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INTERNATIONAL CIVIL SERVICE COMMISSION

Consolidated Post Adjustment Circular

ICSC/CIRC/PAC/544

Approved by:
Larbi Djacta, Chairman

Date:
15 April 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 April 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 avril 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 April 2020

Duty station	Type of survey	Date of survey	Survey materials received
Bangladesh	Place-to-place	October 2019	December 2019
Gambia	Place-to-place	November 2019	November 2019
Kyrgyzstan	Place-to-place	October 2019	November 2019
Moldova	Place-to-place	December 2019	December 2019
Mozambique	Place-to-place	November 2019	December 2019
Nigeria	Place-to-place	October 2019	December 2019
Trinidad and Tobago	Place-to-place	September 2019	November 2019

V. Duty Stations with Personal Transitional Allowance (PTA)

2. 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 April 2020. Also shown is the corresponding date of the next revision of the PTA.

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

Duty Station	Applicable multiplier points	Date of next revision
Angola	9.1	September 2020
Qatar	11.1	August 2020
Russian Federation	3.0	August 2020
Zimbabwe	22.5	August 2020

VI. W40 Measure

3. The waiver of the 40 percent-of-rent limit on rental subsidies **is applicable** for **Moldova** and **Trinidad and Tobago** effective 1 April 2020.

VII. CONSOLIDATED POST ADJUSTMENT CIRCULAR

Effective 1 April 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	76.47	139.6	45.4		Nov-11		9	10		Jul-06
Albania	112.78	118.9	20.2		Mar-20		16	17		Feb-09
Algeria /W40	123.629	134.7	35.9		Mar-20		21	22		Nov-19
Angola /W40	539.572	141.0	50.5		Mar-20		18	19		Mar-20
Anguilla /W40 14/	2.7	150.8	51.0		Mar-20		23	24		Oct-17
Antigua and Barbuda /W40 14/	2.7	150.8	51.0		Mar-20		23	24		Oct-17
Argentina	64.457	137.2	38.5		Mar-20		26	28		Nov-18
Armenia	498.75	129.8	30.3		Mar-20		20	21		Nov-19
Aruba 12/	1.79	150.6	51.1		Mar-20		27	29		Nov-14
Australia	1.571	127.7	24.6	Y	Apr-20	ER	24	25		Oct-19
Austria	0.916	142.2	40.9	Y	Apr-20	ER	18	19		May-14
Azerbaijan	1.696	129.5	29.5		Mar-20		26	28		Feb-18
Bahamas	1	171.4	71.4		Mar-20		32	34		Apr-13
Bahrain	0.378	142.3	42.3		Mar-20		22	23		Aug-08
Bangladesh /W40	84.9375	139.9	39.9	Y	Apr-20	PP	16	17	Y	Apr-20
Barbados /W40	2	158.8	58.7		Mar-20		19	20		Sep-05
Belarus	2.596	131.6	36.0		Mar-20		18	19		Sep-19
Belgium	0.916	135.2	36.6	Y	Apr-20	ER	17	18		Feb-15
Belize	2	130.6	30.7		Mar-20		13	14		Sep-13
Benin /W40	601.134	126.9	32.4		Mar-20		14	15		Oct-16
Bermuda 16/	1	185.5	85.4		Mar-20		35	37		Dec-17
Bhutan /W40	75.57	125.6	27.3		Mar-20		10	11		Oct-09
Bolivia /W40	6.838	126.4	28.1		Mar-20		15	16		Oct-16
Bonaire /W40 14/	1	150.8	51.0		Mar-20		23	24		Oct-17
Bosnia and Herzegovina /W40	1.792	121.7	23.3		Mar-20		13	14		Jun-19
Botswana	11.919	121.8	25.3		Mar-20		19	20		Jun-19
Brazil /W40	5.162	123.0	29.9		Mar-20		23	24		Aug-18
British Virgin Islands /W40	1	147.0	51.0		Mar-20		22	23		Jun-19
Bulgaria	1.792	116.5	14.8	Y	Apr-20	ER	16	17		Feb-15
Burkina Faso /W40	601.134	128.8	31.5		Mar-20		12	13		Mar-09
Burundi	1882.618	125.8	31.2		Mar-20		12	13		Sep-19
Cambodia /W40	4050	129.6	29.3		Mar-20		21	22		Sep-18
Cameroon /W40	601.134	129.8	31.4		Mar-20		15	16		Jul-15
Canada, Montreal	1.397	137.6	35.2	Y	Apr-20	ER	17	18		May-17
Canada, Ottawa	1.397	146.6	44.0	Y	Apr-20	L	18	19		May-17
Canada, Toronto	1.397	153.9	51.2	Y	Apr-20	L	20	21		May-17
Cape Verde	101.049	124.0	26.0		Mar-20		16	17		Jul-11
Cayman Islands 17/	0.82	149.0	47.9		Mar-20		24	25		Dec-17

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Effective 1 April 2020

Country or area	Exchange rate	Post Adjustment (New York, November 1998 = 100)					Thresholds			
		Index	Multiplier	Change	Effective date	Reason for change	Rate		Change	Effective date
							With allowances	Without allowances		
Central African Rep. /W40	601.134	157.3	61.3		Mar-20		17	18		Nov-17
Chad /W40	601.134	152.5	53.9		Mar-20		16	17		Dec-19
Chile	847	128.6	30.6		Mar-20		19	20		Aug-19
China, Beijing /W40	7.1	158.8	58.7		Mar-20		23	24		Jan-18
China, Hong Kong (SAR)	7.755	216.9	115.8	Y	Apr-20	ER	19	20		Jun-12
China, Macao (SAR)	7.986	159.9	59.6		Mar-20		21	22		Jul-18
Colombia	4073	113.5	22.7		Mar-20		21	22		May-18
Comoros	450.85	139.6	41.4		Mar-20		14	15		Apr-19
Congo /W40	601.134	156.6	58.7		Mar-20		7	7		Sep-19
Congo, Dem. Rep. /W40	1672.859	153.7	53.8		Mar-20		25	27		Sep-19
Cook Islands 4/	1.644	146.7	48.9		Mar-20		22	23		Oct-19
Costa Rica	577.38	134.4	35.0		Mar-20		22	23		Oct-19
Cote d'Ivoire /W40	601.134	136.5	40.3		Mar-20		15	16		Dec-12
Croatia, Republic of	6.903	137.2	34.9	Y	Apr-20	ER	8	9		Aug-19
Cuba *	0.99	157.3	57.2		Mar-20		32	34		Oct-19
Cyprus	0.916	120.1	19.4	Y	Apr-20	ER	18	19		Jun-19
Czech Republic	24.74	134.7	30.6	Y	Apr-20	ER	21	22		Sep-06
Denmark	6.84	157.7	56.8	Y	Apr-20	ER	25	27		Jun-19
Djibouti /W40	177	147.8	47.7		Mar-20		16	17		Jan-15
Dominica /W40 14/	2.7	150.8	51.0		Mar-20		23	24		Oct-17
Dominican Republic	53.85	122.4	31.2		Mar-20		21	22		Sep-13
Ecuador	1	133.0	33.1		Mar-20		21	22		Sep-19
Egypt /W40	15.719	129.1	29.4		Mar-20		19	20		Jul-18
El Salvador	1	126.0	27.4		Jul-18		21	22		Nov-15
Equatorial Guinea	601.134	134.9	36.6		Mar-20		19	20		Aug-19
Eritrea	15	151.0	52.0		Jan-19		11	12		Dec-17
Estonia	0.916	129.8	32.3		Mar-20		18	19		Feb-01
Eswatini	18.093	107.9	17.4		Mar-20		11	12		Sep-03
Ethiopia /W40	32.704	140.5	40.9		Mar-20		20	21		Sep-18
Fiji /W40	2.31	130.3	34.0		Mar-20		20	21		Sep-11
Finland	0.916	136.7	35.5	Y	Apr-20	ER	20	21		Feb-15
France, Lyon and Elsewhere	0.916	141.9	40.4	Y	Apr-20	L	17	18		Jul-01
France, Paris	0.916	145.2	43.8	Y	Apr-20	ER	21	22		Jan-04
French Guiana	0.916	134.7	32.5	Y	Apr-20	ER				
Gabon /W40	601.134	154.1	57.0		Mar-20		18	19		Jun-19
Gambia	51.05	135.2	35.2	Y	Apr-20	PP	16	17	Y	Apr-20
Georgia, Republic of /W40	3.239	118.4	21.3		Mar-20		17	18		May-14
Germany, Berlin	0.916	134.8	33.5	Y	Apr-20	L	24	25		May-19

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							With allowances	Without allowances		
Germany, Bonn	0.916	129.4	28.1	Y	Apr-20	ER	20	21		May-19
Germany, Dresden	0.916	129.4	28.1	Y	Apr-20	A	19	20		May-19
Germany, Hamburg	0.916	136.3	35.0	Y	Apr-20	L	21	22		May-19
Germany, Munich	0.916	140.2	38.8	Y	Apr-20	L	20	21		May-19
Ghana /W40	5.695	142.1	43.2		Mar-20		26	28		Nov-19
Gibraltar 1/	0.8	159.0	57.5	Y	Apr-20	A				
Greece	0.916	123.9	22.6	Y	Apr-20	ER	17	18		May-19
Grenada /W40 14/	2.7	150.8	51.0		Mar-20		23	24		Oct-17
Guatemala /W40	7.714	133.1	34.5		Mar-20		16	17		Jan-09
Guinea	9325	142.0	41.6		Mar-20		20	21		Feb-18
Guinea Bissau	601.134	130.9	32.9		Mar-20		13	14		Nov-15
Guyana	207.9	134.3	34.6		Mar-20		19	20		May-18
Haiti	97.556	146.0	47.4		Mar-20		24	25		Aug-19
Honduras	24.683	133.2	33.3		Mar-20		23	24		Nov-19
Hungary	324.92	125.7	21.2	Y	Apr-20	ER	19	20		May-19
Iceland	140.58	125.4	20.7	Y	Apr-20	ER				
India /W40	75.57	129.9	32.9		Mar-20		22	23		Dec-19
Indonesia /W40	16325	128.0	34.0		Mar-20		24	25		Sep-11
Iran	144510	130.3	31.3		Mar-20		24	25		May-16
Iraq	1179	130.5	36.2		Nov-19		14	15		May-02
Ireland	0.916	145.9	42.4	Y	Apr-20	ER	24	25		May-98
Israel, Jerusalem /W40	3.571	159.8	62.1		Mar-20		25	27		Nov-19
Israel, Tel Aviv /W40 22/	3.571	168.8	71.2		Mar-20		25	27		Nov-19
Italy, Brindisi	0.916	123.3	22.8	Y	Apr-20	L	10	11		Nov-99
Italy, Rome	0.916	129.1	28.6	Y	Apr-20	ER	20	21		Jul-01
Jamaica /W40	133.4	147.0	46.0		Mar-20		24	25		Oct-17
Japan, Hiroshima	107.8	163.1	62.6	Y	Apr-20	L	13	14		Sep-19
Japan, Tokyo	107.8	187.1	86.5	Y	Apr-20	ER	22	23		Sep-19
Jordan /W40	0.708	144.4	44.5		Mar-20		20	21		Aug-17
Kazakhstan /W40	446.88	120.5	25.5		Mar-20		18	19		Sep-17
Kenya /W40	104.4	141.7	43.4		Mar-20		26	28		Feb-20
Kiribati	1.571	141.6	43.0		Mar-20		11	12		Jan-20
Korea, Dem. Peo. Of *	110.09	153.1	53.5		Mar-20		10	11		Sep-15
Korea, Republic of	1224.35	154.9	56.7		Mar-20		17	18		Nov-19
Kuwait /W40	0.312	138.3	39.6		Mar-20		20	21		Aug-17
Kyrgyzstan	79.5	129.5	29.5	Y	Apr-20	PP	15	16	Y	Apr-20
Lao Peo. Dem. Rep. /W40	8921	134.5	34.7		Mar-20		13	14		Oct-03
Latvia 23/	0.916	132.9	40.8		Mar-20		18	19		Nov-19

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Country or area	Exchange rate	Post Adjustment (New York, November 1998 = 100)					Thresholds			
		Index	Multiplier	Change	Effective date	Reason for change	Rate		Change	Effective date
							With allowances	Without allowances		
Lebanon /W40	1507.5	144.6	44.6		Nov-13		22	23		Sep-11
Lesotho /W40	18.093	123.7	27.1		Mar-20		14	15		Jan-11
Liberia	196.953	151.1	51.3		Mar-20		19	20		Jun-10
Libya	1.43	122.3	22.8		Mar-20		12	13		Nov-05
Lithuania	0.916	129.3	30.3		Mar-20		17	18		Dec-03
Luxembourg	0.916	143.5	42.5	Y	Apr-20	ER	17	18		Dec-17
Madagascar	3747.24	130.9	31.2		Mar-20		21	22		Dec-19
Malawi /W40	740	140.5	40.7		Mar-20		23	24		Nov-19
Malaysia /W40	4.32	141.5	43.1		Mar-20		19	20		Dec-19
Maldives	15	154.4	56.5		Mar-19		26	28		Jul-19
Mali /W40	601.134	127.2	28.9		Mar-20		12	13		Jul-15
Malta	0.916	128.2	27.2	Y	Apr-20	ER	14	15		Oct-06
Marshall Islands 2/	1	148.6	50.2		Mar-20		21	22		Jul-19
Mauritania /W40	37.14	132.1	32.1		Mar-20		12	13		May-18
Mauritius /W40	37.987	136.7	38.7		Mar-20		20	21		Jan-20
Mexico	24.51	130.1	38.0		Mar-20		21	22		Jul-19
Micronesia, Fed States of 2/	1	148.6	50.2		Mar-20		23	24		Feb-07
Moldova /W40	18.1	130.7	30.7	Y	Apr-20	PP	17	18	Y	Apr-20
Monaco 3/	0.916	145.2	43.8	Y	Apr-20	A	21	22		Jan-04
Mongolia	2741.19	135.5	35.7		Mar-20		21	22		Aug-19
Montenegro	0.916	121.5	22.9		Mar-20		16	17		Dec-19
Morocco /W40	10.046	125.7	27.9		Mar-20		19	20		Jan-19
Mozambique	65.2	135.7	40.5		Mar-20		27	29	Y	Apr-20
Myanmar /W40	1404	140.2	39.9		Mar-20		25	27		Dec-17
Namibia	18.093	116.4	19.9		Mar-20		23	24		Mar-17
Nepal /W40	119.56	126.4	27.6		Mar-20		12	13		Jan-14
Netherlands	0.916	139.0	38.7	Y	Apr-20	ER	24	25		Oct-19
New Caledonia	109.359	140.2	42.9		Mar-20		16	17		Sep-05
New Zealand	1.644	111.5	13.5		Mar-20		22	23		Oct-80
Nicaragua	33.77	128.3	28.6		Mar-20		21	22		May-18
Niger /W40	601.134	134.2	36.1		Mar-20		10	11		Mar-09
Nigeria /W40	385.33	141.3	41.3	Y	Apr-20	PP	21	22	Y	Apr-20
The Republic of North Macedonia	55.6	125.3	25.3		Mar-20		18	19		Jun-19
Norway	10.257	134.1	29.3	Y	Apr-20	ER	20	21		Jul-19
Oman	0.385	133.6	36.5		Feb-15		19	20		Feb-15
Pakistan	164.972	130.9	32.7		Mar-20		18	19		Jun-19
Palau, Republic of 4/	1	146.7	48.9		Mar-20					
Panama /W40	1	141.1	41.3		Mar-20		24	25		Aug-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		
Papua New Guinea /W40	3.425	171.7	74.1		Mar-20		30	32		Feb-18
Paraguay /W40	6584	122.7	23.1		Mar-20		13	14		Jan-09
Peru	3.41	136.2	37.2		Mar-20		21	22		Aug-17
Philippines /W40	50.9	144.1	44.3		Mar-20		22	23		Oct-18
Poland	4.132	116.8	12.9	Y	Apr-20	ER	20	21		May-19
Portugal, Guimaraes	0.916	104.3	3.6	Y	Apr-20	L				
Portugal, Lisbon	0.916	127.0	26.2	Y	Apr-20	ER	20	21		Jan-05
Puerto Rico 13/	1	122.4	31.2		Mar-20					
Qatar	3.671	156.1	59.5		Mar-20		28	30		Oct-19
Romania	4.372	114.6	13.0	Y	Apr-20	ER	22	23		May-19
Russian Federation /W40	79.839	134.3	45.7		Mar-20		18	19		Oct-19
Rwanda /W40	925	127.5	27.3		Mar-20		16	17		Apr-13
Saint Helena 5/	0.8	133.4	46.6		Mar-20					
St. Lucia	2.7	149.1	49.1		Mar-20		17	18		Oct-19
Samoa	2.779	139.3	42.1		Mar-20		15	16		Oct-17
Sao Tome and Principe /W40	22.721	136.3	37.0		Mar-20		15	16		Jun-19
Saudi Arabia /W40	3.759	148.0	49.9		Jul-18		21	22		Nov-17
Senegal /W40	601.134	130.2	34.9		Mar-20		17	18		Jul-15
Serbia	106.35	128.0	28.6		Mar-20		21	22		Jun-19
Seychelles	16.36	145.2	55.9		Mar-20		20	21		Jan-19
Sierra Leone /W40	9750	148.4	48.6		Mar-20		19	20		May-18
Singapore	1.416	173.7	74.9		Mar-20		23	24		Jul-19
Slovak Republic	0.916	123.0	22.1	Y	Apr-20	ER	16	17		Feb-12
Slovenia, Republic of 24/	0.916	131.5	31.4	Y	Apr-20	ER	14	15		Jan-20
Solomon Islands /W40	7.968	153.0	50.6		Mar-20		18	19		Dec-07
Somalia 6/	24300	141.1	42.1		Mar-20		15	16		Sep-99
South Africa /W40	18.093	122.0	27.4		Mar-20		19	20		Apr-17
South Sudan, Republic of /W40	161.684	159.6	61.5		Nov-19		14	15		Sep-17
Spain	0.916	127.3	26.5	Y	Apr-20	ER	19	20		Nov-08
Sri Lanka	187.31	132.4	33.7		Mar-20		26	28		Sep-17
St. Kitts and Nevis /W40 14/	2.7	150.8	51.0		Mar-20		23	24		Oct-17
St. Vincent and the Grenadines /W40 14/	2.7	150.8	51.0		Mar-20		23	24		Oct-17
Sudan /W40	55	145.4	46.3		Mar-20		22	23		Nov-19
Suriname	7.458	133.9	32.9		Mar-20		16	17		Oct-12
Sweden	9.978	137.9	35.3	Y	Apr-20	ER	26	28		Aug-19
Switzerland	0.967	171.8	71.5	Y	Apr-20	ER	21	22		Apr-06

VII. CONSOLIDATED POST ADJUSTMENT CIRCULAR

Effective 1 April 2020

Country or area	Exchange rate	Post Adjustment (New York, November 1998 = 100)					Thresholds			
		Index	Multiplier	Change	Effective date	Reason for change	Rate		Change	Effective date
							With allowances	Without allowances		
Syrian Arab Republic 10/	700	120.8	31.2		Jul-19		20	21		Jun-12
Tajikistan	10.2	128.2	29.4		Mar-20		20	21		Sep-19
Tanzania, United Rep. of /W40	2306.98	142.3	42.4		Mar-20		23	24		Mar-20
Thailand /W40	32.65	142.2	44.2		Mar-20		22	23		Jul-19
Timor-Leste /W40	1	146.2	48.2		Apr-18		15	16		Jul-11
Togo	601.134	139.9	42.1		Mar-20		17	18		Jun-19
Tonga	2.26	132.5	32.6		Mar-20		9	10		Jan-09
Trinidad and Tobago /W40	6.707	142.9	43.4		Mar-20		26	28		Oct-08
Tunisia	2.853	132.1	32.2		Mar-20		16	17		Nov-19
Turkey, Ankara	6.575	118.1	19.2		Mar-20		17	18		Mar-20
Turkey, Gebze 19/	6.575	124.1	25.3		Mar-20		18	19		Mar-20
Turkey, Istanbul 15/	6.575	124.1	25.3		Mar-20		18	19		Mar-20
Turkmenistan	3.5	158.0	57.9		Mar-20		11	12		Oct-19
Tuvalu 11/	1.571	140.2	42.2		Mar-20					
Uganda /W40	3840	123.5	24.6		Mar-20		24	25		May-14
Ukraine	28.5	128.6	34.7		Mar-20		16	17		Aug-19
United Arab Emirates	3.673	165.4	65.5		Mar-20		32	34		Aug-11
United Kingdom	0.8	159.0	57.5	Y	Apr-20	ER	27	29		Feb-14
USA, El Paso 20/	1	144.2	44.0		Feb-20		12	13		Jul-19
USA, Miami 7/	1	143.0	42.8		Feb-20					
USA, New York	1	170.7	70.3		Feb-20		28	30		Apr-11
USA, San Diego 21/	1	163.3	62.9		Feb-20		27	29		Aug-19
USA, San Francisco 8/	1	162.0	61.6		Feb-20					
USA, Seattle 18/	1	143.4	43.2		Feb-20		22	23		Aug-18
USA, Washington D.C.	1	150.6	50.4		Feb-20		27	29		Apr-11
Uruguay /W40	43.95	138.4	42.0		Mar-20		25	27		Dec-19
Uzbekistan /W40	9545	130.4	30.6		Mar-20		21	22		Oct-19
Vanuatu	123.69	136.7	41.4		Mar-20		15	16		Aug-12
Venezuela /W40 10/	100980.13	82.2	67.0		Mar-18		27	29		Aug-12
Vietnam	23633	124.2	24.8		Mar-20		21	22		Jul-17
West Bank & the Gaza Strip, The /W40 9/	3.571	159.8	62.1		Mar-20		21	22		Sep-13
Yemen, Republic of 10/	582	116.6	26.6		Jul-19		12	13		Nov-10
Zambia	17.95	121.0	26.0		Mar-20		23	24		Feb-20
Zimbabwe /W40 25/	25.392	126.5	31.1		Mar-20		16	17		Dec-18

VII. CONSOLIDATED POST ADJUSTMENT CIRCULAR

Effective 1 April 2020

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

NOTES:

W40	=	40 per cent of rent maximum subsidy limit has been waived
*	=	Post adjustment classification based on government housing
ER	=	Change in exchange rate
PP	=	Place-to-place survey
H	=	Housing survey
FMR	=	Four month review
FPR	=	Five percent rule
TMR	=	Twelve month rule
TPR	=	Ten point rule
OMR	=	One month rule
GCM	=	Gap closure measure
IM	=	Interim Multiplier
L	=	Linked through intercity coefficient
A	=	Assimilated to another duty station

- 1/ Same post adjustment classification as for London, United Kingdom.
- 2/ Average PAM of Fiji, Papua New Guinea, Samoa and Solomon Islands until results of a new P/P survey are implemented.
- 3/ Same post adjustment classification/rental threshold as for Paris, France.
- 4/ Average PAM of Indonesia, Papua New Guinea, Philippines, Solomon Islands and Vanuatu until results of a new P/P survey are implemented.
- 5/ London PAI x 0.8389 until results of a new P/P survey are implemented.
- 6/ Average PAM of Ethiopia and Kenya until results of a new P/P survey are implemented.
- 7/ Washington D.C. x 0.9497.
- 8/ New York PAI x 0.9491.
- 9/ Same post adjustment classification/rental threshold as for Israel.
- 10/ Multiplier maintained until a survey can be conducted.
- 11/ Average PAM of Fiji, Kiribati, Samoa, Solomon Islands and Vanuatu until results of a new P/P survey are implemented.
- 12/ Same post adjustment classification as for United States, Washington D.C.
- 13/ Same post adjustment classification as for Dominican Republic.
- 14/ Average PAM of Barbados and Trinidad & Tobago until results of a new P/P survey are implemented.
- 15/ Turkey, Ankara PAI x 1.051.
- 16/ Bahamas PAI x 1.082.
- 17/ Jamaica PAI x 1.013.
- 18/ Washington D.C. x 0.9522.
- 19/ Same post adjustment classification/rental threshold as for Istanbul Turkey.
- 20/ Washington D.C. x 0.9574.
- 21/ New York x 0.9567.
- 22/ Jerusalem x 1.0565
- 23/ Average PAM of Belarus and Russian Federation until results of a new P/P survey are implemented.
- 24/ Average PAM of Croatia and Hungary until results of a new P/P survey are implemented.
- 25/ Average PAM of Botswana, Mozambique and South Africa until results of a new P/P survey are implemented.

**VIII. 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)		