



INTERNATIONAL CIVIL SERVICE COMMISSION

Consolidated Post Adjustment Circular

ICSC/CIRC/PAC/621

Approved by:
Larbi Djacta, Chairman

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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 September 2026**, 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} septembre 2026** 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 September 2026, are included in the attached Consolidated Post Adjustment Circular.

VI. Cost-of-living surveys

4. 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 September 2026

Duty station	Type o survey	Date of survey
Armenia	Place-to-place	March 2026
Belize	Housing	March 2026
Bosnia and Herzegovina	Place-to-place	March 2026
Dominican Republic	Housing	March 2026
Montenegro	Place-to-place	March 2026
Nicaragua	Housing	April 2026
Philippines	Place-to-place	February 2026
Tunisia	Housing	February 2026

VII. Revised post adjustment multiplier for linked duty stations

5. The revised post adjustment multipliers for the following duty stations have been established, effective 1 September 2026 as listed in Table 2, based on the results of new cost-of-living surveys in reference duty stations, to which those duty stations are linked for purposes of post adjustment.

Table 2. Revised post adjustment multiplier for linked duty stations – September 2026

Duty Station	Reference Duty station	Multiplier
Cook Islands	Indonesia, Papua New Guinea, Philippines , Solomon Islands and Vanuatu	38.9
Naoero, Republic of	Indonesia, Papua New Guinea, Philippines , Solomon Islands and Vanuatu	38.9
Palau, Republic of	Indonesia, Papua New Guinea, Philippines , Solomon Islands and Vanuatu	38.9

VIII. Duty Stations with Personal Transitional Allowance (PTA)

6. 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.

7. 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. The PTA became applicable for **Armenia, Bosnia and Herzegovina, Cook Islands, Montenegro, Naoero Republic of, Palau Republic of and Philippines** due to low survey results implemented in September 2026. Table 3 provides a summary of all PTAs in effect as of 1 September 2026. The PTA starting date indicates which of the PTA adjustment mechanisms should be used.

8. 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 3: Summary of Personal Transitional Allowances (PTAs), as of 1 September 2026

DUTY STATION	Existing PTA*	PTA starting date	Applicable to staff on post before	Date of next revision
Armenia	1.7	1 September 2026	1 October 2026	1 December 2026
Bosnia and Herzegovina	11.2	1 September 2026	1 October 2026	1 December 2026
Cook Islands	1.7	1 September 2026	1 October 2026	1 December 2026
Costa Rica	2.3	1 August 2026	1 September 2026	1 November 2026
Ghana	5.9	1 April 2026	1 May 2026	1 October 2026
Lesotho	3.4	1 August 2026	1 September 2026	1 November 2026
Moldova	2.8	1 September 2025	1 October 2025	1 November 2026
Montenegro	10.0	1 September 2026	1 October 2026	1 December 2026
Naoero, Republic of	1.7	1 September 2026	1 October 2026	1 December 2026
Palau, Republic of	1.7	1 September 2026	1 October 2026	1 December 2026
Philippines	8.3	1 September 2026	1 October 2026	1 December 2026
Seychelles	7.6	1 August 2026	1 September 2026	1 November 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 **Albania** and **Sao Tome and Principe**. Therefore, the personal transitional allowance (PTA) is no longer applicable for these duty stations effective 1 September 2026.

IX. Duty station official name change from Nauru to Naoero, Republic of

10. Please note that the country “Nauru” has changed its official name to “Naoero, Republic of”. Accordingly, the ICSC databases, including the XML have been updated to reflect this change.

X. CONSOLIDATED POST ADJUSTMENT CIRCULAR

Effective 1 September 2026

Country or area	Exchange rate	Post Adjustment (New York, December 2002 = 100)					Thresholds			
		Index	Multiplier	Change	Effective date	Reason for change	Rate		Change	Effective date
							With allowances	Without allowances		
Afghanistan	64.506	131.0	37.4		Nov-25		9	10		Jul-06
Albania /W40	78.82	125.0	33.1		Jun-26		17	18		Oct-24
Algeria /W40	132.821	137.2	44.4		Jul-26		19	20		Mar-24
Angola /W40	912.843	146.9	55.4		Mar-26		14	15		Nov-23
Anguilla /W40 14/	2.7	135.8	47.7		Jul-26		22	23		Aug-23
Antigua and Barbuda /W40 14/	2.7	135.8	47.7		Jul-26		22	23		Aug-23
Argentina	1511.183	135.0	40.2		Jul-26		26	28		Feb-26
Armenia	362	129.0	32.9	Y	Sep-26	GCM	20	21	Y	Sep-26
Aruba 12/	1.79	152.9	60.0		Jul-26		29	31		Aug-22
Australia	1.393	135.1	41.9	Y	Sep-26	ER	27	29		Oct-23
Austria	0.862	148.4	52.9	Y	Sep-26	ER	19	20		Aug-22
Azerbaijan	1.698	128.4	34.0		Jul-26		16	17		Mar-23
Bahamas	1	158.5	65.5		Jul-26		26	28		Jul-24
Bahrain	0.377	121.8	32.1		Sep-24		22	23		Sep-22
Bangladesh /W40	122.73	137.6	42.7		Jul-26		17	18		Sep-21
Barbados /W40	2	142.7	59.5		Jul-24		23	24		Aug-23
Belarus	3.067	138.6	46.2		Jul-26		18	19		May-26
Belgium	0.862	143.6	47.4	Y	Sep-26	ER	17	18		Feb-15
Belize	2	140.2	46.1		Jul-26		13	14		Apr-25
Benin	565.383	127.7	33.2		Jul-26		19	20		Aug-24
Bermuda 16/	1	171.5	79.1		Jul-26		28	30		Nov-25
Bhutan	95.553	130.4	35.9		Jul-26		10	11		Aug-24
Bolivia	12.04	118.4	30.4		Jul-26		22	23		Jul-25
Bonaire /W40 14/	1	135.8	47.7		Jul-26		22	23		Aug-23
Bosnia and Herzegovina /W40	1.686	118.9	22.5	Y	Sep-26	GCM	14	15		Apr-25
Botswana	13.387	118.5	22.4		Jul-26		17	18		Aug-25
Brazil	5.086	123.2	29.5		Jul-26		21	22		Dec-23
British Virgin Islands /W40	1	139.4	45.7		Jul-26		22	23		Jun-19
Bulgaria	0.862	129.5	37.1	Y	Sep-26	ER	20	21		Jun-23
Burkina Faso /W40	565.383	133.1	38.3		Jul-26		14	15		Jul-26
Burundi /W40	2962	136.6	42.8		Jul-26		16	17		Sep-24
Cambodia	4040	119.2	26.3		Mar-24		21	22		Oct-25
Cameroon /W40	565.383	134.4	39.8		Jul-26		15	16		Jul-15

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		Index	Multiplier	Change	Effective date	Reason for change	Rate		Change	Effective date
							With allowances	Without allowances		
Canada, Montreal	1.387	131.9	35.4	Y	Sep-26	ER	18	19		Aug-22
Canada, Ottawa	1.387	140.9	44.7	Y	Sep-26	L	20	21		Aug-22
Canada, Toronto	1.387	147.5	51.4	Y	Sep-26	L	20	21		May-17
Cape Verde	95.04	129.3	38.0		Jul-26		18	19		Feb-25
Cayman Islands 17/	0.82	136.6	43.9		Jul-26		24	25		Dec-17
Central African Rep. /W40	565.383	140.4	46.2		Mar-26		17	18		Nov-17
Chad /W40	565.383	136.7	42.5		Jul-26		16	17		Dec-19
Chile	938.69	126.7	32.9		Jul-26		25	26		Oct-25
China, Beijing	6.707	146.7	54.2		Jul-26		25	27		Feb-22
China, Hong Kong (SAR)	7.842	185.8	94.9	Y	Sep-26	ER	19	20		Jun-12
China, Macao (SAR)	8.078	134.3	46.3		Jul-26		25	27		Oct-23
Colombia /W40	3070.25	151.8	54.9		Jul-26		19	20		Sep-23
Comoros	424.037	131.8	37.1		Jul-26		16	17		May-24
Congo /W40	565.383	140.6	45.4		Jul-26		8	8		Jul-23
Congo, Dem. Rep. /W40	2304.005	143.1	52.0		Nov-25		26	28		Jun-26
Cook Islands 4/	1.718	133.0	38.9	Y	Sep-26	GCM	22	23		Aug-25
Costa Rica	446.07	129.5	33.2		Aug-26		22	23		Mar-24
Cote d'Ivoire /W40	565.383	157.9	64.5		Jul-26		17	18		May-25
Croatia, Republic of	0.862	133.4	41.5	Y	Sep-26	ER	8	9		Aug-19
Cuba	24	140.2	50.2		Aug-25		21	22		Jul-24
Cyprus	0.862	126.6	33.6	Y	Sep-26	ER	16	17		Jun-23
Czech Republic	20.895	141.1	52.5	Y	Sep-26	ER	19	20		Nov-23
Denmark	6.443	164.2	75.5	Y	Sep-26	ER	25	27		Jun-19
Djibouti	177	133.3	40.0		Nov-25		16	17		Jan-15
Dominica /W40 14/	2.7	135.8	47.7		Jul-26		22	23		Aug-23
Dominican Republic /W40	58.616	128.5	30.9		Jul-26		17	18		Apr-25
Ecuador /W40	1	117.8	23.1		Jul-26		17	18		Oct-25
Egypt /W40	51.27	122.6	28.9		Jul-26		19	20		Nov-25
El Salvador	1	124.4	30.1		Jan-26		25	27		Mar-24
Equatorial Guinea /W40	565.383	127.3	36.4		Jul-26		12	13		May-26
Eritrea	15	137.4	43.3		Jul-26		11	12		Sep-25
Estonia	0.862	140.2	46.8		Jul-26		18	19		Feb-01
Eswatini	16.121	112.7	19.8		Jul-26		12	13		Apr-24
Ethiopia /W40	160.83	130.3	43.4		Jul-26		22	23		Nov-25

X. CONSOLIDATED POST ADJUSTMENT CIRCULAR

Effective 1 September 2026

Country or area	Exchange rate	Post Adjustment (New York, December 2002 = 100)					Thresholds			
		Index	Multiplier	Change	Effective date	Reason for change	Rate		Change	Effective date
							With allowances	Without allowances		
Fiji /W40	2.198	126.9	34.6		Jul-26		23	24		Jan-25
Finland	0.862	139.2	45.4	Y	Sep-26	ER	24	25		May-23
France, Lyon and Elsewhere	0.862	145.5	51.8	Y	Sep-26	L	19	20		Aug-22
France, Paris	0.862	149.0	55.4	Y	Sep-26	ER	25	27		Aug-22
French Guiana	0.862	130.1	38.4	Y	Sep-26	ER	0	0		Jan-00
Gabon	565.383	140.2	45.5		Jul-26		20	21		Jul-25
Gambia	72.928	131.8	37.6		Jul-26		17	18		May-24
Georgia, Republic of	2.584	122.1	27.1		Jul-26		19	20		Aug-24
Germany, Berlin	0.862	135.8	44.7	Y	Sep-26	L	22	23		Jul-23
Germany, Bonn	0.862	128.7	37.2	Y	Sep-26	ER	21	22		Jul-23
Germany, Dresden	0.862	128.7	37.2	Y	Sep-26	A	20	21		Jul-23
Germany, Frankfurt	0.862	137.3	46.4	Y	Sep-26	L	23	24		Jul-23
Germany, Hamburg	0.862	143.4	52.9	Y	Sep-26	L	25	27		Jul-23
Germany, Munich	0.862	149.0	58.8	Y	Sep-26	L	26	28		Jul-23
Ghana	11.45	129.5	39.2		Jul-26		24	25		Apr-26
Gibraltar 1/	0.74	175.4	79.6	Y	Sep-26	A	29	31		Aug-22
Greece	0.862	132.3	37.6	Y	Sep-26	ER	18	19		Aug-23
Grenada /W40 14/	2.7	135.8	47.7		Jul-26		22	23		Aug-23
Guatemala /W40	7.629	123.3	30.8		Jul-26		17	18		Mar-24
Guinea	8769.13	135.8	44.0		Mar-26		19	20		Jan-26
Guinea Bissau	565.383	143.0	48.9		Jul-26		12	13		Nov-24
Guyana	208.6	143.2	49.1		Jul-26		19	20		Apr-23
Haiti	130.375	147.4	53.8		Jul-26		19	20		Mar-23
Honduras	26.855	125.3	29.7		Jul-26		21	22		Mar-24
Hungary	313.1	143.5	58.8	Y	Sep-26	ER	18	19		Jun-23
Iceland	120.24	141.1	47.1	Y	Sep-26	ER	0	0		Jan-00
India /W40	95.553	122.1	28.9		Jul-26		14	15		Jun-24
Indonesia	17595	123.6	27.8		Jul-26		24	25		Dec-24
Iran /W40	1601322.186	123.3	29.0		Jul-26		17	18		Jul-25
Iraq 29/	1310	124.9	30.5		Jul-26		17	18		May-26
Ireland	0.862	147.8	54.5	Y	Sep-26	ER	24	25		May-98
Israel, Tel Aviv 22/	3.035	160.7	70.0		Jul-26		26	28		Apr-26
Italy, Brindisi	0.862	117.8	22.9	Y	Sep-26	L	10	11		Nov-99
Italy, Rome	0.862	123.4	28.7	Y	Sep-26	ER	21	22		Aug-22

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Effective 1 September 2026

Country or area	Exchange rate	Post Adjustment (New York, December 2002 = 100)					Thresholds			
		Index	Multiplier	Change	Effective date	Reason for change	Rate		Change	Effective date
							With allowances	Without allowances		
Jamaica	157.96	134.9	42.0		Jul-26		25	27		Apr-21
Japan, Hiroshima	153.41	128.9	32.4	Y	Sep-26	L	19	20		Nov-23
Japan, Tokyo	153.41	145.2	49.2	Y	Sep-26	ER	21	22		Nov-23
Jerusalem, Jerusalem	3.035	152.1	61.1		Jul-26		25	27		Apr-26
Jordan /W40	0.708	129.5	35.3		Jul-26		18	19		Oct-25
Kazakhstan	450.52	134.3	38.4		Jul-26		20	21		Feb-26
Kenya /W40	129.4	134.9	40.9		Jul-26		24	25		Feb-24
Kiribati	1.393	143.4	48.4		Jul-26		14	15		Jul-24
Korea, Dem. Peo. Rep. of	110	141.1	47.5		Nov-25		10	11		Sep-15
Korea, Republic of	1339.1	140.6	42.6		Jul-26		17	18		Nov-19
Kuwait /W40	0.305	146.8	53.0		Jul-26		16	17		Oct-25
Kyrgyzstan /W40	87.453	123.1	28.6		Jul-26		14	15		Jun-21
Lao Peo. Dem. Rep.	22265.5	128.9	34.8		Jul-26		17	18		Dec-25
Latvia	0.862	137.8	46.2	Y	Sep-26	ER	13	14		Apr-24
Lebanon /W40 27/	89500	146.4	54.1		Jul-26		23	24		Sep-25
Lesotho	16.121	125.8	29.3		Aug-26		13	14		Oct-24
Liberia	180.757	138.0	48.3		Nov-25		21	22		Aug-23
Libya /W40 25/	6.31	126.6	32.6		Jul-26		18	19		Dec-24
Lithuania	0.862	131.3	36.1		Jul-26		17	18		Dec-03
Luxembourg	0.862	145.8	50.4	Y	Sep-26	ER	17	18		Dec-17
Madagascar /W40	4270.72	123.6	29.2		Jul-26		20	21		Feb-25
Malawi	1724	138.3	43.3		Jul-26		19	20		Jul-25
Malaysia /W40	4.068	143.2	50.1		Jul-26		14	15		May-25
Maldives	15	132.1	37.9		Jul-26		20	21		Jul-26
Mali /W40	565.383	140.5	46.3		Jul-26		13	14		Sep-20
Malta	0.862	129.8	36.6	Y	Sep-26	ER	16	17		Aug-23
Marshall Islands 2/	1	134.6	41.6		Jul-26		21	22		Jun-24
Mauritania /W40	39.845	125.7	31.1		Jul-26		14	15		Jun-24
Mauritius	46.82	123.6	29.0		Jul-26		20	21		Apr-24
Mexico	16.963	149.8	54.1		Jul-26		23	24		Apr-25
Micronesia, Fed States of /W40	1	151.4	58.7		Mar-26		11	12		Dec-23
Moldova	17.18	128.2	33.5		Jul-26		17	18		Sep-25
Monaco 3/	0.862	149.0	55.4	Y	Sep-26	A	25	27		Aug-22
Mongolia	3588	125.6	34.9		Mar-26		16	17		Jul-26

X. CONSOLIDATED POST ADJUSTMENT CIRCULAR

Effective 1 September 2026

Country or area	Exchange rate	Post Adjustment (New York, December 2002 = 100)					Thresholds			
		Index	Multiplier	Change	Effective date	Reason for change	Rate		Change	Effective date
							With allowances	Without allowances		
Montenegro	0.862	120.7	24.3	Y	Sep-26	GCM	21	22		Mar-25
Morocco /W40	9.399	125.3	31.3		Jul-26		21	22		May-21
Mozambique /W40	63.603	124.6	30.5		Jul-26		24	25		May-24
Myanmar /W40	4190	128.0	33.8		Jul-26		11	12		May-24
Namibia	16.121	125.9	34.4		Jul-26		14	15		Nov-24
Naoero, Republic of 4/	1.393	133.0	38.9	Y	Sep-26	GCM	22	23		Aug-25
Nepal	152.892	124.3	23.9		Aug-26		15	16		Aug-26
Netherlands	0.862	143.4	47.5	Y	Sep-26	ER	23	24		Oct-23
New Caledonia	102.855	130.5	36.0		Jul-26		16	17		Sep-05
New Zealand 24/	1.718	135.5	38.9		Jul-26		24	25		Dec-20
Nicaragua /W40	36.355	124.7	30.9		Jul-26		14	15		May-25
Niger	565.383	137.8	46.8		Jul-26		15	16		Dec-24
Nigeria /W40	1327.28	150.9	55.9		Jul-26		21	22		Dec-23
North Macedonia	52.924	124.0	29.6		Jul-26		16	17		Aug-25
Norway	9.294	149.4	55.5	Y	Sep-26	ER	25	27		May-23
Oman	0.385	120.9	28.0		Jul-26		21	22		Sep-25
Pakistan /W40	277.513	127.8	34.7		Jul-26		18	19		Mar-24
Palau, Republic of 4/	1	133.0	38.9	Y	Sep-26	GCM	22	23		Aug-25
Panama	1	122.7	31.1		Nov-24		24	25		Aug-18
Papua New Guinea	4.346	140.3	46.2		Jul-26		26	28		Aug-25
Paraguay	6000	124.5	29.9		Jul-26		17	18		Aug-20
Peru	3.373	125.9	33.1		Jul-26		21	22		Aug-17
Philippines /W40	62.69	123.7	27.4	Y	Sep-26	GCM	23	24		Jan-24
Poland	3.725	132.3	38.3	Y	Sep-26	ER	22	23		Jun-23
Portugal, Guimaraes	0.862	112.8	16.9	Y	Sep-26	L	13	14		Aug-23
Portugal, Lisbon	0.862	130.4	35.1	Y	Sep-26	ER	20	21		Jan-05
Puerto Rico /W40 13/	1	128.5	30.9		Jul-26		17	18		Apr-25
Qatar /W40	3.641	139.8	46.0		Jul-26		25	26		Mar-26
Romania	4.527	126.1	27.4	Y	Sep-26	ER	19	20		Jun-23
Russian Federation	83.673	150.4	63.4		Jul-26		18	19		Oct-25
Rwanda	1463.67	129.9	34.9		Jul-26		20	21		Oct-25
Saint Helena 5/	0.74	152.7	57.5		Jul-26		13	14		Aug-22
St. Lucia	2.7	137.7	42.9		Jul-24		18	19		Mar-21
Samoa	2.66	132.0	37.3		Jul-26		17	18		Dec-25

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Effective 1 September 2026

Country or area	Exchange rate	Post Adjustment (New York, December 2002 = 100)					Thresholds			
		Index	Multiplier	Change	Effective date	Reason for change	Rate		Change	Effective date
							With allowances	Without allowances		
Sao Tome and Principe	21.384	139.0	49.1		Jul-26		14	15		Dec-25
Saudi Arabia /W40	3.755	143.3	49.5		Jul-26		22	23		Feb-24
Senegal /W40	565.383	137.1	45.8		Jul-26		22	23		Dec-24
Serbia	101.052	121.7	29.3		Jul-26		18	19		Jul-23
Seychelles	13.71	130.6	34.3		Aug-26		19	20		Feb-24
Sierra Leone /W40	24.11	140.0	46.4		Jul-26		20	21		Jan-26
Singapore /W40	1.267	159.6	66.4		Jul-26		23	24		Jul-19
Sint Maarten /W40 14/	1.79	135.8	47.7		Jul-26		22	23		Sep-25
Slovak Republic	0.862	134.5	40.2	Y	Sep-26	ER	16	17		Feb-12
Slovenia, Republic of 23/	0.862	138.5	45.9	Y	Sep-26	ER	14	15		Jan-20
Solomon Islands /W40	7.893	139.4	48.1		Jul-26		19	20		Mar-24
Somalia /W40 6/	24300	132.6	42.2		Jul-26		23	24		Feb-24
South Africa	16.121	123.6	28.5		Jul-26		17	18		Sep-25
South Sudan, Republic of /W40	5649.04	136.7	42.9		Jul-26		10	11		Mar-25
Spain	0.862	127.3	31.2	Y	Sep-26	ER	22	23		Aug-22
Sri Lanka	328.6	119.8	28.1		Jul-26		23	24		Aug-23
St. Kitts and Nevis /W40 14/	2.7	135.8	47.7		Jul-26		22	23		Aug-23
St. Vincent and the Grenadines /W40 14/	2.7	135.8	47.7		Jul-26		22	23		Aug-23
Sudan /W40 28/	6000	136.7	42.9		Jul-26		10	11		Mar-25
Suriname	37.675	126.2	32.4		Mar-26		18	19		Jun-24
Sweden	9.688	132.4	41.2	Y	Sep-26	ER	27	29		May-23
Switzerland	0.815	172.9	83.7	Y	Sep-26	ER	22	23		Aug-22
Syrian Arab Republic 29/	122	124.9	30.5		Jul-26		17	18		May-26
Tajikistan /W40	9.148	128.9	34.4		Jul-26		14	15		Feb-23
Tanzania, United Rep. of	2630.5	123.7	32.3		Jul-26		22	23		Oct-21
Thailand /W40	33.02	126.5	32.7		Jul-26		22	23		Jul-19
Timor-Leste /W40	1	132.3	39.0		Nov-25		16	17		Aug-25
Togo	565.383	138.2	43.7		Jul-26		15	16		Feb-23
Tonga	2.292	132.3	38.0		Jul-26		9	10		Jan-09
Trinidad and Tobago /W40	6.733	128.9	35.9		Jul-26		21	22		Feb-23
Tunisia	2.911	120.0	24.5		Jul-26		17	18		Mar-24
Türkiye, Ankara /W40	48.602	131.1	37.0		Jul-26		17	18		Sep-25
Türkiye, Gebze /W40 19/	48.602	140.7	47.0		Jul-26		20	21		Sep-25

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		Index	Multiplier	Change	Effective date	Reason for change	Rate		Change	Effective date
							With allowances	Without allowances		
Türkiye, Istanbul /W40 15/	48.602	140.7	47.0		Jul-26		20	21		Sep-25
Turkmenistan /W40	3.5	166.2	74.0		Nov-25		8	9		Oct-21
Tuvalu 11/	1.393	135.9	42.7		Jul-26		18	19		Jul-24
Uganda /W40	3854.06	128.3	34.6		Jul-26		20	21		Apr-25
Ukraine	44.485	123.4	28.1		Jul-26		16	17		Aug-19
United Arab Emirates /W40	3.673	147.2	55.9		Jan-24		24	25		Feb-26
United Kingdom	0.74	175.4	79.6	Y	Sep-26	ER	29	31		Aug-22
USA, El Paso 20/	1	146.3	48.0		Feb-26		13	14		Aug-22
USA, Miami 7/	1	147.6	49.3		Feb-26		25	27		Aug-22
USA, New York	1	175.6	75.6		Feb-26		32	34		Feb-23
USA, San Diego 21/	1	171.9	71.9		Feb-26		29	31		Aug-22
USA, San Francisco 8/	1	179.7	79.7		Feb-26		29	31		Aug-22
USA, Seattle 18/	1	149.2	50.9		Feb-26		25	27		Aug-22
USA, Washington D.C.	1	152.9	54.6		Feb-26		27	29		Apr-11
Uruguay	40.178	136.7	42.2		Jul-26		27	29		May-22
Uzbekistan /W40	11745	131.2	36.3		Jul-26		15	16		Jul-23
Vanuatu	114.56	138.0	45.2		Jul-26		16	17		Jan-24
Venezuela /W40 10/	814.69	75.9	42.7		Mar-18		27	29		Aug-12
Vietnam	25917	119.6	24.5		Jul-26		20	21		Jun-26
West Bank & the Gaza Strip, The 9/	3.035	152.1	61.1		Jul-26		25	27		Apr-26
Yemen, Republic of 26/	526.26	115.2	21.9		Jul-26		21	22		Jul-24
Zambia	19.3	134.1	43.0		Jul-26		22	23		Apr-23
Zimbabwe	25.987	133.0	39.0		Jul-26		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, December 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.
- 29/ Jordan PAI x 0.964.

**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*	Sint Maarten	Sint Maarten
Mongolie	Mongolia	Slovénie*	Slovenia*
Monténégro	Montenegro	Somalie	Somalia
Mozambique	Mozambique	Soudan	Sudan (the)
Myanmar	Myanmar	Soudan du Sud	South Sudan
La république de Nauru	Naoero, Republic of	Sri Lanka	Sri Lanka
Namibie	Namibia	Suède*	Sweden*
Népal	Nepal	Suisse*	Switzerland*
Nicaragua	Nicaragua	Suriname	Suriname
Niger	Niger (the)	Tajikistan	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	* Lieu d'affectation du groupe 1	* Group 1 duty station
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)		