



INTERNATIONAL CIVIL SERVICE COMMISSION

Consolidated Post Adjustment Circular

ICSC/CIRC/PAC/551

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 November 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 novembre 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. For November 2020, this special measure was applied only for Poland. For Bulgaria, Croatia, Hungary and Romania, the application of the 0.5% rule resulted in higher post adjustment multipliers than those based on the special measure.

V. Special measures to mitigate the negative impact of the COVID-19 global pandemic on post adjustment classifications of group II duty stations

2. In accordance with the special measures to mitigate the negative impact of the COVID-19 on post adjustment classification of group II duty stations, ICSC/CIRC/GEN/05/2020, the post adjustment multipliers of forty-one (41) group II duty stations, which would have been reduced under the normal four-month review, were frozen at their prevailing levels to protect NTP of staff in the duty stations, effective 1 November 2020.

VI. Cost-of-living surveys

3. The result of the cost-of-living survey for the duty station listed in Table 1 is included in the attached Consolidated Post Adjustment Circular.

Table 1: List of surveys by duty station for November 2020

Duty station	Type of survey	Date of survey	Survey materials received
Panama	Place-to-place	March 2020	June 2020

VII. Duty Stations with Personal Transitional Allowance (PTA)

4. 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 2 is a summary of all PTAs in effect as of 1 November 2020.

5. In line with the special measures, ICSC/CIRC/GEN/05/2020, 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 2, until the special measures are discontinued. The existing PTA will be applied to all staff at the duty station (not just staff on post before the date of implementation of the survey results) as of 1 April 2020 and the revision cycle will resume its regular course upon the lifting of the special measures. Staff on post after the first implementation of the PTA, but before 1 April 2020, are not eligible for the PTA for the period of service before 1 April 2020, the date that the special measure came into force. Table 2 also provides the applicable start date of the PTA to all staff.

Table 2: Summary of personal transitional allowances (PTAs), as of 1 November 2020

Duty Station	Existing PTA	PTA starting date	All staff eligible from
Angola	9.1	1 March 2020	1 April 2020
Maldives	3.1	1 June 2020	1 June 2020
Qatar	11.1	1 October 2019	1 April 2020
Russian Federation	3.0	1 October 2019	1 April 2020
Zimbabwe	22.5	1 February 2020	1 April 2020

VIII. One Month Rule

6. Due to sustained substantial inflation over the past six- and twelve-month periods, the one-month rule continued to be applicable for **Lebanon** and **Sudan**. Under this rule, the post adjustment multipliers of Lebanon and Sudan are reviewed on a monthly basis during the period of substantial inflation. In accordance with the rule, the applicable post adjustment multipliers effective 1 November 2020 are listed in the attached Consolidated Post Adjustment Circular.

IX. CONSOLIDATED POST ADJUSTMENT CIRCULAR

Effective 1 November 2020 (Four Months Review)

(last updated 13 November 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	141.7	45.4		Nov-11		9	10		Jul-06
Albania	102.55	123.3	23.3	Y	Nov-20	FMR	16	17		Feb-09
Algeria /W40	128.756	134.6	35.9		Mar-20		21	22		Nov-19
Angola /W40	653.325	134.4	50.5		Mar-20		18	19		Mar-20
Anguilla /W40 14/	2.7	150.0	51.0		Mar-20		23	24		Oct-17
Antigua and Barbuda /W40 14/	2.7	150.0	51.0		Mar-20		23	24		Oct-17
Argentina	78.265	136.8	38.5		Mar-20		26	28		Nov-18
Armenia	488.75	130.4	30.9		Jul-20		20	21		Nov-19
Aruba 12/	1.79	151.4	51.4	Y	Nov-20	A	27	29		Nov-14
Australia	1.375	137.1	40.0	Y	Nov-20	ER	24	25		Oct-19
Austria	0.851	149.6	50.4	Y	Nov-20	ER	18	19		May-14
Azerbaijan	1.697	130.5	30.5	Y	Nov-20	FMR	26	28		Feb-18
Bahamas	1	171.8	71.8	Y	Nov-20	FMR	32	34		Apr-13
Bahrain	0.377	140.5	42.3		Mar-20		22	23		Aug-08
Bangladesh /W40	84.6483	142.1	42.1	Y	Nov-20	FMR	16	17		Apr-20
Barbados /W40	2	156.6	58.7		Mar-20		19	20		Sep-05
Belarus	2.625	132.8	36.0		Mar-20		18	19		Sep-19
Belgium	0.851	141.9	45.8	Y	Nov-20	ER	17	18		Feb-15
Belize	2	130.7	30.7		Mar-20		13	14		Sep-13
Benin	558.309	144.3	44.3	Y	Nov-20	FMR	19	20		Aug-20
Bermuda 16/	1	185.9	85.9	Y	Nov-20	L	35	37		Dec-17
Bhutan	74.11	132.5	32.5	Y	Nov-20	FMR	13	14		Aug-20
Bolivia /W40	6.86	127.4	28.1		Mar-20		15	16		Oct-16
Bonaire /W40 14/	1	150.0	51.0		Mar-20		23	24		Oct-17
Bosnia and Herzegovina /W40	1.665	124.9	24.9	Y	Nov-20	FMR	13	14		Jun-19
Botswana	11.429	125.0	25.3		Mar-20		19	20		Jun-19
Brazil /W40	5.761	119.8	29.9		Mar-20		23	24		Aug-18
British Virgin Islands /W40	1	147.8	51.0		Mar-20		22	23		Jun-19
Bulgaria	1.665	120.4	22.3	Y	Nov-20	ER	16	17		Feb-15
Burkina Faso /W40	558.309	135.5	35.5	Y	Nov-20	FMR	12	13		Mar-09
Burundi	1919.818	142.7	42.7	Y	Nov-20	FMR	13	14		Sep-20
Cambodia /W40	4095	129.9	29.9	Y	Nov-20	FMR	21	22		Sep-18
Cameroon /W40	558.309	131.7	33.6	Y	Nov-20	FMR	15	16		Jul-15
Canada, Montreal	1.306	145.0	43.4	Y	Nov-20	ER	17	18		May-17
Canada, Ottawa	1.306	154.5	52.8	Y	Nov-20	L	18	19		May-17
Canada, Toronto	1.306	162.1	60.3	Y	Nov-20	L	20	21		May-17
Cape Verde	93.851	128.6	28.6	Y	Nov-20	FMR	16	17		Jul-11
Cayman Islands 17/	0.82	146.6	47.9		Mar-20		24	25		Dec-17

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(last updated 13 November 2020)

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		Index	Multiplier	Change	Effective date	Reason for change	Rate		Change	Effective date
							With allowances	Without allowances		
Central African Rep. /W40	558.309	163.1	63.1	Y	Nov-20	FMR	17	18		Nov-17
Chad /W40	558.309	157.5	57.5	Y	Nov-20	FMR	16	17		Dec-19
Chile	770	134.9	34.9	Y	Nov-20	FMR	19	20		Aug-19
China, Beijing /W40	6.71	165.1	65.1	Y	Nov-20	FMR	23	24		Jan-18
China, Hong Kong (SAR)	7.753	218.8	115.9		May-20		19	20		Jun-12
China, Macao (SAR)	7.983	153.9	59.9		Jul-20		21	22		Jul-18
Colombia	3845	125.4	25.4	Y	Nov-20	FMR	20	21		Oct-20
Comoros	418.732	147.8	47.8	Y	Nov-20	FMR	14	15		Apr-19
Congo /W40	558.309	164.0	64.0	Y	Nov-20	FMR	7	7		Sep-19
Congo, Dem. Rep. /W40	1949.39	154.1	54.1	Y	Nov-20	FMR	25	27		Sep-19
Cook Islands 4/	1.454	150.5	51.3	Y	Nov-20	FMR	22	23		Oct-19
Costa Rica	604.44	133.5	35.0		Mar-20		22	23		Oct-19
Cote d'Ivoire /W40	558.309	142.7	43.0	Y	Nov-20	FMR	15	16		Dec-12
Croatia, Republic of	6.473	140.1	42.8	Y	Nov-20	ER	8	9		Aug-19
Cuba *	0.99	159.8	59.8	Y	Nov-20	FMR	32	34		Oct-19
Cyprus	0.851	123.6	27.2	Y	Nov-20	ER	18	19		Jun-19
Czech Republic	22.5	145.1	41.9	Y	Nov-20	ER	21	22		Sep-06
Denmark	6.336	167.3	67.9	Y	Nov-20	ER	25	27		Jun-19
Djibouti /W40	177	150.1	50.1	Y	Nov-20	FMR	16	17		Jan-15
Dominica /W40 14/	2.7	150.0	51.0		Mar-20		23	24		Oct-17
Dominican Republic	58.104	121.6	31.2		Mar-20		21	22		Sep-13
Ecuador	1	133.4	33.4	Y	Nov-20	FMR	21	22		Sep-19
Egypt /W40	15.664	130.4	30.4	Y	Nov-20	FMR	19	20		Jul-18
El Salvador	1	126.6	27.4		Jul-18		21	22		Nov-15
Equatorial Guinea	558.309	139.0	39.0	Y	Nov-20	FMR	19	20		Aug-19
Eritrea	15	152.1	52.1	Y	Nov-20	FMR	11	12		Dec-17
Estonia	0.851	134.7	34.7	Y	Nov-20	FMR	18	19		Feb-01
Eswatini	15.7	114.8	18.6	Y	Nov-20	FMR	11	12		Sep-03
Ethiopia /W40	37.632	143.2	43.3		Jul-20		20	21		Sep-18
Fiji /W40	2.12	136.5	36.5	Y	Nov-20	FMR	20	21		Sep-11
Finland	0.851	143.4	44.6	Y	Nov-20	ER	20	21		Feb-15
France, Lyon and Elsewhere	0.851	151.0	49.9	Y	Nov-20	L	17	18		Jul-01
France, Paris	0.851	154.6	53.5	Y	Nov-20	ER	21	22		Jan-04
French Guiana	0.851	139.9	41.3	Y	Nov-20	ER				
Gabon /W40	558.309	161.8	61.8	Y	Nov-20	FMR	18	19		Jun-19
Gambia	51.99	136.2	36.2	Y	Nov-20	FMR	16	17		Apr-20
Georgia, Republic of	3.22	121.0	21.3		Mar-20		17	18		May-14
Germany, Berlin	0.851	140.5	42.3	Y	Nov-20	L	24	25		May-19

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							With allowances	Without allowances		
Germany, Bonn	0.851	134.8	36.6	Y	Nov-20	ER	20	21		May-19
Germany, Dresden	0.851	134.8	36.6	Y	Nov-20	A	19	20		May-19
Germany, Frankfurt	0.851	140.2	42.0	Y	Nov-20	L	21	22		Aug-20
Germany, Hamburg	0.851	142.1	44.0	Y	Nov-20	L	21	22		May-19
Germany, Munich	0.851	146.1	48.0	Y	Nov-20	L	20	21		May-19
Ghana /W40	5.774	145.8	45.8	Y	Nov-20	FMR	26	28		Nov-19
Gibraltar 1/	0.757	166.7	65.5	Y	Nov-20	A				
Greece	0.851	126.9	30.7	Y	Nov-20	ER	17	18		May-19
Grenada /W40 14/	2.7	150.0	51.0		Mar-20		23	24		Oct-17
Guatemala /W40	7.764	134.3	34.5		Mar-20		16	17		Jan-09
Guinea	9737	144.1	44.1	Y	Nov-20	FMR	20	21		Feb-18
Guinea Bissau	558.309	134.1	34.6	Y	Nov-20	FMR	13	14		Nov-15
Guyana	208.2	145.7	45.7	Y	Nov-20	FMR	22	23		May-20
Haiti	62.216	176.3	76.3	Y	Nov-20	FMR	24	25		Aug-19
Honduras	24.25	134.8	34.8	Y	Nov-20	FMR	23	24		Nov-19
Hungary	302.47	131.6	28.9	Y	Nov-20	ER	19	20		May-19
Iceland	141.19	128.0	20.2	Y	Nov-20	ER				
India /W40	74.11	133.2	33.2	Y	Nov-20	FMR	22	23		Dec-19
Indonesia /W40	14625	133.3	34.0		Mar-20		24	25		Sep-11
Iran	277500	143.6	43.6	Y	Nov-20	FMR	30	32		Jun-20
Iraq	1179	132.4	36.2		Nov-19		14	15		May-02
Ireland	0.851	152.3	52.0	Y	Nov-20	ER	24	25		May-98
Israel, Tel Aviv /W40 22/	3.417	174.0	74.0	Y	Nov-20	L	25	27		Nov-19
Italy, Brindisi	0.851	130.0	30.9	Y	Nov-20	L	10	11		Nov-99
Italy, Rome	0.851	136.1	37.1	Y	Nov-20	ER	20	21		Jul-01
Jamaica /W40	144.752	144.7	46.0		Mar-20		24	25		Oct-17
Japan, Hiroshima	105.51	166.7	65.9	Y	Nov-20	L	13	14		Sep-19
Japan, Tokyo	105.51	191.2	90.2	Y	Nov-20	ER	22	23		Sep-19
Jerusalem /W40	3.417	164.7	64.7	Y	Nov-20	FMR	25	27		Nov-19
Jordan /W40	0.708	145.1	45.1	Y	Nov-20	FMR	20	21		Aug-17
Kazakhstan	432.27	126.4	27.1		Jul-20		18	19		Sep-17
Kenya /W40	108.74	141.4	43.4		Mar-20		26	28		Feb-20
Kiribati	1.375	149.5	49.5	Y	Nov-20	FMR	11	12		Jan-20
Korea, Dem. Peo. Of *	104.46	154.6	54.6	Y	Nov-20	FMR	10	11		Sep-15
Korea, Republic of	1131.29	164.2	64.2	Y	Nov-20	FMR	17	18		Nov-19
Kuwait /W40	0.306	141.0	41.0	Y	Nov-20	FMR	20	21		Aug-17
Kyrgyzstan	80.3	130.5	30.8		Jul-20		15	16		Apr-20
Lao Peo. Dem. Rep. /W40	9249	134.7	34.7		Mar-20		13	14		Oct-03

IX. CONSOLIDATED POST ADJUSTMENT CIRCULAR

Effective 1 November 2020 (Four Months Review)

(last updated 13 November 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		
Latvia 23/	0.851	134.5	40.9		Jul-20		18	19		Nov-19
Lebanon /W40	1507.5	151.6	51.6	Y	Nov-20	OMR	22	23		Sep-11
Lesotho /W40	15.7	129.4	29.4	Y	Nov-20	FMR	14	15		Jan-11
Liberia	164.05	152.7	52.7	Y	Nov-20	FMR	19	20		Jun-10
Libya	1.363	126.1	26.1	Y	Nov-20	FMR	12	13		Nov-05
Lithuania	0.851	133.1	33.1	Y	Nov-20	FMR	17	18		Dec-03
Luxembourg	0.851	150.1	52.1	Y	Nov-20	ER	17	18		Dec-17
Madagascar	3938.3	131.6	31.6	Y	Nov-20	FMR	21	22		Dec-19
Malawi /W40	756	140.4	41.2		Jul-20		23	24		Nov-19
Malaysia /W40	4.154	145.1	45.1	Y	Nov-20	FMR	19	20		Dec-19
Maldives	15	149.8	53.4		Jun-20		23	24		Jun-20
Mali /W40	558.309	146.6	46.6	Y	Nov-20	FMR	13	14		Sep-20
Malta	0.851	134.8	35.6	Y	Nov-20	ER	14	15		Oct-06
Marshall Islands 2/	1	151.1	52.0	Y	Nov-20	FMR	21	22		Jul-19
Mauritania /W40	36.83	133.4	33.4	Y	Nov-20	FMR	12	13		May-18
Mauritius /W40	38.975	135.7	38.7		Mar-20		20	21		Jan-20
Mexico	21.36	140.0	40.0	Y	Nov-20	FMR	21	22		Jul-19
Micronesia, Fed States of 2/	1	151.1	52.0	Y	Nov-20	FMR	23	24		Feb-07
Moldova /W40	16.95	133.2	33.2	Y	Nov-20	FMR	17	18		Apr-20
Monaco 3/	0.851	154.6	53.5	Y	Nov-20	A	21	22		Jan-04
Mongolia	2843.41	135.7	35.7		Mar-20		21	22		Aug-19
Montenegro	0.851	124.9	24.9	Y	Nov-20	FMR	16	17		Dec-19
Morocco /W40	9.193	130.9	30.9	Y	Nov-20	FMR	19	20		Jan-19
Mozambique	72.3	134.2	40.5		Mar-20		27	29		Apr-20
Myanmar /W40	1295	142.3	42.3	Y	Nov-20	FMR	25	27		Dec-17
Namibia	15.7	127.6	27.6	Y	Nov-20	FMR	19	20		Jul-20
Nepal /W40	117.91	128.3	28.3	Y	Nov-20	FMR	12	13		Jan-14
Netherlands	0.851	147.0	48.0	Y	Nov-20	ER	24	25		Oct-19
New Caledonia	101.568	146.2	46.2	Y	Nov-20	FMR	16	17		Sep-05
New Zealand	1.454	120.0	20.0	Y	Nov-20	FMR	22	23		Oct-80
Nicaragua	34.56	134.9	34.9	Y	Nov-20	FMR	25	27		Jun-20
Niger /W40	558.309	141.4	41.4	Y	Nov-20	FMR	10	11		Mar-09
Nigeria /W40	383.9	144.3	44.3	Y	Nov-20	FMR	21	22		Apr-20
The Republic of North Macedonia	52.566	127.3	27.3	Y	Nov-20	FMR	18	19		Jun-19
Norway	9.093	146.1	43.7	Y	Nov-20	ER	20	21		Jul-19
Oman	0.385	134.0	36.7		Jul-20		19	20		Feb-15
Pakistan	159.83	133.5	33.5	Y	Nov-20	FMR	18	19		Jun-19

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(last updated 13 November 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		
Palau, Republic of 4/	1	150.5	51.3	Y	Nov-20	FMR				
Panama /W40	1	140.5	41.3		Mar-20		24	25		Aug-18
Papua New Guinea /W40	3.497	171.0	74.1		Mar-20		30	32		Feb-18
Paraguay /W40	7005	128.4	28.4	Y	Nov-20	FMR	17	18		Aug-20
Peru	3.612	135.2	37.2		Mar-20		21	22		Aug-17
Philippines /W40	48.385	149.2	49.2	Y	Nov-20	FMR	22	23		Oct-18
Poland	3.948	120.2	17.6	Y	Nov-20	ER	20	21		May-19
Portugal, Guimaraes	0.851	110.1	10.5	Y	Nov-20	L				
Portugal, Lisbon	0.851	134.1	34.6	Y	Nov-20	ER	20	21		Jan-05
Puerto Rico 13/	1	121.6	31.2		Mar-20					
Qatar	3.677	156.0	59.5		Mar-20		28	30		Oct-19
Romania	4.167	118.2	17.7	Y	Nov-20	ER	22	23		May-19
Russian Federation /W40	79.404	136.2	45.7		Mar-20		18	19		Oct-19
Rwanda /W40	972	128.3	28.3	Y	Nov-20	FMR	16	17		Apr-13
Saint Helena 5/	0.757	139.9	49.6	Y	Nov-20	L				
St. Lucia	2.7	149.3	49.3	Y	Nov-20	FMR	17	18		Oct-19
Samoa	2.61	142.9	43.4	Y	Nov-20	FMR	15	16		Oct-17
Sao Tome and Principe /W40	20.726	141.0	41.0	Y	Nov-20	FMR	15	16		Jun-19
Saudi Arabia /W40	3.75	151.5	51.5	Y	Nov-20	FMR	21	22		Nov-17
Senegal /W40	558.309	137.0	37.4	Y	Nov-20	FMR	17	18		Jul-15
Serbia	100.473	131.7	31.7	Y	Nov-20	FMR	21	22		Jun-19
Seychelles	19.003	139.9	55.9		Mar-20		20	21		Jan-19
Sierra Leone /W40	9965	150.7	50.7	Y	Nov-20	FMR	19	20		May-18
Singapore	1.35	176.9	76.9	Y	Nov-20	FMR	23	24		Jul-19
Slovak Republic	0.851	129.8	30.1	Y	Nov-20	ER	16	17		Feb-12
Slovenia, Republic of 24/	0.851	135.9	40.1	Y	Nov-20	ER	14	15		Jan-20
Solomon Islands /W40	7.981	154.1	54.1	Y	Nov-20	FMR	18	19		Dec-07
Somalia 6/	24300	142.3	43.4		Jul-20		15	16		Sep-99
South Africa /W40	15.7	125.7	28.0	Y	Nov-20	FMR	19	20		Apr-17
South Sudan, Republic of /W40	167.76	160.7	61.5		Nov-19		14	15		Sep-17
Spain	0.851	133.6	34.9	Y	Nov-20	ER	19	20		Nov-08
Sri Lanka	184.24	134.0	34.0	Y	Nov-20	FMR	26	28		Sep-17
St. Kitts and Nevis /W40 14/	2.7	150.0	51.0		Mar-20		23	24		Oct-17
St. Vincent and the Grenadines /W40 14/	2.7	150.0	51.0		Mar-20		23	24		Oct-17
Sudan /W40	55	167.1	67.1	Y	Nov-20	OMR	22	23		Nov-19
Suriname	14.02	121.5	42.0		Jul-20		16	17		Oct-12
Sweden	8.668	151.1	53.2	Y	Nov-20	ER	26	28		Aug-19

IX. CONSOLIDATED POST ADJUSTMENT CIRCULAR

Effective 1 November 2020 (Four Months Review)

(last updated 13 November 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		
Switzerland	0.919	177.7	79.6	Y	Nov-20	ER	21	22		Apr-06
Syrian Arab Republic 10/	1250	110.3	31.2		Jul-19		20	21		Jun-12
Tajikistan	11.3	127.3	29.4		Mar-20		20	21		Sep-19
Tanzania, United Rep. of /W40	2298.83	143.6	43.6	Y	Nov-20	FMR	23	24		Mar-20
Thailand /W40	31.22	145.9	45.9	Y	Nov-20	FMR	22	23		Jul-19
Timor-Leste /W40	1	146.7	48.2		Apr-18		15	16		Jul-11
Togo	558.309	146.7	46.7	Y	Nov-20	FMR	17	18		Jun-19
Tonga	2.265	133.1	33.1		Jul-20		9	10		Jan-09
Trinidad and Tobago /W40	6.758	143.4	43.4		Mar-20		26	28		Oct-08
Tunisia	2.759	133.5	33.5	Y	Nov-20	FMR	16	17		Nov-19
Turkey, Ankara	8.318	114.5	19.2		Mar-20		17	18		Mar-20
Turkey, Gebze 19/	8.318	120.4	25.3		Mar-20		18	19		Mar-20
Turkey, Istanbul 15/	8.318	120.4	25.3		Mar-20		18	19		Mar-20
Turkmenistan	3.5	160.8	60.8	Y	Nov-20	FMR	11	12		Oct-19
Tuvalu 11/	1.375	145.6	45.7	Y	Nov-20	FMR				
Uganda /W40	3737.65	125.2	25.2	Y	Nov-20	FMR	24	25		May-14
Ukraine	28.5	129.9	34.7		Mar-20		16	17		Aug-19
United Arab Emirates	3.673	165.2	65.5		Mar-20		32	34		Aug-11
United Kingdom	0.757	166.7	65.5	Y	Nov-20	ER	27	29		Feb-14
USA, El Paso 20/	1	145.0	44.0		Feb-20		12	13		Jul-19
USA, Miami 7/	1	143.8	42.8		Feb-20					
USA, New York	1	171.6	70.3		Feb-20		28	30		Apr-11
USA, San Diego 21/	1	164.2	62.9		Feb-20		27	29		Aug-19
USA, San Francisco 8/	1	162.9	61.6		Feb-20					
USA, Seattle 18/	1	144.2	43.2		Feb-20		22	23		Aug-18
USA, Washington D.C.	1	151.4	50.4		Feb-20		27	29		Apr-11
Uruguay /W40	42.805	141.3	42.0		Mar-20		25	27		Dec-19
Uzbekistan /W40	10348	129.3	30.6		Mar-20		21	22		Oct-19
Vanuatu	109.97	145.0	45.0	Y	Nov-20	FMR	15	16		Aug-12
Venezuela /W40 10/	535719.25	82.7	67.0		Mar-18		27	29		Aug-12
Vietnam	23180	125.2	25.2	Y	Nov-20	FMR	21	22		Jul-17
West Bank & the Gaza Strip, The /W40 9/	3.417	164.7	64.7	Y	Nov-20	A	21	22		Sep-13
Yemen, Republic of 10/	594.61	118.3	26.6		Jul-19		12	13		Nov-10
Zambia	20.38	120.7	26.0		Mar-20		23	24		Feb-20
Zimbabwe /W40 25/	79.35	128.3	31.3	Y	Nov-20	FMR	16	17		Dec-18

IX. CONSOLIDATED POST ADJUSTMENT CIRCULAR

Effective 1 November 2020 (Four Months Review)

(last updated 13 November 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 Jerusalem.
- 10/ Multiplier maintained until a survey can be conducted.
- 11/ Average PAM of Fiji, Kiribati, Samoa, Solomon Islands and Vanuatu until results of a new P/P survey are implemented.
- 12/ Same post adjustment classification as for United States, Washington D.C.
- 13/ Same post adjustment classification as for Dominican Republic.
- 14/ Average PAM of Barbados and Trinidad & Tobago until results of a new P/P survey are implemented.
- 15/ 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.

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

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

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