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INTERNATIONAL CIVIL SERVICE COMMISSION

Consolidated Post Adjustment Circular

ICSC/CIRC/PAC/553

Approved by:
Larbi Djacta, Chairman

Date:
15 January 2021

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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 January 2021**, 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 janvier 2021** 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. Consolidation of post adjustment into base salary

1. The General Assembly, by resolution A/RES/75/245, approved a revised base/floor salary scale for staff in the Professional and higher categories effective 1 January 2021. The revised scale has been implemented in conjunction with a consolidation of 1.90 per cent of post adjustment into net base salary on a no gain/no loss basis. This means that the net base salary is increased by 1.90 per cent and post adjustment indices and multipliers at all duty stations are reduced by the same rate, effective the same date. The methodology for implementing the consolidation is outlined in Annex I. Multipliers before and after consolidation of 1.90 per cent of post adjustment into net base salary are provided in Annex II.

V. Special measures to mitigate the negative impact of the COVID-19 global pandemic on post adjustment classifications of group I duty stations

2. 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 January 2021 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.

VI. Duty Stations with Personal Transitional Allowance (PTA)

3. 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 January 2021.

4. 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 January 2021

Duty Station	Existing PTA	PTA starting date	All staff eligible from
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

VII. One Month Rule

5. 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 January 2021 are listed in the attached Consolidated Post Adjustment Circular.

VIII. CONSOLIDATED POST ADJUSTMENT CIRCULAR

Effective 1 January 2021

(last updated 15 January 2021)

Country or area	Exchange rate	Post Adjustment (New York, March 1999 = 100)					Thresholds			
		Index	Multiplier	Change	Effective date	Reason for change	Rate		Change	Effective date
							With allowances	Without allowances		
Afghanistan	77.05	140.3	42.7		Nov-11		9	10		Jul-06
Albania	98.9	123.4	21.0		Nov-20		16	17		Feb-09
Algeria /W40	131.672	132.4	33.4		Mar-20		21	22		Nov-19
Angola /W40	650.283	132.9	47.7		Mar-20		18	19		Mar-20
Anguilla /W40 14/	2.7	148.3	48.2		Mar-20		23	24		Oct-17
Antigua and Barbuda /W40 14/	2.7	148.3	48.2		Mar-20		23	24		Oct-17
Argentina	84.019	134.4	35.9		Mar-20		26	28		Nov-18
Armenia	519.62	127.2	28.5		Jul-20		20	21		Nov-19
Aruba 12/	1.79	149.2	48.6		Nov-20		27	29		Nov-14
Australia	1.294	140.4	45.0	Y	Jan-21	ER	24	25		Oct-19
Austria	0.822	151.1	52.2	Y	Jan-21	ER	18	19		May-14
Azerbaijan	1.693	128.9	28.1		Nov-20		26	28		Feb-18
Bahamas	1	169.2	68.6		Nov-20		32	34		Apr-13
Bahrain	0.377	138.6	39.6		Mar-20		22	23		Aug-08
Bangladesh /W40	84.4611	140.5	39.4		Nov-20		16	17		Apr-20
Barbados /W40	2	155.0	55.7		Mar-20		19	20		Sep-05
Belarus	2.563	132.3	33.5		Mar-20		18	19		Sep-19
Belgium	0.822	141.8	47.5	Y	Jan-21	ER	17	18		Feb-15
Belize	2	128.9	28.3		Mar-20		13	14		Sep-13
Benin	539.261	144.4	41.6		Nov-20		19	20		Aug-20
Bermuda 16/	1	183.1	82.4		Nov-20		35	37		Dec-17
Bhutan	73.42	131.2	30.0		Nov-20		13	14		Aug-20
Bolivia /W40	6.843	125.8	25.7		Mar-20		15	16		Oct-16
Bonaire /W40 14/	1	148.3	48.2		Mar-20		23	24		Oct-17
Bosnia and Herzegovina /W40	1.608	124.8	22.6		Nov-20		13	14		Jun-19
Botswana	10.741	126.3	23.0		Mar-20		19	20		Jun-19
Brazil /W40	5.197	122.4	27.5		Mar-20		23	24		Aug-18
British Virgin Islands /W40	1	145.8	48.2		Mar-20		22	23		Jun-19
Bulgaria	1.608	120.5	23.7	Y	Jan-21	ER	16	17		Feb-15
Burkina Faso /W40	539.261	135.9	33.0		Nov-20		12	13		Mar-09
Burundi	1929.936	141.0	40.0		Nov-20		13	14		Sep-20
Cambodia /W40	4040	128.1	27.5		Nov-20		21	22		Sep-18
Cameroon /W40	539.261	131.7	31.1		Nov-20		15	16		Jul-15
Canada, Montreal	1.274	144.4	43.9	Y	Jan-21	ER	17	18		May-17
Canada, Ottawa	1.274	153.9	53.3	Y	Jan-21	L	18	19		May-17
Canada, Toronto	1.274	161.5	60.9	Y	Jan-21	L	20	21		May-17
Cape Verde	90.649	128.8	26.2		Nov-20		16	17		Jul-11
Cayman Islands 17/	0.82	145.7	45.1		Mar-20		24	25		Dec-17

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Effective 1 January 2021

(last updated 15 January 2021)

Country or area	Exchange rate	Post Adjustment (New York, March 1999 = 100)					Thresholds			
		Index	Multiplier	Change	Effective date	Reason for change	Rate		Change	Effective date
							With allowances	Without allowances		
Central African Rep. /W40	539.261	162.8	60.1		Nov-20		17	18		Nov-17
Chad /W40	539.261	157.0	54.6		Nov-20		16	17		Dec-19
Chile	710	137.8	32.4		Nov-20		19	20		Aug-19
China, Beijing /W40	6.53	165.7	62.0		Nov-20		23	24		Jan-18
China, Hong Kong (SAR)	7.753	212.4	111.8	Y	Jan-21	ER	19	20		Jun-12
China, Macao (SAR)	7.978	151.7	56.9		Jul-20		21	22		Jul-18
Colombia	3472	127.6	23.1		Nov-20		20	21		Oct-20
Comoros	404.446	148.1	45.0		Nov-20		14	15		Apr-19
Congo /W40	539.261	164.5	60.9		Nov-20		7	7		Sep-19
Congo, Dem. Rep. /W40	1952.885	151.9	51.2		Nov-20		25	27		Sep-19
Cook Islands 4/	1.394	149.9	48.5		Nov-20		22	23		Oct-19
Costa Rica	607.69	131.6	32.5		Mar-20		22	23		Oct-19
Cote d'Ivoire /W40	539.261	143.4	40.3		Nov-20		15	16		Dec-12
Croatia, Republic of	6.145	140.5	46.7	Y	Jan-21	ER	8	9		Aug-19
Cuba *	0.99	158.1	56.8		Nov-20		32	34		Oct-19
Cyprus	0.822	123.4	28.7	Y	Jan-21	ER	18	19		Jun-19
Czech Republic	21.51	147.0	44.9	Y	Jan-21	ER	21	22		Sep-06
Denmark	6.116	168.0	70.1	Y	Jan-21	ER	25	27		Jun-19
Djibouti /W40	177	148.4	47.3		Nov-20		16	17		Jan-15
Dominica /W40 14/	2.7	148.3	48.2		Mar-20		23	24		Oct-17
Dominican Republic	57.604	120.2	28.8		Mar-20		21	22		Sep-13
Ecuador	1	131.5	30.9		Nov-20		21	22		Sep-19
Egypt /W40	15.72	128.8	28.0		Nov-20		19	20		Jul-18
El Salvador	1	124.8	25.0		Jul-18		21	22		Nov-15
Equatorial Guinea	539.261	139.0	36.4		Nov-20		19	20		Aug-19
Eritrea	15	150.4	49.3		Nov-20		11	12		Dec-17
Estonia	0.822	135.3	32.2		Nov-20		18	19		Feb-01
Eswatini	15.241	114.7	16.4		Nov-20		11	12		Sep-03
Ethiopia /W40	39.092	140.7	40.6		Jul-20		20	21		Sep-18
Fiji /W40	2.04	137.2	34.0		Nov-20		20	21		Sep-11
Finland	0.822	144.1	46.3	Y	Jan-21	ER	20	21		Feb-15
France, Lyon and Elsewhere	0.822	151.6	51.8	Y	Jan-21	L	17	18		Jul-01
France, Paris	0.822	155.2	55.4	Y	Jan-21	ER	21	22		Jan-04
French Guiana	0.822	140.3	43.0	Y	Jan-21	ER				
Gabon /W40	539.261	162.7	58.8		Nov-20		18	19		Jun-19
Gambia	51	135.5	33.7		Nov-20		16	17		Apr-20
Georgia, Republic of	3.268	119.3	19.0		Mar-20		17	18		May-14
Germany, Berlin	0.822	141.3	44.0	Y	Jan-21	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	0.822	135.6	38.2	Y	Jan-21	ER	20	21		May-19
Germany, Dresden	0.822	135.6	38.2	Y	Jan-21	A	19	20		May-19
Germany, Frankfurt	0.822	140.9	43.7	Y	Jan-21	L	21	22		Aug-20
Germany, Hamburg	0.822	142.8	45.6	Y	Jan-21	L	21	22		May-19
Germany, Munich	0.822	146.9	49.8	Y	Jan-21	L	20	21		May-19
Ghana /W40	5.824	143.7	43.1		Nov-20		26	28		Nov-19
Gibraltar 1/	0.733	167.8	67.2	Y	Jan-21	A				
Greece	0.822	128.1	32.3	Y	Jan-21	ER	17	18		May-19
Grenada /W40 14/	2.7	148.3	48.2		Mar-20		23	24		Oct-17
Guatemala /W40	7.773	132.5	32.0		Mar-20		16	17		Jan-09
Guinea	9964.88	141.7	41.4		Nov-20		20	21		Feb-18
Guinea Bissau	539.261	134.1	32.1		Nov-20		13	14		Nov-15
Guyana	208.2	144.2	43.0		Nov-20		22	23		May-20
Haiti	71.337	167.6	73.0		Nov-20		24	25		Aug-19
Honduras	23.96	133.3	32.3		Nov-20		23	24		Nov-19
Hungary	296.22	130.8	28.8	Y	Jan-21	ER	19	20		May-19
Iceland	127.29	133.8	29.1	Y	Jan-21	ER				
India /W40	73.42	132.4	30.7		Nov-20		22	23		Dec-19
Indonesia /W40	14110	132.9	31.5		Mar-20		24	25		Sep-11
Iran	250442	142.2	40.9		Nov-20		30	32		Jun-20
Iraq	1400	129.6	33.7		Nov-19		14	15		May-02
Ireland	0.822	153.1	53.8	Y	Jan-21	ER	24	25		May-98
Israel, Tel Aviv /W40 22/	3.209	176.1	70.8		Nov-20		25	27		Nov-19
Italy, Brindisi	0.822	130.2	32.4	Y	Jan-21	L	10	11		Nov-99
Italy, Rome	0.822	136.4	38.7	Y	Jan-21	ER	20	21		Jul-01
Jamaica /W40	141.072	143.8	43.3		Mar-20		24	25		Oct-17
Japan, Hiroshima	103.9	166.0	65.1	Y	Jan-21	L	13	14		Sep-19
Japan, Tokyo	103.9	190.4	89.3	Y	Jan-21	ER	22	23		Sep-19
Jerusalem /W40	3.209	166.7	61.6		Nov-20		25	27		Nov-19
Jordan /W40	0.708	143.1	42.4		Nov-20		20	21		Aug-17
Kazakhstan	419.94	125.5	24.7		Jul-20		18	19		Sep-17
Kenya /W40	108.94	139.9	40.7		Mar-20		26	28		Feb-20
Kiribati	1.294	151.1	46.7		Nov-20		11	12		Jan-20
Korea, Dem. Peo. Of *	103.05	153.0	51.7		Nov-20		10	11		Sep-15
Korea, Republic of	1091.97	165.1	61.1		Nov-20		17	18		Nov-19
Kuwait /W40	0.305	139.4	38.4		Nov-20		20	21		Aug-17
Kyrgyzstan	84.6	128.4	28.4		Jul-20		15	16		Apr-20
Lao Peo. Dem. Rep. /W40	9290	133.0	32.2		Mar-20		13	14		Oct-03

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Effective 1 January 2021

(last updated 15 January 2021)

Country or area	Exchange rate	Post Adjustment (New York, March 1999 = 100)					Thresholds			
		Index	Multiplier	Change	Effective date	Reason for change	Rate		Change	Effective date
							With allowances	Without allowances		
Latvia 23/	0.822	135.2	38.3		Jul-20		18	19		Nov-19
Lebanon /W40	1507.5	150.4	50.4	Y	Jan-21	OMR	22	23		Sep-11
Lesotho /W40	15.241	129.0	27.0		Nov-20		14	15		Jan-11
Liberia	162.063	151.1	49.9		Nov-20		19	20		Jun-10
Libya	4.48	96.4	23.7		Nov-20		12	13		Nov-05
Lithuania	0.822	132.2	30.6		Nov-20		17	18		Dec-03
Luxembourg	0.822	152.0	53.9	Y	Jan-21	ER	17	18		Dec-17
Madagascar	3789.97	131.4	29.1		Nov-20		21	22		Dec-19
Malawi /W40	767	138.8	38.6		Jul-20		23	24		Nov-19
Malaysia /W40	4.046	144.7	42.4		Nov-20		19	20		Dec-19
Maldives	15	147.9	50.5		Jun-20		23	24		Jun-20
Mali /W40	539.261	146.4	43.9		Nov-20		13	14		Sep-20
Malta	0.822	135.9	37.2	Y	Jan-21	ER	14	15		Oct-06
Marshall Islands 2/	1	150.7	49.2		Nov-20		21	22		Jul-19
Mauritania /W40	36.29	132.6	30.9		Nov-20		12	13		May-18
Mauritius /W40	38.764	134.2	36.1		Mar-20		20	21		Jan-20
Mexico	19.95	142.2	37.4		Nov-20		21	22		Jul-19
Micronesia, Fed States of 2/	1	150.7	49.2		Nov-20		23	24		Feb-07
Moldova /W40	17.14	131.0	30.7		Nov-20		17	18		Apr-20
Monaco 3/	0.822	155.2	55.4	Y	Jan-21	A	21	22		Jan-04
Mongolia	2820.23	134.3	33.2		Mar-20		21	22		Aug-19
Montenegro	0.822	124.8	22.6		Nov-20		16	17		Dec-19
Morocco /W40	8.916	130.8	28.5		Nov-20		19	20		Jan-19
Mozambique	73.7	132.0	37.9		Mar-20		27	29		Apr-20
Myanmar /W40	1353	139.6	39.6		Nov-20		25	27		Dec-17
Namibia	15.241	127.0	25.2		Nov-20		19	20		Jul-20
Nepal /W40	117.15	127.0	25.9		Nov-20		12	13		Jan-14
Netherlands	0.822	146.8	49.8	Y	Jan-21	ER	24	25		Oct-19
New Caledonia	98.103	146.8	43.5		Nov-20		16	17		Sep-05
New Zealand 26/	1.394	142.1	41.1		Dec-20		24	25		Dec-20
Nicaragua	34.702	133.0	32.4		Nov-20		25	27		Jun-20
Niger /W40	539.261	141.8	38.8		Nov-20		10	11		Mar-09
Nigeria /W40	392.42	142.5	41.6		Nov-20		21	22		Apr-20
The Republic of North Macedonia	49.795	126.7	24.9		Nov-20		18	19		Jun-19
Norway	8.501	149.7	49.7	Y	Jan-21	ER	20	21		Jul-19
Oman	0.384	132.3	34.2		Jul-20		19	20		Feb-15
Pakistan	160	131.9	31.0		Nov-20		18	19		Jun-19

VIII. CONSOLIDATED POST ADJUSTMENT CIRCULAR

Effective 1 January 2021

(last updated 15 January 2021)

Country or area	Exchange rate	Post Adjustment (New York, March 1999 = 100)					Thresholds			
		Index	Multiplier	Change	Effective date	Reason for change	Rate		Change	Effective date
							With allowances	Without allowances		
Palau, Republic of 4/	1	149.9	48.5		Nov-20					
Panama /W40	1	138.5	38.7		Mar-20		24	25	Aug-18	
Papua New Guinea /W40	3.509	168.9	70.9		Mar-20		30	32	Feb-18	
Paraguay /W40	6787	127.2	26.0		Nov-20		17	18	Aug-20	
Peru	3.616	133.3	34.6		Mar-20		21	22	Aug-17	
Philippines /W40	48.021	148.2	46.4		Nov-20		22	23	Oct-18	
Poland	3.707	122.0	21.6	Y	Jan-21	ER	20	21	May-19	
Portugal, Guimaraes	0.822	111.1	11.7	Y	Jan-21	L				
Portugal, Lisbon	0.822	135.4	36.1	Y	Jan-21	ER	20	21	Jan-05	
Puerto Rico 13/	1	120.2	28.8		Mar-20					
Qatar	3.671	153.8	56.5		Mar-20		28	30	Oct-19	
Romania	3.971	119.0	20.4	Y	Jan-21	ER	22	23	May-19	
Russian Federation /W40	73.637	138.2	43.0		Mar-20		18	19	Oct-19	
Rwanda /W40	983	126.5	25.9		Nov-20		16	17	Apr-13	
Saint Helena 5/	0.733	140.8	46.8		Nov-20					
St. Lucia	2.7	147.7	46.5		Nov-20		17	18	Oct-19	
Samoa	2.519	143.3	40.7		Nov-20		15	16	Oct-17	
Sao Tome and Principe /W40	20.82	139.9	38.4		Nov-20		15	16	Jun-19	
Saudi Arabia /W40	3.753	149.4	48.7		Nov-20		21	22	Nov-17	
Senegal /W40	539.261	137.6	34.8		Nov-20		17	18	Jul-15	
Serbia	95.753	132.2	29.2		Nov-20		21	22	Jun-19	
Seychelles	20.724	134.7	53.0		Mar-20		20	21	Jan-19	
Sierra Leone /W40	10100	148.7	47.9		Nov-20		19	20	May-18	
Singapore	1.326	175.4	73.6		Nov-20		23	24	Jul-19	
Slovak Republic	0.822	130.7	31.6	Y	Jan-21	ER	16	17	Feb-12	
Slovenia, Republic of 24/	0.822	135.7	41.8	Y	Jan-21	ER	14	15	Jan-20	
Solomon Islands /W40	7.862	153.4	51.2		Nov-20		18	19	Dec-07	
Somalia 6/	24300	140.3	40.7		Jul-20		15	16	Sep-99	
South Africa /W40	15.241	124.9	25.6		Nov-20		19	20	Apr-17	
South Sudan, Republic of /W40	177.124	158.6	58.5		Nov-19		14	15	Sep-17	
Spain	0.822	135.3	36.5	Y	Jan-21	ER	19	20	Nov-08	
Sri Lanka	187.54	131.4	31.5		Nov-20		26	28	Sep-17	
St. Kitts and Nevis /W40 14/	2.7	148.3	48.2		Mar-20		23	24	Oct-17	
St. Vincent and the Grenadines /W40 14/	2.7	148.3	48.2		Mar-20		23	24	Oct-17	
Sudan /W40	55	170.1	70.1	Y	Jan-21	OMR	22	23	Nov-19	
Suriname	14.02	122.4	39.4		Jul-20		16	17	Oct-12	
Sweden	8.343	152.4	55.5	Y	Jan-21	ER	26	28	Aug-19	

VIII. CONSOLIDATED POST ADJUSTMENT CIRCULAR

Effective 1 January 2021

(last updated 15 January 2021)

Country or area	Exchange rate	Post Adjustment (New York, March 1999 = 100)					Thresholds			
		Index	Multiplier	Change	Effective date	Reason for change	Rate		Change	Effective date
							With allowances	Without allowances		
Switzerland	0.888	179.5	81.8	Y	Jan-21	ER	21	22		Apr-06
Syrian Arab Republic 10/	1250	109.1	28.8		Jul-19		20	21		Jun-12
Tajikistan	11.3	126.3	27.0		Mar-20		20	21		Sep-19
Tanzania, United Rep. of /W40	2291	141.8	40.9		Nov-20		23	24		Mar-20
Thailand /W40	30.04	146.3	43.2		Nov-20		22	23		Jul-19
Timor-Leste /W40	1	144.6	45.4		Apr-18		15	16		Jul-11
Togo	539.261	147.1	44.0		Nov-20		17	18		Jun-19
Tonga	2.206	132.6	30.6		Jul-20		9	10		Jan-09
Trinidad and Tobago /W40	6.751	141.7	40.7		Mar-20		26	28		Oct-08
Tunisia	2.684	133.2	31.0		Nov-20		16	17		Nov-19
Turkey, Ankara	7.345	116.5	17.0		Mar-20		17	18		Mar-20
Turkey, Gebze 19/	7.345	122.4	23.0		Mar-20		18	19		Mar-20
Turkey, Istanbul 15/	7.345	122.4	23.0		Mar-20		18	19		Mar-20
Turkmenistan	3.5	159.3	57.8		Nov-20		11	12		Oct-19
Tuvalu 11/	1.294	146.2	43.0		Nov-20					
Uganda /W40	3633.5	124.3	22.9		Nov-20		24	25		May-14
Ukraine	28.5	128.6	32.2		Mar-20		16	17		Aug-19
United Arab Emirates	3.673	162.7	62.4		Mar-20		32	34		Aug-11
United Kingdom	0.733	167.8	67.2	Y	Jan-21	ER	27	29		Feb-14
USA, El Paso 20/	1	142.8	41.3		Feb-20		12	13		Jul-19
USA, Miami 7/	1	141.7	40.2		Feb-20					
USA, New York	1	168.9	67.1		Feb-20		28	30		Apr-11
USA, San Diego 21/	1	161.6	59.9		Feb-20		27	29		Aug-19
USA, San Francisco 8/	1	160.3	58.6		Feb-20					
USA, Seattle 18/	1	142.0	40.5		Feb-20		22	23		Aug-18
USA, Washington D.C.	1	149.2	47.6		Feb-20		27	29		Apr-11
Uruguay /W40	42.05	139.7	39.4		Mar-20		25	27		Dec-19
Uzbekistan /W40	10483	127.5	28.2		Mar-20		21	22		Oct-19
Vanuatu	105.58	146.1	42.3		Nov-20		15	16		Aug-12
Venezuela /W40 10/	1468241.15	81.8	63.9		Mar-18		27	29		Aug-12
Vietnam	23100	123.6	22.9		Nov-20		21	22		Jul-17
West Bank & the Gaza Strip, The /W40 9/	3.209	166.7	61.6		Nov-20		21	22		Sep-13
Yemen, Republic of 10/	582.49	117.8	24.2		Jul-19		12	13		Nov-10
Zambia	21.128	118.3	23.7		Mar-20		23	24		Feb-20
Zimbabwe /W40 25/	79.74	127.7	28.9		Nov-20		16	17		Dec-18

VIII. CONSOLIDATED POST ADJUSTMENT CIRCULAR

Effective 1 January 2021

(last updated 15 January 2021)

Country or area	Exchange rate	Post Adjustment (New York, March 1999 = 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)		

ANNEX I

ADJUSTMENT OF THE BASE/FLOOR SALARY SCALE FOR STAFF IN THE PROFESSIONAL AND HIGHER CATEGORIES (EFFECTIVE 1 JANUARY 2021)

1. Pursuant to General Assembly resolution A/RES/75/245, the base/floor salary scale effective 1 January 2021 for staff in the Professional and higher categories is increased by 1.90 per cent at all grades and steps. This revised base/floor scale reflects a consolidation of 1.90 per cent of post adjustment into net base salary and is implemented effective 1 January 2021.
2. In accordance with the established practice, the consolidation of 1.90 per cent has been implemented on a “no loss, no gain” basis. Consequently, the base/floor has been increased by 1.90 per cent and the post adjustment indices and multipliers applicable at all duty stations have been reduced by the same percentage, so that the net remuneration remains unchanged.
3. The base/floor salary scale is also used to calculate some separation payments. As of 1 January 2021, these payments will be subject to an increase, as a result of the increase in the base/floor salary scale.

ANNEX II

POST ADJUSTMENT MULTIPLIERS, BEFORE AND AFTER CONSOLIDATION – January 2021

DUTY STATION	PRE-CONSOLIDATION 1 January 2021	POST-CONSOLIDATION 1 January 2021
Afghanistan	45.4	42.7
Albania	23.3	21.0
Algeria	35.9	33.4
Angola	50.5	47.7
Anguilla	51.0	48.2
Antigua and Barbuda	51.0	48.2
Argentina	38.5	35.9
Armenia	30.9	28.5
Aruba	51.4	48.6
Australia	47.7	45.0
Austria	55.1	52.2
Azerbaijan	30.5	28.1
Bahamas	71.8	68.6
Bahrain	42.3	39.6
Bangladesh	42.1	39.4
Barbados	58.7	55.7
Belarus	36.0	33.5
Belgium	50.3	47.5
Belize	30.7	28.3
Benin	44.3	41.6
Bermuda	85.9	82.4
Bhutan	32.5	30.0
Bolivia	28.1	25.7
Bonaire	51.0	48.2
Bosnia and Herzegovina	24.9	22.6
Botswana	25.3	23.0
Brazil	29.9	27.5
British Virgin Islands	51.0	48.2
Bulgaria	26.0	23.7
Burkina Faso	35.5	33.0
Burundi	42.7	40.0
Cambodia	29.9	27.5
Cameroon	33.6	31.1
Canada, Montreal	46.6	43.9
Canada, Ottawa	56.2	53.3
Canada, Toronto	63.9	60.9
Cape Verde	28.6	26.2
Cayman Islands	47.9	45.1
Central African Rep.	63.1	60.1
Chad	57.5	54.6

DUTY STATION	PRE-CONSOLIDATION 1 January 2021	POST-CONSOLIDATION 1 January 2021
Chile	34.9	32.4
China, Beijing	65.1	62.0
China, Hong Kong (SAR)	115.9	111.8
China, Macao (SAR)	59.9	56.9
Colombia	25.4	23.1
Comoros	47.8	45.0
Congo	64.0	60.9
Congo, Dem. Rep.	54.1	51.2
Cook Islands	51.3	48.5
Costa Rica	35.0	32.5
Cote d'Ivoire	43.0	40.3
Croatia, Republic of	49.5	46.7
Cuba	59.8	56.8
Cyprus	31.1	28.7
Czech Republic	47.7	44.9
Denmark	73.4	70.1
Djibouti	50.1	47.3
Dominica	51.0	48.2
Dominican Republic	31.2	28.8
Ecuador	33.4	30.9
Egypt	30.4	28.0
El Salvador	27.4	25.0
Equatorial Guinea	39.0	36.4
Eritrea	52.1	49.3
Estonia	34.7	32.2
Eswatini	18.6	16.4
Ethiopia	43.3	40.6
Fiji	36.5	34.0
Finland	49.1	46.3
France, Lyon and Elsewhere	54.7	51.8
France, Paris	58.4	55.4
French Guiana	45.7	43.0
Gabon	61.8	58.8
Gambia	36.2	33.7
Georgia, Republic of	21.3	19.0
Germany, Berlin	46.7	44.0
Germany, Bonn	40.8	38.2
Germany, Dresden	40.8	38.2
Germany, Frankfurt	46.4	43.7
Germany, Hamburg	48.4	45.6
Germany, Munich	52.6	49.8
Ghana	45.8	43.1
Gibraltar	70.3	67.2
Greece	34.8	32.3
Grenada	51.0	48.2
Guatemala	34.5	32.0
Guinea	44.1	41.4
Guinea Bissau	34.6	32.1

DUTY STATION	PRE-CONSOLIDATION 1 January 2021	POST-CONSOLIDATION 1 January 2021
Guyana	45.7	43.0
Haiti	76.3	73.0
Honduras	34.8	32.3
Hungary	31.3	28.8
Iceland	31.5	29.1
India	33.2	30.7
Indonesia	34.0	31.5
Iran	43.6	40.9
Iraq	36.2	33.7
Ireland	56.7	53.8
Israel, Tel Aviv	74.0	70.8
Italy, Brindisi	35.0	32.4
Italy, Rome	41.4	38.7
Jamaica	46.0	43.3
Japan, Hiroshima	68.2	65.1
Japan, Tokyo	92.9	89.3
Jerusalem	64.7	61.6
Jordan	45.1	42.4
Kazakhstan	27.1	24.7
Kenya	43.4	40.7
Kiribati	49.5	46.7
Korea, Dem. Peo. Of	54.6	51.7
Korea, Republic of	64.2	61.1
Kuwait	41.0	38.4
Kyrgyzstan	30.8	28.4
Lao Peo. Dem. Rep.	34.7	32.2
Latvia	40.9	38.3
Lebanon	53.3	50.4
Lesotho	29.4	27.0
Liberia	52.7	49.9
Libya	26.1	23.7
Lithuania	33.1	30.6
Luxembourg	56.8	53.9
Madagascar	31.6	29.1
Malawi	41.2	38.6
Malaysia	45.1	42.4
Maldives	53.4	50.5
Mali	46.6	43.9
Malta	39.8	37.2
Marshall Islands	52.0	49.2
Mauritania	33.4	30.9
Mauritius	38.7	36.1
Mexico	40.0	37.4
Micronesia, Fed States of	52.0	49.2
Moldova	33.2	30.7
Monaco	58.4	55.4
Mongolia	35.7	33.2
Montenegro	24.9	22.6

DUTY STATION	PRE-CONSOLIDATION 1 January 2021	POST-CONSOLIDATION 1 January 2021
Morocco	30.9	28.5
Mozambique	40.5	37.9
Myanmar	42.3	39.6
Namibia	27.6	25.2
Nepal	28.3	25.9
Netherlands	52.6	49.8
New Caledonia	46.2	43.5
New Zealand	43.8	41.1
Nicaragua	34.9	32.4
Niger	41.4	38.8
Nigeria	44.3	41.6
The Republic of North Macedonia	27.3	24.9
Norway	52.5	49.7
Oman	36.7	34.2
Pakistan	33.5	31.0
Palau, Republic of	51.3	48.5
Panama	41.3	38.7
Papua New Guinea	74.1	70.9
Paraguay	28.4	26.0
Peru	37.2	34.6
Philippines	49.2	46.4
Poland	23.9	21.6
Portugal, Guimaraes	13.9	11.7
Portugal, Lisbon	38.7	36.1
Puerto Rico	31.2	28.8
Qatar	59.5	56.5
Romania	22.7	20.4
Russian Federation	45.7	43.0
Rwanda	28.3	25.9
Saint Helena	49.6	46.8
St. Lucia	49.3	46.5
Samoa	43.4	40.7
Sao Tome and Principe	41.0	38.4
Saudi Arabia	51.5	48.7
Senegal	37.4	34.8
Serbia	31.7	29.2
Seychelles	55.9	53.0
Sierra Leone	50.7	47.9
Singapore	76.9	73.6
Slovak Republic	34.1	31.6
Slovenia, Republic of	44.5	41.8
Solomon Islands	54.1	51.2
Somalia	43.4	40.7
South Africa	28.0	25.6
South Sudan, Republic of	61.5	58.5
Spain	39.1	36.5
Sri Lanka	34.0	31.5
St. Kitts and Nevis	51.0	48.2

DUTY STATION	PRE-CONSOLIDATION 1 January 2021	POST-CONSOLIDATION 1 January 2021
St. Vincent and the Grenadines	51.0	48.2
Sudan	73.3	70.1
Suriname	42.0	39.4
Sweden	58.5	55.5
Switzerland	85.2	81.8
Syrian Arab Republic	31.2	28.8
Tajikistan	29.4	27.0
Tanzania, United Rep. of	43.6	40.9
Thailand	45.9	43.2
Timor-Leste	48.2	45.4
Togo	46.7	44.0
Tonga	33.1	30.6
Trinidad and Tobago	43.4	40.7
Tunisia	33.5	31.0
Turkey, Ankara	19.2	17.0
Turkey, Gebze	25.3	23.0
Turkey, Istanbul	25.3	23.0
Turkmenistan	60.8	57.8
Tuvalu	45.7	43.0
Uganda	25.2	22.9
Ukraine	34.7	32.2
United Arab Emirates	65.5	62.4
United Kingdom	70.3	67.2
USA, El Paso	44.0	41.3
USA, Miami	42.8	40.2
USA, New York	70.3	67.1
USA, San Diego	62.9	59.9
USA, San Francisco	61.6	58.6
USA, Seattle	43.2	40.5
USA, Washington D.C.	50.4	47.6
Uruguay	42.0	39.4
Uzbekistan	30.6	28.2
Vanuatu	45.0	42.3
Venezuela	67.0	63.9
Vietnam	25.2	22.9
West Bank & the Gaza Strip, The	64.7	61.6
Yemen, Republic of	26.6	24.2
Zambia	26.0	23.7
Zimbabwe	31.3	28.9