24		Aug-23
St. Kitts and Nevis /W40 14/	2.7	145.2	50.2	Y	Nov-25	FMR	22	23		Aug-23
St. Vincent and the Grenadines /W40 14/	2.7	145.2	50.2	Y	Nov-25	FMR	22	23		Aug-23
Sudan /W40 28/	2400	144.8	44.8	Y	Nov-25	FMR	10	11		Mar-25
Suriname	38.814	134.2	34.2	Y	Nov-25	FMR	18	19		Jun-24
Sweden	9.468	143.3	46.4	Y	Nov-25	ER	27	29		May-23
Switzerland	0.799	188.4	90.0	Y	Nov-25	ER	22	23		Aug-22
Syrian Arab Republic 10/	11055	107.4	14.0		Jul-19		20	21		Jun-12
Tajikistan /W40	9.276	135.3	35.3	Y	Nov-25	FMR	14	15		Feb-23
Tanzania, United Rep. of /W40	2430	139.6	39.6	Y	Nov-25	FMR	22	23		Oct-21
Thailand /W40	32.454	135.2	36.2	Y	Nov-25	FMR	22	23		Jul-19
Timor-Leste /W40	1	141.2	41.2	Y	Nov-25	FMR	16	17		Aug-25
Togo	567.241	145.9	45.9	Y	Nov-25	FMR	15	16		Feb-23
Tonga	2.35	137.1	37.1	Y	Nov-25	FMR	9	10		Jan-09
Trinidad and Tobago /W40	6.724	137.8	38.2	Y	Nov-25	FMR	21	22		Feb-23
Tunisia	2.943	125.8	25.8		Jul-25		17	18		Mar-24
Türkiye, Ankara /W40	42.241	136.3	36.3	Y	Nov-25	FMR	17	18		Sep-25
Türkiye, Gebze /W40 19/	42.241	146.2	46.2	Y	Nov-25	FMR	20	21		Sep-25

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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		
Türkiye, Istanbul /W40 15/	42.241	146.2	46.2	Y	Nov-25	FMR	20	21		Sep-25
Turkmenistan /W40	3.5	176.8	76.8	Y	Nov-25	FMR	8	9		Oct-21
Tuvalu 11/	1.53	142.4	43.1	Y	Nov-25	FMR	18	19		Jul-24
Uganda /W40	3621.2	135.3	35.3	Y	Nov-25	FMR	20	21		Apr-25
Ukraine	42.1	130.3	30.3	Y	Nov-25	FMR	16	17		Aug-19
United Arab Emirates /W40	3.673	155.5	58.4		Jan-24		25	27		Feb-25
United Kingdom	0.764	179.7	75.1	Y	Nov-25	ER	29	31		Aug-22
USA, El Paso 20/	1	153.3	49.2		Feb-25		13	14		Aug-22
USA, Miami 7/	1	154.6	50.5		Feb-25		25	27		Aug-22
USA, New York	1	181.7	75.5		Feb-25		32	34		Feb-23
USA, San Diego 21/	1	177.8	71.8		Feb-25		29	31		Aug-22
USA, San Francisco 8/	1	185.9	79.6		Feb-25		29	31		Aug-22
USA, Seattle 18/	1	156.3	52.2		Feb-25		25	27		Aug-22
USA, Washington D.C.	1	160.1	55.8		Feb-25		27	29		Apr-11
Uruguay	39.683	142.6	42.6	Y	Nov-25	FMR	27	29		May-22
Uzbekistan /W40	11965	138.0	38.0	Y	Nov-25	FMR	15	16		Jul-23
Vanuatu	118.16	146.3	46.6	Y	Nov-25	FMR	16	17		Jan-24
Venezuela /W40 10/	231.046	80.6	45.0		Mar-18		27	29		Aug-12
Vietnam /W40	26340	121.6	23.1	Y	Nov-25	FMR	18	19		May-24
West Bank & the Gaza Strip, The /W40 9/	3.198	156.3	61.9	Y	Nov-25	FMR	26	28		Apr-24
Yemen, Republic of 26/	529.73	121.4	23.7		Nov-24		21	22		Jul-24
Zambia	22.418	136.4	36.4	Y	Nov-25	FMR	22	23		Apr-23
Zimbabwe	26.648	141.1	41.1	Y	Nov-25	FMR	20	21		Aug-25

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

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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		
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 1.073.
- 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/ Australia PAI x 1.0029 until results of a new P/P survey are implemented.
- 25/ Average PAM of Algeria, Egypt and Tunisia until results of a new P/P survey are implemented.
- 26/ Oman PAI x 0.9528.
- 27/ Average PAM of Jerusalem and Türkiye, Istanbul until results of a new P/P survey are implemented.
- 28/ Same post adjustment classification/rental threshold as for South Sudan.

**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*	Sint Maarten	Sint Maarten
Mongolie	Mongolia	Slovénie*	Slovenia*
Monténégro	Montenegro	Somalie	Somalia
Mozambique	Mozambique	Soudan	Sudan (the)
Myanmar	Myanmar	Soudan du Sud	South Sudan
Nauru	Nauru	Sri Lanka	Sri Lanka
Namibie	Namibia	Suède*	Sweden*
Népal	Nepal	Suisse*	Switzerland*
Nicaragua	Nicaragua	Suriname	Suriname
Niger	Niger (the)	Tadjikistan	Tajikistan
Nigéria	Nigeria	Tchad	Chad
Norvège*	Norway*	Thaïlande	Thailand
Nouvelle-Calédonie	New Caledonia	Timor-Leste	Timor-Leste
Nouvelle-Zélande	New Zealand	Togo	Togo
Oman	Oman	Tonga	Tonga
Ouganda	Uganda	Trinité-et-Tobago	Trinidad and Tobago
Ouzbékistan	Uzbekistan	Tunisie	Tunisia
Pakistan	Pakistan	Turkménistan	Turkmenistan
Palaos	Palau	Turquie	Türkiye
Panama	Panama	Tuvalu	Tuvalu
Papouasie-Nouvelle-Guinée	Papua New Guinea	Ukraine	Ukraine
Paraguay	Paraguay	Uruguay	Uruguay
Pays-Bas*	Netherlands (the)*	Vanuatu	Vanuatu
Pérou	Peru	Venezuela	Venezuela (Bolivarian Republic of)
Philippines	Philippines (the)	Viet Nam	Viet Nam
Pologne*	Poland*	Yémen	Yemen
Porto Rico	Puerto Rico	Zambie	Zambia
Portugal*	Portugal*	Zimbabwe	Zimbabwe
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