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INTERNATIONAL CIVIL SERVICE COMMISSION

Consolidated Post Adjustment Circular

ICSC/CIRC/PAC/543

Approved by:
Larbi Djacta, Chairman

Date:
12 March 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 March 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 mars 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. Cost-of-living surveys

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

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

Duty station	Type of survey	Date of survey	Survey materials received
Angola	Place-to-place	January 2020	February 2020
Tanzania, United Rep. of	Place-to-place	September 2019	October 2019
Turkey, Ankara	Place-to-place	October 2019	November 2019

V. Gap Closure Measure

2. 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.

3. 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.

4. In accordance with the above-mentioned gap closure measure:
- 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;
 - 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;
 - The personal transitional allowance (PTA) is the difference between the revised and prevailing PAMs;
 - 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;
 - 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**.

5. The gap closure measure was applied to Angola, following the implementation of the results of the cost-of-living survey conducted in Luanda, in January 2020. Table 2 below shows the steps in the calculation of the resulting personal transitional allowance (PTA) effective 1 March 2020.

Table 2: Duty station under gap closure measure based on cost-of-living surveys effective 1 March 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)
Angola	59.6	159.6	146.1	150.5	50.5	9.1

VI. Duty Stations with Personal Transitional Allowance (PTA)

6. The PTA is adjusted periodically until it is phased out. During an adjustment month, the new PTA is calculated by reducing the pay index for existing staff by 3 per cent, and then subtracting the prevailing pay index. Table 3 is a summary of all PTAs in effect as of 1 March 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 March 2020

Duty Station	Applicable multiplier points	Date of next revision
Angola	9.1	September 2020
Qatar	16.3	April 2020
Russian Federation	7.6	April 2020
Zimbabwe	22.5	August 2020

VII. W40 Measure

7. The waiver of the 40 percent-of-rent limit on rental subsidies **is no longer applicable** for **Turkey-Ankara, Turkey-Gebze and Turkey-Istanbul** effective 1 March 2020.

8. The waiver of the 40 percent-of-rent limit on rental subsidies **is applicable** for **Angola and the United Republic of Tanzania** effective 1 March 2020.

VIII. CONSOLIDATED POST ADJUSTMENT CIRCULAR

Effective 1 March 2020 (Four Months Review)

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	76.55	139.8	45.4		Nov-11		9	10		Jul-06
Albania	110.82	120.2	20.2	Y	Mar-20	FMR	16	17		Feb-09
Algeria /W40	119.7029	135.9	35.9	Y	Mar-20	FMR	21	22		Nov-19
Angola /W40	488.01	146.1	50.5	Y	Mar-20	GCM	18	19	Y	Mar-20
Anguilla /W40 14/	2.7	151.0	51.0	Y	Mar-20	FMR	23	24		Oct-17
Antigua and Barbuda /W40 14/	2.7	151.0	51.0	Y	Mar-20	FMR	23	24		Oct-17
Argentina	62.137	138.5	38.5	Y	Mar-20	FMR	26	28		Nov-18
Armenia	478.13	130.3	30.3	Y	Mar-20	FMR	20	21		Nov-19
Aruba 12/	1.79	151.1	51.1	Y	Mar-20	A	27	29		Nov-14
Australia	1.533	130.0	27.3	Y	Mar-20	ER	24	25		Oct-19
Austria	0.884	142.3	45.4	Y	Mar-20	ER	18	19		May-14
Azerbaijan	1.692	129.5	29.5	Y	Mar-20	FMR	26	28		Feb-18
Bahamas	1	171.4	71.4	Y	Mar-20	FMR	32	34		Apr-13
Bahrain	0.377	142.3	42.3	Y	Mar-20	FMR	22	23		Aug-08
Bangladesh /W40	84.9	136.3	36.3	Y	Mar-20	FMR	15	16		Sep-11
Barbados /W40	2	158.7	58.7	Y	Mar-20	FMR	19	20		Sep-05
Belarus	2.229	136.0	36.0	Y	Mar-20	FMR	18	19		Sep-19
Belgium	0.884	138.0	40.9	Y	Mar-20	ER	17	18		Feb-15
Belize	2	130.7	30.7	Y	Mar-20	FMR	13	14		Sep-13
Benin /W40	579.672	129.1	32.4	Y	Mar-20	FMR	14	15		Oct-16
Bermuda 16/	1	185.4	85.4	Y	Mar-20	L	35	37		Dec-17
Bhutan /W40	71.56	127.3	27.3	Y	Mar-20	FMR	10	11		Oct-09
Bolivia /W40	6.8398	126.6	28.1	Y	Mar-20	FMR	15	16		Oct-16
Bonaire /W40 14/	1	151.0	51.0	Y	Mar-20	FMR	23	24		Oct-17
Bosnia and Herzegovina /W40	1.728	123.3	23.3	Y	Mar-20	FMR	13	14		Jun-19
Botswana	11.074	125.3	25.3	Y	Mar-20	FMR	19	20		Jun-19
Brazil /W40	4.487	128.1	29.9	Y	Mar-20	FMR	23	24		Aug-18
British Virgin Islands /W40	1	147.1	51.0	Y	Mar-20	FMR	22	23		Jun-19
Bulgaria	1.728	117.8	18.4	Y	Mar-20	ER	16	17		Feb-15
Burkina Faso /W40	579.672	130.8	31.5	Y	Mar-20	FMR	12	13		Mar-09
Burundi	1876.418	126.0	31.2	Y	Mar-20	FMR	12	13		Sep-19
Cambodia /W40	4080	129.3	29.3	Y	Mar-20	FMR	21	22		Sep-18
Cameroon /W40	579.672	131.4	31.4	Y	Mar-20	FMR	15	16		Jul-15
Canada, Montreal	1.375	138.5	37.1	Y	Mar-20	ER	17	18		May-17
Canada, Ottawa	1.375	147.5	46.1	Y	Mar-20	L	18	19		May-17

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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		
Canada, Toronto	1.375	154.8	53.3	Y	Mar-20	L	20	21		May-17
Cape Verde	97.442	126.0	26.0	Y	Mar-20	FMR	16	17		Jul-11
Cayman Islands 17/	0.82	147.9	47.9	Y	Mar-20	L	24	25		Dec-17
Central African Rep. /W40	579.672	159.2	61.3	Y	Mar-20	FMR	17	18		Nov-17
Chad /W40	579.672	153.9	53.9	Y	Mar-20	FMR	16	17		Dec-19
Chile	816	130.6	30.6	Y	Mar-20	FMR	19	20		Aug-19
China, Beijing /W40	7.005	158.7	58.7	Y	Mar-20	FMR	23	24		Jan-18
China, Hong Kong (SAR)	7.793	216.3	114.8	Y	Mar-20	ER	19	20		Jun-12
China, Macao (SAR)	8.027	159.6	59.6	Y	Mar-20	FMR	21	22		Jul-18
Colombia	3511	120.0	22.7	Y	Mar-20	FMR	21	22		May-18
Comoros	434.754	141.4	41.4	Y	Mar-20	FMR	14	15		Apr-19
Congo /W40	579.672	158.7	58.7	Y	Mar-20	FMR	7	7		Sep-19
Congo, Dem. Rep. /W40	1656.733	153.8	53.8	Y	Mar-20	FMR	25	27		Sep-19
Cook Islands 4/	1.583	148.4	48.9	Y	Mar-20	FMR	22	23		Oct-19
Costa Rica	566.4	135.0	35.0	Y	Mar-20	FMR	22	23		Oct-19
Cote d'Ivoire /W40	579.672	139.1	40.3	Y	Mar-20	FMR	15	16		Dec-12
Croatia, Republic of	6.784	138.1	37.0	Y	Mar-20	ER	8	9		Aug-19
Cuba *	0.99	157.2	57.2	Y	Mar-20	FMR	32	34		Oct-19
Cyprus	0.884	123.0	23.1	Y	Mar-20	ER	18	19		Jun-19
Czech Republic	23.04	140.4	39.0	Y	Mar-20	ER	21	22		Sep-06
Denmark	6.604	161.5	61.8	Y	Mar-20	ER	25	27		Jun-19
Djibouti /W40	177	147.7	47.7	Y	Mar-20	FMR	16	17		Jan-15
Dominica /W40 14/	2.7	151.0	51.0	Y	Mar-20	FMR	23	24		Oct-17
Dominican Republic	53.093	123.0	31.2	Y	Mar-20	FMR	21	22		Sep-13
Ecuador	1	133.1	33.1	Y	Mar-20	FMR	21	22		Sep-19
Egypt /W40	15.561	129.4	29.4	Y	Mar-20	FMR	19	20		Jul-18
El Salvador	1	126.1	27.4		Jul-18		21	22		Nov-15
Equatorial Guinea	579.672	136.6	36.6	Y	Mar-20	FMR	19	20		Aug-19
Eritrea	15	151.3	52.0		Jan-19		11	12		Dec-17
Estonia	0.884	132.3	32.3	Y	Mar-20	FMR	18	19		Feb-01
Eswatini	16.124	112.7	17.4	Y	Mar-20	FMR	11	12		Sep-03
Ethiopia /W40	32.2	140.9	40.9	Y	Mar-20	FMR	20	21		Sep-18
Fiji /W40	2.18	134.0	34.0	Y	Mar-20	FMR	20	21		Sep-11
Finland	0.884	139.4	39.8	Y	Mar-20	ER	20	21		Feb-15
France, Lyon and Elsewhere	0.884	145.1	44.9	Y	Mar-20	L	17	18		Jul-01

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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		
France, Paris	0.884	148.6	48.4	Y	Mar-20	ER	21	22		Jan-04
French Guiana	0.884	135.8	36.6	Y	Mar-20	ER				
Gabon /W40	579.672	157.0	57.0	Y	Mar-20	FMR	18	19		Jun-19
Gambia	51.05	128.2	28.2	Y	Mar-20	FMR	14	15		May-18
Georgia, Republic of /W40	2.83	121.3	21.3	Y	Mar-20	FMR	17	18		May-14
Germany, Berlin	0.884	137.5	37.7	Y	Mar-20	L	24	25		May-19
Germany, Bonn	0.884	132.0	32.1	Y	Mar-20	ER	20	21		May-19
Germany, Dresden	0.884	132.0	32.1	Y	Mar-20	A	19	20		May-19
Germany, Hamburg	0.884	139.1	39.2	Y	Mar-20	L	21	22		May-19
Germany, Munich	0.884	143.0	43.2	Y	Mar-20	L	20	21		May-19
Ghana /W40	5.406	143.2	43.2	Y	Mar-20	FMR	26	28		Nov-19
Gibraltar 1/	0.773	163.2	62.4	Y	Mar-20	A				
Greece	0.884	126.0	26.5	Y	Mar-20	ER	17	18		May-19
Grenada /W40 14/	2.7	151.0	51.0	Y	Mar-20	FMR	23	24		Oct-17
Guatemala /W40	7.669	133.5	34.5	Y	Mar-20	FMR	16	17		Jan-09
Guinea	9451	141.6	41.6	Y	Mar-20	FMR	20	21		Feb-18
Guinea Bissau	579.672	132.5	32.9	Y	Mar-20	FMR	13	14		Nov-15
Guyana	206.7	134.6	34.6	Y	Mar-20	FMR	19	20		May-18
Haiti	94.753	147.4	47.4	Y	Mar-20	FMR	24	25		Aug-19
Honduras	24.639	133.3	33.3	Y	Mar-20	FMR	23	24		Nov-19
Hungary	308.48	128.3	26.7	Y	Mar-20	ER	19	20		May-19
Iceland	126.61	132.9	32.1	Y	Mar-20	ER				
India /W40	71.56	132.9	32.9	Y	Mar-20	FMR	22	23		Dec-19
Indonesia /W40	14020	134.0	34.0	Y	Mar-20	FMR	24	25		Sep-11
Iran	132156	131.3	31.3	Y	Mar-20	FMR	24	25		May-16
Iraq	1179	130.7	36.2		Nov-19		14	15		May-02
Ireland	0.884	147.0	46.9	Y	Mar-20	ER	24	25		May-98
Israel, Jerusalem /W40	3.451	162.1	62.1	Y	Mar-20	FMR	25	27		Nov-19
Israel, Tel Aviv /W40 22/	3.451	171.2	71.2	Y	Mar-20	L	25	27		Nov-19
Italy, Brindisi	0.884	126.5	26.6	Y	Mar-20	L	10	11		Nov-99
Italy, Rome	0.884	132.5	32.6	Y	Mar-20	ER	20	21		Jul-01
Jamaica /W40	136.619	146.0	46.0	Y	Mar-20	FMR	24	25		Oct-17
Japan, Hiroshima	104.5	166.9	67.3	Y	Mar-20	L	13	14		Sep-19
Japan, Tokyo	104.5	191.4	91.9	Y	Mar-20	ER	22	23		Sep-19
Jordan /W40	0.708	144.5	44.5	Y	Mar-20	FMR	20	21		Aug-17

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Effective 1 March 2020 (Four Months Review)

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		
Kazakhstan /W40	379.48	125.5	25.5	Y	Mar-20	FMR	18	19		Sep-17
Kenya /W40	100.95	143.4	43.4	Y	Mar-20	FMR	26	28		Feb-20
Kiribati	1.533	143.0	43.0	Y	Mar-20	FMR	11	12		Jan-20
Korea, Dem. Peo. Of *	108.28	153.5	53.5	Y	Mar-20	FMR	10	11		Sep-15
Korea, Republic of	1216.97	155.5	56.7	Y	Mar-20	FMR	17	18		Nov-19
Kuwait /W40	0.306	139.6	39.6	Y	Mar-20	FMR	20	21		Aug-17
Kyrgyzstan	69.8	121.3	21.3	Y	Mar-20	FMR	13	14		Dec-09
Lao Peo. Dem. Rep. /W40	8885	134.7	34.7	Y	Mar-20	FMR	13	14		Oct-03
Latvia 23/	0.884	139.9	40.8	Y	Mar-20	FMR	18	19		Nov-19
Lebanon /W40	1507.5	144.6	44.6		Nov-13		22	23		Sep-11
Lesotho /W40	16.124	127.1	27.1	Y	Mar-20	FMR	14	15		Jan-11
Liberia	196.065	151.3	51.3	Y	Mar-20	FMR	19	20		Jun-10
Libya	1.415	122.8	22.8	Y	Mar-20	FMR	12	13		Nov-05
Lithuania	0.884	130.3	30.3	Y	Mar-20	FMR	17	18		Dec-03
Luxembourg	0.884	146.8	47.0	Y	Mar-20	ER	17	18		Dec-17
Madagascar	3728.32	131.2	31.2	Y	Mar-20	FMR	21	22		Dec-19
Malawi /W40	738	140.7	40.7	Y	Mar-20	FMR	23	24		Nov-19
Malaysia /W40	4.21	143.1	43.1	Y	Mar-20	FMR	19	20		Dec-19
Maldives	15	154.5	56.5		Mar-19		26	28		Jul-19
Mali /W40	579.672	128.5	28.9	Y	Mar-20	FMR	12	13		Jul-15
Malta	0.884	130.6	31.2	Y	Mar-20	ER	14	15		Oct-06
Marshall Islands 2/	1	149.7	50.2	Y	Mar-20	FMR	21	22		Jul-19
Mauritania /W40	37.18	132.1	32.1	Y	Mar-20	FMR	12	13		May-18
Mauritius /W40	36.828	138.7	38.7	Y	Mar-20	FMR	20	21		Jan-20
Mexico	21.25	138.0	38.0	Y	Mar-20	FMR	21	22		Jul-19
Micronesia, Fed States of 2/	1	149.7	50.2	Y	Mar-20	FMR	23	24		Feb-07
Moldova	17.65	128.0	28.0	Y	Mar-20	FMR	15	16		Apr-16
Monaco 3/	0.884	148.6	48.4	Y	Mar-20	A	21	22		Jan-04
Mongolia	2736.87	135.7	35.7	Y	Mar-20	FMR	21	22		Aug-19
Montenegro	0.884	122.9	22.9	Y	Mar-20	FMR	16	17		Dec-19
Morocco /W40	9.613	127.9	27.9	Y	Mar-20	FMR	19	20		Jan-19
Mozambique	63.81	136.9	40.5	Y	Mar-20	FMR	30	32		Apr-17
Myanmar /W40	1450	139.9	39.9	Y	Mar-20	FMR	25	27		Dec-17
Namibia	16.124	119.9	19.9	Y	Mar-20	FMR	23	24		Mar-17
Nepal /W40	114.3	127.6	27.6	Y	Mar-20	FMR	12	13		Jan-14

VIII. CONSOLIDATED POST ADJUSTMENT CIRCULAR

Effective 1 March 2020 (Four Months Review)

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		
Netherlands	0.884	142.0	43.1	Y	Mar-20	ER	24	25		Oct-19
New Caledonia	105.454	142.9	42.9	Y	Mar-20	FMR	16	17		Sep-05
New Zealand	1.583	113.5	13.5	Y	Mar-20	FMR	22	23		Oct-80
Nicaragua	33.2771	128.6	28.6	Y	Mar-20	FMR	21	22		May-18
Niger /W40	579.672	136.1	36.1	Y	Mar-20	FMR	10	11		Mar-09
Nigeria /W40	364.67	139.2	39.2	Y	Mar-20	FMR	20	21		May-18
The Republic of North Macedonia	55.83	125.3	25.3	Y	Mar-20	FMR	18	19		Jun-19
Norway	9.621	139.6	36.7	Y	Mar-20	ER	20	21		Jul-19
Oman	0.385	133.8	36.5		Feb-15		19	20		Feb-15
Pakistan	153.29	132.7	32.7	Y	Mar-20	FMR	18	19		Jun-19
Palau, Republic of 4/	1	148.4	48.9	Y	Mar-20	FMR				
Panama /W40	1	141.3	41.3	Y	Mar-20	FMR	24	25		Aug-18
Papua New Guinea /W40	3.407	172.2	74.1	Y	Mar-20	FMR	30	32		Feb-18
Paraguay /W40	6513	123.1	23.1	Y	Mar-20	FMR	13	14		Jan-09
Peru	3.431	136.1	37.2	Y	Mar-20	FMR	21	22		Aug-17
Philippines /W40	50.813	144.3	44.3	Y	Mar-20	FMR	22	23		Oct-18
Poland	3.93	119.0	17.8	Y	Mar-20	ER	20	21		May-19
Portugal, Guimaraes	0.884	106.7	6.9	Y	Mar-20	L				
Portugal, Lisbon	0.884	130.0	30.2	Y	Mar-20	ER	20	21		Jan-05
Puerto Rico 13/	1	123.0	31.2	Y	Mar-20	A				
Qatar	3.665	156.4	59.5	Y	Mar-20	FMR	28	30		Oct-19
Romania	4.375	114.5	12.9	Y	Mar-20	ER	22	23		May-19
Russian Federation /W40	66.179	143.9	45.7	Y	Mar-20	FMR	18	19		Oct-19
Rwanda /W40	940.06	127.3	27.3	Y	Mar-20	FMR	16	17		Apr-13
Saint Helena 5/	0.773	136.9	46.6	Y	Mar-20	L				
St. Lucia	2.7	149.1	49.1	Y	Mar-20	FMR	17	18		Oct-19
Samoa	2.663	142.1	42.1	Y	Mar-20	FMR	15	16		Oct-17
Sao Tome and Principe /W40	22.684	137.0	37.0	Y	Mar-20	FMR	15	16		Jun-19
Saudi Arabia /W40	3.752	148.2	49.9		Jul-18		21	22		Nov-17
Senegal /W40	579.672	132.5	34.9	Y	Mar-20	FMR	17	18		Jul-15
Serbia	106.764	128.6	28.6	Y	Mar-20	FMR	21	22		Jun-19
Seychelles	13.3	155.9	55.9	Y	Mar-20	FMR	20	21		Jan-19
Sierra Leone /W40	9725	148.6	48.6	Y	Mar-20	FMR	19	20		May-18
Singapore	1.39	174.9	74.9	Y	Mar-20	FMR	23	24		Jul-19
Slovak Republic	0.884	125.9	25.9	Y	Mar-20	ER	16	17		Feb-12

VIII. CONSOLIDATED POST ADJUSTMENT CIRCULAR

Effective 1 March 2020 (Four Months Review)

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		
Slovenia, Republic of 24/	0.884	133.2	35.5	Y	Mar-20	ER	14	15		Jan-20
Solomon Islands /W40	8.157	150.6	50.6	Y	Mar-20	FMR	18	19		Dec-07
Somalia 6/	24300	142.1	42.1	Y	Mar-20	FMR	15	16		Sep-99
South Africa /W40	16.124	124.3	27.4	Y	Mar-20	FMR	19	20		Apr-17
South Sudan, Republic of /W40	161.099	159.9	61.5		Nov-19		14	15		Sep-17
Spain	0.884	130.7	30.5	Y	Mar-20	ER	19	20		Nov-08
Sri Lanka	181.74	133.7	33.7	Y	Mar-20	FMR	26	28		Sep-17
St. Kitts and Nevis /W40 14/	2.7	151.0	51.0	Y	Mar-20	FMR	23	24		Oct-17
St. Vincent and the Grenadines /W40 14/	2.7	151.0	51.0	Y	Mar-20	FMR	23	24		Oct-17
Sudan /W40	53.1	146.3	46.3	Y	Mar-20	FMR	22	23		Nov-19
Suriname	7.65	132.9	32.9	Y	Mar-20	FMR	16	17		Oct-12
Sweden	9.481	141.7	41.5	Y	Mar-20	ER	26	28		Aug-19
Switzerland	0.936	175.9	76.6	Y	Mar-20	ER	21	22		Apr-06
Syrian Arab Republic 10/	700	120.9	31.2		Jul-19		20	21		Jun-12
Tajikistan	9.68	129.4	29.4	Y	Mar-20	FMR	20	21		Sep-19
Tanzania, United Rep. of /W40	2297.5	142.4	42.4	Y	Mar-20	PP	23	24	Y	Mar-20
Thailand /W40	31.67	144.2	44.2	Y	Mar-20	FMR	22	23		Jul-19
Timor-Leste /W40	1	146.4	48.2		Apr-18		15	16		Jul-11
Togo	579.672	142.1	42.1	Y	Mar-20	FMR	17	18		Jun-19
Tonga	2.262	132.6	32.6	Y	Mar-20	FMR	9	10		Jan-09
Trinidad and Tobago	6.701	143.4	43.4	Y	Mar-20	FMR	26	28		Oct-08
Tunisia	2.838	132.2	32.2	Y	Mar-20	FMR	16	17		Nov-19
Turkey, Ankara	6.178	119.2	19.2	Y	Mar-20	PP	17	18	Y	Mar-20
Turkey, Gebze 19/	6.178	125.3	25.3	Y	Mar-20	L	18	19	Y	Mar-20
Turkey, Istanbul 15/	6.178	125.3	25.3	Y	Mar-20	L	18	19	Y	Mar-20
Turkmenistan	3.5	157.9	57.9	Y	Mar-20	FMR	11	12		Oct-19
Tuvalu 11/	1.533	142.1	42.2	Y	Mar-20	FMR				
Uganda /W40	3706	124.6	24.6	Y	Mar-20	FMR	24	25		May-14
Ukraine	24.7	134.7	34.7	Y	Mar-20	FMR	16	17		Aug-19
United Arab Emirates	3.673	165.5	65.5	Y	Mar-20	FMR	32	34		Aug-11
United Kingdom	0.773	163.2	62.4	Y	Mar-20	ER	27	29		Feb-14
USA, El Paso 20/	1	144.6	44.0		Feb-20		12	13		Jul-19
USA, Miami 7/	1	143.5	42.8		Feb-20					
USA, New York	1	171.2	70.3		Feb-20		28	30		Apr-11
USA, San Diego 21/	1	163.8	62.9		Feb-20		27	29		Aug-19

VIII. CONSOLIDATED POST ADJUSTMENT CIRCULAR

Effective 1 March 2020 (Four Months Review)

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		
USA, San Francisco 8/	1	162.5	61.6		Feb-20					
USA, Seattle 18/	1	143.8	43.2		Feb-20		22	23		Aug-18
USA, Washington D.C.	1	151.1	50.4		Feb-20		27	29		Apr-11
Uruguay /W40	38.8	142.0	42.0	Y	Mar-20	FMR	25	27		Dec-19
Uzbekistan /W40	9525	130.6	30.6	Y	Mar-20	FMR	21	22		Oct-19
Vanuatu	115.54	140.7	41.4	Y	Mar-20	FMR	15	16		Aug-12
Venezuela /W40 10/	73351.03	82.3	67.0		Mar-18		27	29		Aug-12
Vietnam	23238	124.8	24.8	Y	Mar-20	FMR	21	22		Jul-17
West Bank & the Gaza Strip, The /W40 9/	3.451	162.1	62.1	Y	Mar-20	A	21	22		Sep-13
Yemen, Republic of 10/	579.09	116.7	26.6		Jul-19		12	13		Nov-10
Zambia	14.84	126.0	26.0	Y	Mar-20	FMR	23	24		Feb-20
Zimbabwe /W40 25/	17.338	128.9	31.1	Y	Mar-20	FMR	16	17		Dec-18

VIII. CONSOLIDATED POST ADJUSTMENT CIRCULAR

Effective 1 March 2020 (Four Months Review)

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)		

