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INTERNATIONAL CIVIL SERVICE COMMISSION

Consolidated Post Adjustment Circular

ICSC/CIRC/PAC/542

Approved by:
Larbi Djacta, Chairman

Date:
14 February 2020

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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 February 2020**, 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 février 2020** 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. Post Adjustment Classification for New York

1. The review of the post adjustment classification for New York was conducted in tandem with the Commission's active management of the UN/US net remuneration margin through the operation of the post adjustment system, pursuant to the General Assembly resolution A/RES/71/264. Consequently, the post adjustment multiplier for New York will be increased from its current level of 65.5 to 70.3, in order to ensure that the margin does not fall below 113. This means that the new pay index for New York (170.3) is about **1.25** per cent higher than the PAI derived from the evolution of the cost-of-living in New York as of 1 February 2020, which is 168.2.

V. Impact of the increase in post adjustment for New York on the Post Adjustment Classification for all duty stations

2. In order to maintain purchasing power parity of salaries with New York, the base of the post adjustment system, post adjustment indices for all other duty stations have been proportionately scaled up to the same extent as that in New York, that is, by 1.25 per cent. A more detailed explanation of the impact of the increase in post adjustment for New York is provided in the interoffice memorandum ICSC/CIRC/GEN/04/2020 issued on 13 February 2020.

VI. Cost-of-living surveys

3. 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 February 2020

Duty station	Type of survey	Date of survey	Survey materials received
Guinea Bissau	Housing	October 2019	October 2019
Kenya	Place-to-place	September 2019	October 2019
Lebanon	Place-to-place	October 2019	December 2019
Zambia	Place-to-place	October 2019	November 2019

VII. Interim PAC for Zimbabwe

4. Due to the continued deteriorating macro-economic conditions which made the conduct of a cost-of-living survey unfeasible, the post adjustment multiplier (PAM) for Zimbabwe is established on the basis of a regional average, effective 1 February 2020. Accordingly, the PAM for Zimbabwe has been set at 31.5 (average of the PAMs of Botswana, Mozambique and South Africa). Moreover, as an exceptional measure, transitional arrangement, akin to the gap closure measure, have been established to mitigate the negative effect of the promulgation of this measure on the net-take-home pay of existing staff (staff who were at the duty station before 1 February 2020). Accordingly, a personal transitional allowance (PTA) is established at 22.5 PAM points (difference between prevailing PAM of 54.0 and new PAM of 31.5). The summary of the results, effective 1 February 2020, is shown in Table 2 below.

Table 2: Duty stations under gap closure measure effective 1 February 2020

Duty station	Existing PAM	Existing pay index (2) + 100	Updated PAI	Revised PAM	PTA (2) - (5)
(1)	(2)	(3)	(4)	(5)	(6)
Zimbabwe	54.0	154.0	129.2	31.5	22.5

VIII. Completion of Gap Closure Measure

5. The Personal Transition Allowance (PTA) is eliminated as of 1 February 2020 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 February 2020

Duty Station	Date of Survey	Reference
Croatia	November 2018	ICSC/CIRC/PAC/536 of 15 August 2019

IX. Personal Transitional Allowance (PTA)

6. 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 February 2020. Also shown is the corresponding date of the next revision of the PTA.

Table 4: Summary of personal transitional allowances (PTAs), as of 1 February 2020

Duty Station	Applicable multiplier points	Date of next revision
Angola	14.8	March 2020
Qatar	16.3	April 2020
Russian Federation	7.6	April 2020
Zimbabwe	22.5	August 2020

X. CONSOLIDATED POST ADJUSTMENT CIRCULAR

Effective 1 February 2020

Country or area	Exchange rate	Post Adjustment (New York, November 1998 = 100)					Thresholds			
		Index	Multiplier	Change	Effective date	Reason for change	Rate		Change	Effective date
							With allowances	Without allowances		
Afghanistan	76.65	138.9	45.4		Nov-11		9	10		Jul-06
Albania	107.95	119.3	19.9		Nov-19		16	17		Feb-09
Algeria /W40	119.5428	135.5	33.4		Nov-19		21	22		Nov-19
Angola	491.538	140.6	59.6		Jul-19		24	25		May-19
Anguilla /W40 14/	2.7	150.1	45.6		Nov-19		23	24		Oct-17
Antigua and Barbuda /W40 14/	2.7	150.1	45.6		Nov-19		23	24		Oct-17
Argentina	60.238	136.0	33.8		Nov-19		26	28		Nov-18
Armenia	477.92	129.5	27.2		Nov-19		20	21		Nov-19
Aruba 12/	1.79	150.4	48.0		Nov-19		27	29		Nov-14
Australia	1.491	130.4	30.4	Y	Feb-20	TMR	24	25		Oct-19
Austria	0.907	142.1	42.1	Y	Feb-20	TMR	18	19		May-14
Azerbaijan	1.693	128.6	26.7		Jul-19		26	28		Feb-18
Bahamas	1	171.6	68.2		Nov-19		32	34		Apr-13
Bahrain	0.377	141.4	39.0		Nov-18		22	23		Aug-08
Bangladesh /W40	84.85	135.6	33.2		Nov-19		15	16		Sep-11
Barbados /W40	2	157.4	51.0		Jul-18		19	20		Sep-05
Belarus	2.136	136.6	35.8		Nov-19		18	19		Sep-19
Belgium	0.907	135.3	37.8	Y	Feb-20	ER	17	18		Feb-15
Belize	2	129.9	28.2		Jan-20		13	14		Sep-13
Benin /W40	594.864	125.5	31.3		Nov-19		14	15		Oct-16
Bermuda 16/	1	185.7	82.0		Nov-19		35	37		Dec-17
Bhutan /W40	71.49	126.5	24.7		Nov-19		10	11		Oct-09
Bolivia /W40	6.86	125.6	27.8		Mar-19		15	16		Oct-16
Bonaire /W40 14/	1	150.1	45.6		Nov-19		23	24		Oct-17
Bosnia and Herzegovina /W40	1.774	121.1	19.7		Nov-19		13	14		Jun-19
Botswana	10.87	125.2	23.7		Nov-19		19	20		Jun-19
Brazil /W40	4.245	129.7	34.7		Nov-19		23	24		Aug-18
British Virgin Islands /W40	1	146.5	45.6		Nov-19		22	23		Jun-19
Bulgaria	1.774	115.8	15.8	Y	Feb-20	TMR	16	17		Feb-15
Burkina Faso /W40	594.864	128.7	30.5		Nov-19		12	13		Mar-09
Burundi	1871.259	124.4	31.7		Nov-19		12	13		Sep-19
Cambodia /W40	4082	128.7	27.0		Nov-19		21	22		Sep-18
Cameroon /W40	594.864	129.4	28.5		Nov-19		15	16		Jul-15
Canada, Montreal	1.322	141.9	41.9	Y	Feb-20	TMR	17	18		May-17
Canada, Ottawa	1.322	151.2	51.2	Y	Feb-20	L	18	19		May-17
Canada, Toronto	1.322	158.7	58.7	Y	Feb-20	L	20	21		May-17
Cape Verde	99.995	123.7	24.9		Nov-19		16	17		Jul-11
Cayman Islands 17/	0.82	146.1	43.9		Nov-19		24	25		Dec-17

X. CONSOLIDATED POST ADJUSTMENT CIRCULAR

Effective 1 February 2020

Country or area	Exchange rate	Post Adjustment (New York, November 1998 = 100)					Thresholds			
		Index	Multiplier	Change	Effective date	Reason for change	Rate		Change	Effective date
							With allowances	Without allowances		
Central African Rep. /W40	594.864	157.5	60.4		Nov-19		17	18		Nov-17
Chad /W40	594.864	151.8	49.2		Dec-19		16	17		Dec-19
Chile	797	130.7	29.1		Nov-19		19	20		Aug-19
China, Beijing /W40	6.911	159.3	55.1		Jul-19		23	24		Jan-18
China, Hong Kong (SAR)	7.767	215.5	115.5	Y	Feb-20	TMR	19	20		Jun-12
China, Macao (SAR)	8.006	158.7	55.9		Nov-19		21	22		Jul-18
Colombia	3402	120.4	24.4		Nov-19		21	22		May-18
Comoros	446.148	139.3	37.5		Nov-19		14	15		Apr-19
Congo /W40	594.864	156.4	54.3		Nov-19		7	7		Sep-19
Congo, Dem. Rep. /W40	1650.139	153.1	51.0		Nov-19		25	27		Sep-19
Cook Islands 4/	1.541	148.1	48.0		Nov-19		22	23		Oct-19
Costa Rica	563.65	134.4	31.6		Nov-19		22	23		Oct-19
Cote d Ivoire /W40	594.864	135.8	39.0		Jul-19		15	16		Dec-12
Croatia, Republic of	6.746	137.5	37.7	Y	Feb-20	ER	8	9		Aug-19
Cuba *	0.99	156.2	53.5		Nov-19		32	34		Oct-19
Cyprus	0.907	120.4	20.4	Y	Feb-20	TMR	18	19		Jun-19
Czech Republic	22.89	139.8	39.8	Y	Feb-20	TMR	21	22		Sep-06
Denmark	6.777	158.1	58.1	Y	Feb-20	TMR	25	27		Jun-19
Djibouti /W40	177	146.9	44.5		Nov-19		16	17		Jan-15
Dominica /W40 14/	2.7	150.1	45.6		Nov-19		23	24		Oct-17
Dominican Republic	52.756	122.2	31.3		Mar-19		21	22		Sep-13
Ecuador	1	132.6	30.8		Nov-19		21	22		Sep-19
Egypt /W40	15.796	128.4	26.0		Nov-19		19	20		Jul-18
El Salvador	1	125.3	27.4		Jul-18		21	22		Nov-15
Equatorial Guinea	594.864	134.7	33.1		Nov-19		19	20		Aug-19
Eritrea	15	150.5	52.0		Jan-19		11	12		Dec-17
Estonia	0.907	130.3	28.6		Nov-19		18	19		Feb-01
Eswatini	14.75	115.3	20.7		Jul-19		11	12		Sep-03
Ethiopia /W40	31.9	140.1	39.3		Nov-19		20	21		Sep-18
Fiji /W40	2.14	134.6	32.6		Nov-19		20	21		Sep-11
Finland	0.907	136.7	36.7	Y	Feb-20	TMR	20	21		Feb-15
France, Lyon and Elsewhere	0.907	141.7	41.7	Y	Feb-20	L	17	18		Jul-01
France, Paris	0.907	145.1	45.1	Y	Feb-20	TMR	21	22		Jan-04
French Guiana	0.907	133.6	33.6	Y	Feb-20	TMR				
Gabon /W40	594.864	153.9	52.5		Nov-19		18	19		Jun-19
Gambia	51.21	127.3	25.6		Nov-19		14	15		May-18
Georgia, Republic of /W40	2.887	119.8	17.9		Nov-19		17	18		May-14
Germany, Berlin	0.907	134.7	34.7	Y	Feb-20	L	24	25		May-19

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Country or area	Exchange rate	Post Adjustment (New York, November 1998 = 100)					Thresholds			
		Index	Multiplier	Change	Effective date	Reason for change	Rate		Change	Effective date
							With allowances	Without allowances		
Germany, Bonn	0.907	129.2	29.2	Y	Feb-20	TMR	20	21		May-19
Germany, Dresden	0.907	129.2	29.2	Y	Feb-20	A	19	20		May-19
Germany, Hamburg	0.907	136.2	36.2	Y	Feb-20	L	21	22		May-19
Germany, Munich	0.907	140.1	40.1	Y	Feb-20	L	20	21		May-19
Ghana /W40	5.49	141.9	39.8		Nov-19		26	28		Nov-19
Gibraltar 1/	0.764	164.1	64.1	Y	Feb-20	A				
Greece	0.907	123.7	23.7	Y	Feb-20	TMR	17	18		May-19
Grenada /W40 14/	2.7	150.1	45.6		Nov-19		23	24		Oct-17
Guatemala /W40	7.669	132.3	34.2		Mar-19		16	17		Jan-09
Guinea	9300	141.1	38.7		Nov-19		20	21		Feb-18
Guinea Bissau	594.864	130.6	31.8		Nov-19		13	14		Nov-15
Guyana	207.4	133.8	34.1		Jul-19		19	20		May-18
Haiti	92.141	147.8	43.7		Nov-19		24	25		Aug-19
Honduras	24.591	132.3	30.1		Nov-19		23	24		Nov-19
Hungary	306.32	127.5	27.5	Y	Feb-20	TMR	19	20		May-19
Iceland	123.33	135.2	35.2	Y	Feb-20	TMR				
India /W40	71.49	132.2	31.7		Nov-19		22	23		Dec-19
Indonesia /W40	13649	134.0	30.9		Nov-19		24	25		Sep-11
Iran	120460	130.6	30.0		Nov-19		24	25		May-16
Iraq	1179	129.7	36.2		Nov-19		14	15		May-02
Ireland	0.907	143.6	43.6	Y	Feb-20	TMR	24	25		May-98
Israel, Jerusalem /W40	3.452	160.9	56.5		Nov-19		25	27		Nov-19
Israel, Tel Aviv /W40 22/	3.452	170.0	65.4		Nov-19		25	27		Nov-19
Italy, Brindisi	0.907	123.8	23.8	Y	Feb-20	L	10	11		Nov-99
Italy, Rome	0.907	129.7	29.7	Y	Feb-20	TMR	20	21		Jul-01
Jamaica /W40	138.5	144.2	42.1		Nov-19		24	25		Oct-17
Japan, Hiroshima	108.89	161.2	61.2	Y	Feb-20	L	13	14		Sep-19
Japan, Tokyo	108.89	184.8	84.8	Y	Feb-20	TMR	22	23		Sep-19
Jordan /W40	0.708	143.6	43.9		Mar-19		20	21		Aug-17
Kazakhstan /W40	379	124.8	24.1		Nov-19		18	19		Sep-17
Kenya /W40	100.5	142.7	42.7	Y	Feb-20	PP	26	28	Y	Feb-20
Kiribati	1.491	143.6	43.6		Jan-20		11	12		Jan-20
Korea, Dem. Peo. Of *	108.28	152.5	50.5		Jul-19		10	11		Sep-15
Korea, Republic of	1185.03	157.2	60.5		Jul-19		17	18		Nov-19
Kuwait /W40	0.304	139.2	38.4		Jul-19		20	21		Aug-17
Kyrgyzstan	69.6	120.2	18.6		Mar-19		13	14		Dec-09
Lao Peo. Dem. Rep. /W40	8875	133.8	32.0		Dec-19		13	14		Oct-03
Latvia 23/	0.907	141.2	41.8		Nov-19		18	19		Nov-19

X. CONSOLIDATED POST ADJUSTMENT CIRCULAR

Effective 1 February 2020

Country or area	Exchange rate	Post Adjustment (New York, November 1998 = 100)					Thresholds			
		Index	Multiplier	Change	Effective date	Reason for change	Rate		Change	Effective date
							With allowances	Without allowances		
Lebanon /W40	1508	143.8	44.6		Nov-13		22	23		Sep-11
Lesotho /W40	14.75	128.7	26.0		Nov-19		14	15		Jan-11
Liberia	193.287	150.4	48.1		Nov-19		19	20		Jun-10
Libya	1.41	122.1	22.3		Nov-19		12	13		Nov-05
Lithuania	0.907	128.6	27.3		Nov-19		17	18		Dec-03
Luxembourg	0.907	143.7	43.7	Y	Feb-20	TMR	17	18		Dec-17
Madagascar	3646.92	130.8	28.9		Dec-19		21	22		Dec-19
Malawi /W40	738	138.9	36.8		Nov-19		23	24		Nov-19
Malaysia /W40	4.089	143.5	40.2		Dec-19		19	20		Dec-19
Maldives	15	153.8	56.5		Mar-19		26	28		Jul-19
Mali /W40	594.864	127.3	28.4		Nov-19		12	13		Jul-15
Malta	0.907	128.2	28.3	Y	Feb-20	ER	14	15		Oct-06
Marshall Islands 2/	1	149.6	48.7		Nov-19		21	22		Jul-19
Mauritania /W40	37.19	131.3	29.4		Nov-19		12	13		May-18
Mauritius /W40	35.537	138.5	36.9		Jan-20		20	21		Jan-20
Mexico	18.73	144.0	40.1		Nov-19		21	22		Jul-19
Micronesia, Fed States of 2/	1	149.6	48.7		Nov-19		23	24		Feb-07
Moldova	17.41	127.6	26.8		Nov-19		15	16		Apr-16
Monaco 3/	0.907	145.1	45.1	Y	Feb-20	A	21	22		Jan-04
Mongolia	2716.23	135.1	34.0		Nov-19		21	22		Aug-19
Montenegro	0.907	121.2	19.4		Dec-19		16	17		Dec-19
Morocco /W40	9.628	126.9	25.1		Nov-19		19	20		Jan-19
Mozambique	61.66	136.7	41.6		Nov-19		30	32		Apr-17
Myanmar /W40	1471	138.9	39.1		Nov-18		25	27		Dec-17
Namibia	14.75	121.9	19.6		Nov-19		23	24		Mar-17
Nepal /W40	114	126.7	25.0		Nov-19		12	13		Jan-14
Netherlands	0.907	139.9	39.9	Y	Feb-20	TMR	24	25		Oct-19
New Caledonia	108.218	140.0	40.9		Nov-19		16	17		Sep-05
New Zealand	1.541	114.5	11.1		Nov-19		22	23		Oct-80
Nicaragua	33.75	127.5	28.0		Nov-19		21	22		May-18
Niger /W40	594.864	134.1	32.7		Nov-19		10	11		Mar-09
Nigeria /W40	361.57	139.1	35.5		Nov-19		20	21		May-18
The Republic of North Macedonia	55.61	124.6	23.0		Nov-19		18	19		Jun-19
Norway	9.223	141.9	41.9	Y	Feb-20	TMR	20	21		Jul-19
Oman	0.385	133.1	36.5		Feb-15		19	20		Feb-15
Pakistan	154.499	131.3	29.6		Nov-19		18	19		Jun-19
Palau, Republic of 4/	1	148.1	48.0		Nov-19					
Panama /W40	1	140.6	41.1		Mar-19		24	25		Aug-18

X. CONSOLIDATED POST ADJUSTMENT CIRCULAR

Effective 1 February 2020

Country or area	Exchange rate	Post Adjustment (New York, November 1998 = 100)					Thresholds			
		Index	Multiplier	Change	Effective date	Reason for change	Rate		Change	Effective date
							With allowances	Without allowances		
Papua New Guinea /W40	3.41	171.9	74.3		Nov-19		30	32		Feb-18
Paraguay /W40	6527	122.1	22.3		Nov-19		13	14		Jan-09
Peru	3.353	136.0	38.0		Nov-19		21	22		Aug-17
Philippines /W40	50.977	143.4	44.1		Nov-19		22	23		Oct-18
Poland	3.889	118.9	18.9	Y	Feb-20	TMR	20	21		May-19
Portugal, Guimaraes	0.907	104.5	4.5	Y	Feb-20	L				
Portugal, Lisbon	0.907	127.3	27.3	Y	Feb-20	TMR	20	21		Jan-05
Puerto Rico 13/	1	122.2	31.3		Mar-19					
Qatar	3.663	156.6	59.6		Oct-19		28	30		Oct-19
Romania	4.33	113.9	13.9	Y	Feb-20	TMR	22	23		May-19
Russian Federation /W40	63.255	145.8	47.7		Nov-19		18	19		Oct-19
Rwanda /W40	932.54	125.9	25.4		Nov-19		16	17		Apr-13
Saint Helena 5/	0.764	137.6	47.9		Nov-19					
St. Lucia	2.7	148.4	46.1		Nov-19		17	18		Oct-19
Samoa	2.627	141.8	39.7		Nov-19		15	16		Oct-17
Sao Tome and Principe /W40	22.203	135.7	35.2		Nov-19		15	16		Jun-19
Saudi Arabia /W40	3.752	147.5	49.9		Jul-18		21	22		Nov-17
Senegal /W40	594.864	130.2	33.7		Nov-19		17	18		Jul-15
Serbia	106.554	127.1	26.3		Nov-19		21	22		Jun-19
Seychelles	13.2924	154.2	52.7		Nov-19		20	21		Jan-19
Sierra Leone /W40	9725	147.7	45.3		Nov-19		19	20		May-18
Singapore	1.363	175.7	73.2		Nov-19		23	24		Jul-19
Slovak Republic	0.907	123.1	23.1	Y	Feb-20	TMR	16	17		Feb-12
Slovenia, Republic of 24/	0.907	132.5	32.5	Y	Feb-20	TMR	14	15		Jan-20
Solomon Islands /W40	8.137	150.1	48.1		Jul-19		18	19		Dec-07
Somalia 6/	24300	141.4	37.1		Nov-19		15	16		Sep-99
South Africa /W40	14.75	125.6	29.1		Jul-19		19	20		Apr-17
South Sudan, Republic of /W40	161.099	159.0	61.5		Nov-19		14	15		Sep-17
Spain	0.907	127.6	27.6	Y	Feb-20	TMR	19	20		Nov-08
Sri Lanka	181.14	132.4	30.5		Nov-19		26	28		Sep-17
St. Kitts and Nevis /W40 14/	2.7	150.1	45.6		Nov-19		23	24		Oct-17
St. Vincent and the Grenadines /W40 14/	2.7	150.1	45.6		Nov-19		23	24		Oct-17
Sudan /W40	47.4	145.7	44.6		Nov-19		22	23		Nov-19
Suriname	7.6	131.6	30.5		Oct-19		16	17		Oct-12
Sweden	9.649	139.3	39.3	Y	Feb-20	TMR	26	28		Aug-19
Switzerland	0.97	171.0	71.0	Y	Feb-20	TMR	21	22		Apr-06

X. CONSOLIDATED POST ADJUSTMENT CIRCULAR

Effective 1 February 2020

Country or area	Exchange rate	Post Adjustment (New York, November 1998 = 100)					Thresholds			
		Index	Multiplier	Change	Effective date	Reason for change	Rate		Change	Effective date
							With allowances	Without allowances		
Syrian Arab Republic 10/	700	120.1	31.2		Jul-19		20	21		Jun-12
Tajikistan	9.695	128.5	26.1		Nov-19		20	21		Sep-19
Tanzania, United Rep. of	2298.72	136.1	34.4		Jul-19		29	31		Jun-11
Thailand /W40	31.17	144.5	44.4		Nov-19		22	23		Jul-19
Timor-Leste /W40	1	145.9	48.2		Apr-18		15	16		Jul-11
Togo	594.864	139.3	37.8		Nov-19		17	18		Jun-19
Tonga	2.234	132.9	30.5		Nov-19		9	10		Jan-09
Trinidad and Tobago	6.689	142.9	40.4		Nov-19		26	28		Oct-08
Tunisia	2.814	131.8	28.0		Nov-19		16	17		Nov-19
Turkey, Ankara /W40	5.983	110.4	13.3		Nov-19		18	19		Mar-18
Turkey, Gebze /W40 19/	5.983	119.0	22.2		Nov-19		22	23		Jul-19
Turkey, Istanbul /W40 15/	5.983	119.0	22.2		Nov-19		22	23		Mar-14
Turkmenistan	3.5	156.8	53.8		Nov-19		11	12		Oct-19
Tuvalu 11/	1.491	142.2	40.1		Nov-19					
Uganda /W40	3672	123.9	23.5		Nov-19		24	25		May-14
Ukraine	25	133.3	31.4		Nov-19		16	17		Aug-19
United Arab Emirates	3.673	165.0	63.5		Mar-19		32	34		Aug-11
United Kingdom	0.764	164.1	64.1	Y	Feb-20	TMR	27	29		Feb-14
USA, El Paso 20/	1	144.0	44.0	Y	Feb-20	L	12	13		Jul-19
USA, Miami 7/	1	142.8	42.8	Y	Feb-20	L				
USA, New York	1	170.3	70.3	Y	Feb-20	TMR	28	30		Apr-11
USA, San Diego 21/	1	162.9	62.9	Y	Feb-20	L	27	29		Aug-19
USA, San Francisco 8/	1	161.6	61.6	Y	Feb-20	L				
USA, Seattle 18/	1	143.2	43.2	Y	Feb-20	L	22	23		Aug-18
USA, Washington D.C.	1	150.4	50.4	Y	Feb-20	TMR	27	29		Apr-11
Uruguay /W40	37.525	141.6	39.2		Dec-19		25	27		Dec-19
Uzbekistan /W40	9580	129.6	28.9		Oct-19		21	22		Oct-19
Vanuatu	113.08	141.0	42.7		Nov-19		15	16		Aug-12
Venezuela /W40 10/	74727.19	81.8	67.0		Mar-18		27	29		Aug-12
Vietnam	23179	123.8	21.9		Nov-19		21	22		Jul-17
West Bank & the Gaza Strip, The /W40 9/	3.452	160.9	56.5		Nov-19		21	22		Sep-13
Yemen, Republic of 10/	573.27	116.0	26.6		Jul-19		12	13		Nov-10
Zambia	14.777	125.2	25.2	Y	Feb-20	PP	23	24	Y	Feb-20
Zimbabwe /W40 25/	16.8	129.2	31.5	Y	Feb-20	IM	16	17		Dec-18

X. CONSOLIDATED POST ADJUSTMENT CIRCULAR

Effective 1 February 2020

Country or area	Exchange rate	Post Adjustment (New York, November 1998 = 100)					Thresholds			
		Index	Multiplier	Change	Effective date	Reason for change	Rate		Change	Effective date
							With allowances	Without allowances		

NOTES:

W40	=	40 per cent of rent maximum subsidy limit has been waived
*	=	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.
- 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/ Turkey, Ankara PAI x 1.078.
- 16/ Bahamas PAI x 1.082.
- 17/ Jamaica PAI x 1.013.
- 18/ Washington D.C. x 0.9522.
- 19/ Same post adjustment classification/rental threshold as for Istanbul Turkey.
- 20/ Washington D.C. x 0.9574.
- 21/ New York x 0.9567.
- 22/ Jerusalem x 1.0565
- 23/ Average PAM of Belarus and Russian Federation until results of a new P/P survey are implemented.
- 24/ Average PAM of Croatia and Hungary until results of a new P/P survey are implemented.
- 25/ Average PAM of Botswana, Mozambique and South Africa until results of a new P/P survey are implemented.

**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	Jordanie	Jordan
Côte d'Ivoire	Côte d'Ivoire	Kazakhstan	Kazakhstan
Croatie*	Croatia*	Kenya	Kenya
Cuba	Cuba	Kirghizistan	Kyrgyzstan
Danemark*	Denmark*	Kiribati	Kiribati
Djibouti	Djibouti	Koweït	Kuwait
Dominique	Dominica	L'Eswatini	Eswatini
Égypte	Egypt		

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