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# INTERNATIONAL CIVIL SERVICE COMMISSION

## Consolidated Post Adjustment Circular

ICSC/CIRC/PAC/545

Approved by:  
Larbi Djacta, Chairman

Date:  
15 May 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 May 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 mai 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. Special measures to mitigate the negative impact of the COVID-19 global pandemic on post adjustment classifications of group II duty stations**

1. Given the extraordinary circumstances being experienced by United Nations common system staff in Professional and higher categories serving around the world due to the impact of the COVID-19 pandemic, the ICSC Chair, under his delegated authority, has decided to approve the promulgation of some special measures for group II duty stations, designed to ensure that there is no reduction in net take-home pay (NTP) until further notice. See document ICSC/CIRC/GEN/05/2020 for details.

**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 May 2020

<b>Duty station</b>	<b>Type of survey</b>	<b>Date of survey</b>	<b>Survey materials received</b>
Guyana	Place-to-place	December 2019	January 2020
Kazakhstan	Place-to-place	November 2019	December 2019

**VI. Duty Stations with Personal Transitional Allowance (PTA)**

3. Under the existing operational rules, 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 May 2020. Also shown is the corresponding initial date of the next revision of the PTA before the special measures came to force as explained in para.4.

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

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

4. In line with the special measures to mitigate the negative impact of COVID-19 pandemic on post adjustment classifications of group II duty stations, the PTA revision cycle is frozen as of 1 April 2020 and there will be no further downward adjustment of the PTA for the above four duty stations. The existing PTA will be applied to all staff (not just staff on post before the date of implementation of the survey results) and the revision cycle will resume its regular course upon the lifting of the special measures.

## VII. W40 Measure

5. The waiver of the 40 per cent of rent limit on rental subsidies is **no longer applicable** for **Kazakhstan** effective 1 May 2020.

VIII. CONSOLIDATED POST ADJUSTMENT CIRCULAR

Effective 1 May 2020

(last updated 15 May 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	75.85	139.4	45.4		Nov-11		9	10		Jul-06
Albania	112.41	118.8	20.2		Mar-20		16	17		Feb-09
Algeria /W40	127.834	133.4	35.9		Mar-20		21	22		Nov-19
Angola /W40	578.459	138.2	50.5		Mar-20		18	19		Mar-20
Anguilla /W40 14/	2.7	151.0	51.0		Mar-20		23	24		Oct-17
Antigua and Barbuda /W40 14/	2.7	151.0	51.0		Mar-20		23	24		Oct-17
Argentina	66.685	135.9	38.5		Mar-20		26	28		Nov-18
Armenia	478.83	130.7	30.3		Mar-20		20	21		Nov-19
Aruba 12/	1.79	151.1	51.1		Mar-20		27	29		Nov-14
Australia	1.532	129.5	27.4	Y	May-20	ER	24	25		Oct-19
Austria	0.921	141.2	40.2	Y	May-20	ER	18	19		May-14
Azerbaijan	1.694	129.4	29.5		Mar-20		26	28		Feb-18
Bahamas	1	171.3	71.4		Mar-20		32	34		Apr-13
Bahrain	0.378	142.4	42.3		Mar-20		22	23		Aug-08
Bangladesh /W40	84.9	139.8	39.9		Apr-20		16	17		Apr-20
Barbados /W40	2	159.2	58.7		Mar-20		19	20		Sep-05
Belarus	2.431	133.4	36.0		Mar-20		18	19		Sep-19
Belgium	0.921	133.9	36.0	Y	May-20	ER	17	18		Feb-15
Belize	2	130.5	30.7		Mar-20		13	14		Sep-13
Benin /W40	604.346	126.4	32.4		Mar-20		14	15		Oct-16
Bermuda 16/	1	185.4	85.4		Mar-20		35	37		Dec-17
Bhutan /W40	75.67	125.5	27.3		Mar-20		10	11		Oct-09
Bolivia /W40	6.847	126.3	28.1		Mar-20		15	16		Oct-16
Bonaire /W40 14/	1	151.0	51.0		Mar-20		23	24		Oct-17
Bosnia and Herzegovina /W40	1.802	121.4	23.3		Mar-20		13	14		Jun-19
Botswana	12.048	121.2	25.3		Mar-20		19	20		Jun-19
Brazil /W40	5.391	121.2	29.9		Mar-20		23	24		Aug-18
British Virgin Islands /W40	1	146.9	51.0		Mar-20		22	23		Jun-19
Bulgaria	1.802	116.2	14.3	Y	May-20	ER	16	17		Feb-15
Burkina Faso /W40	604.346	128.4	31.5		Mar-20		12	13		Mar-09
Burundi	1888.322	125.7	31.2		Mar-20		12	13		Sep-19
Cambodia /W40	4080	129.1	29.3		Mar-20		21	22		Sep-18
Cameroon /W40	604.346	129.4	31.4		Mar-20		15	16		Jul-15
Canada, Montreal	1.393	137.7	35.5	Y	May-20	ER	17	18		May-17
Canada, Ottawa	1.393	146.7	44.4	Y	May-20	L	18	19		May-17
Canada, Toronto	1.393	153.9	51.5	Y	May-20	L	20	21		May-17
Cape Verde	101.589	123.6	26.0		Mar-20		16	17		Jul-11
Cayman Islands 17/	0.82	146.5	47.9		Mar-20		24	25		Dec-17



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Effective 1 May 2020

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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		
Central African Rep. /W40	604.346	157.0	61.3		Mar-20		17	18		Nov-17
Chad /W40	604.346	152.3	53.9		Mar-20		16	17		Dec-19
Chile	835	129.2	30.6		Mar-20		19	20		Aug-19
China, Beijing /W40	7.076	159.0	58.7		Mar-20		23	24		Jan-18
China, Hong Kong (SAR)	7.751	217.3	115.9	Y	May-20	ER	19	20		Jun-12
China, Macao (SAR)	7.983	159.8	59.6		Mar-20		21	22		Jul-18
Colombia	3994	114.2	22.7		Mar-20		21	22		May-18
Comoros	453.259	139.2	41.4		Mar-20		14	15		Apr-19
Congo /W40	604.346	156.2	58.7		Mar-20		7	7		Sep-19
Congo, Dem. Rep. /W40	1690.976	153.5	53.8		Mar-20		25	27		Sep-19
Cook Islands 4/	1.64	147.7	48.9		Mar-20		22	23		Oct-19
Costa Rica	562.98	135.1	35.0		Mar-20		22	23		Oct-19
Cote d'Ivoire /W40	604.346	136.0	40.3		Mar-20		15	16		Dec-12
Croatia, Republic of	6.973	136.6	33.7	Y	May-20	ER	8	9		Aug-19
Cuba *	0.99	157.2	57.2		Mar-20		32	34		Oct-19
Cyprus	0.921	119.0	18.8	Y	May-20	ER	18	19		Jun-19
Czech Republic	24.98	134.4	29.5	Y	May-20	ER	21	22		Sep-06
Denmark	6.871	156.9	56.2	Y	May-20	ER	25	27		Jun-19
Djibouti /W40	177	147.9	47.7		Mar-20		16	17		Jan-15
Dominica /W40 14/	2.7	151.0	51.0		Mar-20		23	24		Oct-17
Dominican Republic	54.16	122.2	31.2		Mar-20		21	22		Sep-13
Ecuador	1	132.9	33.1		Mar-20		21	22		Sep-19
Egypt /W40	15.724	129.1	29.4		Mar-20		19	20		Jul-18
El Salvador	1	125.9	27.4		Jul-18		21	22		Nov-15
Equatorial Guinea	604.346	134.5	36.6		Mar-20		19	20		Aug-19
Eritrea	15	150.8	52.0		Jan-19		11	12		Dec-17
Estonia	0.921	129.0	32.3		Mar-20		18	19		Feb-01
Eswatini	18.308	107.4	17.4		Mar-20		11	12		Sep-03
Ethiopia /W40	33.2	140.2	40.9		Mar-20		20	21		Sep-18
Fiji /W40	2.25	131.8	34.0		Mar-20		20	21		Sep-11
Finland	0.921	135.7	34.9	Y	May-20	ER	20	21		Feb-15
France, Lyon and Elsewhere	0.921	140.4	39.8	Y	May-20	L	17	18		Jul-01
France, Paris	0.921	143.8	43.1	Y	May-20	ER	21	22		Jan-04
French Guiana	0.921	134.2	31.8	Y	May-20	ER				
Gabon /W40	604.346	153.6	57.0		Mar-20		18	19		Jun-19
Gambia	51.05	135.1	35.2		Apr-20		16	17		Apr-20
Georgia, Republic of /W40	3.185	118.6	21.3		Mar-20		17	18		May-14
Germany, Berlin	0.921	134.3	32.9	Y	May-20	L	24	25		May-19

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		Index	Multiplier	Change	Effective date	Reason for change	Rate		Change	Effective date
							With allowances	Without allowances		
Germany, Bonn	0.921	128.9	27.5	Y	May-20	ER	20	21		May-19
Germany, Dresden	0.921	128.9	27.5	Y	May-20	A	19	20		May-19
Germany, Hamburg	0.921	135.8	34.4	Y	May-20	L	21	22		May-19
Germany, Munich	0.921	139.7	38.2	Y	May-20	L	20	21		May-19
Ghana /W40	5.791	141.2	43.2		Mar-20		26	28		Nov-19
Gibraltar 1/	0.805	157.9	56.6	Y	May-20	A				
Greece	0.921	122.4	22.1	Y	May-20	ER	17	18		May-19
Grenada /W40 14/	2.7	151.0	51.0		Mar-20		23	24		Oct-17
Guatemala /W40	7.714	133.0	34.5		Mar-20		16	17		Jan-09
Guinea	9350	141.8	41.6		Mar-20		20	21		Feb-18
Guinea Bissau	604.346	130.6	32.9		Mar-20		13	14		Nov-15
Guyana	207.8	144.2	44.2	Y	May-20	PP	22	23	Y	May-20
Haiti	100.74	145.0	47.4		Mar-20		24	25		Aug-19
Honduras	24.696	133.1	33.3		Mar-20		23	24		Nov-19
Hungary	327.52	125.5	20.3	Y	May-20	ER	19	20		May-19
Iceland	146.85	121.5	16.2	Y	May-20	ER				
India /W40	75.67	129.7	32.9		Mar-20		22	23		Dec-19
Indonesia /W40	15260	130.4	34.0		Mar-20		24	25		Sep-11
Iran	142283	130.3	31.3		Mar-20		24	25		May-16
Iraq	1179	130.3	36.2		Nov-19		14	15		May-02
Ireland	0.921	145.0	41.7	Y	May-20	ER	24	25		May-98
Israel, Jerusalem /W40	3.495	161.1	62.1		Mar-20		25	27		Nov-19
Israel, Tel Aviv /W40 22/	3.495	170.2	71.2		Mar-20		25	27		Nov-19
Italy, Brindisi	0.921	121.8	22.2	Y	May-20	L	10	11		Nov-99
Italy, Rome	0.921	127.6	28.0	Y	May-20	ER	20	21		Jul-01
Jamaica /W40	140.736	144.6	46.0		Mar-20		24	25		Oct-17
Japan, Hiroshima	106.58	164.3	64.3	Y	May-20	L	13	14		Sep-19
Japan, Tokyo	106.58	188.4	88.4	Y	May-20	ER	22	23		Sep-19
Jordan /W40	0.708	144.3	44.5		Mar-20		20	21		Aug-17
Kazakhstan	428.47	124.1	25.5		Mar-20		18	19		Sep-17
Kenya /W40	107.2	140.5	43.4		Mar-20		26	28		Feb-20
Kiribati	1.532	142.7	43.0		Mar-20		11	12		Jan-20
Korea, Dem. Peo. Of *	109.08	152.9	53.5		Mar-20		10	11		Sep-15
Korea, Republic of	1218.45	155.2	56.7		Mar-20		17	18		Nov-19
Kuwait /W40	0.309	138.8	39.6		Mar-20		20	21		Aug-17
Kyrgyzstan	79.8	129.4	29.5		Apr-20		15	16		Apr-20
Lao Peo. Dem. Rep. /W40	8956	134.4	34.7		Mar-20		13	14		Oct-03
Latvia 23/	0.921	135.9	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	144.4	44.6		Nov-13		22	23		Sep-11
Lesotho /W40	18.308	123.2	27.1		Mar-20		14	15		Jan-11
Liberia	197.546	150.9	51.3		Mar-20		19	20		Jun-10
Libya	1.42	122.5	22.8		Mar-20		12	13		Nov-05
Lithuania	0.921	129.0	30.3		Mar-20		17	18		Dec-03
Luxembourg	0.921	142.4	41.8	Y	May-20	ER	17	18		Dec-17
Madagascar	3781.98	130.4	31.2		Mar-20		21	22		Dec-19
Malawi /W40	740	140.5	40.7		Mar-20		23	24		Nov-19
Malaysia /W40	4.344	141.0	43.1		Mar-20		19	20		Dec-19
Maldives	15	154.2	56.5		Mar-19		26	28		Jul-19
Mali /W40	604.346	126.9	28.9		Mar-20		12	13		Jul-15
Malta	0.921	126.5	26.6	Y	May-20	ER	14	15		Oct-06
Marshall Islands 2/	1	148.9	50.2		Mar-20		21	22		Jul-19
Mauritania /W40	37.19	131.9	32.1		Mar-20		12	13		May-18
Mauritius /W40	38.726	135.5	38.7		Mar-20		20	21		Jan-20
Mexico	24.09	130.9	38.0		Mar-20		21	22		Jul-19
Micronesia, Fed States of 2/	1	148.9	50.2		Mar-20		23	24		Feb-07
Moldova /W40	17.5	131.5	30.7		Apr-20		17	18		Apr-20
Monaco 3/	0.921	143.8	43.1	Y	May-20	A	21	22		Jan-04
Mongolia	2754.56	135.1	35.7		Mar-20		21	22		Aug-19
Montenegro	0.921	121.1	22.9		Mar-20		16	17		Dec-19
Morocco /W40	9.919	126.2	27.9		Mar-20		19	20		Jan-19
Mozambique	66.93	135.0	40.5		Mar-20		27	29		Apr-20
Myanmar /W40	1427	139.9	39.9		Mar-20		25	27		Dec-17
Namibia	18.308	116.0	19.9		Mar-20		23	24		Mar-17
Nepal /W40	121.72	125.9	27.6		Mar-20		12	13		Jan-14
Netherlands	0.921	137.4	38.0	Y	May-20	ER	24	25		Oct-19
New Caledonia	109.943	139.7	42.9		Mar-20		16	17		Sep-05
New Zealand	1.64	111.5	13.5		Mar-20		22	23		Oct-80
Nicaragua	34.15	128.1	28.6		Mar-20		21	22		May-18
Niger /W40	604.346	133.8	36.1		Mar-20		10	11		Mar-09
Nigeria /W40	385.67	141.1	41.3		Apr-20		21	22		Apr-20
The Republic of North Macedonia	56.523	124.8	25.3		Mar-20		18	19		Jun-19
Norway	10.353	133.3	28.2	Y	May-20	ER	20	21		Jul-19
Oman	0.384	133.7	36.5		Feb-15		19	20		Feb-15
Pakistan	160.39	131.4	32.7		Mar-20		18	19		Jun-19
Palau, Republic of 4/	1	147.7	48.9		Mar-20					
Panama /W40	1	141.0	41.3		Mar-20		24	25		Aug-18

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(last updated 15 May 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		
Papua New Guinea /W40	3.436	171.4	74.1		Mar-20		30	32		Feb-18
Paraguay /W40	6507	123.0	23.1		Mar-20		13	14		Jan-09
Peru	3.367	136.5	37.2		Mar-20		21	22		Aug-17
Philippines /W40	50.48	144.5	44.3		Mar-20		22	23		Oct-18
Poland	4.188	115.4	11.6	Y	May-20	ER	20	21		May-19
Portugal, Guimaraes	0.921	103.6	3.1	Y	May-20	L				
Portugal, Lisbon	0.921	126.2	25.6	Y	May-20	ER	20	21		Jan-05
Puerto Rico 13/	1	122.2	31.2		Mar-20					
Qatar	3.66	156.2	59.5		Mar-20		28	30		Oct-19
Romania	4.459	114.0	11.1	Y	May-20	ER	22	23		May-19
Russian Federation /W40	73.323	138.4	45.7		Mar-20		18	19		Oct-19
Rwanda /W40	921.32	127.6	27.3		Mar-20		16	17		Apr-13
Saint Helena 5/	0.805	132.4	46.6		Mar-20					
St. Lucia	2.7	149.0	49.1		Mar-20		17	18		Oct-19
Samoa	2.75	139.8	42.1		Mar-20		15	16		Oct-17
Sao Tome and Principe /W40	22.745	136.2	37.0		Mar-20		15	16		Jun-19
Saudi Arabia /W40	3.757	147.9	49.9		Jul-18		21	22		Nov-17
Senegal /W40	604.346	130.1	34.9		Mar-20		17	18		Jul-15
Serbia	108.215	127.2	28.6		Mar-20		21	22		Jun-19
Seychelles	16.012	146.0	55.9		Mar-20		20	21		Jan-19
Sierra Leone /W40	9700	148.4	48.6		Mar-20		19	20		May-18
Singapore	1.413	173.7	74.9		Mar-20		23	24		Jul-19
Slovak Republic	0.921	123.2	21.5	Y	May-20	ER	16	17		Feb-12
Slovenia, Republic of 24/	0.921	131.0	30.7	Y	May-20	ER	14	15		Jan-20
Solomon Islands /W40	8	152.7	50.6		Mar-20		18	19		Dec-07
Somalia 6/	24300	140.3	42.1		Mar-20		15	16		Sep-99
South Africa /W40	18.308	121.7	27.4		Mar-20		19	20		Apr-17
South Sudan, Republic of /W40	162.163	159.4	61.5		Nov-19		14	15		Sep-17
Spain	0.921	125.6	25.9	Y	May-20	ER	19	20		Nov-08
Sri Lanka	191.5	131.6	33.7		Mar-20		26	28		Sep-17
St. Kitts and Nevis /W40 14/	2.7	151.0	51.0		Mar-20		23	24		Oct-17
St. Vincent and the Grenadines /W40 14/	2.7	151.0	51.0		Mar-20		23	24		Oct-17
Sudan /W40	55	145.6	46.3		Mar-20		22	23		Nov-19
Suriname	7.45	133.8	32.9		Mar-20		16	17		Oct-12
Sweden	9.888	137.8	36.3	Y	May-20	ER	26	28		Aug-19
Switzerland	0.973	170.5	70.5	Y	May-20	ER	21	22		Apr-06

VIII. CONSOLIDATED POST ADJUSTMENT CIRCULAR

Effective 1 May 2020

(last updated 15 May 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	120.7	31.2		Jul-19		20	21		Jun-12
Tajikistan	10.243	128.0	29.4		Mar-20		20	21		Sep-19
Tanzania, United Rep. of /W40	2305.5	142.2	42.4		Mar-20		23	24		Mar-20
Thailand /W40	32.41	142.5	44.2		Mar-20		22	23		Jul-19
Timor-Leste /W40	1	146.1	48.2		Apr-18		15	16		Jul-11
Togo	604.346	139.5	42.1		Mar-20		17	18		Jun-19
Tonga	2.236	132.7	32.6		Mar-20		9	10		Jan-09
Trinidad and Tobago /W40	6.7	142.8	43.4		Mar-20		26	28		Oct-08
Tunisia	2.892	129.9	32.2		Mar-20		16	17		Nov-19
Turkey, Ankara	6.967	116.6	19.2		Mar-20		17	18		Mar-20
Turkey, Gebze 19/	6.967	122.6	25.3		Mar-20		18	19		Mar-20
Turkey, Istanbul 15/	6.967	122.6	25.3		Mar-20		18	19		Mar-20
Turkmenistan	3.5	157.8	57.9		Mar-20		11	12		Oct-19
Tuvalu 11/	1.532	141.3	42.2		Mar-20					
Uganda /W40	3803	123.6	24.6		Mar-20		24	25		May-14
Ukraine	27.4	130.2	34.7		Mar-20		16	17		Aug-19
United Arab Emirates	3.673	165.3	65.5		Mar-20		32	34		Aug-11
United Kingdom	0.805	157.9	56.6	Y	May-20	ER	27	29		Feb-14
USA, El Paso 20/	1	144.6	44.0		Feb-20		12	13		Jul-19
USA, Miami 7/	1	143.5	42.8		Feb-20					
USA, New York	1	171.1	70.3		Feb-20		28	30		Apr-11
USA, San Diego 21/	1	163.7	62.9		Feb-20		27	29		Aug-19
USA, San Francisco 8/	1	162.4	61.6		Feb-20					
USA, Seattle 18/	1	143.8	43.2		Feb-20		22	23		Aug-18
USA, Washington D.C.	1	151.1	50.4		Feb-20		27	29		Apr-11
Uruguay /W40	42.542	139.2	42.0		Mar-20		25	27		Dec-19
Uzbekistan /W40	10142	128.6	30.6		Mar-20		21	22		Oct-19
Vanuatu	118.03	139.3	41.4		Mar-20		15	16		Aug-12
Venezuela /W40 10/	171072.85	82.1	67.0		Mar-18		27	29		Aug-12
Vietnam	23307	124.5	24.8		Mar-20		21	22		Jul-17
West Bank & the Gaza Strip, The /W40 9/	3.495	161.1	62.1		Mar-20		21	22		Sep-13
Yemen, Republic of 10/	580.06	116.7	26.6		Jul-19		12	13		Nov-10
Zambia	18.65	119.9	26.0		Mar-20		23	24		Feb-20
Zimbabwe /W40 25/	25.392	126.0	31.1		Mar-20		16	17		Dec-18

## VIII. CONSOLIDATED POST ADJUSTMENT CIRCULAR

Effective 1 May 2020

*(last updated 15 May 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.

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

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