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INTERNATIONAL CIVIL SERVICE COMMISSION

Consolidated Post Adjustment Circular

ICSC/CIRC/PAC/529

Approved by:
Larbi Djacta, Chairman

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 January 2019**, 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 2019** 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 salary¹

1. The General Assembly by resolution A/RES/73/273 approved a revised base/floor salary scale for staff in the Professional and higher categories effective 1 January 2019. The revised scale has been implemented in conjunction with a consolidation of 1.83 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 1.83 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 1.83 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 2019

Duty station	Type of survey	Date of survey	Survey materials received
Argentina	Place-to-place	September 2018	October 2018
Belize	Place-to-place	August 2018	August 2018
Eritrea	Place-to-place	August 2018	September 2018
Korea, Republic of	Place-to-place	August 2018	September 2018
Morocco	Place-to-place	September 2018	October 2018
Seychelles	Place-to-place	July 2018	September 2018

3. The results of cost-of-living survey for Argentina is being implemented with retroactive effect to 1 November 2018. The revised post adjustment multipliers for **Argentina** are listed in Table 2 below.

Table 2: Revised post adjustment multipliers for Argentina from 1 November 2018

EFFECTIVE DATE	MULTIPLIER
November 2018	44.0
December 2018	44.0
January 2019	41.4

¹ See Annex I for the description of consolidation

VI. Gap Closure Measure

4. 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. This measure has been applicable for all cost-of-living surveys conducted under the 2010 round.

5. The Commission, at its eighty-fifth session, established a revised 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.

6. In accordance with the above-mentioned gap closure measure:
- a. The updated PAI derived from the survey (updated to the month of implementation), is augmented by **3 per cent** to derive a revised Post Adjustment multiplier (PAM) for the duty station;
 - b. The revised PAM is applicable to all Professional staff members in the duty station. Existing staff members, already at the duty station before the implementation date of the survey results, receive the revised PAM, plus a PTA;
 - c. The personal transitional allowance (PTA) is the difference between the revised and prevailing PAMs;
 - d. The PTA is paid in full for the first **6 months** after the implementation date; and adjusted downward by **3 per cent every 4 months**, until it is phased out;
 - e. During an adjustment month, the new PTA is calculated by taking the difference between the prevailing pay index and the pay index applicable to existing staff (that is, the prevailing pay index plus the existing PTA), reduced by **3 per cent**.

7. The table below shows the steps in the calculation of the PTA effective 1 January 2019 for **Eritrea** under the gap closure measure.

Table 3: Duty stations under gap closure measure based on cost-of-living surveys effective 1 January 2019

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)
Eritrea	58.9	158.9	149.3	153.8	53.8	5.1

VII. Duty Stations with Personal Transitional Allowance (PTA)

8. 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 5 per cent for surveys conducted in the 2010 round and 3 per cent for surveys conducted in the 2016 round, and then subtracting the prevailing pay index. Table 4 is a summary of all PTAs in effect as of 1 January 2019. Also shown is the corresponding date of the next revision of the PTA.

Table 4: Summary of personal transitional allowances (PTAs), as of 1 January 2019

Duty Station	Applicable multiplier points	Date of next revision
Angola*	10.6	February 2019
Eritrea	5.1	July 2019

* 2010 round of surveys

VIII. W40 Measure

9. The waiver of the 40 per cent of rent limit on rental subsidies **is no longer applicable** for **Seychelles** effective 1 January 2019.

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	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		

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

ANNEX I

ADJUSTMENT OF THE BASE/FLOOR SALARY SCALE FOR STAFF IN THE PROFESSIONAL AND HIGHER CATEGORIES (EFFECTIVE 1 JANUARY 2019)

1. Pursuant to the General Assembly resolution A/RES/73/273, the base/floor salary scale effective 1 January 2019 for staff in the Professional and higher categories is increased by 1.83 per cent at all grades and steps. This revised base/floor scale reflects a consolidation of 1.83 per cent of post adjustment into net base salary and has been implemented effective 1 January 2019.
2. In accordance with the established practice, the consolidation of 1.83 per cent has been implemented on a “no loss, no gain” basis. Consequently, the base/floor has been increased by 1.83 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 2019, 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 2019

DUTY STATION	PRE-CONSOLIDATION 1 January 2019	POST-CONSOLIDATION 1 January 2019
Afghanistan	49.9	47.2
Albania	23.6	21.4
Algeria	36.0	33.6
Angola	88.7	85.3
Anguilla	49.4	46.7
Antigua and Barbuda	49.4	46.7
Argentina	44.0	41.4
Armenia	23.4	21.2
Aruba	49.5	46.8
Australia	28.3	26.0
Austria	43.1	40.5
Azerbaijan	29.1	26.8
Bahamas	71.5	68.4
Bahrain	43.3	40.7
Bangladesh	34.8	32.4
Barbados	55.6	52.8
Belarus	34.4	32.0
Belgium	43.2	40.6
Belize	28.9	26.6
Benin	34.6	32.2
Bermuda	85.6	82.3
Bhutan	25.8	23.5
Bolivia	30.7	28.4
Bonaire	49.4	46.7
Bosnia and Herzegovina	19.7	17.5
Botswana	18.2	16.1
Brazil	35.6	33.2
British Virgin Islands	49.4	46.7
Bulgaria	20.1	17.9
Burkina Faso	33.7	31.3
Burundi	37.1	34.6
Cambodia	28.5	26.2
Cameroon	33.7	31.3
Canada, Montreal	36.6	34.1
Canada, Ottawa	45.5	42.9
Canada, Toronto	52.7	49.9
Cape Verde	29.9	27.6
Cayman Islands	49.2	46.5
Central African Rep.	66.4	63.4

DUTY STATION	PRE-CONSOLIDATION 1 January 2019	POST-CONSOLIDATION 1 January 2019
Chad	40.0	37.5
Chile	31.9	29.5
China, Beijing	62.0	59.1
China, Hong Kong (SAR)	106.8	103.1
China, Macao (SAR)	57.7	54.9
Colombia	27.4	25.1
Comoros	40.2	37.7
Congo	55.3	52.5
Congo, Dem. Rep.	44.1	41.5
Costa Rica	29.6	27.3
Cote d Ivoire	43.3	40.7
Croatia, Republic of	46.5	43.9
Cuba	39.6	37.1
Cyprus	17.6	15.5
Czech Republic	32.6	30.2
Denmark	52.9	50.2
Djibouti	48.0	45.3
Dominica	49.4	46.7
Dominican Republic	35.8	33.4
Ecuador	27.7	25.4
Egypt	26.2	23.9
El Salvador	31.3	28.9
Equatorial Guinea	34.5	32.1
Eritrea	56.6	53.8
Estonia	32.8	30.4
Eswatini	23.0	20.8
Ethiopia	42.5	39.9
Fiji	38.6	36.1
Finland	40.9	38.4
France, Lyon and Elsewhere	43.6	41.0
France, Paris	47.0	44.4
French Guiana	38.5	36.0
Gabon	51.2	48.5
Gambia	27.8	25.5
Georgia, Republic of	23.6	21.4
Germany, Berlin	33.4	31.0
Germany, Bonn	29.5	27.2
Germany, Dresden	29.5	27.2
Germany, Hamburg	31.4	29.1
Germany, Munich	37.2	34.7
Ghana	44.1	41.5
Gibraltar	59.3	56.4
Greece	23.1	20.9
Grenada	49.4	46.7
Guatemala	38.2	35.7
Guinea	36.6	34.1
Guinea Bissau	36.9	34.4
Guyana	36.8	34.3

DUTY STATION	PRE-CONSOLIDATION 1 January 2019	POST-CONSOLIDATION 1 January 2019
Haiti	37.9	35.4
Honduras	26.4	24.1
Hungary	19.7	17.5
Iceland	45.2	42.5
India /W40	28.7	26.4
Indonesia	33.7	31.3
Iran	32.2	29.8
Iraq	40.5	38.0
Ireland	37.5	35.0
Israel	51.9	49.2
Italy, Brindisi	30.9	28.5
Italy, Rome	37.1	34.6
Jamaica	47.2	44.6
Japan, Hiroshima	59.1	56.2
Japan, Tokyo	83.5	80.2
Jordan	48.0	45.3
Kazakhstan	29.7	27.4
Kenya	36.1	33.7
Kiribati	41.3	38.8
Korea, Dem. Peo. Of	40.9	38.4
Korea, Republic of	67.6	64.6
Kuwait	41.5	39.0
Kyrgyzstan	22.0	19.8
Lao Peo. Dem. Rep.	36.6	34.1
Latvia	39.1	36.6
Lebanon	49.1	46.4
Lesotho	21.4	19.2
Liberia	46.2	43.6
Libya	26.9	24.6
Lithuania	32.0	29.6
Luxembourg	44.2	41.6
Madagascar	32.8	30.4
Malawi	34.9	32.5
Malaysia	35.1	32.7
Maldives	60.9	58.0
Mali	32.3	29.9
Malta	33.7	31.3
Mauritania	26.1	23.8
Mauritius	29.0	26.7
Mexico	38.2	35.7
Micronesia, Fed States of	56.0	53.2
Moldova	29.3	27.0
Monaco	47.0	44.4
Mongolia	30.9	28.5
Montenegro	22.7	20.5
Morocco	27.8	25.5
Mozambique	46.4	43.8
Myanmar	43.4	40.8

DUTY STATION	PRE-CONSOLIDATION 1 January 2019	POST-CONSOLIDATION 1 January 2019
Namibia	23.5	21.3
Nepal	25.6	23.3
Netherlands	35.5	33.1
New Caledonia	46.9	44.3
New Zealand	15.4	13.3
Nicaragua	31.4	29.0
Niger	35.5	33.1
Nigeria	32.7	30.3
Norway	38.8	36.3
Oman	40.7	38.2
Pakistan	27.2	24.9
Palau, Republic of	53.5	50.7
Panama	44.9	42.3
Papua New Guinea	90.1	86.7
Paraguay	27.7	25.4
Peru	41.0	38.5
Philippines	42.3	39.7
Poland	15.9	13.8
Portugal, Guimaraes	6.3	4.3
Portugal, Lisbon	29.4	27.1
Puerto Rico	35.8	33.4
Qatar	81.1	77.8
Romania	2.1	0.3
Russian Federation	56.9	54.1
Rwanda	29.9	27.6
Saint Helena	44.5	41.9
Samoa	43.3	40.7
Sao Tome and Principe	38.3	35.8
Saudi Arabia	54.5	51.7
Senegal	39.3	36.8
Serbia	25.0	22.8
Seychelles	55.1	52.3
Sierra Leone	49.2	46.5
Singapore	74.0	70.9
Slovak Republic	23.3	21.1
Slovenia, Republic of	19.8	17.6
Solomon Islands	52.2	49.5
Somalia	39.3	36.8
South Africa	32.4	30.0
South Sudan, Republic of	55.6	52.8
Spain	30.1	27.8
Sri Lanka	33.8	31.4
St. Kitts and Nevis	49.4	46.7
St. Lucia	36.1	33.7
St. Vincent and the Grenadines	49.4	46.7
Sudan	32.9	30.5
Suriname	31.7	29.3
Sweden	33.2	30.8

DUTY STATION	PRE-CONSOLIDATION 1 January 2019	POST-CONSOLIDATION 1 January 2019
Switzerland	73.1	70.0
Syrian Arab Republic	35.2	32.8
Tajikistan	26.4	24.1
Tanzania, United Rep. of	38.7	36.2
Thailand	37.9	35.4
The former Yugoslav Republic of Macedonia	22.0	19.8
Timor-Leste	52.7	50.0
Togo	35.9	33.5
Tonga	33.8	31.4
Trinidad and Tobago	43.1	40.5
Tunisia	20.8	18.6
Turkey, Ankara	12.9	10.9
Turkey, Istanbul	21.7	19.5
Turkmenistan	40.1	37.6
Tuvalu	44.9	42.3
Uganda	25.6	23.3
Ukraine	22.0	19.8
United Arab Emirates	68.4	65.4
United Kingdom	59.3	56.4
USA, Miami	39.7	37.2
USA, New York	66.9	63.9
USA, San Francisco	58.4	55.6
USA, Seattle	40.1	37.6
USA, Washington D.C.	47.1	44.5
Uruguay	45.7	43.1
Uzbekistan	29.8	27.5
Vanuatu	49.3	46.6
Venezuela	72.1	69.0
Vietnam	24.9	22.7
West Bank & the Gaza Strip, The	51.9	49.2
Yemen, Republic of	30.4	28.1
Zambia	28.5	26.2
Zimbabwe	51.2	48.5