



INTERNATIONAL CIVIL SERVICE COMMISSION

Consolidated Post Adjustment Circular

ICSC/CIRC/PAC/539

Approved by:
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I.

INTRODUCTION

A consolidated schedule of post adjustment classifications and threshold figures used for calculating rental subsidies (or deductions) is attached.

Names of countries and areas, which appear in English alphabetical order, are indexed in French in the list attached to the schedule.

In cases where only one post adjustment classification is shown for a country, normally for the capital city, that classification will be applicable for all duty stations within the country.

This schedule is effective **1 November 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 novembre 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. 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 November 2019

Duty station	Type of survey	Date of survey	Survey materials received
Algeria	Place-to-place	April 2019	May 2019
Armenia	Place-to-place	June 2019	July 2019
Cambodia	Housing	May 2019	June 2019
China	Housing	August 2019	September 2019
Cote D'Ivoire	Housing	June 2019	August 2019
Dominican Republic	Housing	May 2019	June 2019
El Salvador	Housing	May 2019	July 2019
Eswatini	Housing	May 2019	June 2019
Ghana	Housing	May 2019	June 2019
Guatemala	Place-to-place	May 2019	May 2019
Honduras	Place-to-place	May 2019	June 2019
Indonesia	Housing	June 2019	July 2019
Israel	Place-to-place	June 2019	July 2019
Jordan	Housing	June 2019	July 2019
Korea, Republic of	Housing	July 2019	August 2019
Liberia	Place-to-place	May 2019	June 2019
Malawi	Place-to-place	May 2019	May 2019
Saudi Arabia	Housing	May 2019	July 2019
Solomon Islands	Housing	April 2019	August 2019
South Africa	Housing	January 2019	May 2019
Sudan	Place-to-place	May 2019	May 2019
Tunisia	Place-to-place	April 2019	May 2019

V. Interim PAC for Latvia

2. An interim post adjustment multiplier has been established for Latvia. The summary of the result, effective 1 November 2019, is shown in Table 2:

Table 2: Duty station with Interim Post Adjustment Classification

DUTY STATION	MULTIPLIER
Latvia	43.5

VI. Establishment of a separate PAC for Tel Aviv, Israel

3. Following the establishment of an intercity cost-of-living differential between Tel Aviv and Jerusalem, the applicable multiplier for Tel Aviv, effective 1 November 2019, is shown in Table 3:

Table 3: A separate Post Adjustment Classification for Tel Aviv, Israel

DUTY STATION	MULTIPLIER
Israel, Tel Aviv	67.4

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 4 is a summary of all PTAs in effect as of 1 November 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 November 2019

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

VIII. Interim Measure for Zimbabwe

5. Due to the continued deteriorating macro-economic conditions which made the conduct of a cost-of-living survey unfeasible, the post adjustment multiplier for **Zimbabwe** has been frozen at its June 2019 level (55.9) as an interim measure until January 2020, or as soon as a cost-of-living survey can be conducted. It should be noted that, in the absence of cost-of-living survey results, other exceptional measures may be considered.

IX. W40 Measure

6. The waiver of the 40 per cent of rent limit on rental subsidy **is no longer applicable** for **Honduras** and **Tunisia** effective 1 November 2019.

7. The waiver of the 40 per cent of rent limit on rental subsidy **is applicable** for **Indonesia** and **Israel, Tel Aviv** effective 1 November 2019.

X. Depreciation of the local currency

8. Due to a substantial depreciation of the local currency relative to the US dollar, the 10-point rule is applicable as a special measure for **Angola**. In accordance with this rule, the existing multiplier will be maintained for four months pending completion of a cost-of-living survey. It should be noted that, in the absence of cost-of-living survey results, the existing post adjustment multiplier would be reduced by 10 points, effective 1 March 2020.

XI. CONSOLIDATED POST ADJUSTMENT CIRCULAR

Effective 1 November 2019 (Four Months Review)

Country or area	Exchange rate	Post Adjustment (New York, May 1998 = 100)					Thresholds			
		Index	Multiplier	Change	Effective date	Reason for change	Rate		Change	Effective date
							With allowances	Without allowances		
Afghanistan	78.103	138.6	47.2		Nov-11		9	10		Jul-06
Albania	108.77	118.8	21.4	Y	Nov-19	FMR	16	17		Feb-09
Algeria /W40	119.74	135.0	35.0	Y	Nov-19	PP	21	22	Y	Nov-19
Angola	459.86	142.8	61.5		Jul-19		24	25		May-19
Anguilla /W40 14/	2.7	147.4	47.4	Y	Nov-19	FMR	23	24		Oct-17
Antigua and Barbuda /W40 14/	2.7	147.4	47.4	Y	Nov-19	FMR	23	24		Oct-17
Argentina	59.501	135.4	35.4	Y	Nov-19	FMR	26	28		Nov-18
Armenia	476.5	128.7	28.7	Y	Nov-19	PP	20	21	Y	Nov-19
Aruba 12/	1.79	149.8	49.8	Y	Nov-19	A	27	29		Nov-14
Australia	1.458	131.8	32.1	Y	Nov-19	ER	24	25		Oct-19
Austria	0.9	141.5	41.1	Y	Nov-19	ER	18	19		May-14
Azerbaijan	1.7001	128.0	28.2		Jul-19		26	28		Feb-18
Bahamas	1	170.2	70.2	Y	Nov-19	FMR	32	34		Apr-13
Bahrain	0.37701	140.3	40.7		Nov-18		22	23		Aug-08
Bangladesh /W40	84.775	134.8	34.8	Y	Nov-19	FMR	15	16		Sep-11
Barbados /W40	2	152.7	52.8		Jul-18		19	20		Sep-05
Belarus	2.0535	137.4	37.4	Y	Nov-19	FMR	18	19		Sep-19
Belgium	0.9	135.3	40.4	Y	Nov-19	ER	17	18		Feb-15
Belize	2	127.9	27.9	Y	Nov-19	FMR	13	14		Sep-13
Benin /W40	590.42	125.9	32.9	Y	Nov-19	FMR	14	15		Oct-16
Bermuda 16/	1	184.2	84.2	Y	Nov-19	L	35	37		Dec-17
Bhutan /W40	70.9	126.2	26.2	Y	Nov-19	FMR	10	11		Oct-09
Bolivia /W40	6.91	125.1	29.3		Mar-19		15	16		Oct-16
Bonaire /W40 14/	1	147.4	47.4	Y	Nov-19	FMR	23	24		Oct-17
Bosnia and Herzegovina /W40	1.76	121.1	21.2	Y	Nov-19	FMR	13	14		Jun-19
Botswana	10.9409	125.2	25.2	Y	Nov-19	FMR	19	20		Jun-19
Brazil /W40	4.023	131.8	36.3	Y	Nov-19	FMR	23	24		Aug-18
British Virgin Islands /W40	1	146.2	47.4	Y	Nov-19	FMR	22	23		Jun-19
Bulgaria	1.76	115.7	16.2	Y	Nov-19	ER	16	17		Feb-15
Burkina Faso /W40	590.42	128.8	32.1	Y	Nov-19	FMR	12	13		Mar-09
Burundi	1853.245	124.4	33.3	Y	Nov-19	FMR	12	13		Sep-19
Cambodia /W40	4063	128.5	28.5	Y	Nov-19	H	21	22		Sep-18
Cameroon /W40	590.42	129.1	30.1	Y	Nov-19	FMR	15	16		Jul-15
Canada, Montreal	1.313	143.4	40.2	Y	Nov-19	ER	17	18		May-17
Canada, Ottawa	1.313	152.7	49.4	Y	Nov-19	L	18	19		May-17
Canada, Toronto	1.313	160.3	56.8	Y	Nov-19	L	20	21		May-17
Cape Verde	99.248	123.9	26.4	Y	Nov-19	FMR	16	17		Jul-11

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							With allowances	Without allowances		
Cayman Islands 17/	0.82	145.6	45.6	Y	Nov-19	L	24	25		Dec-17
Central African Rep. /W40	590.42	157.4	62.3	Y	Nov-19	FMR	17	18		Nov-17
Chad /W40	590.42	140.1	40.1	Y	Nov-19	FMR	13	14		Jul-15
Chile	797	130.7	30.7	Y	Nov-19	FMR	19	20		Aug-19
China, Beijing /W40	7.059	156.0	57.0		Jul-19		23	24		Jan-18
China, Hong Kong (SAR)	7.841	210.2	107.2		Oct-19		19	20		Jun-12
China, Macao (SAR)	8.075	157.8	57.8	Y	Nov-19	FMR	21	22		Jul-18
Colombia	3391	120.2	25.9	Y	Nov-19	FMR	21	22		May-18
Comoros	442.815	139.2	39.2	Y	Nov-19	FMR	14	15		Apr-19
Congo /W40	590.42	156.2	56.2	Y	Nov-19	FMR	7	7		Sep-19
Congo, Dem. Rep. /W40	1654.808	152.8	52.8	Y	Nov-19	FMR	25	27		Sep-19
Cook Islands 4/	1.573	147.2	49.8	Y	Nov-19	FMR	22	23		Oct-19
Costa Rica	580.37	133.2	33.2	Y	Nov-19	FMR	22	23		Oct-19
Cote d Ivoire /W40	590.42	135.9	40.7		Jul-19		15	16		Dec-12
Croatia, Republic of	6.719	136.9	39.8	Y	Nov-19	ER	8	9		Aug-19
Cuba *	0.99	155.4	55.4	Y	Nov-19	FMR	32	34		Oct-19
Cyprus	0.9	120.8	18.5	Y	Nov-19	ER	18	19		Jun-19
Czech Republic	22.98	134.0	31.9	Y	Nov-19	ER	21	22		Sep-06
Denmark	6.725	158.3	57.0	Y	Nov-19	ER	25	27		Jun-19
Djibouti /W40	177	146.3	46.3	Y	Nov-19	FMR	16	17		Jan-15
Dominica /W40 14/	2.7	147.4	47.4	Y	Nov-19	FMR	23	24		Oct-17
Dominican Republic	53.005	121.7	32.9		Mar-19		21	22		Sep-13
Ecuador	1	132.4	32.4	Y	Nov-19	FMR	21	22		Sep-19
Egypt /W40	16.161	127.5	27.5	Y	Nov-19	FMR	19	20		Jul-18
El Salvador	1	125.1	28.9		Jul-18		21	22		Nov-15
Equatorial Guinea	590.42	134.7	34.7	Y	Nov-19	FMR	19	20		Aug-19
Eritrea	15	150.0	53.8		Jan-19		11	12		Dec-17
Estonia	0.9	130.2	30.2	Y	Nov-19	FMR	18	19		Feb-01
Eswatini	14.995	114.1	22.2		Jul-19		11	12		Sep-03
Ethiopia /W40	29.674	141.0	41.0	Y	Nov-19	FMR	20	21		Sep-18
Fiji /W40	2.17	132.6	34.2	Y	Nov-19	FMR	20	21		Sep-11
Finland	0.9	136.7	35.9	Y	Nov-19	ER	20	21		Feb-15
France, Lyon and Elsewhere	0.9	142.0	39.6	Y	Nov-19	L	17	18		Jul-01
France, Paris	0.9	145.4	42.9	Y	Nov-19	ER	21	22		Jan-04
French Guiana	0.9	133.6	32.6	Y	Nov-19	ER				
Gabon /W40	590.42	154.2	54.3	Y	Nov-19	FMR	18	19		Jun-19
Gambia	50.86	126.9	27.1	Y	Nov-19	FMR	14	15		May-18

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							With allowances	Without allowances		
Georgia, Republic of /W40	2.966	118.8	19.3	Y	Nov-19	FMR	17	18		May-14
Germany, Berlin	0.9	134.7	33.8	Y	Nov-19	L	24	25		May-19
Germany, Bonn	0.9	129.3	28.4	Y	Nov-19	ER	20	21		May-19
Germany, Dresden	0.9	129.3	28.4	Y	Nov-19	A	19	20		May-19
Germany, Hamburg	0.9	136.3	35.3	Y	Nov-19	L	21	22		May-19
Germany, Munich	0.9	140.1	39.2	Y	Nov-19	L	20	21		May-19
Ghana /W40	5.525	141.5	41.5	Y	Nov-19	H	26	28	Y	Nov-19
Gibraltar 1/	0.777	160.0	59.3	Y	Nov-19	A				
Greece	0.9	123.0	21.8	Y	Nov-19	ER	17	18		May-19
Grenada /W40 14/	2.7	147.4	47.4	Y	Nov-19	FMR	23	24		Oct-17
Guatemala /W40	7.7205	131.8	35.8		Mar-19		16	17		Jan-09
Guinea	9240	140.4	40.4	Y	Nov-19	FMR	20	21		Feb-18
Guinea Bissau	590.42	129.3	33.4	Y	Nov-19	FMR	13	14		Nov-15
Guyana	207.2	133.4	35.7		Jul-19		19	20		May-18
Haiti	91.524	145.4	45.4	Y	Nov-19	FMR	24	25		Aug-19
Honduras	24.707	131.7	31.7	Y	Nov-19	PP	23	24	Y	Nov-19
Hungary	296.57	128.6	25.2	Y	Nov-19	ER	19	20		May-19
Iceland	124.31	136.1	34.8	Y	Nov-19	ER				
India /W40	70.9	133.3	33.3	Y	Nov-19	FMR	24	25		Feb-18
Indonesia /W40	14031	132.5	32.5	Y	Nov-19	H	24	25		Sep-11
Iran	106483	131.6	31.6	Y	Nov-19	FMR	24	25		May-16
Iraq	1182	129.5	37.9	Y	Nov-19	FMR	14	15		May-02
Ireland	0.9	138.3	35.7	Y	Nov-19	ER	24	25		May-98
Israel, Jerusalem /W40	3.528	158.4	58.4	Y	Nov-19	PP	25	27	Y	Nov-19
Israel, Tel Aviv /W40 22/	3.528	167.4	67.4	Y	Nov-19	L	25	27	Y	Nov-19
Italy, Brindisi	0.9	123.6	25.0	Y	Nov-19	L	10	11		Nov-99
Italy, Rome	0.9	129.5	30.9	Y	Nov-19	ER	20	21		Jul-01
Jamaica /W40	138	143.8	43.8	Y	Nov-19	FMR	24	25		Oct-17
Japan, Hiroshima	108.85	160.1	58.7	Y	Nov-19	L	13	14		Sep-19
Japan, Tokyo	108.85	183.6	83.1	Y	Nov-19	ER	22	23		Sep-19
Jordan /W40	0.708	143.3	45.6		Mar-19		20	21		Aug-17
Kazakhstan /W40	388.43	123.2	25.6	Y	Nov-19	FMR	18	19		Sep-17
Kenya /W40	103.21	136.6	36.6	Y	Nov-19	FMR	21	22		Feb-19
Kiribati	1.458	138.9	38.9	Y	Nov-19	FMR	8	8		Dec-96
Korea, Dem. Peo. Of *	107.71	152.3	52.3		Jul-19		10	11		Sep-15
Korea, Republic of	1168.07	158.3	62.4		Jul-19		17	18	Y	Nov-19
Kuwait /W40	0.304	138.8	40.1		Jul-19		20	21		Aug-17

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Effective 1 November 2019 (Four Months Review)

Country or area	Exchange rate	Post Adjustment (New York, May 1998 = 100)					Thresholds			
		Index	Multiplier	Change	Effective date	Reason for change	Rate		Change	Effective date
							With allowances	Without allowances		
Kyrgyzstan	69.7	119.9	20.0		Mar-19		13	14		Dec-09
Lao Peo. Dem. Rep. /W40	8850	132.1	33.5	Y	Nov-19	FMR	13	14		Oct-03
Latvia 23/	0.9	141.1	43.5	Y	Nov-19	FMR	18	19	Y	Nov-19
Lebanon /W40	1513.78	140.5	46.4		Nov-13		22	23		Sep-11
Lesotho /W40	14.995	127.5	27.5	Y	Nov-19	FMR	14	15		Jan-11
Liberia	210.811	149.9	49.9	Y	Nov-19	PP	19	20		Jun-10
Libya	1.41	121.8	23.8	Y	Nov-19	FMR	12	13		Nov-05
Lithuania	0.9	128.4	28.8	Y	Nov-19	FMR	17	18		Dec-03
Luxembourg	0.9	142.9	42.7	Y	Nov-19	ER	17	18		Dec-17
Madagascar	3655.96	128.0	28.7	Y	Nov-19	FMR	20	21		Oct-18
Malawi /W40	734	138.5	38.5	Y	Nov-19	PP	23	24	Y	Nov-19
Malaysia /W40	4.1803	132.1	33.9	Y	Nov-19	FMR	17	18		Jul-19
Maldives	15	153.5	58.4		Mar-19		26	28		Jul-19
Mali /W40	590.42	127.2	30.0	Y	Nov-19	FMR	12	13		Jul-15
Malta	0.9	128.3	30.7	Y	Nov-19	ER	14	15		Oct-06
Marshall Islands 2/	1	148.6	50.5	Y	Nov-19	FMR	21	22		Jul-19
Mauritania /W40	36.93	131.0	31.0	Y	Nov-19	FMR	12	13		May-18
Mauritius /W40	36.6736	124.9	24.9	Y	Nov-19	FMR	11	12		Sep-13
Mexico	19.16	141.8	41.8	Y	Nov-19	FMR	21	22		Jul-19
Micronesia, Fed States of 2/	1	148.6	50.5	Y	Nov-19	FMR	23	24		Feb-07
Moldova	17.575	126.0	28.3	Y	Nov-19	FMR	15	16		Apr-16
Monaco 3/	0.9	145.4	42.9	Y	Nov-19	A	21	22		Jan-04
Mongolia	2667.76	135.6	35.6	Y	Nov-19	FMR	21	22		Aug-19
Montenegro	0.9	119.5	19.6	Y	Nov-19	FMR	20	21		Sep-18
Morocco /W40	9.6441	126.5	26.6	Y	Nov-19	FMR	19	20		Jan-19
Mozambique	61.55	136.5	43.3	Y	Nov-19	FMR	30	32		Apr-17
Myanmar /W40	1533	138.7	40.8		Nov-18		25	27		Dec-17
Namibia	14.995	121.0	21.0	Y	Nov-19	FMR	23	24		Mar-17
Nepal /W40	113.35	126.5	26.5	Y	Nov-19	FMR	12	13		Jan-14
Netherlands	0.9	140.0	39.9	Y	Nov-19	ER	24	25		Oct-19
New Caledonia	107.41	140.4	42.6	Y	Nov-19	FMR	16	17		Sep-05
New Zealand	1.573	112.4	12.4	Y	Nov-19	FMR	22	23		Oct-80
Nicaragua	33.76	127.2	29.6	Y	Nov-19	FMR	21	22		May-18
Niger /W40	590.42	134.3	34.3	Y	Nov-19	FMR	10	11		Mar-09
Nigeria /W40	361.75	137.1	37.1	Y	Nov-19	FMR	20	21		May-18
The Republic of North Macedonia	55.3796	124.5	24.5	Y	Nov-19	FMR	18	19		Jun-19
Norway	9.232	141.8	37.9	Y	Nov-19	ER	20	21		Jul-19

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Effective 1 November 2019 (Four Months Review)

Country or area	Exchange rate	Post Adjustment (New York, May 1998 = 100)					Thresholds			
		Index	Multiplier	Change	Effective date	Reason for change	Rate		Change	Effective date
							With allowances	Without allowances		
Oman	0.385	135.3	38.2		Feb-15		19	20		Feb-15
Pakistan	155.496	131.2	31.2	Y	Nov-19	FMR	18	19		Jun-19
Palau, Republic of 4/	1	147.2	49.8	Y	Nov-19	FMR				
Panama /W40	1	140.6	42.8		Mar-19		24	25		Aug-18
Papua New Guinea /W40	3.401	171.6	76.4	Y	Nov-19	FMR	30	32		Feb-18
Paraguay /W40	6453	122.2	23.8	Y	Nov-19	FMR	13	14		Jan-09
Peru	3.3468	135.8	39.7	Y	Nov-19	FMR	21	22		Aug-17
Philippines /W40	50.934	142.6	45.8	Y	Nov-19	FMR	22	23		Oct-18
Poland	3.8367	119.0	18.2	Y	Nov-19	ER	20	21		May-19
Portugal, Guimaraes	0.9	104.5	5.5	Y	Nov-19	L				
Portugal, Lisbon	0.9	127.3	28.5	Y	Nov-19	ER	20	21		Jan-05
Puerto Rico 13/	1	121.7	32.9		Mar-19	A				
Qatar	3.663	156.2	61.5		Oct-19		28	30		Oct-19
Romania	4.284	114.1	12.4	Y	Nov-19	ER	22	23		May-19
Russian Federation /W40	63.99	144.8	49.5	Y	Nov-19	FMR	18	19		Oct-19
Rwanda /W40	921.13	125.5	26.9	Y	Nov-19	FMR	16	17		Apr-13
Saint Helena 5/	0.777	134.2	49.7	Y	Nov-19	IM, FMR				
St. Lucia	2.7	147.9	47.9	Y	Nov-19	FMR	17	18		Oct-19
Samoa	2.63	141.4	41.4	Y	Nov-19	FMR	15	16		Oct-17
Sao Tome and Principe /W40	22.059	135.4	36.8	Y	Nov-19	FMR	15	16		Jun-19
Saudi Arabia /W40	3.75	147.2	51.7		Jul-18		21	22		Nov-17
Senegal /W40	590.42	129.6	35.3	Y	Nov-19	FMR	17	18		Jul-15
Serbia	105.797	127.2	27.8	Y	Nov-19	FMR	21	22		Jun-19
Seychelles	13.374	154.3	54.5	Y	Nov-19	FMR	20	21		Jan-19
Sierra Leone /W40	9513.26	147.1	47.1	Y	Nov-19	FMR	19	20		May-18
Singapore	1.363	175.3	75.3	Y	Nov-19	FMR	23	24		Jul-19
Slovak Republic	0.9	122.8	20.5	Y	Nov-19	ER	16	17		Feb-12
Slovenia, Republic of	0.9	117.1	15.4	Y	Nov-19	ER	21	22		Nov-03
Solomon Islands /W40	8.258	148.7	49.9		Jul-19		18	19		Dec-07
Somalia 6/	24300	138.8	38.8	Y	Nov-19	FMR	15	16		Sep-99
South Africa /W40	14.995	124.9	30.7		Jul-19		19	20		Apr-17
South Sudan, Republic of /W40	159.91	163.5	63.5	Y	Nov-19	FMR	14	15		Sep-17
Spain	0.9	127.0	26.3	Y	Nov-19	ER	19	20		Nov-08
Sri Lanka	181.45	132.1	32.1	Y	Nov-19	FMR	26	28		Sep-17
St. Kitts and Nevis /W40 14/	2.7	147.4	47.4	Y	Nov-19	FMR	23	24		Oct-17

XI. CONSOLIDATED POST ADJUSTMENT CIRCULAR

Effective 1 November 2019 (Four Months Review)

Country or area	Exchange rate	Post Adjustment (New York, May 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	147.4	47.4	Y	Nov-19	FMR	23	24		Oct-17
Sudan /W40	45	146.4	46.4	Y	Nov-19	PP	22	23	Y	Nov-19
Suriname	7.42	132.1	32.1		Oct-19		16	17		Oct-12
Sweden	9.724	138.2	37.6	Y	Nov-19	ER	26	28		Aug-19
Switzerland	0.992	167.1	68.7		Oct-19		21	22		Apr-06
Syrian Arab Republic 10/	434	136.4	32.8		Jul-19		20	21		Jun-12
Tajikistan	9.6967	127.6	27.6	Y	Nov-19	FMR	20	21		Sep-19
Tanzania, United Rep. of	2296.08	135.8	36.0		Jul-19		29	31		Jun-11
Thailand /W40	30.24	146.1	46.1	Y	Nov-19	FMR	22	23		Jul-19
Timor-Leste /W40	1	145.5	50.0		Apr-18		15	16		Jul-11
Togo	590.42	139.4	39.5	Y	Nov-19	FMR	17	18		Jun-19
Tonga	2.3057	131.2	32.1	Y	Nov-19	FMR	9	10		Jan-09
Trinidad and Tobago	6.7666	142.1	42.1	Y	Nov-19	FMR	26	28		Oct-08
Tunisia	2.8421	129.6	29.6	Y	Nov-19	PP	16	17	Y	Nov-19
Turkey, Ankara /W40	5.7339	110.1	14.7	Y	Nov-19	FMR	18	19		Mar-18
Turkey, Gebze /W40 19/	5.7339	118.7	23.7	Y	Nov-19	L	22	23		Jul-19
Turkey, Istanbul /W40 15/	5.7339	118.7	23.7	Y	Nov-19	L	22	23		Mar-14
Turkmenistan	3.5	155.7	55.7	Y	Nov-19	FMR	11	12		Oct-19
Tuvalu 11/	1.458	140.4	41.8	Y	Nov-19	FMR				
Uganda /W40	3711.2	125.0	25.0	Y	Nov-19	FMR	24	25		May-14
Ukraine	25.25	132.1	33.0	Y	Nov-19	FMR	16	17		Aug-19
United Arab Emirates	3.673	165.3	65.5		Mar-19		32	34		Aug-11
United Kingdom	0.777	160.0	59.3	Y	Nov-19	ER	27	29		Feb-14
USA, El Paso 20/	1	143.4	41.3		Jul-19		12	13		Jul-19
USA, Miami 7/	1	142.3	40.2		Feb-19					
USA, New York	1	169.8	67.5		Feb-19		28	30		Apr-11
USA, San Diego 21/	1	162.5	60.2		Aug-19		27	29		Aug-19
USA, San Francisco 8/	1	161.2	59.0		Feb-19					
USA, Seattle 18/	1	142.6	40.5		Feb-19		22	23		Aug-18
USA, Washington D.C.	1	149.8	47.6		Feb-19		27	29		Apr-11
Uruguay	37.5125	138.3	38.3	Y	Nov-19	FMR	24	25		Jan-18
Uzbekistan /W40	9460	130.5	30.5		Oct-19		21	22		Oct-19
Vanuatu	113.06	140.4	44.4	Y	Nov-19	A	15	16		Aug-12
Venezuela /W40 10/	26781.56	81.7	69.0		Mar-18		27	29		Aug-12
Vietnam	23202	123.4	23.4	Y	Nov-19	FMR	21	22		Jul-17
West Bank & the Gaza Strip, The /W40 9/	3.528	158.4	58.4	Y	Nov-19	A	21	22		Sep-13

XI. CONSOLIDATED POST ADJUSTMENT CIRCULAR

Effective 1 November 2019 (Four Months Review)

Country or area	Exchange rate	Post Adjustment (New York, May 1998 = 100)					Thresholds			
		Index	Multiplier	Change	Effective date	Reason for change	Rate		Change	Effective date
							With allowances	Without allowances		
Yemen, Republic of 10/	555.81	115.7	28.1		Jul-19		12	13		Nov-10
Zambia	13.2613	120.4	22.3	Y	Nov-19	FMR	21	22		Apr-06
Zimbabwe /W40	15.12	134.9	55.9		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.

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

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

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