Global mobility locations: Coverage

Contents

* The data for mapped locations has been updated based on geographic proximity and/or demographic and economic similarity with standard location(s) in the Mercer Cost of Living standard coverage and do not include housing data.
** Only available in the multinational approach.

1

Cost of living / per diem

Italics indicate locations new in 2025.

◎ – Location exclusive to the multinational approach

◎ – Location exclusive to the nationality-specific approach

▲ – Nationality-specific November edition only

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Locations in blue indicate the availability of an Efficient Purchaser Index (EPI) under the nationality-specific approach.

Note: Medium average city and average city reports don't include expatriate accommodation costs data.

Updated November 2025

Cost of living

Albania
• Tirana

Algeria
• Algiers

Angola
• Luanda

Argentina
• Buenos Aires
• Cordoba

Armenia
• Yerevan

Australia
• Adelaide
• Brisbane
• Canberra
• Darwin
• Melbourne
• Perth
• Sydney
• Australia Average ◉
• Australia Medium City Average ◉
• Urban Australia ◉

Austria
• Graz
• Vienna
• Austria Average ◉

Azerbaijan
• Baku

Bahamas
• Nassau

Bahrain
• Manama

Bangladesh
• Dhaka

Barbados
• Bridgetown

Belgium
• Antwerp
• Brussels
• Liege

Belize
• Belize City ◉

Benin
• Cotonou

Bermuda
• Hamilton

Bhutan
• Thimphu

Venezuela (Bolivarian Republic of)
• Caracas

Bolivia
• La Paz
• Santa Cruz

Bosnia-Herzegovina
• Sarajevo

Botswana
• Gaborone

Brazil
• Belo Horizonte
• Brasilia
• Campinas
• Curitiba
• Macae
• Manaus
• Recife
• Rio de Janeiro
• Sao Paulo
• Brazil Medium City Average ◉
• Brazil Average ◉
• Urban Brazil ◉

Brunei
• Bandar Seri Begawan

Bulgaria
• Sofia

Burkina Faso
• Ouagadougou

Burundi
• Bujumbura

Cambodia
• Phnom Penh

Cameroon
• Douala
• Yaoundé

Canada
• Calgary
• *Edmonton*
• Fort McMurray
• Montreal
• Ottawa
• Regina
• St. John's
• Toronto
• Vancouver
• *Quebec City*
• Canada Medium City Average ◉
• Canada Average ◉

Cape Verde
• Praia

Cayman Islands
• George Town

Central African Republic
• Bangui

Chad
• N'Djamena

Chile
• Santiago

China
• Beijing
• Changzhou
• Chengdu
• Chongqing
• Dalian
• Dongguan
• Foshan ◉
• Guangzhou
• Hangzhou
• Hefei
• Huizhou
• Jinan
• Macau (SAR)
• Nanjing
• Qingdao
• Shanghai
• Shenyang
• Shenzhen
• Suzhou
• Tianjin
• Wuhan
• Wuxi
• Xiamen
• Xian
• Zhengzhou
• Zhuhai
• China Medium City Average ◉
• China Average ◉
• Urban China (Tier 2) ◉

Colombia
• Bogota
• Cali
• Medellin

Congo, Democratic Republic of
• Kinshasa

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Note: Medium average city and average city reports don't include expatriate accommodation costs data.

Cost of living

Congo, Republic of
- Brazzaville
- Pointe Noire

Costa Rica
- San Jose

Côte d'Ivoire (Ivory Coast)
- Abidjan

Croatia
- Split
- Zagreb

Curacao
- Willemstad ▲

Cyprus
- Limassol
- Nicosia

Czech Republic
- Mlada Boleslav
- Prague
- Czech Republic Medium City Average ◉
- Czech Republic Average ◉

Denmark
- Aarhus
- Copenhagen

Djibouti
- Djibouti

Dominican Republic
- Santo Domingo

East Timor (Timor-Leste)
- Dili ▲

Ecuador
- Guayaquil
- Quito

Egypt
- Cairo

El Salvador
- San Salvador

Equatorial Guinea
- Malabo

Eritrea
- Asmara

Estonia
- Tallinn

Eswatini
- Mbabane ◉

Ethiopia
- Addis Ababa

Fiji
- Suva

Finland
- Helsinki

France
- Aix-En-Provence
- Bordeaux
- Ferney-Voltaire
- Grenoble
- Lille
- Lyon
- Nice
- Paris
- Rouen
- Strasbourg
- Toulouse
- France Medium City Average ◉

- France Average ◉
- Urban France ◉

French Guiana
- Cayenne

French Polynesia
- Papeete (Tahiti)

Gabon
- Libreville
- Port Gentil ◉

Gambia
- Banjul

Georgia
- Tbilisi

Germany
- Berlin
- Bonn
- Cologne
- Dresden
- Dusseldorf
- Essen
- Frankfurt
- Friedrichshafen
- Hamburg
- Hannover
- Leipzig
- Ludwigshafen
- Mannheim
- Munich
- Nuremberg
- Saarbrucken
- Stuttgart
- Weil am Rhein
- Wiesbaden
- Germany Medium City Average ◉
- Germany Average ◉
- Urban Germany ◉

Ghana
- Accra

Greece
- Athens

Greenland
- Nuuk

Guadeloupe
- Pointe-à-Pitre ▲

Guatemala
- Guatemala City

Guinea
- Conakry

Guinea Bissau
- Bissau

Guyana
- Georgetown City

Honduras
- San Pedro Sula ◉
- Tegucigalpa

Hong Kong (SAR of China)
- Hong Kong

Hungary
- Budapest
- Debrecen
- Gyor

Iceland
- Reykjavik

India
- Ahmedabad
- Bengaluru
- Chennai

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Cost of living

- Hyderabad
- Kolkata
- Mumbai
- New Delhi
- Pune
- Vadodara (Baroda)
- India Medium City Average ◉
- India Average ◉

Indonesia
- Balikpapan
- Jakarta
- Surabaya

Iraq
- Erbil Special ◉

Ireland
- Cork
- Dublin
- Shannon/Galway ◉

Israel
- Jerusalem
- Tel Aviv

Italy
- Genoa
- Milan
- Naples ◉
- Palermo ◉
- Padua
- Rome
- Turin
- Italy Medium City Average ◉
- Italy Average ◉
- Urban Italy ◉

Jamaica
- Kingston

Japan
- Fukuoka
- Nagoya
- Okinawa ◉
- Osaka/Osaka-Kobe
- Tokyo
- Tokyo Metro
- Utsunomiya ◉
- Yokohama
- Urban Japan ◉
- Japan Medium City Average

Jersey
- St. Helier

Jordan
- Amman

Kazakhstan
- Almaty
- Astana

Kenya
- Nairobi

Kosovo
- Pristina

Kuwait
- Kuwait City

Kyrgyzstan
- Bishkek

Laos
- Vientiane

Latvia
- Riga

Lebanon
- Beirut

Lesotho ◉
- Maseru ▲

Liberia
- Monrovia

Libya
- Tripoli Special ◉

Lithuania
- Vilnius

Luxembourg
- Luxembourg

Madagascar
- Antananarivo

Malawi
- Blantyre

Malaysia
- Johor Bahru
- Kuala Lumpur
- Kuantan
- Penang

Mali
- Bamako

Malta
- Valletta

Martinique
- Fort-de-France ▲

Mauritania
- Nouakchott

Mauritius
- Port Louis

Mexico
- Aguascalientes
- Celaya
- Chihuahua

- Ciudad del Carmen
- Cuernavaca
- Guadalajara
- Leon
- Mexico City
- Monterrey
- Mexico Medium City Average ◉
- Mexico Average ◉
- Queretaro
- San Luis Potosi ◉
- Urban Mexico ◉
- Veracruz ◉

Moldova
- Chisinau

Monaco
- Monaco/Monte Carlo ▲

Mongolia
- Ulaanbaatar

Montenegro
- Podgorica

Morocco
- Casablanca
- Rabat
- Tangier

Mozambique
- Maputo

Myanmar
- Yangon

Namibia
- Windhoek

Nepal
- Kathmandu

Netherlands
- Amsterdam
- Eindhoven

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Cost of living

- Nijmegen
- Rotterdam
- The Hague
- Utrecht
- Netherlands Medium City Average ◉
- Netherlands Average ◉
- Urban Netherlands ◉

New Caledonia (France)
- Noumea ▲

New Zealand
- Auckland
- Christchurch
- Dunedin
- Wellington

Nicaragua
- Managua

Niger
- Niamey

Nigeria
- Abuja
- Lagos
- Port Harcourt

North Macedonia
- Skopje

Norway
- Bergen
- Oslo
- Stavanger

Oman
- Muscat

Pakistan
- Islamabad
- Karachi
- Lahore ◉

Panama
- Panama City

Papua New Guinea
- Lae ◉
- Port Moresby

Paraguay
- Asuncion

Peru
- Lima

Philippines
- Cebu
- Manila

Poland
- Cracow
- Poznan
- Warsaw
- Wroclaw
- Poland Medium City Average ◉
- Poland Average ◉

Portugal
- Aveiro
- Lisbon
- Porto

Puerto Rico (United States)
- San Juan

Qatar
- Doha

Réunion (France)
- Saint-Denis ▲

Romania
- Bucharest
- Pitesti

Rwanda
- Kigali

Saint Lucia
- Castries ▲

Saudi Arabia
- Al Khobar/Dammam
- Jeddah
- Riyadh
- Saudi Arabia Medium City Average ◉
- Saudi Arabia Average ◉

Senegal
- Dakar

Serbia
- Belgrade

Seychelles
- Victoria

Sierra Leone
- Freetown

Singapore
- Singapore

Slovakia
- Bratislava
- Kosice

Slovenia
- Ljubljana

Solomon Islands
- Honiara

South Africa
- Cape Town
- Durban
- Johannesburg

South Korea
- Busan (Pusan)
- Seoul

Spain
- Barcelona
- Madrid
- Seville
- Valencia
- Valladolid

- Spain Medium City Average ◉
- Spain Average ◉

Sri Lanka
- Colombo

Suriname
- Paramaribo

Sweden
- Gothenburg
- Malmo
- Stockholm

Switzerland
- Basel
- Basel Cross-Border
- Bern
- Geneva
- Geneva Cross-Border
- Lausanne ◉
- Lausanne Metro ◉
- Lausanne Cross-Border ◉
- Lucerne
- *Schaffhausen*
- *St. Gallen*
- Zug
- Zurich
- Zurich Cross-Border ◉
- Switzerland Medium City Average ◉
- Switzerland Average ◉

Syria
- Damascus Special◉

Taiwan
- Kaohsiung
- Taichung
- Taipei

Tajikistan
- Dushanbe

Tanzania
- Dar es Salaam

Thailand
- Bangkok

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Cost of living

- Chiang Mai
- Rayong

Togo
- Lome

Trinidad and Tobago
- Port of Spain

Tunisia
- Tunis

Turkiye
- Ankara
- Bursa
- Istanbul
- Turkiye Medium City Average ◉
- Turkiye Average ◉

Turkmenistan
- Ashgabat

Uganda
- Kampala

Ukraine
- Kyiv

United Arab Emirates
- Abu Dhabi
- Dubai

United Kingdom
- Aberdeen (Scotland)
- Belfast (Northern Ireland)
- Birmingham (England)
- Bracknell (England)
- Bristol (England)
- Cambridge (England)

- Cardiff (Wales)
- Coventry (England)
- Edinburgh (Scotland)
- Glasgow (Scotland)
- *Liverpool (England)*
- London (England)
- London Metro (England)
- Manchester (England)
- Newcastle (England)
- Northampton (England)
- *Norwich (England)*
- Nottingham (England)
- Oxford (England)
- Southampton (England)
- United Kingdom Medium City Average ◉
- United Kingdom Average ◉
- Urban United Kingdom ◉

United States
- Atlanta, Georgia
- Austin, Texas
- Baltimore, Maryland
- Boston, Massachusetts
- Charlotte, North Carolina
- Chicago, Illinois
- Cincinnati, Ohio
- Cleveland, Ohio
- Columbus, Ohio
- Dallas, Texas
- Denver, Colorado
- Detroit, Michigan
- Fort Lee, New Jersey
- Greenville, South Carolina
- Guam, Guam
- Hartford, Connecticut
- Honolulu, Hawaii

- Houston, Texas
- Indianapolis, Indiana
- Kansas City, Missouri
- Las Vegas, Nevada
- Lexington, Kentucky
- Los Angeles, California
- Louisville, Kentucky
- Miami, Florida
- Milwaukee, Wisconsin
- Minneapolis, Minnesota
- Mobile, Alabama
- Morristown, New Jersey
- Nashville, Tennessee
- New York, New York
- Greater New York ◉
- New York Metro ◉
- Orlando, Florida
- Palo Alto, California
- Philadelphia, Pennsylvania
- Phoenix, Arizona
- Pittsburgh, Pennsylvania
- Portland, Oregon
- Princeton, New Jersey
- Raleigh-Durham, North Carolina
- Rochester, New York ◉
- Salt Lake City, Utah
- San Antonio, Texas
- San Diego, California
- San Francisco, California
- San Jose, California ◉
- Seattle, Washington
- Silicon Valley, California ◉
- St. Louis, Missouri
- Tampa/St Petersburg, Florida

- Washington, D.C.
- White Plains, New York
- Winston-Salem, North Carolina
- United States Medium Average ◉
- United States Average ◉
- Urban United States ◉
- Urban United States (Small City) ◉

United States Virgin Islands
- St. Thomas ◉

Uruguay
- Montevideo

Uzbekistan
- Samarkand
- Tashkent

Vanuatu
- Port Vila

Viet Nam
- Hanoi
- Ho Chi Minh City

Yemen
- Sanaa Special ◉

Zambia
- Lusaka

Zimbabwe
- Harare

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2

Cost of Living
– nationality-specific
mapped locations*

Expatriate Cost of Living Index is available in all the locations.
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Updated November 2025

Cost of living – nationality-specific mapped locations*

Australia
- Altona North
- Croydon
- Macquarie Park
- Moorebank
- Yanchep

Austria
- Innsbruck
- Linz
- Neudorf

Bangladesh
- Chittagong

Belgium
- Gent
- Sint-Stevens-Woluwe
- Willebroek
- Zaventem

Brazil
- Betim
- Porto Alegre

Bulgaria
- Krepost

Canada
- Delta
- Kamloops
- Richmond
- Winnipeg
- Blenheim
- Cambridge
- Guelph
- London
- Mississauga
- Moose Jaw

China
- Changchun
- Changsha
- Changshu
- Haikou

- Harbin
- Jiamusi
- Jiangmen
- Jiaxing
- Kunshan
- Nantong
- Ningbo
- Pinghu
- Shouguang
- Wuhu
- Wujiang
- Xinyi
- Yantai
- Yiwu
- Yixing

Colombia
- Cartagena

Czech Republic
- Kneszmost
- Kolin
- Liberec
- Rudna

Denmark
- Slangerup
- Vedbaek

Egypt
- Alexandria
- Giza

Finland
- Espoo
- Vantaa

France
- Ancenis
- Antony
- Banzacourt
- Besancon
- Blagnac
- Brest
- Cholet

- Colombes
- Fougerolles
- Guyancourt
- Limonest
- Marcq en Baroeul
- Marne La Vallée
- Meylan
- Nanterre
- Nantes
- Onnaing
- Shiltigheim
- Sophia Antipolis
- Vienne

Germany
- Aichtal-Aich
- Asperg
- Barsinghausen
- Bernsdorf
- Blomberg
- Dueren
- Eching
- Edenkoben
- Heidelberg
- Isernhagen
- Lindau
- Malchin, Mecklenburg-Vorpommern
- Ramstein-Miesenbach
- Regensberg
- Schönebeck, Saxony-Anhalt
- Vilshofen-Pleinting
- Witten
- Woert

Ghana
- Takoradi

Greece
- Markopoulo

Hungary
- Esztergom
- Szekesfehervar

India
- Alwar
- Ghaziabad
- Gurgaon
- Kanchipuram
- Noida
- Surajpur
- Thune

Indonesia
- Batam
- Bekasi
- Bogor
- Karawang
- Pasuruan
- Tangerang

Ireland
- Wicklow

Italy
- Binasco
- Bologna
- Rodigo
- San Salvo
- Treviso

Japan
- Atsugi
- Haibara
- Hiroshima
- Makinohara
- Omiya Ward
- Oyama
- Susono
- Tochigi
- Toyota City
- Yonago

Kazakhstan
- Atyrau

Expatriate Cost of Living Index is available in all the locations.
Locations in blue indicate the availability of an Efficient Purchaser Index (EPI) .

*The data for mapped locations has been updated based on geographic proximity and/or demographic and economic similarity with standard location(s) in the Mercer Cost of Living standard coverage and do not include housing data.

Cost of living – nationality-specific mapped locations*

Kenya
- Mombasa

Korea (South)
- Bupyeong
- Changwon
- Daegu
- Gumi
- Seongnam
- Seosan
- Ulsan

Malaysia
- Bandar Baru Bangi
- Bandar Indahpura
- Banting
- Klang
- Labuan
- Nilai
- Perindustrian Cemerlang
- Petaling Jaya
- Seremban
- Subang Jaya

Mexico
- Cancun
- Irapuato
- Los Hornos
- Nogales
- Nuevo Leon
- Polanco
- Reynosa
- Saltillo
- Santa Catarina
- Tijuana

Morocco
- Kenitra

Netherlands
- Deurne
- Ede
- Helmond
- Hilversum
- Veghel
- Weesp

New Zealand
- Gracefield
- Invercargill

Norway
- Lysaker
- Trondheim

Philippines
- Cabuyao
- Calamba
- Cavite City
- Makati City
- Quezon City
- Santa Rosa City
- Taguig City

Poland
- Lodz
- Jelcz-Laskowice
- Katowice
- Myslowice
- Pruszkow
- Tychy
- Walbrzych

Portugal
- Camarate
- Vila Nova de Gaia

Romania
- Cluj

Saudi Arabia
- Jizan

South Africa
- Isando
- Louwlardia
- Modderfontein
- Sandton
- Stanger

Spain
- Barbera del Valles
- Granada
- La Coruna
- Malaga
- Pontevedra

Sri Lanka
- Horana

Sweden
- Kista
- Solna

Switzerland
- Allschwil
- Zollikofen
- Plan-les-Ouates
- Nyon
- Duebendorf
- Uster

Taiwan
- Hsinchu
- Taoyuan

Thailand
- Ayutthaya
- Chachoengsao

- Chon Buri
- Kamphaeng Sean, Nakhon
- Nakhon Ratchasima
- Pathum Thani
- Samut Sakhon
- Thanyaburi

Turkiye
- Izmir
- Arifiye
- Cayirova

United Kingdom
- Altrincham
- Basildon
- Basingstoke
- Billingham
- Bolton
- Chertsey
- Gillingham
- Hebburn
- Hemel Hempstead
- Leatherhead
- Liversedge
- Maidenhead
- Melksham
- Milton-Keynes
- Nuneaton
- Poole
- Shipley
- Slough
- South Ruislip
- Stoke Poges
- Telford
- Wrexham

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Cost of living – nationality-specific mapped locations*

United States
- Birmingham, Alabama
- Tuscaloosa, Alabama
- Huntsville, Alabama
- Osceola, Arkansas
- Tucson, Arizona
- Irvine, California
- Anaheim, California
- Carlsbad, California
- Chatsworth, California
- Clovis, California
- Fremont, California
- Fresno, California
- Glendale, California
- Goleta, California
- Long Beach, California
- Newark, California
- Newport Beach, California
- Pleasanton, California
- Sacramento, California
- Santa Clara, California
- Wallingford, Connecticut
- Palm Beach Gardens, Florida
- Norcross, Georgia
- Pendergrass, Georgia
- Rome, Georgia
- Suwanee, Georgia
- Waikiki, Hawaii
- Boise, Idaho
- Elk Grove Village, Illinois
- Hoffman Estates, Illinois
- Lake Forest, Illinois

- Lincolnshire, Illinois
- Naperville, Illinois
- Schaumburg, Illinois
- Columbus, Indiana
- Franklin, Indiana
- Jeffersonville, Indiana
- North Manchester, Indiana
- North Vernon, Indiana
- Princeton, Indiana
- South Bend, Indiana
- Des Moines, Iowa
- Muscatine, Iowa
- Bardstown, Kentucky
- Florence, Kentucky
- Georgetown, Kentucky
- Harrodsburg, Kentucky
- Mt. Sterling, Kentucky
- Springfield, Kentucky
- Lake Charles, Louisiana
- Gloucester, Massachusetts
- Newton, Massachusetts
- Waltham, Massachusetts
- Ware, Massachusetts
- Westborough, Massachusetts
- Ann Arbor, Michigan
- Grand Rapids, Michigan
- Battle Creek, Michigan
- Farmington Hills, Michigan
- Grass Lake, Michigan
- Kalamazoo, Michigan
- Monroe, Michigan
- Novi, Michigan
- Parma, Michigan

- Southfield, Michigan
- Troy, Michigan
- Maple Grove, Minnesota
- Plymouth, Minnesota
- St Paul, Minnesota
- Blue Springs, Mississippi
- Chesterfield, Missouri
- Joplin, Missouri
- Troy, Missouri
- Billings, Montana
- Basking Ridge, New Jersey
- Parsippany, New Jersey
- Saddle Brook, New Jersey
- Greene, New York
- Latham, New York
- Tarrytown, New York
- Cary, New York Greensboro, North Carolina
- Statesville, North Carolina
- Dayton, Ohio
- Dublin, Ohio
- Findlay, Ohio
- Fremont, Ohio
- Saint Marys, Ohio
- Tulsa, Ohio
- Norman, Ohio
- Eugene, Ohio
- Medford, Ohio
- Blossburg, Pennsylvania
- Montgomeryville, Pennsylvania
- York, Pennsylvania
- Greenwood, South Carolina
- Greer, South Carolina

- Memphis, Tennessee
- Athens, Tennessee
- Livingston, Tennessee
- Maryville, Tennessee
- El Paso, Texas
- Amarillo, Texas
- Coppell, Texas
- Irving, Texas
- McAllen, Texas
- Pasadena, Texas
- Plano, Texas
- Richardson, Texas
- Provo, Utah
- Arlington, Virginia
- Chesapeake, Virginia
- Stuarts Draft, Virginia
- Renton, Washington
- Spokane, Washington
- Buffalo, Washington

Viet Nam
- Bien Hoa
- Binh Duong
- Binh Xuyen
- Dong Nai Province
- Hai Phong
- Hung Yen
- Le Hong Phong Ward
- Long An
- Phuc Yen Town
- Tan Thuan Dong Ward
- Tra Vinh City
- Vo Cuong Ward

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3

Cost of living
– nationality-specific
home locations

Updated November 2025

Cost of living – nationality-specific home locations

- Argentina
- Australia
- Australia (Melbourne)
- Australia (Sydney)
- Austria
- Belgium
- Bermuda
- Bolivia
- Brazil
- Bulgaria
- Cameroon
- Canada
- Canada (Calgary)
- Canada (Montreal)
- Canada (Toronto)
- Canada (Vancouver)
- Chile
- China
- China (Hong Kong SAR)
- Colombia
- Costa Rica
- Cote d'Ivoire
- Croatia
- Czech Republic
- Denmark

- Dominican Republic
- Ecuador
- Egypt
- Finland
- France
- Germany
- Ghana
- Greece
- Guatemala
- Hong Kong
- Hungary
- India
- Indonesia
- Ireland
- Israel
- Italy
- Japan Metro Area
- Kazakhstan
- Kenya
- Korea (South)
- Lebanon
- Lithuania
- Luxembourg
- Malaysia
- Mexico
- Morocco

- Netherlands
- New Zealand
- Nigeria
- Norway
- Pakistan
- Panama
- Peru
- Philippines
- Poland
- Portugal
- Puerto Rico
- Romania
- Saudi Arabia
- Serbia
- Singapore
- Slovakia
- Slovenia
- South Africa
- South Korea
- Spain
- Sweden
- Switzerland
- Taiwan
- Thailand
- Trinidad and Tobago
- Tunisia

- Turkiye
- Ukraine
- United Arab Emirates
- United Kingdom
- United Kingdom (London and Southeast England)
- United States
- United States (Boston)
- United States (Chicago)
- United States (Houston)
- United States (Los Angeles)
- United States (New York Metro)
- United States (San Francisco)
- United States (Silicon Valley)
- United States (Urban U.S. Small City)
- United States (Small City)
- United States (Washington D.C.)
- Uruguay
- Viet Nam

4

Cost of living

– nationality-specific special home locations (off-matrix)

Updated November 2025

Cost of living – nationality-specific special home locations (off-matrix)

- Albania
- Algeria
- Angola
- Armenia
- Azerbaijan
- Bahamas
- Bahrain
- Bangladesh
- Barbados
- Benin
- Bosnia and Herzegovina
- Brunei
- Burkina Faso
- Cambodia
- Cayman Islands
- Cyprus
- Democratic Rep. of Congo
- El Salvador

- Equatorial Guinea
- Estonia
- Fiji
- French West Indies (Guadeloupe and Martinique)
- Gabon
- Georgia
- Guinea
- Guyana
- Honduras
- Iceland
- Iraq
- Jamaica
- Jordan
- Kosovo
- Kuwait
- Laos
- Latvia
- Liberia

- Libya
- Mali
- Malta
- Mauritius
- Moldova
- Monaco
- Mongolia
- Montenegro
- Mozambique
- Namibia
- New Caledonia
- Nicaragua
- North Macedonia
- Oman
- Papua New Guinea
- Paraguay
- Qatar
- Saint Lucia
- Senegal

- Sri Lanka
- Suriname
- Tanzania
- Togo
- Uganda
- Uzbekistan
- Virgin Islands
- Zambia
- Zimbabwe

5

Expatriate housing

Italics indicate locations new in 2025

🟩 – Local Housing report available

Ask your Mercer mobility consultant or email mobility@mercer.com if a location you need is not listed

Updated November 2025

Expatriate housing

Albania
• Tirana

Algeria
• Algiers

Angola
• Luanda

Argentina
• Buenos Aires
• Cordoba

Armenia
• Yerevan

Australia
• Adelaide
• Brisbane
• Canberra
• Darwin
• Melbourne
• Perth
• Sydney ■

Austria
• Graz
• Vienna

Azerbaijan
• Baku

Bahamas
• Nassau

Bahrain
• Manama

Bangladesh
• Dhaka

Barbados
• Bridgetown

Belgium
• Antwerp
• Brussels ■
• Liege

Belize
• Belize City

Benin
• Cotonou

Bermuda
• Hamilton

Bhutan
• Thimphu

Bolivia
• La Paz
• Santa Cruz

Bosnia and Herzegovina
• Sarajevo

Botswana
• Gaborone

Brazil
• Belo Horizonte
• Brasilia
• Campinas
• Curitiba
• Macae
• Manaus
• Recife
• Rio de Janeiro
• Sao Paulo

Brunei
• Bandar Seri Begawan

Bulgaria
• Sofia

Burkina Faso
• Ouagadougou

Burundi
• Bujumbura

Cambodia
• Phnom Penh

Cameroon
• Douala
• Yaounde

Canada
• Calgary
• Edmonton
• Fort McMurray
• Halifax
• Hamilton
• Montreal ■
• Ottawa
• Regina
• *Quebec City*
• St. John's
• Toronto ■
• Vancouver
• Waterloo
• Winnipeg

Cape Verde
• Praia

Cayman Islands
• George Town

Central African Republic
• Bangui

Chad
• N'Djamena

Chile
• Santiago

China
• Beijing ■
• Changzhou
• Chengdu
• Chongqing
• Dalian
• Dongguan
• Foshan
• Guangzhou
• Hangzhou
• Hefei
• Huizhou
• Jinan

• Nanjing
• Qingdao
• Shanghai ■
• Shenyang
• Shenzhen
• Suzhou
• Tianjin
• Wuhan
• Wuxi
• Xiamen
• Xian
• Zhengzhou
• Zhuhai

Colombia
• Bogota
• Medellin
• Cali

Costa Rica
• San Jose

Cote d'Ivoire
• Abidjan

Croatia
• Split
• Zagreb

Curacao
• Willemstad

Cyprus
• Limassol
• Nicosia

Czech Republic
• Mlada Boleslav
• Prague

Democratic Rep. of Congo
• Kinshasa

Denmark
• Aarhus
• Copenhagen ■

Italics indicate locations new in 2025.
■ – Local Housing report available
Locations in blue indicate the availability of Least Expensive Category in MHS.
Ask your Mercer mobility consultant or email mobility@mercer.com if a location you need is not listed.

Expatriate housing

Djibouti
• Djibouti

Dominican Republic
• Santo Domingo

East Timor
• Dili

Ecuador
• Guayaquil
• Quito

Egypt
• Cairo

El Salvador
• San Salvador

Equatorial Guinea
• Malabo

Eritrea
• Asmara

Estonia
• Tallinn

Eswatini
• Mbabane

Ethiopia
• Addis Ababa

Fiji
• Suva

Finland
• Helsinki

France
• Aix-En-Provence
• Bordeaux
• Ferney-Voltaire
• Greater Geneva
• Greater Paris
• Grenoble
• Lille
• Lyon
• Marseille

• Nice
• Paris ■
• Rouen
• Strasbourg
• Toulouse

French Guiana
• Cayenne

French Polynesia
• Papeete (Tahiti)

Gabon
• Libreville
• Port Gentil

Gambia
• Banjul

Georgia
• Tbilisi

Germany
• Berlin
• Berlin Metro
• Bonn
• Cologne
• Dresden
• Dusseldorf
• Essen
• Frankfurt
• Friedrichshafen
• Hamburg
• Hannover
• Leipzig
• Ludwigshafen
• Mannheim
• Munich ■
• Nuremberg
• Saarbrucken
• Stuttgart
• Weil Am Rhein
• Wiesbaden

Ghana
• Accra

Greece
• Athens

Greenland
• Nuuk

Guadeloupe
• Pointe-à-Pitre

Guatemala
• Guatemala City

Guinea
• Conakry

Guinea Bissau
• Bissau

Guyana
• Georgetown

Honduras
• San Pedro Sula
• Tegucigalpa

Hong Kong (SAR)
• Hong Kong ■

Hungary
• Budapest
• Debrecen
• Gyor

Iceland
• Reykjavik

India
• Ahmedabad
• Bengaluru
• Chennai
• Chandigarh
• Greater Noida
• Gurgaon
• Hyderabad
• Kochi
• Kolkata
• Mumbai ■
• New Delhi ■

• Pune
• Vadodara

Indonesia
• Balikpapan
• Jakarta
• Surabaya

Iraq
• Baghdad
• Erbil

Ireland
• Cork
• Dublin
• Shannon/Galway

Israel
• Jerusalem
• Tel Aviv

Italy
• Genoa
• Greater Milan
• Milan ■
• Naples
• Padua
• Palermo
• Rome
• Turin

Jamaica
• Kingston

Japan
• Fukuoka
• Nagoya
• Okinawa
• Osaka-Kobe
• Greater Tokyo
• Kyoto
• Utsunomiya

Italics indicate locations new in 2025.
■ – Local Housing report available
Locations in blue indicate the availability of Least Expensive Category in MHS.
Ask your Mercer mobility consultant or email mobility@mercer.com if a location you need is not listed.

Expatriate housing

- Tokyo ■
- Tokyo Metro
- Yokohama

Jersey
- St. Helier

Jordan
- Amman

Kazakhstan
- Almaty
- Astana

Kenya
- Nairobi

Kosovo
- Pristina

Kuwait
- Kuwait City

Kyrgyzstan
- Bishkek

Laos
- Vientiane

Latvia
- Riga

Lebanon
- Beirut

Lesotho
- Maseru

Liberia
- Monrovia

Lithuania
- Vilnius

Luxembourg
- Luxembourg

Macau (SAR)
- Macau

Madagascar
- Antananarivo

Malawi
- Blantyre

Malaysia
- Johor Bahru
- Kuala Lumpur
- Kuantan
- Penang

Mali
- Bamako

Malta
- Valletta

Martinique
- Fort-de-France

Mauritania
- Nouakchott

Mauritius
- Port Louis

Mexico
- Aguascalientes
- Celaya
- Chihuahua
- Ciudad del Carmen
- Cuernavaca
- Guadalajara
- Leon
- Mexico City ■
- Monterrey
- Queretaro
- San Luis Potosi
- Veracruz

Moldova
- Chisinau

Monaco
- Monte Carlo

Mongolia
- Ulaanbaatar

Montenegro
- Podgorica

Morocco
- Casablanca
- Rabat
- Tangier

Mozambique
- Maputo

Myanmar
- Yangon

Namibia
- Windhoek

Nepal
- Kathmandu

Netherlands
- Amsterdam ■
- Eindhoven
- Nijmegen
- Rotterdam
- The Hague
- Utrecht

New Caledonia
- Noumea

New Zealand
- Auckland
- Christchurch
- Dunedin
- Wellington

Nicaragua
- Managua

Niger
- Niamey

Nigeria
- Abuja
- Lagos
- Port Harcourt

North Macedonia
- Skopje

Norway
- Bergen
- Oslo
- Stavanger

Oman
- Muscat

Pakistan
- Islamabad
- Karachi
- Lahore

Panama
- Panama City

Papua New Guinea
- Lae
- Port Moresby

Paraguay
- Asuncion

Peru
- Lima

Philippines
- Cebu
- Manila

Poland
- Cracow
- Gdansk
- Poznan
- Warsaw ■
- Wroclaw

Portugal
- Aveiro
- Lisbon
- Porto

Italics indicate locations new in 2025
■ – Local Housing report available
Locations in blue indicate the availability of Least Expensive Category in MHS.
Ask your Mercer mobility consultant or email mobility@mercer.com if a location you need is not listed.

Expatriate housing

Puerto Rico
• San Juan

Qatar
• Doha

Republic Of Congo
• Brazzaville
• Pointe Noire

Reunion
• Saint-Denis

Romania
• Bucharest ■
• Pitesti

Rwanda
• Kigali

Saint Lucia
• Castries

Saudi Arabia
• Dammam
• Jeddah
• Riyadh

Senegal
• Dakar

Serbia
• Belgrade

Seychelles
• Victoria

Sierra Leone
• Freetown

Singapore
• Singapore ■

Slovakia
• Bratislava
• Kosice

Slovenia
• Ljubljana

Solomon Islands
• Honiara

South Africa
• Cape Town
• Durban
• Johannesburg ■

South Korea
• Pusan (Busan)
• Seoul

Spain
• Barcelona
• Madrid ■
• Seville
• Valencia
• Valladolid

Sri Lanka
• Colombo

Suriname
• Paramaribo

Sweden
• Gothenburg
• Malmo
• Stockholm

Switzerland
• Basel
• Basel Cross-Border
• Bern
• Geneva
• Geneva Cross-Border
• Greater Zurich
• Lausanne
• Lausanne Cross-Border
• Lausanne Metro
• Lucerne
• *Schaffhausen*
• *St. Gallen*
• Zug
• Zurich ■

Taiwan
• Kaohsiung
• Taichung
• Taipei

Tajikistan
• Dushanbe

Tanzania
• Dar es Salaam

Thailand
• Bangkok
• Chiang Mai
• Rayong

Togo
• Lome

Trinidad and Tobago
• Port of Spain

Tunisia
• Tunis

Turkiye
• Ankara
• Bursa
• Istanbul ■
• Izmir

Turkmenistan
• Ashgabat

Uganda
• Kampala

Ukraine
• Kyiv

United Arab Emirates
• Abu Dhabi
• Dubai

United Kingdom
• Aberdeen
• Belfast
• Birmingham
• Bracknell
• Bristol
• Cambridge
• Cardiff
• Coventry
• Edinburgh

• Glasgow
• Greater London
• Leeds
• Liverpool
• London Central ■
• London Metro
• Manchester
• Newcastle
• Northampton
• Norwich
• Nottingham
• Oxford
• Southampton

United States
• Allentown, Pennsylvania
• Atlanta, Georgia ■
• Austin, Texas
• Baltimore, Maryland
• Baton Rouge, Louisiana
• Boston, Massachusetts ■
• Charleston, South Carolina
• Charlotte, North Carolina
• Chicago, Illinois
• Cincinnati, Ohio
• Cleveland, Ohio
• Colorado Springs, Colorado
• Columbus, Ohio
• Dallas, Texas
• Denver, Colorado
• Detroit, Michigan
• Fort Lee, New Jersey
• Greater Chicago
• Greater New York, New York
• Greenville, South Carolina
• Guam
• Hartford, Connecticut
• Honolulu, Hawaii
• Houston, Texas
• Indianapolis, Indiana
• Kansas City, Missouri

Italics indicate locations new in 2025.
■ – Local Housing report available
Locations in blue indicate the availability of Least Expensive Category in MHS.
Ask your Mercer mobility consultant or email mobility@mercer.com if a location you need is not listed.

Expatriate housing

- Lake Charles, Louisiana
- Las Vegas, Nevada
- Lexington, Kentucky
- Los Angeles, California ▪
- Louisville, Kentucky
- Memphis, Tennessee
- Miami, Florida ▪
- Milwaukee, Wisconsin
- Minneapolis, Minnesota
- Mobile, Alabama
- Morristown, New Jersey
- Nashville, Tennessee
- New Orleans, Louisiana
- New York City, New York ▪
- New York Metro
- Oklahoma City, Oklahoma
- Orange County, California
- Orlando, Florida
- Palo Alto, California
- Philadelphia, Pennsylvania
- Phoenix, Arizona
- Pittsburgh, Pennsylvania
- Portland, Oregon
- Princeton, New Jersey
- Raleigh-Durham, North Carolina
- Rochester, New York
- Sacramento, California
- Salt Lake City, Utah
- San Antonio, Texas
- San Diego, California
- San Francisco, California ▪
- San Francisco Metro
- San Jose, California
- Seattle, Washington
- Silicon Valley, California

- St. Louis, Missouri
- Tampa/St. Petersburg, FL
- Trenton, New Jersey
- Tulsa, Oklahoma
- United States Average
- Washington, D.C.
- White Plains, New York
- Winston Salem, North Carolina

Uruguay
- Montevideo

Uzbekistan
- Samarkand
- Tashkent

Vanuatu
- Port Vila

Venezuela (Bolivarian Republic of)
- Caracas

Viet Nam
- Hanoi
- Ho Chi Minh City

Virgin Island. US
- St. Thomas

Zambia
- Lusaka

Zimbabwe
- Harare

Italics indicate locations new in 2025.

▪ – Local Housing report available

Locations in blue indicate the availability of Least Expensive Category in MHS.

Ask your Mercer mobility consultant or email mobility@mercer.com if a location you need is not listed.

6

Quality of living

Italics indicate locations new in 2025.

Updated November 2025

Quality of living

Afghanistan
• Kabul

Albania
• Tirana

Algeria
• Algiers

Andorra
• Andorra la Vella

Angola
• Luanda

Argentina
• Buenos Aires
• Cordoba

Armenia
• Yerevan

Australia
• Adelaide
• Brisbane
• Canberra
• Darwin
• Melbourne
• Perth
• Sydney
• Australia Average
• Australia Medium City Average

Austria
• Graz
• Vienna
• Austria Average

Azerbaijan
• Baku

Bahamas
• Nassau

Bahrain
• Manama

Bangladesh
• Dhaka

Barbados
• Bridgetown

Belgium
• Antwerp
• Brussels
• Liege

Benin
• Cotonou

Bermuda
• Hamilton

Bhutan
• Thimphu

Venezuela (Bolivarian Republic of)
• Caracas

Bolivia
• La Paz
• Santa Cruz

Bosnia-Herzegovina
• Sarajevo

Botswana
• Gaborone

Brazil
• Belo Horizonte
• Brasilia
• Campinas
• Curitiba
• *Macae*
• Manaus
• Recife
• Rio de Janeiro
• Sao Paulo
• Brazil Average
• Brazil Medium City Average

Brunei
• Bandar Seri Begawan

Bulgaria
• Sofia

Burkina Faso
• Ouagadougou

Burundi
• Bujumbura

Cambodia
• Phnom Penh

Cameroon
• Douala
• Yaounde

Canada
• Calgary
• *Edmonton*
• Montreal
• Ottawa
• Regina
• *Quebec City*
• St. John's
• Toronto
• Vancouver
• Canada Average
• Canada Medium City Average

Cape Verde
• Praia

Cayman Islands
• George Town

Central African Republic
• Bangui

Chad
• N'Djamena

Chile
• Santiago

China
• Beijing

• Changzhou
• Chengdu
• Chongqing
• Dalian
• Dongguan
• Foshan
• Fuzhou
• Guangzhou
• Hangzhou
• Harbin
• Hefei
• Huizhou
• Jilin
• Jinan
• Macau (SAR of China)
• Nanjing
• Qingdao
• Shanghai
• Shenyang
• Shenzhen
• Suzhou
• Tianjin
• Wuhan
• Wuxi
• Xiamen
• Xian
• Xuzhou
• Yantai
• Zhengzhou
• China Average
• China Medium City Average

Colombia
• Bogota
• Cali
• Medellin

Congo, Democratic Republic of
• Kinshasa

Congo, Republic of
• Brazzaville
• Pointe Noire

Italics indicate locations new in 2025.

Quality of living

Costa Rica
- San Jose

Côte d'Ivoire
- Abidjan

Croatia
- Split
- Zagreb

Curacao
- Willemstad

Cyprus
- Limassol
- Nicosia

Czech Republic
- Mlada Boleslav
- Prague
- Czech Republic Average
- Czech Republic Medium City Average

Denmark
- Aarhus
- Copenhagen

Djibouti
- Djibouti

Dominican Republic
- Santo Domingo

East Timor
- Dili

Ecuador
- Guayaquil
- Quito

Egypt
- Alexandria
- Cairo

El Salvador
- San Salvador

Equatorial Guinea
- Malabo

Eritrea
- Asmara

Estonia
- Tallinn

Ethiopia
- Addis Ababa

Fiji
- Suva

Finland
- Helsinki

France
- Aix-En-Provence
- Bordeaux
- Ferney-Voltaire
- Grenoble
- Lille
- Lyon
- Marseille
- Nice
- Paris
- Rouen
- Strasbourg
- Toulouse
- France Average
- France Medium City Average

French Guiana
- Cayenne

French Polynesia
- Papeete (Tahiti)

French West Indies
- Pointe-à-Pitre (Guadeloupe)
- Fort-de-France (Martinique)

Gabon
- Libreville

Gambia
- Banjul

Georgia
- Tbilisi

Germany
- Berlin
- Bonn
- Cologne
- Dresden
- Dusseldorf
- Essen
- Frankfurt
- Friedrichshafen
- Hamburg
- Hannover
- Leipzig
- Ludwigshafen
- Munich
- Nuremberg
- Saarbrucken
- Stuttgart
- Weil am Rhein
- Germany Average
- Germany Medium City Average

Ghana
- Accra

Greece
- Athens

Greenland
- Nuuk

Guatemala
- Guatemala City

Guinea
- Conakry

Guinea Bissau
- Bissau

Guyana
- Georgetown

Haiti
- Port-au-Prince

Honduras
- San Pedro Sula
- Tegucigalpa

Hong Kong (SAR of China)
- Hong Kong

Hungary
- Budapest
- Debrecen
- Gyor

Iceland
- Reykjavik

India
- Ahmedabad
- Bengaluru (Bangalore)
- Chennai
- Hyderabad
- Kolkata
- Mumbai
- New Delhi
- Pune
- Vadodara
- India Average
- India Medium City Average

Indonesia
- Balikpapan
- Batam
- Jakarta
- Medan
- Surabaya

Iraq
- Baghdad
- Erbil

Italics indicate locations new in 2025.

Quality of living

Ireland
- Cork
- Dublin

Israel
- Jerusalem
- Tel Aviv

Italy
- Genoa
- Milan
- Naples
- Rome
- Turin
- Italy Average
- Italy Medium City Average

Jamaica
- Kingston

Japan
- Fukuoka
- Katsuyama
- Kobe
- Nagoya
- Omuta
- Osaka-Kobe
- Tokyo
- Tsukuba
- Yokkaichi
- Yokohama
- Japan Average

Jersey
- St. Helier

Jordan
- Amman

Kazakhstan
- Aktau
- Almaty
- Astana

Kenya
- Nairobi

Kosovo
- Pristina

Kuwait
- Kuwait City

Kyrgyzstan
- Bishkek

Laos
- Vientiane

Latvia
- Riga

Lebanon
- Beirut

Liberia
- Monrovia

Libya
- Tripoli

Lithuania
- Vilnius

Luxembourg
- Luxembourg

Madagascar
- Antananarivo

Malawi
- Blantyre
- Lilongwe

Malaysia
- Johor Bahru
- Kuala Lumpur
- Kuantan
- Penang

Mali
- Bamako

Malta
- Valletta

Mauritania
- Nouakchott

Mauritius
- Port Louis

Mexico
- Aguascalientes
- Celaya
- Chihuahua
- Cuernavaca
- Guadalajara
- Leon
- Mexico City
- Monterrey
- San Luis Potosi
- Queretaro
- Veracruz
- Mexico Average
- Mexico Medium City Average

Moldova
- Chisinau

Monaco
- Monte Carlo

Mongolia
- Ulaanbaatar

Montenegro
- Podgorica

Morocco
- Casablanca
- Rabat
- Tangier
- Morocco Average

Mozambique
- Maputo

Myanmar
- Yangon

Namibia
- Windhoek

Nepal
- Kathmandu

Netherlands
- Amsterdam
- Eindhoven
- Nijmegen
- Rotterdam
- The Hague
- Netherlands Average
- Netherlands Medium City Average

New Caledonia (France)
- Noumea

New Zealand
- Auckland
- Christchurch
- Dunedin
- Wellington

Nicaragua
- Managua

Niger
- Niamey

Nigeria
- Abuja
- Lagos
- Port Harcourt

North Korea
- Pyongyang

North Macedonia
- Skopje

Norway
- Bergen
- Oslo
- Stavanger

Oman
- Muscat

Pakistan
- Islamabad
- Karachi
- Lahore

Palestinian Territory
- Ramallah

Panama
- Panama City

Italics indicate locations new in 2025.

Quality of living

Papua New Guinea
- Port Moresby

Paraguay
- Asuncion

Peru
- Lima

Philippines
- Cebu
- Manila

Poland
- Cracow
- Gdansk
- Poznan
- Warsaw
- Wroclaw
- Poland Average
- Poland Medium City Average

Portugal
- Aveiro
- Lisbon
- Porto

Puerto Rico (United States)
- San Juan

Qatar
- Doha

Réunion (France)
- Saint-Denis

Romania
- Brasov
- Bucharest
- Pitesti

Rwanda
- Kigali

Saudi Arabia
- Al Khobar
- Jeddah
- Riyadh
- Saudi Arabia Average
- Saudi Arabia Medium City Average

Senegal
- Dakar

Serbia
- Belgrade

Seychelles
- Victoria

Sierra Leone
- Freetown

Singapore
- Singapore

Slovakia
- Bratislava
- Kosice

Slovenia
- Ljubljana

Solomon Islands
- Honiara

South Africa
- Cape Town
- Durban
- Johannesburg
- Port Elizabeth
- Pretoria

South Korea
- Pusan (Busan)
- Seoul
- Ulsan
- Yeosu

Spain
- Barcelona
- Las Palmas
- Madrid
- Seville
- Valencia
- Valladolid
- Spain Average
- Spain Medium City Average

Sri Lanka
- Colombo

Sudan
- Khartoum

Suriname
- Paramaribo

Sweden
- Gothenburg
- Malmo
- Stockholm

Switzerland
- Basel
- Bern
- Geneva
- Lucerne
- *Schaffhausen*
- *St. Gallen*
- Zug
- Zurich
- Switzerland Average
- Switzerland Medium City Average

Syria
- Damascus

Taiwan
- Kaohsiung
- Taichung
- Taipei

Tajikistan
- Dushanbe

Tanzania
- Dar es Salaam

Thailand
- Bangkok
- Chiang Mai
- Rayong

Togo
- Lome

Tonga
- Nuku'alofa

Trinidad and Tobago
- Port of Spain

Tunisia
- Tunis

Turkiye
- Adana
- Ankara
- Bursa
- Istanbul
- Turkiye Average
- Turkiye Medium City Average

Turkmenistan
- Ashgabat

Uganda
- Kampala

Ukraine
- Kyiv

United Arab Emirates
- Abu Dhabi
- Dubai

Italics indicate locations new in 2025.

Quality of living

United Kingdom
- Aberdeen (Scotland)
- Belfast (Northern Ireland)
- Birmingham (England)
- Bracknell (England)
- Bristol (England)
- Cambridge (England)
- Coventry (England)
- Edinburgh (Scotland)
- Glasgow (Scotland)
- *Liverpool (England)*
- London (England)
- *Newcastle (England)*
- Northampton (England)
- *Norwich (England)*
- Nottingham (England)
- Oxford (England)
- Southampton (England)
- United Kingdom Average
- United Kingdom Medium City Average

United States
- Atlanta, Georgia
- Austin, Texas
- Boston, Massachusetts
- Chicago, Illinois
- Cincinnati, Ohio
- Cleveland, Ohio
- Dallas, Texas
- Denver, Colorado
- Detroit, Michigan
- Honolulu, Hawaii
- Houston, Texas
- Indianapolis, Indiana
- Las Vegas, Nevada
- Lexington, Kentucky
- Los Angeles, California
- Miami, Florida
- Milwaukee, Wisconsin
- Minneapolis, Minnesota
- Mobile, Alabama
- Morristown, New Jersey
- Nashville, Tennessee
- New York, New York
- Orlando, Florida
- Palo Alto, California
- Philadelphia, Pennsylvania
- Phoenix, Arizona
- Pittsburgh, Pennsylvania
- Portland, Oregon
- Princeton, New Jersey
- Raleigh-Durham, North Carolina
- San Antonio, Texas
- San Diego, California
- San Francisco, California
- San Jose, California
- Seattle, Washington
- St. Louis, Missouri
- Tampa/St. Petersburg, Florida
- Washington, D.C.
- White Plains, New York
- Winston-Salem, North Carolina
- United States Average
- United States Medium City Average

Uruguay
- Montevideo

Uzbekistan
- Samarkand
- Tashkent

Vanuatu
- Port Vila

Viet Nam
- Hanoi
- Ho Chi Minh City

Yemen
- Sanaa

Zambia
- Lusaka

Zimbabwe
- Harare

Italics indicate locations new in 2025.

7

Location evaluation reports

Italics indicate locations new in 2025.

Updated November 2025

Location evaluation reports

Afghanistan
• Kabul

Albania
• Tirana

Algeria
• Algiers

Angola
• Luanda

Argentina
• Buenos Aires

Azerbaijan
• Baku

Bahrain
• Manama

Bangladesh
• Dhaka

Belgium
• Liege

Benin
• Cotonou

Venezuela (Bolivarian Republic of)
• Caracas

Bolivia
• La Paz

Bosnia-Herzegovina
• Sarajevo

Brazil
• Brasilia
• *Macae*
• Rio de Janeiro
• Sao Paulo

Brunei
• Bandar Seri Begawan

Bulgaria
• Sofia

Cambodia
• Phnom Penh

Cameroon
• Douala

Chile
• Santiago

China
• Beijing
• Changzhou
• Chengdu
• Chongqing
• Dalian
• Foshan
• Guangzhou
• Huizhou
• Qingdao
• Shanghai
• Shenyang
• Shenzhen
• Suzhou
• Tianjin
• Wuhan
• Xiamen
• Zhengzhou

Colombia
• Bogota

Costa Rica
• San Jose

Côte d'Ivoire
• Abidjan

Croatia
• Split
• Zagreb

Cyprus
• Limassol
• Nicosia

Czech Republic
• Prague

Democratic Rep. of Congo
• Kinshasa

Dominican Republic
• Santo Domingo

Ecuador
• Guayaquil
• Quito

Egypt
• Cairo

El Salvador
• San Salvador

Equatorial Guinea
• Malabo

Estonia
• Tallinn

Ethiopia
• Addis Ababa

French Guiana
• Cayenne

French Polynesia
• Papeete (Tahiti)

Gabon
• Libreville

Georgia
• Tbilisi

Ghana
• Accra

Greece
• Athens

Greenland
• Nuuk

Guatemala
• Guatemala City

Honduras
• Tegucigalpa

Hong Kong (SAR, China)
• Hong Kong

Hungary
• Budapest

India
• Bengaluru (Bangalore)
• Chennai
• Hyderabad
• Kolkata
• Mumbai
• New Delhi
• Pune

Indonesia
• Jakarta

Iraq
• Baghdad

Israel
• Tel Aviv

Jamaica
• Kingston

Japan
• Tokyo

Jordan
• Amman

Kazakhstan
• Almaty

Kenya
• Nairobi

Kuwait
• Kuwait

Laos
• Vientiane

Latvia
• Riga

Lebanon
• Beirut

Libya
• Tripoli

Italics indicate locations new in 2025.

Location evaluation reports

Lithuania
• Vilnius

Malawi
• Blantyre

Malaysia
• Kuala Lumpur

Mali
• Bamako

Mauritania
• Nouakchott

Mauritius
• Port Louis

Mexico
• Guadalajara
• Mexico City
• Monterrey
• Queretaro

Morocco
• Casablanca
• Rabat

Mozambique
• Maputo

Myanmar
• Yangon

Namibia
• Windhoek

Nepal
• Kathmandu

New Caledonia
• Noumea

Nicaragua
• Managua

Nigeria
• Abuja
• Lagos

Oman
• Muscat

Pakistan
• Islamabad
• Karachi
• Lahore

Panama
• Panama City

Papua New Guinea
• Port Moresby

Paraguay
• Asuncion

Peru
• Lima

Philippines
• Manila

Poland
• Warsaw

Puerto Rico (United States)
• San Juan

Qatar
• Doha

Romania
• Bucharest

Rwanda
• Kigali

Saudi Arabia
• Al Khobar/Dammam
• Jeddah
• Riyadh

Senegal
• Dakar

Serbia
• Belgrade

Sierra Leone
• Freetown

Singapore
• Singapore

Slovakia
• Bratislava

Slovenia
• Ljubljana

South Africa
• Cape Town
• Johannesburg

South Korea
• Pusan (Busan)
• Seoul

Sri Lanka
• Colombo

Suriname
• Paramaribo

Syria
• Damascus

Taiwan
• Taipei

Tanzania
• Dar es Salaam

Thailand
• Bangkok
• Rayong

Trinidad and Tobago
• Port of Spain

Tunisia
• Tunis

Turkiye
• Ankara
• Istanbul

Turkmenistan
• *Ashgabat*

Uganda
• Kampala

Ukraine
• Kyiv

United Arab Emirates
• Abu Dhabi
• Dubai

Uruguay
• Montevideo

Uzbekistan
• Tashkent
• Samarkand

Viet Nam
• Hanoi
• Ho Chi Minh City

Yemen
• Sanaa

Zambia
• Lusaka

Zimbabwe
• Harare

Italics indicate locations new in 2025.

8

Personal income tax solution

Italics indicate locations new in 2025.

◉ – Information available for a number of states, cantons and provinces.

Updated November 2025

Personal income tax solution

Switzerland ◉
- Basel
- Bern
- Geneva
- Vaud
- Zug
- Zurich
- *St. Gallen*
- *Schaffhausen*

Canada ◉
- Alberta
- British Columbia
- Newfoundland & Labrador
- Northwest Territories
- Nova Scotia
- Ontario
- Quebec
- Saskatchewan

United Kingdom ◉
- England & Northern Ireland
- Scotland
- Wales

United States ◉
- Federal
- Arkansas
- Alabama
- Arizona
- California
- Colorado
- Connecticut
- Delaware
- District of Columbia
- Georgia
- Hawaii
- Idaho
- Illinois
- Indiana

- Iowa
- Kansas
- Kentucky
- Louisiana
- Maine
- Maryland
- Massachusetts
- Michigan
- Minnesota
- Mississippi
- Missouri
- Montana
- Nebraska
- New Jersey
- New York
- New Mexico
- North Carolina
- North Dakota
- Ohio
- Oklahoma

- Oregon
- Pennsylvania
- Rhode Island
- South Carolina
- Utah
- Vermont
- Virginia
- West Virginia
- Wisconsin

China ◉
- Average
- Beijing
- Changzhou
- Chengdu
- Guangzhou
- Huizhou
- Nanjing
- Shanghai
- Zhengzhou

Italics indicate locations new in 2025.
◉ – Information available for a number of states, cantons and provinces.

Personal income tax solution

- Albania
- Algeria
- Angola
- Argentina
- Australia
- Austria
- Azerbaijan
- Bahrain
- Bangladesh
- Belgium
- Bermuda
- Bolivia
- Bosnia and Herzegovina
- Brazil
- Bulgaria
- Cameroon
- Canada ◉
- Chile
- China ◉
- Colombia
- Congo, Democratic Republic of
- Costa Rica
- Cote D'Ivoire
- Croatia
- Cyprus
- Czech Republic
- Denmark
- Dominican Rep

- Ecuador
- Egypt
- El Salvador
- Estonia
- Finland
- France
- French Polynesia
- Germany
- Ghana
- Greece
- Greenland
- Guadeloupe
- Guatemala
- Guinea Republic
- Honduras
- Hong Kong
- Hungary
- Iceland
- India
- Indonesia
- Ireland
- Israel
- Italy
- Japan
- Jersey
- Jordan
- Kazakhstan
- Kenya
- Kuwait
- Latvia
- Lebanon

- Lithuania
- Luxembourg
- Madagascar
- Malaysia
- Mali
- Malta
- Martinique
- Mauritius
- Mexico
- Moldova
- Montenegro
- Morocco
- Mozambique
- Myanmar
- Netherlands
- New Caledonia
- New Zealand
- Nicaragua
- Nigeria
- North Macedonia
- Norway
- Oman
- Pakistan
- Panama
- Paraguay
- Peru
- Philippines
- Poland
- Portugal
- Puerto Rico
- Qatar
- Reunion

- Romania
- Rwanda
- Saudi Arabia
- Senegal
- Serbia
- Singapore
- Slovakia
- Slovenia
- South Africa
- South Korea
- Spain
- Sri Lanka
- Sweden
- Switzerland ◉
- Taiwan
- Tanzania
- Thailand
- Trinidad and Tobago
- Tunisia
- Turkiye
- *Turkmenistan*
- Uganda
- Ukraine
- United Arab Emirates
- United Kingdom ◉
- United States ◉
- Uruguay
- Uzbekistan
- Venezuela
- Viet Nam

Italics indicate locations new in 2025.
◉ – Information available for a number of states, cantons and provinces.

9

Home country profile

Updated November 2025

Home country profile

Australia ◎
- Sydney
- Melbourne

Canada ◎
- Montreal
- Toronto

- Calgary
- Missionary
- Vancouver

United Kingdom ◎
- London

United States ◎
- Los Angeles
- Silicon Valley
- San Francisco
- Houston
- Washington

- New York Metro
- Boston
- Chicago
- Missionary
- Small City

◎ – Information available for a number of states, cantons and provinces.

Home country profile

- Algeria
- Angola
- Argentina
- Australia ◉
- Austria
- Azerbaijan
- Bahrain
- Belgium
- Bermuda
- Bolivia
- Brazil
- Bulgaria
- Cameroon
- Canada ◉
- Chile
- China
- Colombia
- Costa Rica
- Cote D'Ivoire
- Croatia
- Czech Republic
- Denmark
- Dominican Republic
- Ecuador

- Egypt
- Estonia
- Finland
- France
- Germany
- Ghana
- Greece
- Guatemala
- Guinea Republic
- Hong Kong
- Hungary
- India
- Indonesia
- Ireland
- Israel
- Italy
- Japan
- Jordan
- Kazakhstan
- Kenya
- Latvia
- Lebanon
- Lithuania
- Luxembourg

- Madagascar
- Malaysia
- Mexico
- Moldova
- Montenegro
- Morocco
- Mozambique
- Netherlands
- New Zealand
- Nigeria
- Norway
- Oman
- Pakistan
- Panama
- Peru
- Philippines
- Poland
- Portugal
- Puerto Rico
- Qatar
- Romania
- Saudi Arabia
- Senegal
- Serbia

- Singapore
- Slovakia
- Slovenia
- South Africa
- South Korea
- Spain
- Sri Lanka
- Sweden
- Switzerland
- Taiwan
- Thailand
- Trinidad and Tobago
- Tunisia
- Turkiye
- Uganda
- Ukraine
- United Arab Emirates
- United Kingdom ◉
- United States ◉
- Uruguay
- Viet Nam
- Venezuela (Bolivarian Republic of)

◉ – Information available for a number of states, cantons and provinces.

10

MercerPassport®

Updated November 2025

MercerPassport®

- Afghanistan
- Albania
- Algeria
- Angola
- Argentina
- Armenia
- Australia
- Austria
- Azerbaijan
- Bahamas
- Bahrain
- Bangladesh
- Barbados
- Belgium
- Benin
- Bermuda
- Bolivia
- Bosnia-Herzegovina
- Botswana
- Brazil
- Bulgaria
- Cambodia
- Cameroon
- Canada
- Cayman Islands
- Central African Republic
- Chile
- China
- Colombia
- Costa Rica
- Côte d'Ivoire
- Croatia
- Cyprus
- Czech Republic
- Democratic Republic of Congo
- Denmark
- Dominican Republic
- Ecuador
- Egypt
- El Salvador
- Estonia
- Ethiopia
- Finland
- France
- Gabon
- Georgia
- Germany
- Ghana
- Greece
- Guatemala
- Guinea Republic
- Haiti
- Honduras
- Hong Kong (SAR)
- Hungary
- Iceland
- India
- Indonesia
- Iraq
- Ireland
- Israel
- Italy
- Japan
- Jersey
- Jordan
- Kazakhstan
- Kenya
- Kosovo
- Kuwait
- Kyrgyzstan
- Latvia
- Lebanon
- Libya
- Lithuania
- Luxembourg
- Madagascar
- Malawi
- Malaysia
- Malta
- Mauritius
- Mexico
- Mongolia
- Morocco
- Mozambique
- Myanmar
- Namibia
- Netherlands
- New Zealand
- Nicaragua
- Niger
- Nigeria
- Norway
- Oman
- Pakistan
- Panama
- Papua New Guinea
- Peru
- Philippines
- Poland
- Portugal
- Puerto Rico
- Qatar
- Republic of Congo
- Romania
- Saudi Arabia
- Senegal
- Serbia
- Singapore
- Slovakia
- Slovenia
- South Africa
- South Korea
- Spain
- Sri Lanka
- Sudan
- Sweden
- Switzerland
- Syria
- Taiwan
- Tanzania
- Thailand
- Togo
- Trinidad & Tobago
- Tunisia
- Turkiye
- Turkmenistan
- Uganda
- Ukraine
- United Arab Emirates
- United Kingdom
- United States
- Uruguay
- Uzbekistan
- Venezuela (Bolivarian Republic of)
- Viet Nam
- Yemen
- Zambia
- Zimbabwe

11

Education

Italics indicate locations new in 2025.

Updated November 2025

Education

Albania
• Tirana

Algeria
• Algiers

Angola
• Luanda

Argentina
• Buenos Aires
• Cordoba

Armenia
• Yerevan

Australia
• Adelaide
• Brisbane
• Canberra
• Darwin
• Melbourne
• Perth
• Sydney

Austria
• Vienna

Azerbaijan
• Baku

Bahamas
• Nassau

Bahrain
• Manama

Bangladesh
• Dhaka

Barbados
• Bridgetown

Belgium
• Antwerp
• Brussels

Benin
• Cotonou

Bermuda
• Hamilton

Bolivia
• La Paz
• Santa Cruz

Bosnia-Herzegovina
• Sarajevo

Botswana
• Gaborone

Brazil
• Belo Horizonte
• Brasilia
• Campinas
• Curitiba
• Manaus
• Recife
• Rio De Janeiro
• Sao Paulo

Brunei
• Bandar Seri Begawan

Bulgaria
• Sofia

Burkina Faso
• Ouagadougou

Burundi
• Bujumbura

Cambodia
• Phnom Penh

Cameroon
• Douala
• Yaounde

Canada
• Calgary
• *Edmonton*
• Montreal
• Ottawa
• *Quebec*
• St. John's
• Toronto
• Vancouver

Cape Verde
• Praia

Cayman Islands
• George Town

Central African Republic
• Bangui

Chad
• N'djamena

Chile
• Santiago

China
• Beijing
• Changzhou
• Chengdu
• Chongqing
• Dalian
• Dongguan
• Guangzhou
• Huizhou
• Hangzhou
• Hefei
• Nanjing
• Qingdao
• Shanghai
• Shenyang
• Shenzhen
• Suzhou
• Tianjin
• Wuhan
• Wuxi
• Xiamen
• Xian
• Zhengzhou
• Zhuhai

Colombia
• Bogota
• Cali
• Medellin

Costa Rica
• San Jose

Côte d'ivoire
• Abidjan

Croatia
• Zagreb

Curacao
• Willemstad

Cyprus
• Limassol
• Nicosia

Czech Republic
• Prague

Democratic Rep. of Congo
• Kinshasa

Denmark
• Aarhus
• Copenhagen

Djibouti
• Djibouti

Dominican Republic
• Santo Domingo

East Timor
• Dili

Ecuador
• Guayaquil
• Quito

Egypt
• Cairo

El Salvador
• San Salvador

Italics indicate locations new in 2025.

Education

Equatorial Guinea
• Malabo

Eritrea
• Asmara

Estonia
• Tallinn

Ethiopia
• Addis Ababa

Fiji
• Suva

Finland
• Helsinki

France
• Aix-En-Provence
• Bordeaux
• Lille
• Lyon
• Nice
• Paris
• Toulouse

French Polynesia
• Papeete (Tahiti)

Gabon
• Libreville

Gambia
• Banjul

Georgia
• Tbilisi

Germany
• Berlin
• Bonn
• Cologne
• Dresden
• Dusseldorf
• Essen
• Frankfurt
• Friedrichshafen
• Hamburg
• Hannover
• Leipzig
• Ludwigshafen

• Mannheim
• Munich
• Nuremberg
• Saarbrucken
• Stuttgart
• Wiesbaden

Ghana
• Accra

Greece
• Athens

Guatemala
• Guatemala City

Guinea Republic
• Conakry

Guyana
• Georgetown

Honduras
• Tegucigalpa

Hong Kong (SAR)
• Hong Kong

Hungary
• Budapest

Iceland
• Reykjavik

India
• Ahmedabad
• Bengaluru
• Chennai
• Hyderabad
• Kolkata
• Mumbai
• New Delhi
• Pune
• Vadodara

Indonesia
• Balikpapan
• Jakarta
• Surabaya

Iraq
• Erbil

Ireland
• Cork
• Dublin

Israel
• Jerusalem
• Tel Aviv

Italy
• Genoa
• Milan
• Padua
• Rome
• Turin

Jamaica
• Kingston

Japan
• Fukuoka
• Nagoya
• Osaka-Kobe
• Tokyo
• Tokyo Metro
• Yokohama

Jordan
• Amman

Kazakhstan
• Almaty
• Astana

Kenya
• Nairobi

Kosovo
• Pristina

Kuwait
• Kuwait City

Kyrgyzstan
• Bishkek

Laos
• Vientiane

Latvia
• Riga

Lebanon
• Beirut

Liberia
• Monrovia

Lithuania
• Vilnius

Luxembourg
• Luxembourg

Macau (SAR)
• Macau

Madagascar
• Antananarivo

Malawi
• Blantyre

Malaysia
• Johor Bahru
• Kuala Lumpur
• Kuantan
• Penang

Mali
• Bamako

Malta
• Valletta

Mauritania
• Nouakchott

Mauritius
• Port Louis

Mexico
• Aguascalientes
• Cuernavaca
• Guadalajara
• Leon
• Mexico City
• Monterrey
• Queretaro
• San Luis Potosi
• Veracruz

Italics indicate locations new in 2025.

Education

Moldova
- Chisinau

Monaco
- Monte Carlo

Mongolia
- Ulaanbaatar

Montenegro
- Podgorica

Morocco
- Casablanca
- Rabat
- Tangier

Mozambique
- Maputo

Myanmar (Burma)
- Yangon

Namibia
- Windhoek

Nepal
- Kathmandu

Netherlands
- Amsterdam
- Eindhoven
- Rotterdam
- The Hague
- Utrecht

New Caledonia
- Noumea

New Zealand
- Auckland
- Christchurch
- Wellington

Nicaragua
- Managua

Niger
- Niamey

Nigeria
- Abuja
- Lagos
- Port Harcourt

North Macedonia
- Skopje

Norway
- Bergen
- Oslo
- Stavanger

Oman
- Muscat

Pakistan
- Islamabad
- Karachi

Panama
- Panama City

Papua New Guinea
- Port Moresby

Paraguay
- Asuncion

Peru
- Lima

Philippines
- Cebu
- Manila

Poland
- Cracow
- Poznan
- Warsaw
- Wroclaw

Portugal
- Lisbon
- Porto

Puerto Rico
- San Juan

Qatar
- Doha

Rep. of the Congo
- Brazzaville
- Pointe Noire

Romania
- Bucharest

Rwanda
- Kigali

Saint Lucia
- Castries

Saudi Arabia
- Dammam
- Jeddah
- Riyadh

Senegal
- Dakar

Serbia
- Belgrade

Seychelles
- Victoria

Sierra Leone
- Freetown

Singapore
- Singapore

Slovakia
- Bratislava
- Kosice

Slovenia
- Ljubljana

Solomon Islands
- Honiara

South Africa
- Cape Town
- Durban
- Johannesburg

South Korea
- Busan
- Seoul

Spain
- Barcelona
- Madrid
- Seville
- Valencia
- Valladolid

Sri Lanka
- Colombo

Suriname
- Paramaribo

Sweden
- Gothenburg
- Malmo
- Stockholm

Switzerland
- Basel
- Basel Cross Border
- Bern
- Geneva
- Geneva Cross Border
- Lausanne Metro
- Lucerne
- Zug
- Zurich

Taiwan
- Kaohsiung
- Taichung
- Taipei

Tajikistan
- Dushanbe

Tanzania
- Dar Es Salaam

Thailand
- Bangkok
- Chiang Mai
- Rayong

Italics indicate locations new in 2025.

Education

Togo
- Lome

Trinidad & Tobago
- Port of Spain

Tunisia
- Tunis

Turkiye
- Ankara
- Bursa
- Istanbul

Turkmenistan
- Ashgabat

Uganda
- Kampala

Ukraine
- Kyiv

United Arab Emirates
- Abu Dhabi
- Dubai

United Kingdom
- Aberdeen
- Birmingham
- Bracknell
- Bristol
- Cambridge
- Cardiff
- Coventry
- Edinburgh
- Glasgow
- *Liverpool*
- London Central
- London Metro
- Manchester
- Newcastle
- Nottingham
- Oxford
- Southampton

United States
- Atlanta, Georgia
- Austin, Texas
- Baltimore, Maryland
- Boston, Massachusetts
- Charlotte, North Carolina
- Chicago, Illinois
- Cincinnati, Ohio
- Cleveland, Ohio
- Columbus, Ohio
- Dallas, Texas
- Denver, Colorado
- Detroit, Michigan
- Fort Lee, New Jersey
- Guam
- Hartford, Connecticut
- Honolulu, Hawaii
- Houston, Texas
- Indianapolis, Indiana
- Kansas City, Kansas
- Las Vegas, Nevada
- Lexington, Kentucky
- Los Angeles, California
- Louisville, Kentucky
- Miami, Florida
- Milwaukee, Wisconsin
- Minneapolis, Minnesota
- Morristown, New Jersey
- Nashville, Tennessee
- New York City, New York
- Palo Alto, California
- Philadelphia, Pennsylvania
- Phoenix, Arizona
- Pittsburgh, Pennsylvania
- Portland, Oregon
- Princeton, New Jersey
- Raleigh-Durham, North Carolina
- Salt Lake City, Utah
- San Diego, California
- San Francisco, California
- San Jose, California
- Seattle, Washington
- St. Louis, Missouri
- Tampa/St. Petersburg, Florida
- Washington, D.C.
- White Plains, New York
- Winston Salem, North Carolina

Uruguay
- Montevideo

Uzbekistan
- Tashkent

Vanuatu
- Port Vila

Venezuela (Bolivarian Republic of)
- Caracas

Viet Nam
- Hanoi
- Ho Chi Minh City

Zambia
- Lusaka

Zimbabwe
- Harare

Italics indicate locations new in 2025.

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