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# INTERNATIONAL CIVIL SERVICE COMMISSION

## Consolidated Post Adjustment Circular

ICSC/CIRC/PAC/552

Approved by:  
Larbi Djacta, Chairman

Date:  
14 December 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 December 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 décembre 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 I duty stations**

1. Given that the ICSC has suspended its survey programme as a result of the disruptions in global markets, and the attendant lockdowns, both legally established and de facto, due to the impact of the COVID-19 pandemic, the ICSC Chair has decided, under his delegated authority, to approve the promulgation of a special measure for group I duty stations where staff incur a significant share of local expenditures in non-local currencies, with effect from 1 June 2020, until further notice. This measure entails a modification of the 0.5 percent rule, to guarantee stability of each of two separate portions of the net take-home pay (NTP), one set in local currency and the other in US dollars. The proportions of the two NTP components are based on the proportions of local expenditures incurred in local and non-local currencies, as measured with the most recent place-to-place survey at the duty station. See document ICSC/CIRC/GEN/06/2020 for details. Please note that five duty stations were found to be eligible for this special measure: Bulgaria, Croatia, Hungary, Poland and Romania. For December 2020 this special measure was not applicable for any of the duty stations, as the post adjustment multipliers derived from it turned out to be lower than those based on the 0.5 percent rule.

#### **V. Duty Stations with Personal Transitional Allowance (PTA)**

2. Under the existing system of 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 1 is a summary of all PTAs in effect as of 1 December 2020.

3. In line with the special measures, ICSC/CIRC/GEN/05/2020, 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 five duty stations in Table 1, until the special measures are discontinued. The existing PTA will be applied to all staff at the duty station (not just staff on post before the date of implementation of the survey results) as of 1 April 2020 and the revision cycle will resume its regular course upon the lifting of the special measures. Staff on post after the first implementation of the PTA, but before 1 April 2020, are not eligible for the PTA for the period of service before 1 April 2020, the date that the special measure came into force. Table 1 also provides the applicable start date of the PTA to all staff.

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

<b>Duty Station</b>	<b>Existing PTA</b>	<b>PTA starting date</b>	<b>All staff eligible from</b>
Angola	9.1	1 March 2020	1 April 2020
Maldives	3.1	1 June 2020	1 June 2020
Qatar	11.1	1 October 2019	1 April 2020
Russian Federation	3.0	1 October 2019	1 April 2020
Zimbabwe	22.5	1 February 2020	1 April 2020

## VI. One Month Rule

4. Due to sustained substantial inflation over the past six- and twelve-month periods, the one-month rule continued to be applicable for **Lebanon** and **Sudan**. Under this rule, the post adjustment multipliers of Lebanon and Sudan are reviewed on a monthly basis during the period of substantial inflation. In accordance with the rule, the applicable post adjustment multipliers effective 1 December 2020 are listed in the attached Consolidated Post Adjustment Circular.

## VII. Interim Post Adjustment Classification for New Zealand

5. Following the establishment of an interim post adjustment multiplier and rental subsidy thresholds for **New Zealand**, the applicable multiplier and rental subsidy thresholds effective **1 December 2020**, are shown in Table 2.

**Table 2:** Duty station with Interim Post Adjustment Classification

<b>Duty Station</b>	<b>Multiplier</b>	<b>Rental Subsidy Thresholds (per cent)</b>	
		<b><u>With Spouse/Single Parent Allowance</u></b>	<b><u>Without Spouse/Single Parent Allowance</u></b>
New Zealand	43.8	24	25

VIII. CONSOLIDATED POST ADJUSTMENT CIRCULAR

Effective 1 December 2020

(last updated 14 December 2020)

Country or area	Exchange rate	Post Adjustment (New York, November 1998 = 100)					Thresholds			
		Index	Multiplier	Change	Effective date	Reason for change	Rate		Change	Effective date
							With allowances	Without allowances		
Afghanistan	76.86	142.1	45.4		Nov-11		9	10		Jul-06
Albania	101.84	124.1	23.3		Nov-20		16	17		Feb-09
Algeria /W40	128.657	135.0	35.9		Mar-20		21	22		Nov-19
Angola /W40	649.375	134.9	50.5		Mar-20		18	19		Mar-20
Anguilla /W40 14/	2.7	150.6	51.0		Mar-20		23	24		Oct-17
Antigua and Barbuda /W40 14/	2.7	150.6	51.0		Mar-20		23	24		Oct-17
Argentina	81.032	135.9	38.5		Mar-20		26	28		Nov-18
Armenia	505.24	129.8	30.9		Jul-20		20	21		Nov-19
Aruba 12/	1.79	151.6	51.4		Nov-20		27	29		Nov-14
Australia	1.353	138.8	42.0	Y	Dec-20	ER	24	25		Oct-19
Austria	0.837	151.3	52.6	Y	Dec-20	ER	18	19		May-14
Azerbaijan	1.694	130.7	30.5		Nov-20		26	28		Feb-18
Bahamas	1	172.0	71.8		Nov-20		32	34		Apr-13
Bahrain	0.377	140.7	42.3		Mar-20		22	23		Aug-08
Bangladesh /W40	84.6902	142.4	42.1		Nov-20		16	17		Apr-20
Barbados /W40	2	157.5	58.7		Mar-20		19	20		Sep-05
Belarus	2.58	133.6	36.0		Mar-20		18	19		Sep-19
Belgium	0.837	142.2	47.9	Y	Dec-20	ER	17	18		Feb-15
Belize	2	130.9	30.7		Mar-20		13	14		Sep-13
Benin	549.286	145.5	44.3		Nov-20		19	20		Aug-20
Bermuda 16/	1	186.1	85.9		Nov-20		35	37		Dec-17
Bhutan	74.04	132.8	32.5		Nov-20		13	14		Aug-20
Bolivia /W40	6.819	127.8	28.1		Mar-20		15	16		Oct-16
Bonaire /W40 14/	1	150.6	51.0		Mar-20		23	24		Oct-17
Bosnia and Herzegovina /W40	1.638	125.8	24.9		Nov-20		13	14		Jun-19
Botswana	11.001	127.0	25.3		Mar-20		19	20		Jun-19
Brazil /W40	5.341	122.6	29.9		Mar-20		23	24		Aug-18
British Virgin Islands /W40	1	148.1	51.0		Mar-20		22	23		Jun-19
Bulgaria	1.638	121.6	24.0	Y	Dec-20	ER	16	17		Feb-15
Burkina Faso /W40	549.286	136.7	35.5		Nov-20		12	13		Mar-09
Burundi	1924.778	143.0	42.7		Nov-20		13	14		Sep-20
Cambodia /W40	4055	130.1	29.9		Nov-20		21	22		Sep-18
Cameroon /W40	549.286	132.8	33.6		Nov-20		15	16		Jul-15
Canada, Montreal	1.298	145.4	44.2	Y	Dec-20	ER	17	18		May-17
Canada, Ottawa	1.298	154.9	53.6	Y	Dec-20	L	18	19		May-17
Canada, Toronto	1.298	162.5	61.2	Y	Dec-20	L	20	21		May-17
Cape Verde	92.334	129.8	28.6		Nov-20		16	17		Jul-11
Cayman Islands 17/	0.82	146.6	47.9		Mar-20		24	25		Dec-17



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Effective 1 December 2020

(last updated 14 December 2020)

Country or area	Exchange rate	Post Adjustment (New York, November 1998 = 100)					Thresholds			
		Index	Multiplier	Change	Effective date	Reason for change	Rate		Change	Effective date
							With allowances	Without allowances		
Central African Rep. /W40	549.286	164.2	63.1		Nov-20		17	18		Nov-17
Chad /W40	549.286	158.7	57.5		Nov-20		16	17		Dec-19
Chile	765	135.6	34.9		Nov-20		19	20		Aug-19
China, Beijing /W40	6.577	167.3	65.1		Nov-20		23	24		Jan-18
China, Hong Kong (SAR)	7.751	215.9	115.9		May-20		19	20		Jun-12
China, Macao (SAR)	7.967	154.2	59.9		Jul-20		21	22		Jul-18
Colombia	3610	128.0	25.4		Nov-20		20	21		Oct-20
Comoros	411.964	149.1	47.8		Nov-20		14	15		Apr-19
Congo /W40	549.286	165.6	64.0		Nov-20		7	7		Sep-19
Congo, Dem. Rep. /W40	1944.078	154.3	54.1		Nov-20		25	27		Sep-19
Cook Islands 4/	1.421	151.9	51.3		Nov-20		22	23		Oct-19
Costa Rica	601.08	133.9	35.0		Mar-20		22	23		Oct-19
Cote d'Ivoire /W40	549.286	144.1	43.0		Nov-20		15	16		Dec-12
Croatia, Republic of	6.325	141.1	45.7	Y	Dec-20	ER	8	9		Aug-19
Cuba *	0.99	160.3	59.8		Nov-20		32	34		Oct-19
Cyprus	0.837	125.0	29.1	Y	Dec-20	ER	18	19		Jun-19
Czech Republic	21.93	147.6	45.2	Y	Dec-20	ER	21	22		Sep-06
Denmark	6.231	168.9	70.5	Y	Dec-20	ER	25	27		Jun-19
Djibouti /W40	177	150.6	50.1		Nov-20		16	17		Jan-15
Dominica /W40 14/	2.7	150.6	51.0		Mar-20		23	24		Oct-17
Dominican Republic	57.833	122.0	31.2		Mar-20		21	22		Sep-13
Ecuador	1	133.6	33.4		Nov-20		21	22		Sep-19
Egypt /W40	15.605	130.8	30.4		Nov-20		19	20		Jul-18
El Salvador	1	126.8	27.4		Jul-18		21	22		Nov-15
Equatorial Guinea	549.286	140.1	39.0		Nov-20		19	20		Aug-19
Eritrea	15	152.5	52.1		Nov-20		11	12		Dec-17
Estonia	0.837	136.4	34.7		Nov-20		18	19		Feb-01
Eswatini	15.264	116.3	18.6		Nov-20		11	12		Sep-03
Ethiopia /W40	37.925	143.2	43.3		Jul-20		20	21		Sep-18
Fiji /W40	2.09	137.7	36.5		Nov-20		20	21		Sep-11
Finland	0.837	144.9	46.7	Y	Dec-20	ER	20	21		Feb-15
France, Lyon and Elsewhere	0.837	152.7	52.2	Y	Dec-20	L	17	18		Jul-01
France, Paris	0.837	156.4	55.8	Y	Dec-20	ER	21	22		Jan-04
French Guiana	0.837	141.2	43.4	Y	Dec-20	ER				
Gabon /W40	549.286	163.6	61.8		Nov-20		18	19		Jun-19
Gambia	52.02	136.7	36.2		Nov-20		16	17		Apr-20
Georgia, Republic of	3.307	120.9	21.3		Mar-20		17	18		May-14
Germany, Berlin	0.837	142.0	44.4	Y	Dec-20	L	24	25		May-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		
Germany, Bonn	0.837	136.3	38.6	Y	Dec-20	ER	20	21		May-19
Germany, Dresden	0.837	136.3	38.6	Y	Dec-20	A	19	20		May-19
Germany, Frankfurt	0.837	141.7	44.1	Y	Dec-20	L	21	22		Aug-20
Germany, Hamburg	0.837	143.6	46.1	Y	Dec-20	L	21	22		May-19
Germany, Munich	0.837	147.7	50.2	Y	Dec-20	L	20	21		May-19
Ghana /W40	5.804	145.7	45.8		Nov-20		26	28		Nov-19
Gibraltar 1/	0.749	167.9	67.1	Y	Dec-20	A				
Greece	0.837	127.7	32.6	Y	Dec-20	ER	17	18		May-19
Grenada /W40 14/	2.7	150.6	51.0		Mar-20		23	24		Oct-17
Guatemala /W40	7.803	134.4	34.5		Mar-20		16	17		Jan-09
Guinea	9792	144.2	44.1		Nov-20		20	21		Feb-18
Guinea Bissau	549.286	135.2	34.6		Nov-20		13	14		Nov-15
Guyana	207.9	146.0	45.7		Nov-20		22	23		May-20
Haiti	66.113	174.0	76.3		Nov-20		24	25		Aug-19
Honduras	24.102	135.2	34.8		Nov-20		23	24		Nov-19
Hungary	302.94	131.8	28.7	Y	Dec-20	ER	19	20		May-19
Iceland	133.07	133.1	26.5	Y	Dec-20	ER				
India /W40	74.04	133.4	33.2		Nov-20		22	23		Dec-19
Indonesia /W40	14070	135.1	34.0		Mar-20		24	25		Sep-11
Iran	259802	144.1	43.6		Nov-20		30	32		Jun-20
Iraq	1179	132.8	36.2		Nov-19		14	15		May-02
Ireland	0.837	154.0	54.2	Y	Dec-20	ER	24	25		May-98
Israel, Tel Aviv /W40 22/	3.313	176.6	74.0		Nov-20		25	27		Nov-19
Italy, Brindisi	0.837	131.0	32.9	Y	Dec-20	L	10	11		Nov-99
Italy, Rome	0.837	137.2	39.2	Y	Dec-20	ER	20	21		Jul-01
Jamaica /W40	145.357	144.7	46.0		Mar-20		24	25		Oct-17
Japan, Hiroshima	104.05	168.8	67.9	Y	Dec-20	L	13	14		Sep-19
Japan, Tokyo	104.05	193.6	92.6	Y	Dec-20	ER	22	23		Sep-19
Jerusalem /W40	3.313	167.1	64.7		Nov-20		25	27		Nov-19
Jordan /W40	0.708	145.3	45.1		Nov-20		20	21		Aug-17
Kazakhstan	423.52	127.1	27.1		Jul-20		18	19		Sep-17
Kenya /W40	109.96	141.4	43.4		Mar-20		26	28		Feb-20
Kiribati	1.353	150.8	49.5		Nov-20		11	12		Jan-20
Korea, Dem. Peo. Of *	104.31	155.0	54.6		Nov-20		10	11		Sep-15
Korea, Republic of	1103.05	167.0	64.2		Nov-20		17	18		Nov-19
Kuwait /W40	0.306	141.2	41.0		Nov-20		20	21		Aug-17
Kyrgyzstan	84.5	130.2	30.8		Jul-20		15	16		Apr-20
Lao Peo. Dem. Rep. /W40	9280	134.9	34.7		Mar-20		13	14		Oct-03

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(last updated 14 December 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		
Latvia 23/	0.837	136.1	40.9		Jul-20		18	19		Nov-19
Lebanon /W40	1507.5	152.6	52.6	Y	Dec-20	OMR	22	23		Sep-11
Lesotho /W40	15.264	130.7	29.4		Nov-20		14	15		Jan-11
Liberia	155.479	153.2	52.7		Nov-20		19	20		Jun-10
Libya	1.356	126.7	26.1		Nov-20		12	13		Nov-05
Lithuania	0.837	134.0	33.1		Nov-20		17	18		Dec-03
Luxembourg	0.837	152.9	54.3	Y	Dec-20	ER	17	18		Dec-17
Madagascar	3840.98	132.7	31.6		Nov-20		21	22		Dec-19
Malawi /W40	761	141.1	41.2		Jul-20		23	24		Nov-19
Malaysia /W40	4.067	146.7	45.1		Nov-20		19	20		Dec-19
Maldives	15	150.1	53.4		Jun-20		23	24		Jun-20
Mali /W40	549.286	147.8	46.6		Nov-20		13	14		Sep-20
Malta	0.837	136.6	37.6	Y	Dec-20	ER	14	15		Oct-06
Marshall Islands 2/	1	152.5	52.0		Nov-20		21	22		Jul-19
Mauritania /W40	36.84	133.7	33.4		Nov-20		12	13		May-18
Mauritius /W40	39.456	135.2	38.7		Mar-20		20	21		Jan-20
Mexico	20.03	144.2	40.0		Nov-20		21	22		Jul-19
Micronesia, Fed States of 2/	1	152.5	52.0		Nov-20		23	24		Feb-07
Moldova /W40	17.14	132.9	33.2		Nov-20		17	18		Apr-20
Monaco 3/	0.837	156.4	55.8	Y	Dec-20	A	21	22		Jan-04
Mongolia	2827.08	136.2	35.7		Mar-20		21	22		Aug-19
Montenegro	0.837	125.9	24.9		Nov-20		16	17		Dec-19
Morocco /W40	9.083	131.8	30.9		Nov-20		19	20		Jan-19
Mozambique	73.05	134.3	40.5		Mar-20		27	29		Apr-20
Myanmar /W40	1300	142.4	42.3		Nov-20		25	27		Dec-17
Namibia	15.264	128.8	27.6		Nov-20		19	20		Jul-20
Nepal /W40	117.92	128.6	28.3		Nov-20		12	13		Jan-14
Netherlands	0.837	148.1	50.2	Y	Dec-20	ER	24	25		Oct-19
New Caledonia	99.926	147.7	46.2		Nov-20		16	17		Sep-05
New Zealand 26/	1.421	140.5	43.8	Y	Dec-20	L	24	25	Y	Dec-20
Nicaragua	34.635	135.1	34.9		Nov-20		25	27		Jun-20
Niger /W40	549.286	142.7	41.4		Nov-20		10	11		Mar-09
Nigeria /W40	388.54	144.2	44.3		Nov-20		21	22		Apr-20
The Republic of North Macedonia	51.471	128.0	27.3		Nov-20		18	19		Jun-19
Norway	8.837	148.3	47.4	Y	Dec-20	ER	20	21		Jul-19
Oman	0.385	134.2	36.7		Jul-20		19	20		Feb-15
Pakistan	159.066	133.9	33.5		Nov-20		18	19		Jun-19

VIII. CONSOLIDATED POST ADJUSTMENT CIRCULAR

Effective 1 December 2020

(last updated 14 December 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		
Palau, Republic of 4/	1	151.9	51.3		Nov-20					
Panama /W40	1	140.5	41.3		Mar-20		24	25	Aug-18	
Papua New Guinea /W40	3.497	171.8	74.1		Mar-20		30	32	Feb-18	
Paraguay /W40	7055	128.5	28.4		Nov-20		17	18	Aug-20	
Peru	3.604	135.5	37.2		Mar-20		21	22	Aug-17	
Philippines /W40	48.072	150.0	49.2		Nov-20		22	23	Oct-18	
Poland	3.757	123.3	22.5	Y	Dec-20	ER	20	21	May-19	
Portugal, Guimaraes	0.837	111.1	12.1	Y	Dec-20	L				
Portugal, Lisbon	0.837	135.3	36.5	Y	Dec-20	ER	20	21	Jan-05	
Puerto Rico 13/	1	122.0	31.2		Mar-20					
Qatar	3.686	156.0	59.5		Mar-20		28	30	Oct-19	
Romania	4.08	119.6	19.9	Y	Dec-20	ER	22	23	May-19	
Russian Federation /W40	76.01	138.6	45.7		Mar-20		18	19	Oct-19	
Rwanda /W40	978.82	128.4	28.3		Nov-20		16	17	Apr-13	
Saint Helena 5/	0.749	140.9	49.6		Nov-20					
St. Lucia	2.7	149.6	49.3		Nov-20		17	18	Oct-19	
Samoa	2.556	144.5	43.4		Nov-20		15	16	Oct-17	
Sao Tome and Principe /W40	20.653	141.6	41.0		Nov-20		15	16	Jun-19	
Saudi Arabia /W40	3.751	151.7	51.5		Nov-20		21	22	Nov-17	
Senegal /W40	549.286	138.3	37.4		Nov-20		17	18	Jul-15	
Serbia	98.429	133.0	31.7		Nov-20		21	22	Jun-19	
Seychelles	20.339	137.5	55.9		Mar-20		20	21	Jan-19	
Sierra Leone /W40	10075	150.8	50.7		Nov-20		19	20	May-18	
Singapore	1.338	177.6	76.9		Nov-20		23	24	Jul-19	
Slovak Republic	0.837	131.3	32.0	Y	Dec-20	ER	16	17	Feb-12	
Slovenia, Republic of 24/	0.837	136.5	42.2	Y	Dec-20	ER	14	15	Jan-20	
Solomon Islands /W40	7.813	156.1	54.1		Nov-20		18	19	Dec-07	
Somalia 6/	24300	142.3	43.4		Jul-20		15	16	Sep-99	
South Africa /W40	15.264	126.6	28.0		Nov-20		19	20	Apr-17	
South Sudan, Republic of /W40	176.662	160.8	61.5		Nov-19		14	15	Sep-17	
Spain	0.837	135.3	36.9	Y	Dec-20	ER	19	20	Nov-08	
Sri Lanka	185.11	134.0	34.0		Nov-20		26	28	Sep-17	
St. Kitts and Nevis /W40 14/	2.7	150.6	51.0		Mar-20		23	24	Oct-17	
St. Vincent and the Grenadines /W40 14/	2.7	150.6	51.0		Mar-20		23	24	Oct-17	
Sudan /W40	55	171.1	71.1	Y	Dec-20	OMR	22	23	Nov-19	
Suriname	14.02	121.7	42.0		Jul-20		16	17	Oct-12	
Sweden	8.519	152.9	55.6	Y	Dec-20	ER	26	28	Aug-19	

**VIII. CONSOLIDATED POST ADJUSTMENT CIRCULAR**

Effective 1 December 2020

*(last updated 14 December 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		
Switzerland	0.906	179.8	81.9	Y	Dec-20	ER	21	22		Apr-06
Syrian Arab Republic 10/	1250	110.6	31.2		Jul-19		20	21		Jun-12
Tajikistan	11.3	127.6	29.4		Mar-20		20	21		Sep-19
Tanzania, United Rep. of /W40	2304.5	143.8	43.6		Nov-20		23	24		Mar-20
Thailand /W40	30.3	148.0	45.9		Nov-20		22	23		Jul-19
Timor-Leste /W40	1	146.9	48.2		Apr-18		15	16		Jul-11
Togo	549.286	148.0	46.7		Nov-20		17	18		Jun-19
Tonga	2.233	133.9	33.1		Jul-20		9	10		Jan-09
Trinidad and Tobago /W40	6.75	143.7	43.4		Mar-20		26	28		Oct-08
Tunisia	2.729	134.2	33.5		Nov-20		16	17		Nov-19
Turkey, Ankara	7.846	116.4	19.2		Mar-20		17	18		Mar-20
Turkey, Gebze 19/	7.846	122.3	25.3		Mar-20		18	19		Mar-20
Turkey, Istanbul 15/	7.846	122.3	25.3		Mar-20		18	19		Mar-20
Turkmenistan	3.5	161.4	60.8		Nov-20		11	12		Oct-19
Tuvalu 11/	1.353	147.1	45.7		Nov-20					
Uganda /W40	3695.18	125.7	25.2		Nov-20		24	25		May-14
Ukraine	28.5	130.0	34.7		Mar-20		16	17		Aug-19
United Arab Emirates	3.673	165.4	65.5		Mar-20		32	34		Aug-11
United Kingdom	0.749	167.9	67.1	Y	Dec-20	ER	27	29		Feb-14
USA, El Paso 20/	1	145.1	44.0		Feb-20		12	13		Jul-19
USA, Miami 7/	1	144.0	42.8		Feb-20					
USA, New York	1	171.7	70.3		Feb-20		28	30		Apr-11
USA, San Diego 21/	1	164.3	62.9		Feb-20		27	29		Aug-19
USA, San Francisco 8/	1	163.0	61.6		Feb-20					
USA, Seattle 18/	1	144.4	43.2		Feb-20		22	23		Aug-18
USA, Washington D.C.	1	151.6	50.4		Feb-20		27	29		Apr-11
Uruguay /W40	42.62	141.6	42.0		Mar-20		25	27		Dec-19
Uzbekistan /W40	10420	129.4	30.6		Mar-20		21	22		Oct-19
Vanuatu	108.13	146.6	45.0		Nov-20		15	16		Aug-12
Venezuela /W40 10/	1079923.21	82.9	67.0		Mar-18		27	29		Aug-12
Vietnam	23160	125.5	25.2		Nov-20		21	22		Jul-17
West Bank & the Gaza Strip, The /W40 9/	3.313	167.1	64.7		Nov-20		21	22		Sep-13
Yemen, Republic of 10/	581.03	119.3	26.6		Jul-19		12	13		Nov-10
Zambia	20.975	120.2	26.0		Mar-20		23	24		Feb-20
Zimbabwe /W40 25/	79.8	129.3	31.3		Nov-20		16	17		Dec-18

## VIII. CONSOLIDATED POST ADJUSTMENT CIRCULAR

Effective 1 December 2020

*(last updated 14 December 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 Jerusalem.
- 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.
- 26/ Australia PAI x 1.0127 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	Jérusalem	Jerusalem
Côte d'Ivoire	Côte d'Ivoire	Jordanie	Jordan
Croatie*	Croatia*	Kazakhstan	Kazakhstan
Cuba	Cuba	Kenya	Kenya
Danemark*	Denmark*	Kirghizistan	Kyrgyzstan
Djibouti	Djibouti	Kiribati	Kiribati
Dominique	Dominica	Koweït	Kuwait
Égypte	Egypt		

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