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# INTERNATIONAL CIVIL SERVICE COMMISSION

## Consolidated Post Adjustment Circular

ICSC/CIRC/PAC/541

Approved by:  
Larbi Djacta, Chairman

Date:  
15 January 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 January 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 janvier 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. Consolidation of post adjustment into base salary<sup>1</sup>

1. The General Assembly by resolution A/RES/74/255B approved a revised base/floor salary scale for staff in the Professional and higher categories effective 1 January 2020. The revised scale has been implemented in conjunction with a consolidation of 1.21 per cent of post adjustment into net base salary on a no gain/no loss basis. This means that the net base salary is increased by 1.21 per cent and post adjustment indices and multipliers at all duty stations are reduced by the same rate, effective the same date. Multipliers before and after consolidation of 1.21 per cent of post adjustment into net base salary are provided in Annex II.

#### 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 January 2020

<b>Duty station</b>	<b>Type of survey</b>	<b>Date of survey</b>	<b>Survey materials received</b>
Belize	Housing	August 2019	September 2019
Fiji	Housing	June 2019	September 2019
Kiribati	Place-to-place	August 2019	October 2019
Mauritius	Place-to-place	August 2019	September 2019
Myanmar	Place-to-place	August 2019	September 2019
South Sudan	Place-to-place	September 2019	October 2019

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<sup>1</sup> See Annex I for the description of consolidation

## **VI. Interim PAC for the Republic of Slovenia**

3. An interim post adjustment multiplier has been established for the Republic of Slovenia. The summary of the result, effective 1 January 2020, is shown in Table 2:

**Table 2: Duty station with Interim Post Adjustment Classification**

<b>DUTY STATION</b>	<b>MULTIPLIER</b>
Slovenia, Republic of	31.5

## **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 3 is a summary of all PTAs in effect as of 1 January 2020. Also shown is the corresponding date of the next revision of the PTA.

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

<b>Duty Station</b>	<b>Applicable multiplier points</b>	<b>Date of next revision</b>
Angola	14.8	March 2020
Croatia	2.5	February 2020
Qatar	16.3	April 2020
Russian Federation	7.6	April 2020

VIII. CONSOLIDATED POST ADJUSTMENT CIRCULAR

Effective 1 January 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	78.08	136.9	45.4		Nov-11		9	10		Jul-06
Albania	107.3	118.0	19.9		Nov-19		16	17		Feb-09
Algeria /W40	118.833	133.8	33.4		Nov-19		21	22		Nov-19
Angola	477.356	139.5	59.6		Jul-19		24	25		May-19
Anguilla /W40 14/	2.7	147.2	45.6		Nov-19		23	24		Oct-17
Antigua and Barbuda /W40 14/	2.7	147.2	45.6		Nov-19		23	24		Oct-17
Argentina	59.937	133.4	33.8		Nov-19		26	28		Nov-18
Armenia	478.75	127.5	27.2		Nov-19		20	21		Nov-19
Aruba 12/	1.79	148.2	48.0		Nov-19		27	29		Nov-14
Australia	1.434	131.4	32.4	Y	Jan-20	ER	24	25		Oct-19
Austria	0.896	141.4	39.9	Y	Jan-20	ER	18	19		May-14
Azerbaijan	1.698	126.6	26.7		Jul-19		26	28		Feb-18
Bahamas	1	168.4	68.2		Nov-19		32	34		Apr-13
Bahrain	0.377	139.2	39.0		Nov-18		22	23		Aug-08
Bangladesh /W40	84.85	133.2	33.2		Nov-19		15	16		Sep-11
Barbados /W40	2	153.5	51.0		Jul-18		19	20		Sep-05
Belarus	2.101	135.1	35.8		Nov-19		18	19		Sep-19
Belgium	0.896	134.3	39.3	Y	Jan-20	ER	17	18		Feb-15
Belize	2	128.2	28.2	Y	Jan-20	H	13	14		Sep-13
Benin /W40	587.512	124.8	31.3		Nov-19		14	15		Oct-16
Bermuda 16/	1	182.2	82.0		Nov-19		35	37		Dec-17
Bhutan /W40	71.35	124.8	24.7		Nov-19		10	11		Oct-09
Bolivia /W40	6.86	123.9	27.8		Mar-19		15	16		Oct-16
Bonaire /W40 14/	1	147.2	45.6		Nov-19		23	24		Oct-17
Bosnia and Herzegovina /W40	1.752	120.0	19.7		Nov-19		13	14		Jun-19
Botswana	10.593	124.8	23.7		Nov-19		19	20		Jun-19
Brazil /W40	4.054	130.0	34.7		Nov-19		23	24		Aug-18
British Virgin Islands /W40	1	144.5	45.6		Nov-19		22	23		Jun-19
Bulgaria	1.752	114.6	15.2	Y	Jan-20	ER	16	17		Feb-15
Burkina Faso /W40	587.512	127.6	30.5		Nov-19		12	13		Mar-09
Burundi	1886	122.4	31.7		Nov-19		12	13		Sep-19
Cambodia /W40	4073	127.1	27.0		Nov-19		21	22		Sep-18
Cameroon /W40	587.512	128.0	28.5		Nov-19		15	16		Jul-15
Canada, Montreal	1.309	140.9	38.9	Y	Jan-20	ER	17	18		May-17
Canada, Ottawa	1.309	150.1	48.0	Y	Jan-20	L	18	19		May-17
Canada, Toronto	1.309	157.5	55.3	Y	Jan-20	L	20	21		May-17
Cape Verde	98.76	122.7	24.9		Nov-19		16	17		Jul-11



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Effective 1 January 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		
Cayman Islands 17/	0.82	145.9	43.9		Nov-19		24	25		Dec-17
Central African Rep. /W40	587.512	156.0	60.4		Nov-19		17	18		Nov-17
Chad /W40	587.512	150.1	49.2		Dec-19		16	17		Dec-19
Chile	745	132.6	29.1		Nov-19		19	20		Aug-19
China, Beijing /W40	6.995	156.0	55.1		Jul-19		23	24		Jan-18
China, Hong Kong (SAR)	7.787	211.5	106.0	Y	Jan-20	ER	19	20		Jun-12
China, Macao (SAR)	8.023	156.4	55.9		Nov-19		21	22		Jul-18
Colombia	3297	120.1	24.4		Nov-19		21	22		May-18
Comoros	440.634	138.0	37.5		Nov-19		14	15		Apr-19
Congo /W40	587.512	154.9	54.3		Nov-19		7	7		Sep-19
Congo, Dem. Rep. /W40	1667.607	151.1	51.0		Nov-19		25	27		Sep-19
Cook Islands 4/	1.493	146.2	48.0		Nov-19		22	23		Oct-19
Costa Rica	568.98	132.3	31.6		Nov-19		22	23		Oct-19
Cote d Ivoire /W40	587.512	134.7	39.0		Jul-19		15	16		Dec-12
Croatia, Republic of	6.667	135.8	39.1	Y	Jan-20	ER	8	9		Aug-19
Cuba *	0.99	154.1	53.5		Nov-19		32	34		Oct-19
Cyprus	0.896	119.4	17.5	Y	Jan-20	ER	18	19		Jun-19
Czech Republic	22.85	133.1	30.9	Y	Jan-20	ER	21	22		Sep-06
Denmark	6.688	156.8	55.9	Y	Jan-20	ER	25	27		Jun-19
Djibouti /W40	177	144.6	44.5		Nov-19		16	17		Jan-15
Dominica /W40 14/	2.7	147.2	45.6		Nov-19		23	24		Oct-17
Dominican Republic	52.92	120.3	31.3		Mar-19		21	22		Sep-13
Ecuador	1	130.9	30.8		Nov-19		21	22		Sep-19
Egypt /W40	16.024	126.3	26.0		Nov-19		19	20		Jul-18
El Salvador	1	123.7	27.4		Jul-18		21	22		Nov-15
Equatorial Guinea	587.512	133.4	33.1		Nov-19		19	20		Aug-19
Eritrea	15	148.4	52.0		Jan-19		11	12		Dec-17
Estonia	0.896	129.6	28.6		Nov-19		18	19		Feb-01
Eswatini	14.057	115.8	20.7		Jul-19		11	12		Sep-03
Ethiopia /W40	31.65	137.8	39.3		Nov-19		20	21		Sep-18
Fiji /W40	2.15	132.3	32.6		Nov-19		20	21		Sep-11
Finland	0.896	135.7	34.8	Y	Jan-20	ER	20	21		Feb-15
France, Lyon and Elsewhere	0.896	140.9	38.5	Y	Jan-20	L	17	18		Jul-01
France, Paris	0.896	144.3	41.8	Y	Jan-20	ER	21	22		Jan-04
French Guiana	0.896	132.6	31.5	Y	Jan-20	ER				
Gabon /W40	587.512	152.9	52.5		Nov-19		18	19		Jun-19
Gambia	51.41	125.3	25.6		Nov-19		14	15		May-18

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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		
Georgia, Republic of /W40	2.876	118.0	17.9		Nov-19		17	18		May-14
Germany, Berlin	0.896	133.8	32.8	Y	Jan-20	L	24	25		May-19
Germany, Bonn	0.896	128.4	27.4	Y	Jan-20	ER	20	21		May-19
Germany, Dresden	0.896	128.4	27.4	Y	Jan-20	A	19	20		May-19
Germany, Hamburg	0.896	135.3	34.3	Y	Jan-20	L	21	22		May-19
Germany, Munich	0.896	139.1	38.1	Y	Jan-20	L	20	21		May-19
Ghana /W40	5.683	138.8	39.8		Nov-19		26	28		Nov-19
Gibraltar 1/	0.763	160.5	59.9	Y	Jan-20	A				
Greece	0.896	122.9	20.9	Y	Jan-20	ER	17	18		May-19
Grenada /W40 14/	2.7	147.2	45.6		Nov-19		23	24		Oct-17
Guatemala /W40	7.699	130.4	34.2		Mar-19		16	17		Jan-09
Guinea	9275	138.6	38.7		Nov-19		20	21		Feb-18
Guinea Bissau	587.512	128.2	31.8		Nov-19		13	14		Nov-15
Guyana	206.3	132.2	34.1		Jul-19		19	20		May-18
Haiti	92.064	144.5	43.7		Nov-19		24	25		Aug-19
Honduras	24.51	130.5	30.1		Nov-19		23	24		Nov-19
Hungary	296.31	127.3	23.8	Y	Jan-20	ER	19	20		May-19
Iceland	121.46	135.3	35.9	Y	Jan-20	ER				
India /W40	71.35	129.9	31.7		Nov-19		22	23		Dec-19
Indonesia /W40	13948	131.3	30.9		Nov-19		24	25		Sep-11
Iran	113257	129.4	30.0		Nov-19		24	25		May-16
Iraq	1182	127.9	36.2		Nov-19		14	15		May-02
Ireland	0.896	137.0	34.6	Y	Jan-20	ER	24	25		May-98
Israel, Jerusalem /W40	3.46	158.6	56.5		Nov-19		25	27		Nov-19
Israel, Tel Aviv /W40 22/	3.46	167.6	65.4		Nov-19		25	27		Nov-19
Italy, Brindisi	0.896	123.4	23.9	Y	Jan-20	L	10	11		Nov-99
Italy, Rome	0.896	129.2	29.8	Y	Jan-20	ER	20	21		Jul-01
Jamaica /W40	131.813	144.0	42.1		Nov-19		24	25		Oct-17
Japan, Hiroshima	109.47	157.9	56.0	Y	Jan-20	L	13	14		Sep-19
Japan, Tokyo	109.47	181.1	79.9	Y	Jan-20	ER	22	23		Sep-19
Jordan /W40	0.708	141.7	43.9		Mar-19		20	21		Aug-17
Kazakhstan /W40	380.52	122.6	24.1		Nov-19		18	19		Sep-17
Kenya /W40	101.18	136.1	35.0		Nov-19		21	22		Feb-19
Kiribati	1.434	143.6	43.6	Y	Jan-20	PP	11	12	Y	Jan-20
Korea, Dem. Peo. Of *	107.69	150.6	50.5		Jul-19		10	11		Sep-15
Korea, Republic of	1161.03	157.0	60.5		Jul-19		17	18		Nov-19
Kuwait /W40	0.303	137.5	38.4		Jul-19		20	21		Aug-17

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Effective 1 January 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		
Kyrgyzstan	69.75	118.5	18.6		Mar-19		13	14		Dec-09
Lao Peo. Dem. Rep. /W40	8870	132.0	32.0		Dec-19		13	14		Oct-03
Latvia 23/	0.896	140.0	41.8		Nov-19		18	19		Nov-19
Lebanon /W40	1508	139.0	44.6		Nov-13		22	23		Sep-11
Lesotho /W40	14.057	128.4	26.0		Nov-19		14	15		Jan-11
Liberia	187.044	148.5	48.1		Nov-19		19	20		Jun-10
Libya	1.41	120.4	22.3		Nov-19		12	13		Nov-05
Lithuania	0.896	126.9	27.3		Nov-19		17	18		Dec-03
Luxembourg	0.896	143.0	41.6	Y	Jan-20	ER	17	18		Dec-17
Madagascar	3605.04	129.3	28.9		Dec-19		21	22		Dec-19
Malawi /W40	737	136.9	36.8		Nov-19		23	24		Nov-19
Malaysia /W40	4.126	141.1	40.2		Dec-19		19	20		Dec-19
Maldives	15	151.7	56.5		Mar-19		26	28		Jul-19
Mali /W40	587.512	125.9	28.4		Nov-19		12	13		Jul-15
Malta	0.896	127.6	29.6	Y	Jan-20	ER	14	15		Oct-06
Marshall Islands 2/	1	147.9	48.7		Nov-19		21	22		Jul-19
Mauritania /W40	37.16	129.6	29.4		Nov-19		12	13		May-18
Mauritius /W40	35.21	136.9	36.9	Y	Jan-20	PP	20	21	Y	Jan-20
Mexico	18.9	141.0	40.1		Nov-19		21	22		Jul-19
Micronesia, Fed States of 2/	1	147.9	48.7		Nov-19		23	24		Feb-07
Moldova	17.14	126.0	26.8		Nov-19		15	16		Apr-16
Monaco 3/	0.896	144.3	41.8	Y	Jan-20	A	21	22		Jan-04
Mongolia	2678.87	133.8	34.0		Nov-19		21	22		Aug-19
Montenegro	0.896	120.0	19.4		Dec-19		16	17		Dec-19
Morocco /W40	9.602	125.3	25.1		Nov-19		19	20		Jan-19
Mozambique	63	134.3	41.6		Nov-19		30	32		Apr-17
Myanmar /W40	1505	136.8	39.1		Nov-18		25	27		Dec-17
Namibia	14.057	121.7	19.6		Nov-19		23	24		Mar-17
Nepal /W40	113.7	125.0	25.0		Nov-19		12	13		Jan-14
Netherlands	0.896	138.4	38.8	Y	Jan-20	ER	24	25		Oct-19
New Caledonia	106.88	139.0	40.9		Nov-19		16	17		Sep-05
New Zealand	1.493	115.0	11.1		Nov-19		22	23		Oct-80
Nicaragua	33.7	125.8	28.0		Nov-19		21	22		May-18
Niger /W40	587.512	133.0	32.7		Nov-19		10	11		Mar-09
Nigeria /W40	361.31	136.8	35.5		Nov-19		20	21		May-18
The Republic of North Macedonia	54.922	123.1	23.0		Nov-19		18	19		Jun-19
Norway	8.825	144.0	41.8	Y	Jan-20	ER	20	21		Jul-19

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Effective 1 January 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		
Oman	0.385	131.4	36.5		Feb-15		19	20		Feb-15
Pakistan	154.87	130.3	29.6		Nov-19		18	19		Jun-19
Palau, Republic of 4/	1	146.2	48.0		Nov-19					
Panama /W40	1	138.9	41.1		Mar-19		24	25		Aug-18
Papua New Guinea /W40	3.407	169.7	74.3		Nov-19		30	32		Feb-18
Paraguay /W40	6471	120.6	22.3		Nov-19		13	14		Jan-09
Peru	3.326	134.5	38.0		Nov-19		21	22		Aug-17
Philippines /W40	50.678	141.7	44.1		Nov-19		22	23		Oct-18
Poland	3.817	118.1	17.3	Y	Jan-20	ER	20	21		May-19
Portugal, Guimaraes	0.896	104.2	4.7	Y	Jan-20	L				
Portugal, Lisbon	0.896	127.0	27.5	Y	Jan-20	ER	20	21		Jan-05
Puerto Rico 13/	1	120.3	31.3		Mar-19					
Qatar	3.661	154.6	59.6		Oct-19		28	30		Oct-19
Romania	4.282	113.0	11.1	Y	Jan-20	ER	22	23		May-19
Russian Federation /W40	62.123	144.8	47.7		Nov-19		18	19		Oct-19
Rwanda /W40	915	124.2	25.4		Nov-19		16	17		Apr-13
Saint Helena 5/	0.763	134.7	47.9		Nov-19					
St. Lucia	2.7	146.4	46.1		Nov-19		17	18		Oct-19
Samoa	2.621	140.1	39.7		Nov-19		15	16		Oct-17
Sao Tome and Principe /W40	22.079	134.1	35.2		Nov-19		15	16		Jun-19
Saudi Arabia /W40	3.752	145.5	49.9		Jul-18		21	22		Nov-17
Senegal /W40	587.512	129.2	33.7		Nov-19		17	18		Jul-15
Serbia	105.218	126.0	26.3		Nov-19		21	22		Jun-19
Seychelles	12.8039	155.0	52.7		Nov-19		20	21		Jan-19
Sierra Leone /W40	9723.65	145.0	45.3		Nov-19		19	20		May-18
Singapore	1.352	173.9	73.2		Nov-19		23	24		Jul-19
Slovak Republic	0.896	122.1	19.5	Y	Jan-20	ER	16	17		Feb-12
Slovenia, Republic of 24/	0.896	131.6	31.5	Y	Jan-20	ER	14	15	Y	Jan-20
Solomon Islands /W40	7.987	149.3	48.1		Jul-19		18	19		Dec-07
Somalia 6/	24300	137.0	37.1		Nov-19		15	16		Sep-99
South Africa /W40	14.057	125.0	29.1		Jul-19		19	20		Apr-17
South Sudan, Republic of /W40	159.973	157.0	61.5		Nov-19		14	15		Sep-17
Spain	0.896	126.5	25.3	Y	Jan-20	ER	19	20		Nov-08
Sri Lanka	181.32	130.7	30.5		Nov-19		26	28		Sep-17
St. Kitts and Nevis /W40 14/	2.7	147.2	45.6		Nov-19		23	24		Oct-17

VIII. CONSOLIDATED POST ADJUSTMENT CIRCULAR

Effective 1 January 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		
St. Vincent and the Grenadines /W40 14/	2.7	147.2	45.6		Nov-19		23	24		Oct-17
Sudan /W40	45	145.0	44.6		Nov-19		22	23		Nov-19
Suriname	7.48	130.4	30.5		Oct-19		16	17		Oct-12
Sweden	9.346	140.0	40.8	Y	Jan-20	ER	26	28		Aug-19
Switzerland	0.975	167.2	69.3	Y	Jan-20	ER	21	22		Apr-06
Syrian Arab Republic 10/	700	119.2	31.2		Jul-19		20	21		Jun-12
Tajikistan	9.694	126.6	26.1		Nov-19		20	21		Sep-19
Tanzania, United Rep. of	2294	134.3	34.4		Jul-19		29	31		Jun-11
Thailand /W40	30.14	144.6	44.4		Nov-19		22	23		Jul-19
Timor-Leste /W40	1	143.9	48.2		Apr-18		15	16		Jul-11
Togo	587.512	138.1	37.8		Nov-19		17	18		Jun-19
Tonga	2.233	131.0	30.5		Nov-19		9	10		Jan-09
Trinidad and Tobago	6.701	140.8	40.4		Nov-19		26	28		Oct-08
Tunisia	2.799	129.9	28.0		Nov-19		16	17		Nov-19
Turkey, Ankara /W40	5.956	108.1	13.3		Nov-19		18	19		Mar-18
Turkey, Gebze /W40 19/	5.956	116.6	22.2		Nov-19		22	23		Jul-19
Turkey, Istanbul /W40 15/	5.956	116.6	22.2		Nov-19		22	23		Mar-14
Turkmenistan	3.5	154.4	53.8		Nov-19		11	12		Oct-19
Tuvalu 11/	1.434	140.9	40.1		Nov-19					
Uganda /W40	3657	122.4	23.5		Nov-19		24	25		May-14
Ukraine	23.5	134.5	31.4		Nov-19		16	17		Aug-19
United Arab Emirates	3.673	163.4	63.5		Mar-19		32	34		Aug-11
United Kingdom	0.763	160.5	59.9	Y	Jan-20	ER	27	29		Feb-14
USA, El Paso 20/	1	141.9	39.6		Jul-19		12	13		Jul-19
USA, Miami 7/	1	140.7	38.5		Feb-19					
USA, New York	1	168.0	65.5		Feb-19		28	30		Apr-11
USA, San Diego 21/	1	160.7	58.3		Aug-19		27	29		Aug-19
USA, San Francisco 8/	1	159.4	57.1		Feb-19					
USA, Seattle 18/	1	141.1	38.8		Feb-19		22	23		Aug-18
USA, Washington D.C.	1	148.2	45.8		Feb-19		27	29		Apr-11
Uruguay /W40	37.1	140.1	39.2		Dec-19		25	27		Dec-19
Uzbekistan /W40	9502	129.0	28.9		Oct-19		21	22		Oct-19
Vanuatu	112.42	139.3	42.7		Nov-19		15	16		Aug-12
Venezuela /W40 10/	62299.04	80.8	67.0		Mar-18		27	29		Aug-12
Vietnam	23172	122.1	21.9		Nov-19		21	22		Jul-17
West Bank & the Gaza Strip, The /W40 9/	3.46	158.6	56.5		Nov-19		21	22		Sep-13

### VIII. CONSOLIDATED POST ADJUSTMENT CIRCULAR

Effective 1 January 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		
Yemen, Republic of 10/	559.69	114.6	26.6		Jul-19		12	13		Nov-10
Zambia	13.839	117.8	20.8		Nov-19		21	22		Apr-06
Zimbabwe /W40	16.154	130.3	54.0		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.
- 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.

**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)		



## **ANNEX I**

### **ADJUSTMENT OF THE BASE/FLOOR SALARY SCALE FOR STAFF IN THE PROFESSIONAL AND HIGHER CATEGORIES (EFFECTIVE 1 JANUARY 2020)**

1. Pursuant to the General Assembly resolution A/RES/74/255B, the base/floor salary scale effective 1 January 2020 for staff in the Professional and higher categories is increased by 1.21 per cent at all grades and steps. This revised base/floor scale reflects a consolidation of 1.21 per cent of post adjustment into net base salary and has been implemented effective 1 January 2020.
2. In accordance with the established practice, the consolidation of 1.21 per cent has been implemented on a “no loss, no gain” basis. Consequently, the base/floor has been increased by 1.21 per cent and the post adjustment indices and multipliers applicable at all duty stations have been reduced by the same percentage.
3. The base/floor salary scale is also used to calculate some separation payments. As of 1 January 2020, these payments will be subject to an increase, as a result of the increase in the base/floor salary scale.

## ANNEX II

### CONVERSION OF POST ADJUSTMENT MULTIPLIERS – January 2020

<b>DUTY STATION</b>	<b>PRE-CONSOLIDATION 1 January 2020</b>	<b>POST-CONSOLIDATION 1 January 2020</b>
Afghanistan	47.2	45.4
Albania	21.4	19.9
Algeria	35.0	33.4
Angola	61.5	59.6
Anguilla	47.4	45.6
Antigua and Barbuda	47.4	45.6
Argentina	35.4	33.8
Armenia	28.7	27.2
Aruba	49.8	48.0
Australia	34.0	32.4
Austria	41.6	39.9
Azerbaijan	28.2	26.7
Bahamas	70.2	68.2
Bahrain	40.7	39.0
Bangladesh	34.8	33.2
Barbados	52.8	51.0
Belarus	37.4	35.8
Belgium	41.0	39.3
Belize	29.8	28.2
Benin	32.9	31.3
Bermuda	84.2	82.0
Bhutan	26.2	24.7
Bolivia	29.3	27.8
Bonaire	47.4	45.6
Bosnia and Herzegovina	21.2	19.7
Botswana	25.2	23.7
Brazil	36.3	34.7
British Virgin Islands	47.4	45.6
Bulgaria	16.6	15.2
Burkina Faso	32.1	30.5
Burundi	33.3	31.7
Cambodia	28.5	27.0
Cameroon	30.1	28.5
Canada, Montreal	40.6	38.9
Canada, Ottawa	49.8	48.0
Canada, Toronto	57.2	55.3
Cape Verde	26.4	24.9
Cayman Islands	45.6	43.9
Central African Rep.	62.3	60.4
Chad	51.0	49.2
Chile	30.7	29.1

<b>DUTY STATION</b>	<b>PRE-CONSOLIDATION 1 January 2020</b>	<b>POST-CONSOLIDATION 1 January 2020</b>
China, Beijing	57.0	55.1
China, Hong Kong (SAR)	108.5	106.0
China, Macao (SAR)	57.8	55.9
Colombia	25.9	24.4
Comoros	39.2	37.5
Congo	56.2	54.3
Congo, Dem. Rep.	52.8	51.0
Cook Islands	49.8	48.0
Costa Rica	33.2	31.6
Cote d Ivoire	40.7	39.0
Croatia, Republic of	40.8	39.1
Cuba	55.4	53.5
Cyprus	18.9	17.5
Czech Republic	32.5	30.9
Denmark	57.7	55.9
Djibouti	46.3	44.5
Dominica	47.4	45.6
Dominican Republic	32.9	31.3
Ecuador	32.4	30.8
Egypt	27.5	26.0
El Salvador	28.9	27.4
Equatorial Guinea	34.7	33.1
Eritrea	53.8	52.0
Estonia	30.2	28.6
Eswatini	22.2	20.7
Ethiopia	41.0	39.3
Fiji	34.2	32.6
Finland	36.5	34.8
France, Lyon and Elsewhere	40.2	38.5
France, Paris	43.5	41.8
French Guiana	33.1	31.5
Gabon	54.3	52.5
Gambia	27.1	25.6
Georgia, Republic of	19.3	17.9
Germany, Berlin	34.3	32.8
Germany, Bonn	28.9	27.4
Germany, Dresden	28.9	27.4
Germany, Hamburg	35.8	34.3
Germany, Munich	39.7	38.1
Ghana	41.5	39.8
Gibraltar	61.9	59.9
Greece	22.3	20.9
Grenada	47.4	45.6
Guatemala	35.8	34.2
Guinea	40.4	38.7
Guinea Bissau	33.4	31.8
Guyana	35.7	34.1
Haiti	45.4	43.7

<b>DUTY STATION</b>	<b>PRE-CONSOLIDATION 1 January 2020</b>	<b>POST-CONSOLIDATION 1 January 2020</b>
Honduras	31.7	30.1
Hungary	25.3	23.8
Iceland	37.5	35.9
India	33.3	31.7
Indonesia	32.5	30.9
Iran	31.6	30.0
Iraq	37.9	36.2
Ireland	36.3	34.6
Israel, Jerusalem	58.4	56.5
Israel, Tel Aviv	67.4	65.4
Italy, Brindisi	25.4	23.9
Italy, Rome	31.4	29.8
Jamaica	43.8	42.1
Japan, Hiroshima	57.9	56.0
Japan, Tokyo	82.1	79.9
Jordan	45.6	43.9
Kazakhstan	25.6	24.1
Kenya	36.6	35.0
Kiribati	45.3	43.6
Korea, Dem. Peo. Of	52.3	50.5
Korea, Republic of	62.4	60.5
Kuwait	40.1	38.4
Kyrgyzstan	20.0	18.6
Lao Peo. Dem. Rep.	33.6	32.0
Latvia	43.5	41.8
Lebanon	46.4	44.6
Lesotho	27.5	26.0
Liberia	49.9	48.1
Libya	23.8	22.3
Lithuania	28.8	27.3
Luxembourg	43.3	41.6
Madagascar	30.5	28.9
Malawi	38.5	36.8
Malaysia	41.9	40.2
Maldives	58.4	56.5
Mali	30.0	28.4
Malta	31.2	29.6
Marshall Islands	50.5	48.7
Mauritania	31.0	29.4
Mauritius	38.6	36.9
Mexico	41.8	40.1
Micronesia, Fed States of	50.5	48.7
Moldova	28.3	26.8
Monaco	43.5	41.8
Mongolia	35.6	34.0
Montenegro	20.8	19.4
Morocco	26.6	25.1
Mozambique	43.3	41.6

<b>DUTY STATION</b>	<b>PRE-CONSOLIDATION 1 January 2020</b>	<b>POST-CONSOLIDATION 1 January 2020</b>
Myanmar	40.8	39.1
Namibia	21.0	19.6
Nepal	26.5	25.0
Netherlands	40.4	38.8
New Caledonia	42.6	40.9
New Zealand	12.4	11.1
Nicaragua	29.6	28.0
Niger	34.3	32.7
Nigeria	37.1	35.5
The Republic of North Macedonia	24.5	23.0
Norway	43.5	41.8
Oman	38.2	36.5
Pakistan	31.2	29.6
Palau, Republic of	49.8	48.0
Panama	42.8	41.1
Papua New Guinea	76.4	74.3
Paraguay	23.8	22.3
Peru	39.7	38.0
Philippines	45.8	44.1
Poland	18.8	17.3
Portugal, Guimaraes	5.9	4.7
Portugal, Lisbon	29.0	27.5
Puerto Rico	32.9	31.3
Qatar	61.5	59.6
Romania	12.5	11.1
Russian Federation	49.5	47.7
Rwanda	26.9	25.4
Saint Helena	49.7	47.9
St. Lucia	47.9	46.1
Samoa	41.4	39.7
Sao Tome and Principe	36.8	35.2
Saudi Arabia	51.7	49.9
Senegal	35.3	33.7
Serbia	27.8	26.3
Seychelles	54.5	52.7
Sierra Leone	47.1	45.3
Singapore	75.3	73.2
Slovak Republic	20.9	19.5
Slovenia, Republic of	33.1	31.5
Solomon Islands	49.9	48.1
Somalia	38.8	37.1
South Africa	30.7	29.1
South Sudan, Republic of	63.5	61.5
Spain	26.8	25.3
Sri Lanka	32.1	30.5
St. Kitts and Nevis	47.4	45.6
St. Vincent and the Grenadines	47.4	45.6
Sudan	46.4	44.6

<b>DUTY STATION</b>	<b>PRE-CONSOLIDATION 1 January 2020</b>	<b>POST-CONSOLIDATION 1 January 2020</b>
Suriname	32.1	30.5
Sweden	42.5	40.8
Switzerland	71.3	69.3
Syrian Arab Republic	32.8	31.2
Tajikistan	27.6	26.1
Tanzania, United Rep. of	36.0	34.4
Thailand	46.1	44.4
Timor-Leste	50.0	48.2
Togo	39.5	37.8
Tonga	32.1	30.5
Trinidad and Tobago	42.1	40.4
Tunisia	29.6	28.0
Turkey, Ankara	14.7	13.3
Turkey, Gebze	23.7	22.2
Turkey, Istanbul	23.7	22.2
Turkmenistan	55.7	53.8
Tuvalu	41.8	40.1
Uganda	25.0	23.5
Ukraine	33.0	31.4
United Arab Emirates	65.5	63.5
United Kingdom	61.9	59.9
USA, El Paso	41.3	39.6
USA, Miami	40.2	38.5
USA, New York	67.5	65.5
USA, San Diego	60.2	58.3
USA, San Francisco	59.0	57.1
USA, Seattle	40.5	38.8
USA, Washington D.C.	47.6	45.8
Uruguay	40.9	39.2
Uzbekistan	30.5	28.9
Vanuatu	44.4	42.7
Venezuela	69.0	67.0
Vietnam	23.4	21.9
West Bank & the Gaza Strip, the	58.4	56.5
Yemen, Republic of	28.1	26.6
Zambia	22.3	20.8
Zimbabwe	55.9	54.0