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# INTERNATIONAL CIVIL SERVICE COMMISSION

## Consolidated Post Adjustment Circular

ICSC/CIRC/PAC/546

Approved by:  
Larbi Djacta, Chairman

Date:  
15 June 2020

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## **CONTENTS**

- I. Introduction
- II. Description of data appearing in PAC circulars
- III. Nature des données figurant dans les circulaires PAC
- IV. Special measures to mitigate the negative impact of the COVID-19 global pandemic on post adjustment classifications of group I duty stations
- V. Cost-of-living surveys
- VI. Gap Closure Measure
- VII. Duty Stations with Personal Transitional Allowance (PTA)
- VIII. Consolidated post adjustment circular
- IX. List of countries and areas in French and English

## 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 June 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 juin 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. Special measures to mitigate the negative impact of the COVID-19 global pandemic on post adjustment classifications of group I duty stations**

1. Given that the ICSC has suspended its survey programme as a result of the disruptions in global markets, and the attendant lockdowns, both legally established and de facto, due to the impact of the COVID-19 pandemic, the ICSC Chair has decided, under his delegated authority, to approve the promulgation of a special measure for group I duty stations where staff incur a significant share of local expenditures in non-local currencies, with effect from 1 June 2020, until further notice. This measure entails a modification of the 0.5 percent rule, to guarantee stability of each of two separate portions of the net take-home pay (NTP), one set in local currency and the other in US dollars. The proportions of the two NTP components are based on the proportions of local expenditures incurred in local and non-local currencies, as measured with the most recent place-to-place survey at the duty station. See document ICSC/CIRC/GEN/06/2020 for details. Please note that five duty stations were found to be eligible for this special measure: Bulgaria, Croatia, Hungary, Poland and Romania. It was applied in all except Bulgaria and Hungary where the regular 0.5 per cent rule prevailed.

#### **V. Cost-of-living surveys**

2. 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 June 2020

<b>Duty station</b>	<b>Type of survey</b>	<b>Date of survey</b>	<b>Survey materials received</b>
China, Macao (SAR)	Housing	February 2020	February 2020
Iran	Place-to-place	December 2019	February 2020
Maldives	Place-to-place	January 2020	February 2020
Nicaragua	Place-to-place	December 2019	February 2020

#### **VI. Gap Closure Measure**

3. The Commission, at the request of the General Assembly, established the gap closure measure, to be applied in situations where the implementation of a place-to-place survey results in a significantly lower post adjustment index (PAI) than the existing pay index. Details of these procedures are contained in the Commission's report of the work of its thirty-fifth session ICSC/35/R.17, para. 61 (d) and in the post adjustment circulars ICSC/CIRC/PAC/208 and ICSC/CIRC/PAC/281 of 6 April 1992 and 4 May 1998, respectively.

4. The Commission, at its eighty-fifth session, revised the gap closure measure to be implemented in the 2016 round of surveys. Details of these procedures are contained in ICSC/CIRC/GEN/04/2017-rev 1 of 31 July 2017.

5. In accordance with the above-mentioned gap closure measure:
  - a. The updated PAI derived from the survey (updated to the month of implementation), is augmented by **3 per cent** to derive a revised Post Adjustment multiplier (PAM) for the duty station;
  - b. The revised PAM is applicable to all Professional staff members in the duty station. Existing staff members, already at the duty station before the implementation date of the survey results, receive the revised PAM, plus a PTA;
  - c. The personal transitional allowance (PTA) is the difference between the revised and prevailing PAMs;
  - d. The PTA is paid in full for the first **6 months** after the implementation date; and adjusted downward by **3 per cent every 4 months**, until it is phased out;
  - e. During an adjustment month, the new PTA is calculated by taking the difference between the prevailing pay index and the pay index applicable to existing staff (that is, the prevailing pay index plus the existing PTA), reduced by **3 per cent**.
  
6. The gap closure measure was applied to Maldives, following the implementation of the results of the cost-of-living survey conducted in Malé, in January 2020. Table 2 shows the steps in the calculation of the resulting personal transitional allowance (PTA) effective 1 June 2020.
  
7. The adjustment to the PTA, as described in 5(d) above, is suspended in accordance with the promulgation of the special measures detailed in ICSC/CIRC/GEN/05/2020.

**Table 2: Duty station under gap closure measure based on cost-of-living surveys effective 1 June 2020**

Duty station	Existing PAM	Existing pay index (2) + 100	Updated Survey PAI	Updated Survey PAI plus 3% (4) x 1.03	Revised PAM	PTA (2) - (6)
(1)	(2)	(3)	(4)	(5)	(6)	(7)
Maldives	56.5	156.5	149.0	153.4	53.4	3.1

## **VII. Duty Stations with Personal Transitional Allowance (PTA)**

8. Under the existing system of operational rules, 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 3 is a summary of all PTAs in effect as of 1 June 2020.
  
9. In line with the special measures to mitigate the negative impact of COVID-19 pandemic on post adjustment classifications of group II duty stations, the PTA revision cycle is frozen as of 1 April 2020 and there will be no further downward adjustment of the PTA for the five duty stations in Table 3. The existing PTA will be applied to all staff (not just staff on post before the date of implementation of the survey results) and the revision cycle will resume its regular course upon the lifting of the special measures.

**Table 3: Summary of personal transitional allowances (PTAs), as of 1 June 2020**

<b>Duty Station</b>	<b>Applicable multiplier points</b>	<b>Date of next revision</b>
Angola	9.1	Frozen, special measures
Maldives	3.1	Frozen, special measures
Qatar	11.1	Frozen, special measures
Russian Federation	3.0	Frozen, special measures
Zimbabwe	22.5	Frozen, special measures



VIII. CONSOLIDATED POST ADJUSTMENT CIRCULAR

Effective 1 June 2020

(last updated 15 June 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	139.6	45.4		Nov-11		9	10		Jul-06
Albania	110.08	120.3	20.2		Mar-20		16	17		Feb-09
Algeria /W40	128.119	133.6	35.9		Mar-20		21	22		Nov-19
Angola /W40	581.964	138.6	50.5		Mar-20		18	19		Mar-20
Anguilla /W40 14/	2.7	151.3	51.0		Mar-20		23	24		Oct-17
Antigua and Barbuda /W40 14/	2.7	151.3	51.0		Mar-20		23	24		Oct-17
Argentina	68.44	136.1	38.5		Mar-20		26	28		Nov-18
Armenia	483.73	130.5	30.3		Mar-20		20	21		Nov-19
Aruba 12/	1.79	151.7	51.1		Mar-20		27	29		Nov-14
Australia	1.449	133.6	33.7	Y	Jun-20	ER	24	25		Oct-19
Austria	0.879	145.9	46.1	Y	Jun-20	ER	18	19		May-14
Azerbaijan	1.705	129.4	29.5		Mar-20		26	28		Feb-18
Bahamas	1	171.5	71.4		Mar-20		32	34		Apr-13
Bahrain	0.377	142.9	42.3		Mar-20		22	23		Aug-08
Bangladesh /W40	84.9	139.9	39.9		Apr-20		16	17		Apr-20
Barbados /W40	2	159.7	58.7		Mar-20		19	20		Sep-05
Belarus	2.406	133.9	36.0		Mar-20		18	19		Sep-19
Belgium	0.879	138.6	41.7	Y	Jun-20	ER	17	18		Feb-15
Belize	2	130.6	30.7		Mar-20		13	14		Sep-13
Benin /W40	576.615	129.3	32.4		Mar-20		14	15		Oct-16
Bermuda 16/	1	185.5	85.4		Mar-20		35	37		Dec-17
Bhutan /W40	75.75	125.6	27.3		Mar-20		10	11		Oct-09
Bolivia /W40	6.846	126.3	28.1		Mar-20		15	16		Oct-16
Bonaire /W40 14/	1	151.3	51.0		Mar-20		23	24		Oct-17
Bosnia and Herzegovina /W40	1.719	123.5	23.3		Mar-20		13	14		Jun-19
Botswana	11.806	122.2	25.3		Mar-20		19	20		Jun-19
Brazil /W40	5.343	121.6	29.9		Mar-20		23	24		Aug-18
British Virgin Islands /W40	1	147.0	51.0		Mar-20		22	23		Jun-19
Bulgaria	1.719	118.2	19.0	Y	Jun-20	ER	16	17		Feb-15
Burkina Faso /W40	576.615	130.9	31.5		Mar-20		12	13		Mar-09
Burundi	1893.034	125.8	31.2		Mar-20		12	13		Sep-19
Cambodia /W40	4110	129.2	29.3		Mar-20		21	22		Sep-18
Cameroon /W40	576.615	131.7	31.4		Mar-20		15	16		Jul-15
Canada, Montreal	1.351	141.2	39.2	Y	Jun-20	ER	17	18		May-17
Canada, Ottawa	1.351	150.4	48.3	Y	Jun-20	L	18	19		May-17
Canada, Toronto	1.351	157.9	55.6	Y	Jun-20	L	20	21		May-17
Cape Verde	96.928	126.3	26.0		Mar-20		16	17		Jul-11
Cayman Islands 17/	0.82	145.9	47.9		Mar-20		24	25		Dec-17

VIII. CONSOLIDATED POST ADJUSTMENT CIRCULAR

Effective 1 June 2020

(last updated 15 June 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	576.615	159.3	61.3		Mar-20		17	18		Nov-17
Chad /W40	576.615	154.6	53.9		Mar-20		16	17		Dec-19
Chile	813	130.8	30.6		Mar-20		19	20		Aug-19
China, Beijing /W40	7.145	158.2	58.7		Mar-20		23	24		Jan-18
China, Hong Kong (SAR)	7.753	217.4	115.9		May-20		19	20		Jun-12
China, Macao (SAR)	7.985	154.6	59.6		Mar-20		21	22		Jul-18
Colombia	3734	117.2	22.7		Mar-20		21	22		May-18
Comoros	432.461	141.6	41.4		Mar-20		14	15		Apr-19
Congo /W40	576.615	159.1	58.7		Mar-20		7	7		Sep-19
Congo, Dem. Rep. /W40	1810	153.5	53.8		Mar-20		25	27		Sep-19
Cook Islands 4/	1.542	148.1	48.9		Mar-20		22	23		Oct-19
Costa Rica	568.07	134.7	35.0		Mar-20		22	23		Oct-19
Cote d'Ivoire /W40	576.615	139.4	40.3		Mar-20		15	16		Dec-12
Croatia, Republic of	6.874	137.0	35.9	Y	Jun-20	ER	8	9		Aug-19
Cuba *	0.99	157.8	57.2		Mar-20		32	34		Oct-19
Cyprus	0.879	121.8	23.7	Y	Jun-20	ER	18	19		Jun-19
Czech Republic	23.43	140.0	37.0	Y	Jun-20	ER	21	22		Sep-06
Denmark	6.553	162.3	62.9	Y	Jun-20	ER	25	27		Jun-19
Djibouti /W40	177	148.2	47.7		Mar-20		16	17		Jan-15
Dominica /W40 14/	2.7	151.3	51.0		Mar-20		23	24		Oct-17
Dominican Republic	56.925	120.8	31.2		Mar-20		21	22		Sep-13
Ecuador	1	133.0	33.1		Mar-20		21	22		Sep-19
Egypt /W40	15.808	129.2	29.4		Mar-20		19	20		Jul-18
El Salvador	1	126.0	27.4		Jul-18		21	22		Nov-15
Equatorial Guinea	576.615	136.6	36.6		Mar-20		19	20		Aug-19
Eritrea	15	150.9	52.0		Jan-19		11	12		Dec-17
Estonia	0.879	132.3	32.3		Mar-20		18	19		Feb-01
Eswatini	16.989	110.4	17.4		Mar-20		11	12		Sep-03
Ethiopia /W40	33.8	140.0	40.9		Mar-20		20	21		Sep-18
Fiji /W40	2.24	132.2	34.0		Mar-20		20	21		Sep-11
Finland	0.879	140.1	40.5	Y	Jun-20	ER	20	21		Feb-15
France, Lyon and Elsewhere	0.879	145.7	45.7	Y	Jun-20	L	17	18		Jul-01
France, Paris	0.879	149.2	49.2	Y	Jun-20	ER	21	22		Jan-04
French Guiana	0.879	137.3	37.3	Y	Jun-20	ER				
Gabon /W40	576.615	157.5	57.0		Mar-20		18	19		Jun-19
Gambia	51.8	134.8	35.2		Apr-20		16	17		Apr-20
Georgia, Republic of /W40	3.192	118.7	21.3		Mar-20		17	18		May-14
Germany, Berlin	0.879	138.1	38.4	Y	Jun-20	L	24	25		May-19

VIII. CONSOLIDATED POST ADJUSTMENT CIRCULAR

Effective 1 June 2020

(last updated 15 June 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		
Germany, Bonn	0.879	132.5	32.8	Y	Jun-20	ER	20	21		May-19
Germany, Dresden	0.879	132.5	32.8	Y	Jun-20	A	19	20		May-19
Germany, Hamburg	0.879	139.7	40.0	Y	Jun-20	L	21	22		May-19
Germany, Munich	0.879	143.6	43.9	Y	Jun-20	L	20	21		May-19
Ghana /W40	5.692	142.1	43.2		Mar-20		26	28		Nov-19
Gibraltar 1/	0.79	160.7	59.2	Y	Jun-20	A				
Greece	0.879	125.1	27.1	Y	Jun-20	ER	17	18		May-19
Grenada /W40 14/	2.7	151.3	51.0		Mar-20		23	24		Oct-17
Guatemala /W40	7.692	133.2	34.5		Mar-20		16	17		Jan-09
Guinea	9350	142.2	41.6		Mar-20		20	21		Feb-18
Guinea Bissau	576.615	132.9	32.9		Mar-20		13	14		Nov-15
Guyana	207.7	144.4	44.2		May-20		22	23		May-20
Haiti	107.329	143.0	47.4		Mar-20		24	25		Aug-19
Honduras	24.63	133.2	33.3		Mar-20		23	24		Nov-19
Hungary	303.39	129.7	28.6	Y	Jun-20	ER	19	20		May-19
Iceland	136.56	127.7	23.7	Y	Jun-20	ER				
India /W40	75.75	130.0	32.9		Mar-20		22	23		Dec-19
Indonesia /W40	14675	132.1	34.0		Mar-20		24	25		Sep-11
Iran	175000	143.5	43.5	Y	Jun-20	PP	30	32	Y	Jun-20
Iraq	1179	130.5	36.2		Nov-19		14	15		May-02
Ireland	0.879	150.0	47.6	Y	Jun-20	ER	24	25		May-98
Israel, Jerusalem /W40	3.51	161.0	62.1		Mar-20		25	27		Nov-19
Israel, Tel Aviv /W40 22/	3.51	170.1	71.2		Mar-20		25	27		Nov-19
Italy, Brindisi	0.879	125.4	27.3	Y	Jun-20	L	10	11		Nov-99
Italy, Rome	0.879	131.4	33.3	Y	Jun-20	ER	20	21		Jul-01
Jamaica /W40	143.665	144.0	46.0		Mar-20		24	25		Oct-17
Japan, Hiroshima	106.8	164.3	64.0	Y	Jun-20	L	13	14		Sep-19
Japan, Tokyo	106.8	188.4	88.1	Y	Jun-20	ER	22	23		Sep-19
Jordan /W40	0.708	144.5	44.5		Mar-20		20	21		Aug-17
Kazakhstan	412.27	126.1	25.5		Mar-20		18	19		Sep-17
Kenya /W40	106.85	141.3	43.4		Mar-20		26	28		Feb-20
Kiribati	1.449	145.7	43.0		Mar-20		11	12		Jan-20
Korea, Dem. Peo. Of *	108.78	153.2	53.5		Mar-20		10	11		Sep-15
Korea, Republic of	1239.2	153.8	56.7		Mar-20		17	18		Nov-19
Kuwait /W40	0.309	139.0	39.6		Mar-20		20	21		Aug-17
Kyrgyzstan	75.1	130.3	29.5		Apr-20		15	16		Apr-20
Lao Peo. Dem. Rep. /W40	8985	134.5	34.7		Mar-20		13	14		Oct-03
Latvia 23/	0.879	137.1	40.8		Mar-20		18	19		Nov-19

VIII. CONSOLIDATED POST ADJUSTMENT CIRCULAR

Effective 1 June 2020

(last updated 15 June 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	1507.5	144.6	44.6		Nov-13		22	23		Sep-11
Lesotho /W40	16.989	125.4	27.1		Mar-20		14	15		Jan-11
Liberia	197.923	151.0	51.3		Mar-20		19	20		Jun-10
Libya	1.416	122.8	22.8		Mar-20		12	13		Nov-05
Lithuania	0.879	130.7	30.3		Mar-20		17	18		Dec-03
Luxembourg	0.879	147.9	47.7	Y	Jun-20	ER	17	18		Dec-17
Madagascar	3803	130.9	31.2		Mar-20		21	22		Dec-19
Malawi /W40	740	140.8	40.7		Mar-20		23	24		Nov-19
Malaysia /W40	4.352	141.1	43.1		Mar-20		19	20		Dec-19
Maldives	15	149.0	53.4	Y	Jun-20	GCM	23	24	Y	Jun-20
Mali /W40	576.615	128.4	28.9		Mar-20		12	13		Jul-15
Malta	0.879	130.3	31.8	Y	Jun-20	ER	14	15		Oct-06
Marshall Islands 2/	1	149.0	50.2		Mar-20		21	22		Jul-19
Mauritania /W40	37.68	131.5	32.1		Mar-20		12	13		May-18
Mauritius /W40	38.65	135.7	38.7		Mar-20		20	21		Jan-20
Mexico	22.28	135.3	38.0		Mar-20		21	22		Jul-19
Micronesia, Fed States of 2/	1	149.0	50.2		Mar-20		23	24		Feb-07
Moldova /W40	17.45	131.8	30.7		Apr-20		17	18		Apr-20
Monaco 3/	0.879	149.2	49.2	Y	Jun-20	A	21	22		Jan-04
Mongolia	2784.05	134.9	35.7		Mar-20		21	22		Aug-19
Montenegro	0.879	123.1	22.9		Mar-20		16	17		Dec-19
Morocco /W40	9.83	126.8	27.9		Mar-20		19	20		Jan-19
Mozambique	66.93	135.0	40.5		Mar-20		27	29		Apr-20
Myanmar /W40	1406	140.2	39.9		Mar-20		25	27		Dec-17
Namibia	16.989	118.2	19.9		Mar-20		23	24		Mar-17
Nepal /W40	120.85	126.2	27.6		Mar-20		12	13		Jan-14
Netherlands	0.879	142.0	43.8	Y	Jun-20	ER	24	25		Oct-19
New Caledonia	104.898	143.2	42.9		Mar-20		16	17		Sep-05
New Zealand	1.542	115.3	13.5		Mar-20		22	23		Oct-80
Nicaragua	33.79	134.4	34.4	Y	Jun-20	PP	25	27	Y	Jun-20
Niger /W40	576.615	136.3	36.1		Mar-20		10	11		Mar-09
Nigeria /W40	387.55	141.1	41.3		Apr-20		21	22		Apr-20
The Republic of North Macedonia	55.591	125.2	25.3		Mar-20		18	19		Jun-19
Norway	9.438	141.1	39.0	Y	Jun-20	ER	20	21		Jul-19
Oman	0.384	133.8	36.5		Feb-15		19	20		Feb-15
Pakistan	160.98	131.4	32.7		Mar-20		18	19		Jun-19
Palau, Republic of 4/	1	148.1	48.9		Mar-20					
Panama /W40	1	141.1	41.3		Mar-20		24	25		Aug-18

VIII. CONSOLIDATED POST ADJUSTMENT CIRCULAR

Effective 1 June 2020

(last updated 15 June 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	3.448	171.2	74.1		Mar-20		30	32		Feb-18
Paraguay /W40	6630	122.4	23.1		Mar-20		13	14		Jan-09
Peru	3.446	135.8	37.2		Mar-20		21	22		Aug-17
Philippines /W40	50.69	144.2	44.3		Mar-20		22	23		Oct-18
Poland	4.019	118.1	16.2	Y	Jun-20	ER	20	21		May-19
Portugal, Guimaraes	0.879	106.4	7.4	Y	Jun-20	L				
Portugal, Lisbon	0.879	129.6	30.8	Y	Jun-20	ER	20	21		Jan-05
Puerto Rico 13/	1	120.8	31.2		Mar-20					
Qatar	3.665	156.3	59.5		Mar-20		28	30		Oct-19
Romania	4.384	114.8	13.0	Y	Jun-20	ER	22	23		May-19
Russian Federation /W40	70.809	140.4	45.7		Mar-20		18	19		Oct-19
Rwanda /W40	925	127.8	27.3		Mar-20		16	17		Apr-13
Saint Helena 5/	0.79	134.8	46.6		Mar-20					
St. Lucia	2.7	149.1	49.1		Mar-20		17	18		Oct-19
Samoa	2.75	140.1	42.1		Mar-20		15	16		Oct-17
Sao Tome and Principe /W40	22.274	137.4	37.0		Mar-20		15	16		Jun-19
Saudi Arabia /W40	3.755	148.1	49.9		Jul-18		21	22		Nov-17
Senegal /W40	576.615	133.1	34.9		Mar-20		17	18		Jul-15
Serbia	106.492	128.6	28.6		Mar-20		21	22		Jun-19
Seychelles	16.683	144.3	55.9		Mar-20		20	21		Jan-19
Sierra Leone /W40	9775	148.5	48.6		Mar-20		19	20		May-18
Singapore	1.388	174.8	74.9		Mar-20		23	24		Jul-19
Slovak Republic	0.879	126.7	26.5	Y	Jun-20	ER	16	17		Feb-12
Slovenia, Republic of 24/	0.879	133.4	36.2	Y	Jun-20	ER	14	15		Jan-20
Solomon Islands /W40	8.045	152.6	50.6		Mar-20		18	19		Dec-07
Somalia 6/	24300	140.7	42.1		Mar-20		15	16		Sep-99
South Africa /W40	16.989	123.3	27.4		Mar-20		19	20		Apr-17
South Sudan, Republic of /W40	161.796	159.6	61.5		Nov-19		14	15		Sep-17
Spain	0.879	129.9	31.1	Y	Jun-20	ER	19	20		Nov-08
Sri Lanka	186.24	132.6	33.7		Mar-20		26	28		Sep-17
St. Kitts and Nevis /W40 14/	2.7	151.3	51.0		Mar-20		23	24		Oct-17
St. Vincent and the Grenadines /W40 14/	2.7	151.3	51.0		Mar-20		23	24		Oct-17
Sudan /W40	55	146.4	46.3		Mar-20		22	23		Nov-19
Suriname	7.396	134.4	32.9		Mar-20		16	17		Oct-12
Sweden	9.213	144.2	45.1	Y	Jun-20	ER	26	28		Aug-19
Switzerland	0.941	175.1	75.8	Y	Jun-20	ER	21	22		Apr-06

VIII. CONSOLIDATED POST ADJUSTMENT CIRCULAR

Effective 1 June 2020

(last updated 15 June 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	120.9	31.2		Jul-19		20	21		Jun-12
Tajikistan	10.269	128.2	29.4		Mar-20		20	21		Sep-19
Tanzania, United Rep. of /W40	2305.91	142.3	42.4		Mar-20		23	24		Mar-20
Thailand /W40	31.85	143.6	44.2		Mar-20		22	23		Jul-19
Timor-Leste /W40	1	146.2	48.2		Apr-18		15	16		Jul-11
Togo	576.615	142.4	42.1		Mar-20		17	18		Jun-19
Tonga	2.218	133.2	32.6		Mar-20		9	10		Jan-09
Trinidad and Tobago /W40	6.686	142.9	43.4		Mar-20		26	28		Oct-08
Tunisia	2.884	130.0	32.2		Mar-20		16	17		Nov-19
Turkey, Ankara	6.817	117.4	19.2		Mar-20		17	18		Mar-20
Turkey, Gebze 19/	6.817	123.4	25.3		Mar-20		18	19		Mar-20
Turkey, Istanbul 15/	6.817	123.4	25.3		Mar-20		18	19		Mar-20
Turkmenistan	3.5	158.5	57.9		Mar-20		11	12		Oct-19
Tuvalu 11/	1.449	142.2	42.2		Mar-20					
Uganda /W40	3782.5	123.9	24.6		Mar-20		24	25		May-14
Ukraine	27.1	130.8	34.7		Mar-20		16	17		Aug-19
United Arab Emirates	3.673	165.5	65.5		Mar-20		32	34		Aug-11
United Kingdom	0.79	160.7	59.2	Y	Jun-20	ER	27	29		Feb-14
USA, El Paso 20/	1	145.2	44.0		Feb-20		12	13		Jul-19
USA, Miami 7/	1	144.0	42.8		Feb-20					
USA, New York	1	171.7	70.3		Feb-20		28	30		Apr-11
USA, San Diego 21/	1	164.3	62.9		Feb-20		27	29		Aug-19
USA, San Francisco 8/	1	163.0	61.6		Feb-20					
USA, Seattle 18/	1	144.4	43.2		Feb-20		22	23		Aug-18
USA, Washington D.C.	1	151.7	50.4		Feb-20		27	29		Apr-11
Uruguay /W40	43.325	138.7	42.0		Mar-20		25	27		Dec-19
Uzbekistan /W40	10125	128.8	30.6		Mar-20		21	22		Oct-19
Vanuatu	116.49	140.3	41.4		Mar-20		15	16		Aug-12
Venezuela /W40 10/	193464.32	82.1	67.0		Mar-18		27	29		Aug-12
Vietnam	23288	124.6	24.8		Mar-20		21	22		Jul-17
West Bank & the Gaza Strip, The /W40 9/	3.51	161.0	62.1		Mar-20		21	22		Sep-13
Yemen, Republic of 10/	581.03	117.0	26.6		Jul-19		12	13		Nov-10
Zambia	18.213	120.7	26.0		Mar-20		23	24		Feb-20
Zimbabwe /W40 25/	24.6	126.8	31.1		Mar-20		16	17		Dec-18

## VIII. CONSOLIDATED POST ADJUSTMENT CIRCULAR

Effective 1 June 2020

*(last updated 15 June 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 1.051.
- 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.

**IX. 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)	Tajikistan	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)		