



UNOPS



unrwa
الأونروا



INTERNATIONAL CIVIL SERVICE COMMISSION

Consolidated Post Adjustment Circular

ICSC/CIRC/PAC/540

Approved by:
Larbi Djacta, Chairman

Date:
13 December 2019

Copyright © United Nations 2019



WIPO



CONTENTS

- I. Introduction
- II. Description of data appearing in PAC circulars
- III. Nature des données figurant dans les circulaires PAC
- IV. Cost-of-living surveys
- V. Duty Stations with Personal Transitional Allowance (PTA)
- VI. W40 Measure
- VII. Consolidated post adjustment circular
- VIII. List of countries and areas in French and English

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 December 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 décembre 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 December 2019

Duty station	Type of survey	Date of survey	Survey materials received
Chad	Place-to-place	June 2019	August 2019
Eritrea	Place-to-place	July 2019	August 2019
India	Place-to-place	September 2019	September 2019
Lao People's Democratic Republic	Housing	June 2019	August 2019
Madagascar	Place-to-place	June 2019	September 2019
Malaysia	Place-to-place	October 2019	November 2019
Montenegro	Place-to-place	July 2019	August 2019
Oman	Housing	August 2019	September 2019
Uganda	Housing	July 2019	September 2019
Uruguay	Housing	August 2019	September 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 December 2019. Also shown is the corresponding date of the next revision of the PTA.

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

VI. W40 Measure

3. The waiver of the 40 per cent of rent limit on rental subsidy **is applicable** for **Uruguay** effective 1 December 2019.

VII. CONSOLIDATED POST ADJUSTMENT CIRCULAR

Effective 1 December 2019

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	78.25	138.5	47.2		Nov-11		9	10		Jul-06
Albania	109	118.6	21.4		Nov-19		16	17		Feb-09
Algeria /W40	119.725	135.0	35.0		Nov-19		21	22		Nov-19
Angola	462.309	142.5	61.5		Jul-19		24	25		May-19
Anguilla /W40 14/	2.7	148.7	47.4		Nov-19		23	24		Oct-17
Antigua and Barbuda /W40 14/	2.7	148.7	47.4		Nov-19		23	24		Oct-17
Argentina	59.862	135.0	35.4		Nov-19		26	28		Nov-18
Armenia	475.2	128.9	28.7		Nov-19		20	21		Nov-19
Aruba 12/	1.79	149.8	49.8		Nov-19		27	29		Nov-14
Australia	1.475	130.8	30.7	Y	Dec-19	ER	24	25		Oct-19
Austria	0.909	140.5	39.9	Y	Dec-19	ER	18	19		May-14
Azerbaijan	1.6942	128.1	28.2		Jul-19		26	28		Feb-18
Bahamas	1	170.3	70.2		Nov-19		32	34		Apr-13
Bahrain	0.377	140.5	40.7		Nov-18		22	23		Aug-08
Bangladesh /W40	84.85	134.7	34.8		Nov-19		15	16		Sep-11
Barbados /W40	2	155.0	52.8		Jul-18		19	20		Sep-05
Belarus	2.094	136.7	37.4		Nov-19		18	19		Sep-19
Belgium	0.909	135.3	39.2	Y	Dec-19	ER	17	18		Feb-15
Belize	2	127.9	27.9		Nov-19		13	14		Sep-13
Benin /W40	596.27	125.3	32.9		Nov-19		14	15		Oct-16
Bermuda 16/	1	184.3	84.2		Nov-19		35	37		Dec-17
Bhutan /W40	71.35	126.1	26.2		Nov-19		10	11		Oct-09
Bolivia /W40	6.86	125.3	29.3		Mar-19		15	16		Oct-16
Bonaire /W40 14/	1	148.7	47.4		Nov-19		23	24		Oct-17
Bosnia and Herzegovina /W40	1.778	120.6	21.2		Nov-19		13	14		Jun-19
Botswana	10.858	125.0	25.2		Nov-19		19	20		Jun-19
Brazil /W40	4.263	129.2	36.3		Nov-19		23	24		Aug-18
British Virgin Islands /W40	1	146.2	47.4		Nov-19		22	23		Jun-19
Bulgaria	1.778	115.4	15.2	Y	Dec-19	ER	16	17		Feb-15
Burkina Faso /W40	596.27	128.3	32.1		Nov-19		12	13		Mar-09
Burundi	1859.256	124.3	33.3		Nov-19		12	13		Sep-19
Cambodia /W40	4065	128.5	28.5		Nov-19		21	22		Sep-18
Cameroon /W40	596.27	128.7	30.1		Nov-19		15	16		Jul-15
Canada, Montreal	1.327	142.3	38.9	Y	Dec-19	ER	17	18		May-17
Canada, Ottawa	1.327	151.6	48.0	Y	Dec-19	L	18	19		May-17
Canada, Toronto	1.327	159.1	55.3	Y	Dec-19	L	20	21		May-17
Cape Verde	100.232	123.4	26.4		Nov-19		16	17		Jul-11

VII. CONSOLIDATED POST ADJUSTMENT CIRCULAR

Effective 1 December 2019

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		
Cayman Islands 17/	0.82	145.7	45.6		Nov-19		24	25		Dec-17
Central African Rep. /W40	596.27	157.0	62.3		Nov-19		17	18		Nov-17
Chad /W40	596.27	151.0	51.0	Y	Dec-19	PP	16	17	Y	Dec-19
Chile	811	129.6	30.7		Nov-19		19	20		Aug-19
China, Beijing /W40	7.029	156.3	57.0		Jul-19		23	24		Jan-18
China, Hong Kong (SAR)	7.828	210.8	107.5	Y	Dec-19	ER	19	20		Jun-12
China, Macao (SAR)	8.064	157.9	57.8		Nov-19		21	22		Jul-18
Colombia	3506	118.6	25.9		Nov-19		21	22		May-18
Comoros	447.203	138.8	39.2		Nov-19		14	15		Apr-19
Congo /W40	596.27	155.7	56.2		Nov-19		7	7		Sep-19
Congo, Dem. Rep. /W40	1659.665	152.8	52.8		Nov-19		25	27		Sep-19
Cook Islands 4/	1.557	147.3	49.8		Nov-19		22	23		Oct-19
Costa Rica	560.55	134.3	33.2		Nov-19		22	23		Oct-19
Cote d'Ivoire /W40	596.27	135.3	40.7		Jul-19		15	16		Dec-12
Croatia, Republic of	6.758	136.6	39.1	Y	Dec-19	ER	8	9		Aug-19
Cuba *	0.99	155.7	55.4		Nov-19		32	34		Oct-19
Cyprus	0.909	121.0	17.5	Y	Dec-19	ER	18	19		Jun-19
Czech Republic	23.19	133.3	30.8	Y	Dec-19	ER	21	22		Sep-06
Denmark	6.791	157.3	55.6	Y	Dec-19	ER	25	27		Jun-19
Djibouti /W40	177	146.3	46.3		Nov-19		16	17		Jan-15
Dominica /W40 14/	2.7	148.7	47.4		Nov-19		23	24		Oct-17
Dominican Republic	52.462	122.0	32.9		Mar-19		21	22		Sep-13
Ecuador	1	132.4	32.4		Nov-19		21	22		Sep-19
Egypt /W40	16.127	127.6	27.5		Nov-19		19	20		Jul-18
El Salvador	1	125.1	28.9		Jul-18		21	22		Nov-15
Equatorial Guinea	596.27	134.2	34.7		Nov-19		19	20		Aug-19
Eritrea	15	150.1	53.8		Jan-19		11	12		Dec-17
Estonia	0.909	129.9	30.2		Nov-19		18	19		Feb-01
Eswatini	14.743	114.9	22.2		Jul-19		11	12		Sep-03
Ethiopia /W40	30.237	140.6	41.0		Nov-19		20	21		Sep-18
Fiji /W40	2.17	132.6	34.2		Nov-19		20	21		Sep-11
Finland	0.909	136.1	34.7	Y	Dec-19	ER	20	21		Feb-15
France, Lyon and Elsewhere	0.909	141.5	38.4	Y	Dec-19	L	17	18		Jul-01
France, Paris	0.909	144.8	41.7	Y	Dec-19	ER	21	22		Jan-04
French Guiana	0.909	132.9	31.5	Y	Dec-19	ER				
Gabon /W40	596.27	153.4	54.3		Nov-19		18	19		Jun-19
Gambia	51.3	126.7	27.1		Nov-19		14	15		May-18

VII. CONSOLIDATED POST ADJUSTMENT CIRCULAR

Effective 1 December 2019

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		
Georgia, Republic of /W40	2.975	118.6	19.3		Nov-19		17	18		May-14
Germany, Berlin	0.909	134.0	32.7	Y	Dec-19	L	24	25		May-19
Germany, Bonn	0.909	128.6	27.3	Y	Dec-19	ER	20	21		May-19
Germany, Dresden	0.909	128.6	27.3	Y	Dec-19	A	19	20		May-19
Germany, Hamburg	0.909	135.5	34.2	Y	Dec-19	L	21	22		May-19
Germany, Munich	0.909	139.3	38.0	Y	Dec-19	L	20	21		May-19
Ghana /W40	5.5543	141.3	41.5		Nov-19		26	28		Nov-19
Gibraltar 1/	0.777	160.4	59.3		Nov-19					
Greece	0.909	122.0	20.8	Y	Dec-19	ER	17	18		May-19
Grenada /W40 14/	2.7	148.7	47.4		Nov-19		23	24		Oct-17
Guatemala /W40	7.702	131.9	35.8		Mar-19		16	17		Jan-09
Guinea	9280	140.2	40.4		Nov-19		20	21		Feb-18
Guinea Bissau	596.27	128.8	33.4		Nov-19		13	14		Nov-15
Guyana	207.2	133.5	35.7		Jul-19		19	20		May-18
Haiti	91.806	146.7	45.4		Nov-19		24	25		Aug-19
Honduras	24.6373	131.9	31.7		Nov-19		23	24		Nov-19
Hungary	305.4	127.1	22.1	Y	Dec-19	ER	19	20		May-19
Iceland	122.63	136.9	36.4	Y	Dec-19	ER				
India /W40	71.35	131.4	33.3		Nov-19		22	23	Y	Dec-19
Indonesia /W40	14090	132.3	32.5		Nov-19		24	25		Sep-11
Iran	107592	131.5	31.6		Nov-19		24	25		May-16
Iraq	1182	129.4	37.9		Nov-19		14	15		May-02
Ireland	0.909	137.6	34.6	Y	Dec-19	ER	24	25		May-98
Israel, Jerusalem /W40	3.47	160.2	58.4		Nov-19		25	27		Nov-19
Israel, Tel Aviv /W40 22/	3.47	169.3	67.4		Nov-19		25	27		Nov-19
Italy, Brindisi	0.909	123.2	23.8	Y	Dec-19	L	10	11		Nov-99
Italy, Rome	0.909	129.1	29.7	Y	Dec-19	ER	20	21		Jul-01
Jamaica /W40	137.601	143.8	43.8		Nov-19		24	25		Oct-17
Japan, Hiroshima	109.27	159.9	58.1	Y	Dec-19	L	13	14		Sep-19
Japan, Tokyo	109.27	183.4	82.4	Y	Dec-19	ER	22	23		Sep-19
Jordan /W40	0.708	143.3	45.6		Mar-19		20	21		Aug-17
Kazakhstan /W40	386.26	123.3	25.6		Nov-19		18	19		Sep-17
Kenya /W40	102.49	137.0	36.6		Nov-19		21	22		Feb-19
Kiribati	1.475	138.4	38.9		Nov-19		8	8		Dec-96
Korea, Dem. Peo. Of *	108.1	152.2	52.3		Jul-19		10	11		Sep-15
Korea, Republic of	1176.97	157.6	62.4		Jul-19		17	18		Nov-19
Kuwait /W40	0.3038	138.8	40.1		Jul-19		20	21		Aug-17

VII. CONSOLIDATED POST ADJUSTMENT CIRCULAR

Effective 1 December 2019

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	69.8	119.8	20.0		Mar-19		13	14		Dec-09
Lao Peo. Dem. Rep. /W40	8841	133.6	33.6	Y	Dec-19	H	13	14		Oct-03
Latvia 23/	0.9	140.7	43.5		Nov-19		18	19		Nov-19
Lebanon /W40	1503.99	140.6	46.4		Nov-13		22	23		Sep-11
Lesotho /W40	14.743	128.1	27.5		Nov-19		14	15		Jan-11
Liberia	191.677	150.0	49.9		Nov-19		19	20		Jun-10
Libya	1.41	121.7	23.8		Nov-19		12	13		Nov-05
Lithuania	0.909	127.9	28.8		Nov-19		17	18		Dec-03
Luxembourg	0.909	143.1	41.5	Y	Dec-19	ER	17	18		Dec-17
Madagascar	3608.09	130.5	30.5	Y	Dec-19	PP	21	22	Y	Dec-19
Malawi /W40	734	138.6	38.5		Nov-19		23	24		Nov-19
Malaysia /W40	4.17	141.9	41.9	Y	Dec-19	PP	19	20	Y	Dec-19
Maldives	15	153.4	58.4		Mar-19		26	28		Jul-19
Mali /W40	596.27	126.9	30.0		Nov-19		12	13		Jul-15
Malta	0.909	127.8	29.5	Y	Dec-19	ER	14	15		Oct-06
Marshall Islands 2/	1	148.7	50.5		Nov-19		21	22		Jul-19
Mauritania /W40	37.02	131.0	31.0		Nov-19		12	13		May-18
Mauritius /W40	35.288	127.1	24.9		Nov-19		11	12		Sep-13
Mexico	19.56	140.5	41.8		Nov-19		21	22		Jul-19
Micronesia, Fed States of 2/	1	148.7	50.5		Nov-19		23	24		Feb-07
Moldova	17.28	126.6	28.3		Nov-19		15	16		Apr-16
Monaco 3/	0.909	144.8	41.7	Y	Dec-19	A	21	22		Jan-04
Mongolia	2671.03	135.5	35.6		Nov-19		21	22		Aug-19
Montenegro	0.909	120.8	20.8	Y	Dec-19	PP	16	17	Y	Dec-19
Morocco /W40	9.6485	126.5	26.6		Nov-19		19	20		Jan-19
Mozambique	61.55	136.5	43.3		Nov-19		30	32		Apr-17
Myanmar /W40	1515	139.0	40.8		Nov-18		25	27		Dec-17
Namibia	14.743	121.5	21.0		Nov-19		23	24		Mar-17
Nepal /W40	114.05	126.4	26.5		Nov-19		12	13		Jan-14
Netherlands	0.909	139.7	38.7	Y	Dec-19	ER	24	25		Oct-19
New Caledonia	108.474	139.6	42.6		Nov-19		16	17		Sep-05
New Zealand	1.557	112.9	12.4		Nov-19		22	23		Oct-80
Nicaragua	33.58	127.3	29.6		Nov-19		21	22		May-18
Niger /W40	596.27	133.7	34.3		Nov-19		10	11		Mar-09
Nigeria /W40	361.23	137.2	37.1		Nov-19		20	21		May-18
The Republic of North Macedonia	55.738	124.2	24.5		Nov-19		18	19		Jun-19
Norway	9.175	141.9	38.6	Y	Dec-19	ER	20	21		Jul-19

VII. CONSOLIDATED POST ADJUSTMENT CIRCULAR

Effective 1 December 2019

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	132.9	38.2		Feb-15		19	20		Feb-15
Pakistan	155.286	131.6	31.2		Nov-19		18	19		Jun-19
Palau, Republic of 4/	1	147.3	49.8		Nov-19					
Panama /W40	1	140.6	42.8		Mar-19		24	25		Aug-18
Papua New Guinea /W40	3.401	171.6	76.4		Nov-19		30	32		Feb-18
Paraguay /W40	6461	122.1	23.8		Nov-19		13	14		Jan-09
Peru	3.394	135.2	39.7		Nov-19		21	22		Aug-17
Philippines /W40	50.838	142.8	45.8		Nov-19		22	23		Oct-18
Poland	3.915	118.2	16.2	Y	Dec-19	ER	20	21		May-19
Portugal, Guimaraes	0.909	103.8	4.6	Y	Dec-19	L				
Portugal, Lisbon	0.909	126.4	27.4	Y	Dec-19	ER	20	21		Jan-05
Puerto Rico 13/	1	122.0	32.9		Mar-19					
Qatar	3.663	156.2	61.5		Oct-19		28	30		Oct-19
Romania	4.358	113.3	10.8	Y	Dec-19	ER	22	23		May-19
Russian Federation /W40	64.03	144.8	49.5		Nov-19		18	19		Oct-19
Rwanda /W40	930	125.2	26.9		Nov-19		16	17		Apr-13
Saint Helena 5/	0.777	134.6	49.7		Nov-19					
St. Lucia	2.7	148.0	47.9		Nov-19		17	18		Oct-19
Samoa	2.645	141.1	41.4		Nov-19		15	16		Oct-17
Sao Tome and Principe /W40	22.156	135.2	36.8		Nov-19		15	16		Jun-19
Saudi Arabia /W40	3.75	147.2	51.7		Jul-18		21	22		Nov-17
Senegal /W40	596.27	129.8	35.3		Nov-19		17	18		Jul-15
Serbia	106.799	126.7	27.8		Nov-19		21	22		Jun-19
Seychelles	12.7926	156.8	54.5		Nov-19		20	21		Jan-19
Sierra Leone /W40	9580	147.0	47.1		Nov-19		19	20		May-18
Singapore	1.366	175.2	75.3		Nov-19		23	24		Jul-19
Slovak Republic	0.909	122.2	19.4	Y	Dec-19	ER	16	17		Feb-12
Slovenia, Republic of	0.909	116.6	14.4	Y	Dec-19	ER	21	22		Nov-03
Solomon Islands /W40	8.163	149.5	49.9		Jul-19		18	19		Dec-07
Somalia 6/	24300	138.8	38.8		Nov-19		15	16		Sep-99
South Africa /W40	14.743	125.3	30.7		Jul-19		19	20		Apr-17
South Sudan, Republic of /W40	159.973	164.8	63.5		Nov-19		14	15		Sep-17
Spain	0.909	126.1	25.2	Y	Dec-19	ER	19	20		Nov-08
Sri Lanka	180.81	132.3	32.1		Nov-19		26	28		Sep-17
St. Kitts and Nevis /W40 14/	2.7	148.7	47.4		Nov-19		23	24		Oct-17

VII. CONSOLIDATED POST ADJUSTMENT CIRCULAR

Effective 1 December 2019

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	148.7	47.4		Nov-19		23	24		Oct-17
Sudan /W40	45	146.6	46.4		Nov-19		22	23		Nov-19
Suriname	7.48	131.7	32.1		Oct-19		16	17		Oct-12
Sweden	9.591	139.1	39.3	Y	Dec-19	ER	26	28		Aug-19
Switzerland	0.999	166.2	67.6	Y	Dec-19	ER	21	22		Apr-06
Syrian Arab Republic 10/	700	120.4	32.8		Jul-19		20	21		Jun-12
Tajikistan	9.694	127.6	27.6		Nov-19		20	21		Sep-19
Tanzania, United Rep. of	2286.56	135.9	36.0		Jul-19		29	31		Jun-11
Thailand /W40	30.23	146.1	46.1		Nov-19		22	23		Jul-19
Timor-Leste /W40	1	145.5	50.0		Apr-18		15	16		Jul-11
Togo	596.27	138.8	39.5		Nov-19		17	18		Jun-19
Tonga	2.26	131.9	32.1		Nov-19		9	10		Jan-09
Trinidad and Tobago	6.712	142.3	42.1		Nov-19		26	28		Oct-08
Tunisia	2.851	130.3	29.6		Nov-19		16	17		Nov-19
Turkey, Ankara /W40	5.779	110.1	14.7		Nov-19		18	19		Mar-18
Turkey, Gebze /W40 19/	5.779	118.7	23.7		Nov-19		22	23		Jul-19
Turkey, Istanbul /W40 15/	5.779	118.7	23.7		Nov-19		22	23		Mar-14
Turkmenistan	3.5	155.9	55.7		Nov-19		11	12		Oct-19
Tuvalu 11/	1.475	140.3	41.8		Nov-19					
Uganda /W40	3694.5	123.5	25.0		Nov-19		24	25		May-14
Ukraine	24.77	133.0	33.0		Nov-19		16	17		Aug-19
United Arab Emirates	3.673	165.3	65.5		Mar-19		32	34		Aug-11
United Kingdom	0.777	160.4	59.3		Nov-19		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	162.4	60.2		Aug-19		27	29		Aug-19
USA, San Francisco 8/	1	161.1	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 /W40	37.955	140.9	40.9	Y	Dec-19	H	25	27	Y	Dec-19
Uzbekistan /W40	9491	130.4	30.5		Oct-19		21	22		Oct-19
Vanuatu	113.65	140.1	44.4		Nov-19		15	16		Aug-12
Venezuela /W40 10/	44610.46	81.7	69.0		Mar-18		27	29		Aug-12
Vietnam	23198	123.4	23.4		Nov-19		21	22		Jul-17
West Bank & the Gaza Strip, The /W40 9/	3.47	160.2	58.4		Nov-19		21	22		Sep-13

VII. CONSOLIDATED POST ADJUSTMENT CIRCULAR

Effective 1 December 2019

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/	559.69	115.7	28.1		Jul-19		12	13		Nov-10
Zambia	14.6	117.7	22.3		Nov-19		21	22		Apr-06
Zimbabwe /W40	15.68	133.2	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.

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)		