



INTERNATIONAL CIVIL SERVICE COMMISSION

Consolidated Post Adjustment Circular

ICSC/CIRC/PAC/535

Approved by:
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Date:
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I.

INTRODUCTION

A consolidated schedule of post adjustment classifications and threshold figures used for calculating rental subsidies (or deductions) is attached.

Names of countries and areas, which appear in English alphabetical order, are indexed in French in the list attached to the schedule.

In cases where only one post adjustment classification is shown for a country, normally for the capital city, that classification will be applicable for all duty stations within the country.

This schedule is effective **1 July 2019**, 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 **1er juillet 2019** 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 DONNEES 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. Cost-of-living surveys

1. The results of cost-of-living surveys for duty stations listed in Table 1 are included in the attached Consolidated Post Adjustment Circular.

Table 1: List of surveys by duty station for July 2019

Duty station	Type of survey	Date of survey	Survey materials received
Barbados	Housing	January 2019	February 2019
Bhutan	Housing	November 2018	November 2018
Finland	Place-to-place	November 2018	December 2018
Guinea	Housing	December 2018	February 2019
Kyrgyzstan	Housing	October 2018	January 2019
Lebanon	Housing	October 2018	November 2018
Malaysia	Housing	October 2018	December 2018
Maldives	Housing	January 2019	January 2019
Mexico	Housing	December 2018	December 2018
Moldova	Housing	December 2018	January 2019
Nepal	Housing	December 2018	January 2019
Nicaragua	Housing	December 2018	January 2019
Norway	Place-to-place	November 2018	December 2018
Paraguay	Housing	November 2018	December 2018
Singapore	Housing	November 2018	January 2019
Tanzania	Housing	September 2018	February 2019
Thailand	Place-to-place	November 2018	December 2018
Timor-Leste	Housing	December 2018	December 2018
Turkey	Housing	October 2018	November 2018
Vietnam	Housing	December 2018	January 2019

V. Duty Stations with new multiplier

2. Multipliers have been established for the new duty stations listed in Table 2, effective 1 July 2019:

Table 2: Summary of duty stations with new multipliers

DUTY STATION	MULTIPLIER
Marshall Islands	51.6
Turkey, Gebze	23.5
USA, El Paso	41.3

VI. Completion of Gap Closure Measure

3. The PTA is eliminated as of 1 July 2019 for the duty station listed in Table 3. This completes the implementation of the gap closure measure following the results of the most recent place-to-place survey conducted in the duty station.

Table 3: Completion of gap closure measure by duty station effective 1 July 2019

Duty Station	Date of Survey	Reference
Eritrea	August 2018	ICSC/CIRC/PAC/529 of 15 January 2019

VII. Duty Stations with Personal Transitional Allowance (PTA)

4. The PTA is adjusted periodically until it is phased out. During an adjustment month, the new PTA is calculated by reducing the pay index for existing staff by 3 per cent, and then subtracting the prevailing pay index. Table 4 is a summary of all PTAs in effect as of 1 July 2019. Also shown is the corresponding date of the next revision of the PTA.

Table 4: Summary of personal transitional allowances (PTAs), as of 1 July 2019

Duty Station	Applicable multiplier points	Date of next revision
Angola	20.2	November 2019
Papua New Guinea	6.1	September 2019

VIII. Interim Measure for Zimbabwe

5. Due to a substantial depreciation of the local currency relative to the US dollar, the 10-point rule is applicable as a special measure for Zimbabwe. In accordance with this rule, the existing multiplier (55.9) will be maintained for four months pending completion of a cost-of-living survey. It should be noted that, in the absence of cost-of-living survey results, the existing post adjustment multiplier would be reduced by 10 points, effective 1 November 2019.

6. The Cost-of-Living Division of the ICSC is monitoring the rather volatile economic conditions in Zimbabwe in consultation with the United Nations country team, in order to determine whether further special measures would be warranted in the near future.

IX. CONSOLIDATED POST ADJUSTMENT CIRCULAR

Effective 1 July 2019 (Four Months Review)

(last updated 15 July 2019)

Country or area	Exchange rate	Post Adjustment (New York, May 1998 = 100)					Thresholds			
		Index	Multiplier	Change	Effective date	Reason for change	Rate		Change	Effective date
							With allowances	Without allowances		
Afghanistan	79.45	139.0	47.2		Nov-11		9	10		Jul-06
Albania	105.80	118.2	21.5	Y	Jul-19	FMR	16	17		Feb-09
Algeria /W40	118.7561	134.1	34.2	Y	Jul-19	FMR	27	29		Aug-18
Angola	338.562	156.3	61.5	Y	Jul-19	FMR	24	25		May-19
Anguilla /W40 14/	2.7	147.7	47.8	Y	Jul-19	FMR	23	24		Oct-17
Antigua and Barbuda /W40 14/	2.7	147.7	47.8	Y	Jul-19	FMR	23	24		Oct-17
Argentina	42.848	142.1	42.1	Y	Jul-19	FMR	26	28		Nov-18
Armenia	477.2	122.7	22.7	Y	Jul-19	FMR	15	16		Sep-11
Aruba 12/	1.79	148.9	48.9	Y	Jul-19	A				
Australia	1.429	130.0	28.4	Y	Jul-19	ER	21	22		Aug-03
Austria	0.880	144.1	43.9	Y	Jul-19	ER	18	19		May-14
Azerbaijan	1.7001	128.2	28.2	Y	Jul-19	FMR	26	28		Feb-18
Bahamas	1.00	169.9	70.1		Mar-19		32	34		Apr-13
Bahrain	0.37700	138.6	40.7		Nov-18		22	23		Aug-08
Bangladesh /W40	84.53	134.3	34.3	Y	Jul-19	FMR	15	16		Sep-11
Barbados /W40	2.0	152.6	52.8		Jul-18		19	20		Sep-05
Belarus	2.0422	135.4	35.4	Y	Jul-19	FMR	17	18		Oct-18
Belgium	0.880	144.1	43.2	Y	Jul-19	ER	17	18		Feb-15
Belize	2.00	127.8	27.8		Mar-19		13	14		Sep-13
Benin /W40	577.242	125.7	32.2	Y	Jul-19	FMR	14	15		Oct-16
Bermuda 16/	1.00	183.8	84.0		Mar-19		35	37		Dec-17
Bhutan /W40	69.07	126.7	26.7	Y	Jul-19	H	10	11		Oct-09
Bolivia /W40	6.91	124.8	29.3		Mar-19		15	16		Oct-16
Bonaire /W40 14/	1.00	147.7	47.8	Y	Jul-19	FMR	23	24		Oct-17
Bosnia and Herzegovina /W40	1.721	122.2	22.2	Y	Jul-19	FMR	13	14		Jun-19
Botswana	10.6383	125.7	25.7	Y	Jul-19	FMR	19	20		Jun-19
Brazil /W40	3.870	134.8	34.8	Y	Jul-19	FMR	23	24		Aug-18
British Virgin Islands /W40	1.00	145.4	47.8	Y	Jul-19	FMR	22	23		Jun-19
Bulgaria	1.721	115.8	18.4	Y	Jul-19	ER	16	17		Feb-15
Burkina Faso /W40	577.242	129.4	31.3		Nov-18		12	13		Mar-09
Burundi /W40	1824.219	127.0	33.7	Y	Jul-19	FMR	13	14		Oct-13
Cambodia /W40	4025	127.5	28.1		Mar-19		21	22		Sep-18
Cameroon /W40	577.242	129.8	31.2	Y	Jul-19	FMR	15	16		Jul-15
Canada, Montreal	1.312	141.6	40.3	Y	Jul-19	ER	17	18		May-17
Canada, Ottawa	1.312	150.8	49.5	Y	Jul-19	L	18	19		May-17
Canada, Toronto	1.312	158.3	56.9	Y	Jul-19	L	20	21		May-17
Cape Verde	97.033	124.5	27.6		Nov-18		16	17		Jul-11

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(last updated 15 July 2019)

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		Index	Multiplier	Change	Effective date	Reason for change	Rate		Change	Effective date
							With allowances	Without allowances		
Cayman Islands 17/	0.82	147.3	47.3	Y	Jul-19	L	24	25		Dec-17
Central African Rep. /W40	577.242	158.8	63.4		Nov-18		17	18		Nov-17
Chad /W40	577.242	138.7	38.7		Mar-19		13	14		Jul-15
Chile /W40	679	130.6	30.6	Y	Jul-19	FMR	14	15		Mar-08
China, Beijing /W40	6.877	156.4	57.0	Y	Jul-19	FMR	23	24		Jan-18
China, Hong Kong (SAR)	7.813	209.4	107.9	Y	Jul-19	ER	19	20		Jun-12
China, Macao (SAR)	8.04	156.6	56.6	Y	Jul-19	FMR	21	22		Jul-18
Colombia	3194	127.3	27.3	Y	Jul-19	FMR	21	22		May-18
Comoros	432.932	140.1	40.1	Y	Jul-19	FMR	14	15		Apr-19
Congo /W40	577.242	153.6	53.6	Y	Jul-19	FMR	6	6		Nov-04
Congo, Dem. Rep. /W40	1645	142.9	42.9	Y	Jul-19	FMR	22	23		Jan-18
Costa Rica /W40	583.76	128.9	28.9	Y	Jul-19	FMR	19	20		Aug-12
Cote d Ivoire /W40	577.242	138.9	40.7	Y	Jul-19	FMR	15	16		Dec-12
Croatia, Republic of /W40	6.507	136.5	44.1	Y	Jul-19	FMR	20	21		Feb-07
Cuba * /W40	0.99	138.7	38.7	Y	Jul-19	FMR	23	24		Aug-11
Cyprus	0.880	120.9	20.8	Y	Jul-19	ER	18	19		Jun-19
Czech Republic	22.39	135.7	34.9	Y	Jul-19	ER	21	22		Sep-06
Denmark	6.566	159.9	60.4	Y	Jul-19	ER	25	27		Jun-19
Djibouti /W40	177	145.5	45.5		Jun-19		16	17		Jan-15
Dominica /W40 14/	2.7	147.7	47.8	Y	Jul-19	FMR	23	24		Oct-17
Dominican Republic	50.588	127.3	32.9		Mar-19		21	22		Sep-13
Ecuador/W40	1.00	125.9	26.0		Mar-19		16	17		Jul-11
Egypt /W40	16.700	127.1	27.1	Y	Jul-19	FMR	19	20		Jul-18
El Salvador	1.00	124.7	28.9		Jul-18		21	22		Nov-15
Equatorial Guinea	577.242	132.2	32.4		Mar-19		17	18		Mar-18
Eritrea	15.00	150.0	53.8		Jan-19		11	12		Dec-17
Estonia	0.880	130.4	30.7	Y	Jul-19	FMR	18	19		Feb-01
Eswatini	14.1600	115.5	22.2	Y	Jul-19	FMR	11	12		Sep-03
Ethiopia /W40	29.02	140.4	40.4	Y	Jul-19	FMR	20	21		Sep-18
Fiji /W40	2.150	133.4	34.8	Y	Jul-19	FMR	20	21		Sep-11
Finland	0.880	138.0	38.6	Y	Jul-19	ER	20	21		Feb-15
France, Lyon and Elsewhere	0.880	143.2	42.4	Y	Jul-19	L	17	18		Jul-01
France, Paris	0.880	146.7	45.8	Y	Jul-19	ER	21	22		Jan-04
French Guiana	0.880	135.1	35.3	Y	Jul-19	ER				
Gabon /W40	577.24	156.1	56.1	Y	Jul-19	FMR	18	19		Jun-19
Gambia /W40	49.920	127.2	27.2	Y	Jul-19	FMR	14	15		May-18
Georgia, Republic of /W40	2.795	119.7	20.6	Y	Jul-19	FMR	17	18		May-14
Germany, Berlin	0.880	136.1	36.5	Y	Jul-19	L	24	25		May-19

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(last updated 15 July 2019)

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							With allowances	Without allowances		
Germany, Bonn	0.880	130.6	31.0	Y	Jul-19	ER	20	21		May-19
Germany, Dresden	0.880	130.6	31.0	Y	Jul-19	A	19	20		May-19
Germany, Hamburg	0.880	137.6	38.1	Y	Jul-19	L	21	22		May-19
Germany, Munich	0.8800	141.5	42.0	Y	Jul-19	L	20	21		May-19
Ghana /W40	5.466	137.5	37.5	Y	Jul-19	FMR	24	25		Dec-18
Gibraltar 1/	0.788	158.1	57.3	Y	Jul-19	A				
Greece	0.880	124.8	24.2	Y	Jul-19	ER	17	18		May-19
Grenada /W40 14/	2.70000	147.7	47.8	Y	Jul-19	FMR	23	24		Oct-17
Guatemala /W40	7.71	133.6	35.8		Mar-19		16	17		Jan-09
Guinea	9230.000	138.5	38.5	Y	Jul-19	H	20	21		Feb-18
Guinea Bissau	577.2	130.2	34.4		Nov-18		13	14		Nov-15
Guyana	207.2000	132.9	35.7	Y	Jul-19	FMR	19	20		May-18
Haiti /W40	93.02	134.5	34.5	Y	Jul-19	FMR	18	19		Nov-11
Honduras /W40	24.59	123.6	23.6	Y	Jul-19	FMR	17	18		Jul-09
Hungary	284.90	129.6	29.7	Y	Jul-19	ER	19	20		May-19
Iceland	124.66	132.5	34.4	Y	Jul-19	ER				
India /W40	69	132.9	32.9	Y	Jul-19	FMR	24	25		Feb-18
Indonesia	14140	130.3	32.0	Y	Jul-19	FMR	24	25		Sep-11
Iran	105183	130.4	30.4	Y	Jul-19	FMR	24	25		May-16
Iraq	1170.000	129.9	38.0		Nov-11		14	15		May-02
Ireland	0.880	140.0	38.4	Y	Jul-19	ER	24	25		May-98
Israel /W40	3.578	149.9	51.0	Y	Jul-19	FMR	21	22		Sep-13
Italy, Brindisi	0.880	126.1	27.4	Y	Jul-19	L	10	11		Nov-99
Italy, Rome	0.8800	132.1	33.5	Y	Jul-19	ER	20	21		Jul-01
Jamaica /W40	130.00	145.4	45.5	Y	Jul-19	FMR	24	25		Oct-17
Japan, Hiroshima	107.82	159.2	58.9	Y	Jul-19	L				
Japan, Tokyo	107.820	183.6	83.3	Y	Jul-19	ER	26	28		Nov-06
Jordan /W40	0.71	145.2	45.6		Mar-19		20	21		Aug-17
Kazakhstan /W40	380.47	123.4	26.3	Y	Jul-19	FMR	18	19		Sep-17
Kenya /W40	102.320	136.3	36.3	Y	Jul-19	FMR	21	22		Feb-19
Kiribati	1.43	139.6	39.6	Y	Jul-19	FMR	8	8		Dec-96
Korea, Dem. Peo. Of *	107.57	152.3	52.3	Y	Jul-19	FMR	10	11		Sep-15
Korea, Republic of	1158.050	162.4	62.4	Y	Jul-19	FMR	18	19		Mar-09
Kuwait /W40	0.3	140.1	40.1	Y	Jul-19	FMR	20	21		Aug-17
Kyrgyzstan	69.70	119.8	20.0		Mar-19		13	14		Dec-09
Lao Peo. Dem. Rep. /W40	8665.000	132.1	33.8	Y	Jul-19	FMR	13	14		Oct-03
Latvia	0.88	134.2	36.6		Nov-18		19	20		Dec-03
Lebanon /W40	1507.00	140.8	46.4		Nov-13		22	23		Sep-11

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Effective 1 July 2019 (Four Months Review)

(last updated 15 July 2019)

Country or area	Exchange rate	Post Adjustment (New York, May 1998 = 100)					Thresholds			
		Index	Multiplier	Change	Effective date	Reason for change	Rate		Change	Effective date
							With allowances	Without allowances		
Lesotho /W40	14.160	128.9	28.9	Y	Jul-19	FMR	14	15		Jan-11
Liberia	194.401	139.0	43.1	Y	Jul-19	FMR	19	20		Jun-10
Libya	1.398	122.2	24.1	Y	Jul-19	FMR	12	13		Nov-05
Lithuania	0.880	129.1	29.6		Nov-18		17	18		Dec-03
Luxembourg	0.88	145.5	45.6	Y	Jul-19	ER	17	18		Dec-17
Madagascar	3580.000	128.7	29.4	Y	Jul-19	FMR	20	21		Oct-18
Malawi /W40	775.0000	131.5	31.5	Y	Jul-19	FMR	18	19		Mar-11
Malaysia /W40	4.14	132.4	34.3		Mar-19		17	18	Y	Jul-19
Maldives	15.000	153.4	58.4		Mar-19		26	28	Y	Jul-19
Mali /W40	577.242	128.8	30.2		Mar-19		12	13		Jul-15
Malta	0.88	133.0	33.3	Y	Jul-19	ER	14	15		Oct-06
Marshall Islands 2/	1.0000	148.0	51.6	Y	Jul-19	FMR	21	22	Y	Jul-19
Mauritania /W40	36.49	123.7	23.7	Y	Jul-19	FMR	12	13		May-18
Mauritius /W40	35.58	126.6	26.6	Y	Jul-19	FMR	11	12		Sep-13
Mexico	19.170	141.1	41.1	Y	Jul-19	H	21	22	Y	Jul-19
Micronesia, Fed States of 2/	1.000	148.0	53.1	Y	Jul-19	FMR	23	24		Feb-07
Moldova	18.12	124.3	27.0		Nov-18		15	16		Apr-16
Monaco 3/	0.880	146.7	45.8	Y	Jul-19	A	21	22		Jan-04
Mongolia	2656.000	127.4	27.6	Y	Jul-19	FMR	16	17		Jan-14
Montenegro	0.88	120.6	20.7	Y	Jul-19	FMR	20	21		Sep-18
Morocco /W40	10	126.9	26.9	Y	Jul-19	FMR	19	20		Jan-19
Mozambique	61.40	139.4	43.4	Y	Jul-19	FMR	30	32		Apr-17
Myanmar /W40	1527.0000	138.7	40.8		Nov-18		25	27		Dec-17
Namibia	14.160	122.9	22.9	Y	Jul-19	FMR	23	24		Mar-17
Nepal /W40	110.900	126.0	26.0	Y	Jul-19	H	12	13		Jan-14
Netherlands	0.880	136.7	34.9	Y	Jul-19	ER	23	24		Nov-96
New Caledonia	105.0120	142.5	44.3	Y	Jul-19	FMR	16	17		Sep-05
New Zealand	1.494	115.3	15.3	Y	Jul-19	FMR	22	23		Oct-80
Nicaragua	33.11	127.4	29.8		Mar-19		21	22		May-18
Niger /W40	577.242	135.2	35.2	Y	Jul-19	FMR	10	11		Mar-09
Nigeria /W40	360.240	134.7	34.7	Y	Jul-19	FMR	20	21		May-18
The Republic of North Macedonia	54.167	124.8	24.8	Y	Jul-19	FMR	18	19		Jun-19
Norway	8.52	148.0	48.0	Y	Jul-19	PP	20	21	Y	Jul-19
Oman	0.39	135.2	38.2		Feb-15		19	20		Feb-15
Pakistan	162.801	130.0	30.0	Y	Jul-19	FMR	18	19		Jun-19
Palau, Republic of 4/	1.0	148.3	51.7	Y	Jul-19	FMR				
Panama /W40	1.0000	142.7	42.8		Mar-19		24	25		Aug-18
Papua New Guinea /W40	3.257	176.4	80.6		Mar-19		30	32		Feb-18

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		Index	Multiplier	Change	Effective date	Reason for change	Rate		Change	Effective date
							With allowances	Without allowances		
Paraguay /W40	6198.000	123.4	25.2		Mar-19		13	14		Jan-09
Peru	3.295	134.4	39.3	Y	Jul-19	FMR	21	22		Aug-17
Philippines /W40	51.255	144.4	44.4	Y	Jul-19	FMR	22	23		Oct-18
Poland	3.74	120.0	20.8	Y	Jul-19	ER	20	21		May-19
Portugal, Guimaraes	0.880	107.1	7.2	Y	Jul-19	0				
Portugal, Lisbon	0.880	130.4	30.6	Y	Jul-19	ER	20	21		Jan-05
Puerto Rico 13/	1.00	127.3	32.9		Mar-19	A				
Qatar	3.659	166.4	77.8	Y	Jul-19	FMR	35	37		Aug-17
Romania	4.157	115.0	15.4	Y	Jul-19	ER	22	23		May-19
Russian Federation /W40	63.1	148.4	56.8	Y	Jul-19	FMR	20	21		Mar-16
Rwanda /W40	910.000	126.8	26.8	Y	Jul-19	FMR	16	17		Apr-13
Saint Helena 5/	0.788	132.7	44.7	Y	Jul-19	IM, FMR				
St. Lucia	2.700	130.3	33.7		Nov-14		16	17		Feb-12
Samoa /W40	2.579	136.0	40.9	Y	Jul-19	FMR	15	16		Oct-17
Sao Tome and Principe /W40	21.503	135.8	37.2		Mar-19		15	16		Jun-19
Saudi Arabia /W40	3.7500	142.2	51.7		Jul-18		21	22		Nov-17
Senegal /W40	577	130.8	36.7	Y	Jul-19	FMR	17	18		Jul-15
Serbia	103.734	128.4	28.4	Y	Jul-19	FMR	21	22		Jun-19
Seychelles	13.596	153.4	53.6	Y	Jul-19	FMR	20	21		Jan-19
Sierra Leone /W40	8715.000	146.4	46.4	Y	Jul-19	FMR	19	20		May-18
Singapore	1.3530	175.6	75.6	Y	Jul-19	H	23	24	Y	Jul-19
Slovak Republic	1	123.5	22.8	Y	Jul-19	ER	16	17		Feb-12
Slovenia, Republic of	0.88	118.3	17.6	Y	Jul-19	ER	21	22		Nov-03
Solomon Islands /W40	7.943	146.3	49.9	Y	Jul-19	FMR	18	19		Dec-07
Somalia 6/	24300.000	138.4	38.4	Y	Jul-19	FMR	15	16		Sep-99
South Africa /W40	14.2	126.6	30.7	Y	Jul-19	FMR	19	20		Apr-17
South Sudan, Republic of /W40	158.6	159.2	59.2	Y	Jul-19	FMR	14	15		Sep-17
Spain	0.9	129.1	28.8	Y	Jul-19	ER	19	20		Nov-08
Sri Lanka	176.510	132.3	32.3	Y	Jul-19	FMR	26	28		Sep-17
St. Kitts and Nevis /W40 14/	2.700	147.7	47.8	Y	Jul-19	FMR	23	24		Oct-17
St. Vincent and the Grenadines /W40 14/	2.700	147.7	47.8	Y	Jul-19	FMR	23	24		Oct-17
Sudan /W40	45.000	129.5	31.2	Y	Jul-19	FMR	17	18		Mar-16

IX. CONSOLIDATED POST ADJUSTMENT CIRCULAR

Effective 1 July 2019 (Four Months Review)

(last updated 15 July 2019)

Country or area	Exchange rate	Post Adjustment (New York, May 1998 = 100)					Thresholds			
		Index	Multiplier	Change	Effective date	Reason for change	Rate		Change	Effective date
							With allowances	Without allowances		
Suriname	7.420	131.1	31.1	Y	Jul-19	FMR	16	17		Oct-12
Sweden	9.28	136.9	34.9	Y	Jul-19	ER	22	23		Feb-15
Switzerland	0.9770	169.5	71.0	Y	Jul-19	ER	21	22		Apr-06
Syrian Arab Republic 10/	434.00	135.5	32.8	Y	Jul-19	FMR	20	21		Jun-12
Tajikistan	9.44	126.0	26.0	Y	Jul-19	FMR	19	20		Oct-18
Tanzania, United Rep. of	2295.2300	136.0	36.0	Y	Jul-19	H	29	31		Jun-11
Thailand /W40	30.79	144.7	44.7	Y	Jul-19	PP	22	23	Y	Jul-19
Timor-Leste /W40	1.0000	144.9	50.0		Apr-18	H	15	16		Jul-11
Togo	577.2420	140.8	40.8	Y	Jul-19	FMR	17	18		Jun-19
Tonga	2.2599	131.7	32.8	Y	Jul-19	FMR	9	10		Jan-09
Trinidad and Tobago	6.6510	142.7	42.7	Y	Jul-19	FMR	26	28		Oct-08
Tunisia /W40	2.8808	109.2	18.7	Y	Jul-19	FMR	13	14		Jun-17
Turkey, Ankara /W40	5.7663	109.1	14.6		Mar-19		18	19		Mar-18
Turkey, Gebze /W40 19/	5.77	117.6	23.5	Y	Jul-19		22	23	Y	Jul-19
Turkey, Istanbul /W40 15/	5.766	117.6	23.5		Mar-19		22	23		Mar-14
Turkmenistan	3.50	139.6	39.6	Y	Jul-19	FMR	13	14		May-18
Tuvalu 11/	1.429	139.9	42.2	Y	Jul-19	FMR				
Uganda /W40	3699.100	124.9	24.9	Y	Jul-19	FMR	24	25		May-14
Ukraine /W40	26.170	125.5	25.5	Y	Jul-19	FMR	23	24		Mar-17
United Arab Emirates	3.67	165.0	65.5		Mar-19		32	34		Aug-11
United Kingdom	0.79	158.1	57.3	Y	Jul-19	ER	27	29		Feb-14
USA, El Paso 20/	1.00	142.6	41.3	Y	Jul-19		12	13	Y	Jul-19
USA, Miami 7/	1.00	141.4	40.2		Feb-19					
USA, New York	1.00	169.0	67.5		Feb-19		28	30		Apr-11
USA, San Francisco 8/	1.000	160.4	59.0		Feb-19					
USA, Seattle 18/	1.00	141.8	40.5		Feb-19		22	23		Aug-18
USA, Washington D.C.	1.00	148.9	47.6		Feb-19		27	29		Apr-11
Uruguay	35.265	139.6	40.2	Y	Jul-19	FMR	24	25		Jan-18
Uzbekistan /W40	8571	128.5	28.5	Y	Jul-19	FMR	20	21		Aug-12
Vanuatu /W40	112	144.2	45.6	Y	Jul-19	A	15	16		Aug-12
Venezuela /W40 10/	7144	81.7	69.0		Mar-18		27	29		Aug-12
Vietnam	23322	123.1	23.1	Y	Jul-19	H	21	22		Jul-17
West Bank & the Gaza Strip, The /W40 9/	3.578	149.9	51.0	Y	Jul-19	FMR	21	22		Sep-13

IX. CONSOLIDATED POST ADJUSTMENT CIRCULAR

Effective 1 July 2019 (Four Months Review)

(last updated 15 July 2019)

Country or area	Exchange rate	Post Adjustment (New York, May 1998 = 100)					Thresholds			
		Index	Multiplier	Change	Effective date	Reason for change	Rate		Change	Effective date
							With allowances	Without allowances		
Yemen, Republic of 10/	546	115.4	28.1	Y	Jul-19	FMR	12	13		Nov-10
Zambia	13	119.9	23.2	Y	Jul-19	FMR	21	22		Apr-06
Zimbabwe /W40	8.300	120.3	55.9		Mar-19		16	17		Dec-18

NOTES:

W40	=	40 per cent of rent maximum subsidy limit has been waived
*	=	Post adjustment classification based on government housing
ER	=	Change in exchange rate
PP	=	Place-to-place survey
H	=	Housing survey
FMR	=	Four month review
FPR	=	Five percent rule
TMR	=	Twelve month rule
TPR	=	Ten point rule
OMR	=	One month rule
GCM	=	Gap closure measure
IM	=	Interim Multiplier
L	=	Linked through intercity coefficient
A	=	Assimilated to another duty station

- 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 0.8389 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 0.9497.
- 8/ New York PAI x 0.9491.
- 9/ Same post adjustment classification/rental threshold as for Israel.
- 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.

X.**LIST OF COUNTRIES AND AREAS IN FRENCH AND ENGLISH
LISTE DES PAYS ET LOCALITÉS EN FRANÇAIS ET EN ANGLAIS**

Afghanistan	Afghanistan	Équateur	Ecuador
Afrique du Sud	South Africa	Érythrée	Eritrea
Albanie	Albania	Espagne*	Spain*
Algérie	Algeria	Estonie	Estonia
Allemagne*	Germany*	Etats-Unis d'Amérique*	United States of America (the)*
Angola	Angola	Éthiopie	Ethiopia
Anguilla	Anguilla	Fédération de Russie	Russian Federation (the)
Antigua-et-Barbuda	Antigua and Barbuda	Fidji	Fiji
Arabie saoudite	Saudi Arabia	Finlande*	Finland*
Argentine	Argentina	Français-Guyane*	French-Guiana*
Arménie	Armenia	France*	France*
Aruba	Aruba	Gabon	Gabon
Australie*	Australia*	Gambie	Gambia (the)
Autriche*	Austria*	Gaza	Gaza
Azerbaïdjan	Azerbaijan	Géorgie	Georgia
Bahamas	Bahamas (the)	Ghana	Ghana
Bahréïn	Bahrain	Gibraltar*	Gibraltar*
Bangladesh	Bangladesh	Grèce*	Greece*
Barbade	Barbados	Grenade	Grenada
Bélarus	Belarus	Guatemala	Guatemala
Belgique*	Belgium*	Guinée	Guinea
Belize	Belize	Guinée équatoriale	Equatorial Guinea
Bénin	Benin	Guinée-Bissau	Guinea-Bissau
Bhoutan	Bhutan	Guyana	Guyana
Bolivie (État plurinational de)	Bolivia (Plurinational State of)	Haïti	Haiti
Bonaire	Bonaire	Honduras	Honduras
Bosnie-Herzégovine	Bosnia and Herzegovina	Hong Kong, RAS de*	Hong Kong SAR*
Botswana	Botswana	Hongrie*	Hungary*
Brésil	Brazil	Îles Salomon	Solomon Islands
Bulgarie*	Bulgaria*	Îles Vierges britanniques	British Virgin Islands
Burkina Faso	Burkina Faso	Inde	India
Burundi	Burundi	Indonésie	Indonesia
Cabo Verde	Cabo Verde	Iran (République islamique d')	Iran (Islamic Republic of)
Cambodge	Cambodia	Iraq	Iraq
Cameroun	Cameroon	Irlande*	Ireland*
Canada*	Canada*	Islande*	Iceland*
Chili	Chile	Israël	Israel
Chine	China	Italie*	Italy*
Chypre*	Cyprus*	Jamaïque	Jamaica
Colombie	Colombia	Japon*	Japan*
Comores	Comoros (the)	Jordanie	Jordan
Congo	Congo (the)	Kazakhstan	Kazakhstan
Costa Rica	Costa Rica	Kenya	Kenya
Côte d'Ivoire	Côte d'Ivoire	Kirghizistan	Kyrgyzstan
Croatie	Croatia	Kiribati	Kiribati
Cuba	Cuba	Koweït	Kuwait
Danemark*	Denmark*	L'Esuatini	Eswatini
Djibouti	Djibouti	Lesotho	Lesotho
Dominique	Dominica	Lettonie	Latvia
Égypte	Egypt	Liban	Lebanon
El Salvador	El Salvador	Libéria	Liberia
Émirats arabes unis	United Arab Emirates (the)		

Libye	Libya	République slovaque	Slovak Republic*
Lituanie	Lithuania	République tchèque*	Czech Republic*
Luxembourg*	Luxembourg*	République-Unie de Tanzanie	United Republic of Tanzania (the)
Macédoine du Nord, la République de	North Macedonia, the Republic of	Roumanie*	Romania*
Madagascar	Madagascar	Royaume-Uni de Grande- Bretagne et d'Irlande du Nord*	United Kingdom of Great Britain and Northern Ireland (the)*
Malaisie	Malaysia	Rwanda	Rwanda
Malawi	Malawi	Sainte-Hélène	Saint Helena
Maldives	Maldives	Sainte-Lucie	Saint Lucia
Mali	Mali	Saint-Kitts-et-Nevis	Saint Kitts and Nevis
Malte*	Malta*	Saint-Vincent-et-les- Grenadines	Saint Vincent and the Grenadines
Maroc	Morocco	Samoa	Samoa
Maurice	Mauritius	Sao Tomé-et-Principe	Sao Tome and Principe
Mauritanie	Mauritania	Sénégal	Senegal
Mexique	Mexico	Serbie	Serbia
Micronésie (États fédérés de)	Micronesia (Federated States of)	Seychelles	Seychelles
Monaco*	Monaco*	Sierra Leone	Sierra Leone
Mongolie	Mongolia	Singapour	Singapore
Monténégro	Montenegro	Slovénie*	Slovenia*
Mozambique	Mozambique	Somalie	Somalia
Myanmar	Myanmar	Soudan	Sudan (the)
Namibie	Namibia	Soudan du Sud	South Sudan
Népal	Nepal	Sri Lanka	Sri Lanka
Nicaragua	Nicaragua	Suède*	Sweden*
Niger	Niger (the)	Suisse*	Switzerland*
Nigéria	Nigeria	Suriname	Suriname
Norvège*	Norway*	Tadjikistan	Tajikistan
Nouvelle-Calédonie	New Caledonia	Tchad	Chad
Nouvelle-Zélande	New Zealand	Thaïlande	Thailand
Oman	Oman	Timor-Leste	Timor-Leste
Ouganda	Uganda	Timor-Leste	Timor-Leste
Ouzbékistan	Uzbekistan	Togo	Togo
Pakistan	Pakistan	Tonga	Tonga
Palao	Palau	Trinité-et-Tobago	Trinidad and Tobago
Panama	Panama	Tunisie	Tunisia
Papouasie-Nouvelle-Guinée	Papua New Guinea	Turkménistan	Turkmenistan
Paraguay	Paraguay	Turquie	Turkey
Pays-Bas*	Netherlands (the)*	Tuvalu	Tuvalu
Pérou	Peru	Ukraine	Ukraine
Philippines	Philippines (the)	Uruguay	Uruguay
Pologne*	Poland*	Vanuatu	Vanuatu
Porto Rico	Puerto Rico	Venezuela	Venezuela (Bolivarian Republic of)
Portugal*	Portugal*	Viet Nam	Viet Nam
Qatar	Qatar	Yémen	Yemen
République arabe syrienne	Syrian Arab Republic (the)	Zambie	Zambia
République centrafricaine	Central African Republic (the)	Zimbabwe	Zimbabwe
République de Corée	Republic of Korea (the)		
République de Moldova	Republic of Moldova (the)		
République démocratique du Congo	Democratic Republic of the Congo (the)		
République démocratique populaire lao	Lao People's Democratic Republic (the)	* Lieu d'affectation du groupe 1	Group 1 duty station
République dominicaine	Dominican Republic (the)		
République populaire démocratique de Corée	Democratic People's Republic of Korea (the)		