



INTERNATIONAL CIVIL SERVICE
COMMISSION

COMMISSION DE LA FONCTION
PUBLIQUE INTERNATIONALE

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12 November 2020

TO: Recipients of Post Adjustment
Classification Memo

THROUGH: Mr. Larbi Djacta
Chairman, ICSC

FROM: Ibrahim S. Yansaneh
Chief, Cost-of-Living Division

SUBJECT: Mid-month Post adjustment classification memo for November 2020

1. I am pleased to send you the post adjustment multipliers for November 2020. **Note that only duty stations with changes in post adjustment multipliers as compared to the previous memo ICSC-PADJ-1120-01, dated 30 October 2020, are listed.**

Group I duty stations

2. The post adjustment multipliers, applicable to group I duty stations, as a result of the operation of the 0.5 per cent rule under conditions of currency depreciation/appreciation relative to the US dollar, with effect from 1 November 2020, are given in Table 1.

Table 1. Post adjustment multipliers for group I duty stations – November 2020

DUTY STATION	MULTIPLIER	DUTY STATION	MULTIPLIER
Australia	40.0	Greece	30.7
Austria	50.4	Hungary	28.9
Belgium	45.8	Ireland	52.0
Bulgaria	22.3	Italy, Brindisi	30.9
Canada, Montreal	43.4	Italy, Rome	37.1
Canada, Ottawa	52.8	Japan, Hiroshima	65.9
Canada, Toronto	60.3	Japan, Tokyo	90.2
Cyprus	27.2	Luxembourg	52.1
Czech Republic	41.9	Malta	35.6
Denmark	67.9	Monaco	53.5
Finland	44.6	Netherlands	48.0
France, Lyon and Elsewhere	49.9	Norway	43.7
France, Paris	53.5	Portugal, Guimaraes	10.5
French Guiana	41.3	Portugal, Lisbon	34.6
Germany, Berlin	42.3	Slovak Republic	30.1
Germany, Bonn	36.6	Slovenia, Republic of	40.1
Germany, Dresden	36.6	Spain	34.9
Germany, Frankfurt	42.0	Sweden	53.2
Germany, Hamburg	44.0	Switzerland	79.6
Germany, Munich	48.0	United Kingdom	65.5
Gibraltar	65.5		

3. In accordance with the provisions of **ICSC/CIRC/GEN/06/2020**, five (5) duty stations were eligible for the special measure for group I duty stations: Bulgaria, Croatia, Hungary, Poland and Romania. However, the special measure was applicable only for Poland whose post adjustment multiplier did not change from that which was announced in the memo **ICSC-PADJ-1120-01**.

Group II duty stations

4. Cost-of-living survey results did not trigger a change in multiplier for **Panama**. The previous memo **ICSC-PADJ-1120-01** indicated a provisional post adjustment multiplier of 41.5 due to the four-month review but, in line with the approved operational rules, the result of the cost-of-living survey superseded that of the four-month review, resulting in no change to the existing multiplier of 41.3.

5. The changes in post adjustment multipliers due to the four-month review for group II duty stations presented in Table 2 below, are effective 1 November 2020.

Table 2. Changes to post adjustment multipliers for group II duty stations – November 2020

DUTY STATION	MULTIPLIER	DUTY STATION	MULTIPLIER
Albania	23.3	Liberia	52.7
Azerbaijan	30.5	Lithuania	33.1
Benin	44.3	Madagascar	31.6
Bhutan	32.5	Mali	46.6
Bosnia and Herzegovina	24.9	Montenegro	24.9
Burkina Faso	35.5	Myanmar	42.3
Burundi	42.7	Namibia	27.6
Cambodia	29.9	New Caledonia	46.2
Cameroon	33.6	New Zealand	20.0
Cape Verde	28.6	Nicaragua	34.9
Central African Rep.	63.1	Niger	41.4
Chad	57.5	Nigeria	44.3
China, Beijing	65.1	Pakistan	33.5
Colombia	25.4	Paraguay	28.4
Comoros	47.8	Philippines	49.2
Congo	64.0	Saint Helena	49.6
Congo, Dem. Rep.	54.1	St. Lucia	49.3
Cote d Ivoire	43.0	Sao Tome and Principe	41.0
Ecuador	33.4	Saudi Arabia	51.5
Equatorial Guinea	39.0	Senegal	37.4
Estonia	34.7	Serbia	31.7
Eswatini	18.6	Singapore	76.9
Gabon	61.8	South Africa	28.0
Ghana	45.8	Sri Lanka	34.0
Guinea Bissau	34.6	Tanzania, United Rep. of	43.6
Guyana	45.7	Togo	46.7
Haiti	76.3	Tunisia	33.5
India	33.2	Tuvalu	45.7
Kiribati	49.5	Uganda	25.2
Korea, Dem. Peo. Of	54.6	Zimbabwe	31.3
Lesotho	29.4		

6. In accordance with the special measures outlined in **ICSC/CIRC/GEN/05/2020**, the post adjustment multipliers for the following group II duty stations, which would have been reduced under the normal four-month review, were frozen at their prevailing levels to protect the net take-home pay (NTP) of staff in the duty stations, effective 1 November 2020.

Table 3. List of group II duty stations subject to the application of the special measure – November 2020

Algeria	Mauritius
Angola *	Mozambique
Argentina	Oman
Armenia	Papua New Guinea
Belarus	Peru
Bolivia	Puerto Rico
Botswana	Qatar
Brazil	Russian Federation
Cayman Islands	Seychelles*
Costa Rica	Somalia
Dominican Republic	South Sudan, Republic of
Ethiopia	Suriname*
Georgia, Republic of	Tajikistan**
Guatemala	Turkey, Ankara
Indonesia	Turkey, Gebze
Jamaica	Turkey, Istanbul
Kazakhstan	Ukraine
Kenya	Uruguay
Kyrgyzstan	Uzbekistan
Latvia	Zambia
Malawi	

* 10-point rule would have been triggered.

** A provisional post adjustment multiplier of 29.6 was announced in ICSC-PADJ-1120-01 but the mid-month revision resulted in no change to the existing multiplier of 29.4.

7. 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 November 2020 are listed in Table 4.

Table 4. Revised post adjustment multipliers as a result of the one-month rule – November 2020

DUTY STATION	MULTIPLIER
Lebanon	51.6
Sudan	67.1

cc. Mr. Aldo Mantovani
Mr. Omar Abdi