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INTERNATIONAL CIVIL SERVICE COMMISSION

Consolidated Post Adjustment Circular

ICSC/CIRC/PAC/554

Approved by:
Larbi Djacta, Chairman

Date:
15 February 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 February 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 février 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. Post Adjustment Classification Review for New York and all group I duty stations

1. Pursuant to General Assembly resolutions *70/244, 71/264, 72/255, 73/273, 74/255* the secretariat continued monitoring the margin since it was last reported to the Assembly by the ICSC Chair at the time of the introduction of the 2020 ICSC annual report, at which time it stood at 113.0. The margin updated on the basis of the increase in the post adjustment multiplier for New York (from 67.1 to 69.3) stood at 113.1 as of 1 February 2021, thus remaining within the 113-117 range, and hence requiring no margin management action on the part of the ICSC. For further details, please refer to ICSC/CIRC/GEN/04/2021_Rev.1

2. Furthermore, the post adjustment classifications of all headquarters and other group I duty stations were reviewed on the anniversary date of the post adjustment classification review for New York (results effective 1 February 2021), pursuant to General Assembly resolution A/RES/69/251. The review led to real salary increases in 23 (out of 53) group I duty stations whose updated post adjustment indices exceeded their prevailing pay indices (post adjustment multiplier based on the 0.5% rule, that is, adjusted for exchange-rate movements only, plus 100). For the remaining 30 duty stations, the updated post adjustment indices fell below the updated pay indices based on the 0.5% rule, and so the latter prevailed. The applicable post adjustment multipliers effective 1 February 2021 are listed in the attached Consolidated Post Adjustment Circular.

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

3. 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 February 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 or the twelve-month review.

VI. Cost-of-living surveys

4. 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 February 2021

Duty station	Type of survey	Date of survey	Survey materials received
Brazil	Housing	November 2020	December 2020
Burkina Faso	Housing	November 2020	December 2020
Costa Rica	Housing	November 2020	December 2020
Ecuador	Housing	November 2020	December 2020
Samoa	Housing	November 2020	December 2020

VII. Duty Stations with Personal Transitional Allowance (PTA)

5. 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 2 is a summary of all PTAs in effect as of 1 February 2021.

6. 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 2, 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 2 also provides the applicable start date of the PTA to all staff.

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

VIII. One Month Rule

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 February 2021 are listed in the attached Consolidated Post Adjustment Circular.

IX. CONSOLIDATED POST ADJUSTMENT CIRCULAR

Effective 1 February 2021

(last updated 15 February 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	77.3	141.2	42.7		Nov-11		9	10		Jul-06
Albania	99.15	123.7	21.0		Nov-20		16	17		Feb-09
Algeria /W40	132.413	132.9	33.4		Mar-20		21	22		Nov-19
Angola /W40	651.325	133.5	47.7		Mar-20		18	19		Mar-20
Anguilla /W40 14/	2.7	149.0	48.2		Mar-20		23	24		Oct-17
Antigua and Barbuda /W40 14/	2.7	149.0	48.2		Mar-20		23	24		Oct-17
Argentina	87.205	134.8	35.9		Mar-20		26	28		Nov-18
Armenia	516.5	128.2	28.5		Jul-20		20	21		Nov-19
Aruba 12/	1.79	149.6	48.6		Nov-20		27	29		Nov-14
Australia	1.288	141.2	45.5	Y	Feb-21	ER	24	25		Oct-19
Austria	0.824	151.5	51.8	Y	Feb-21	ER	18	19		May-14
Azerbaijan	1.693	129.6	28.1		Nov-20		26	28		Feb-18
Bahamas	1	169.7	68.6		Nov-20		32	34		Apr-13
Bahrain	0.377	139.2	39.6		Mar-20		22	23		Aug-08
Bangladesh /W40	84.714	141.2	39.4		Nov-20		16	17		Apr-20
Barbados /W40	2	155.9	55.7		Mar-20		19	20		Sep-05
Belarus	2.586	132.8	33.5		Mar-20		18	19		Sep-19
Belgium	0.824	142.4	47.2	Y	Feb-21	ER	17	18		Feb-15
Belize	2	129.5	28.3		Mar-20		13	14		Sep-13
Benin	540.461	144.5	41.6		Nov-20		19	20		Aug-20
Bermuda 16/	1	183.6	82.4		Nov-20		35	37		Dec-17
Bhutan	73.04	132.1	30.0		Nov-20		13	14		Aug-20
Bolivia /W40	6.907	126.1	25.7		Mar-20		15	16		Oct-16
Bonaire /W40 14/	1	149.0	48.2		Mar-20		23	24		Oct-17
Bosnia and Herzegovina /W40	1.611	125.3	22.6		Nov-20		13	14		Jun-19
Botswana	10.965	125.9	23.0		Mar-20		19	20		Jun-19
Brazil	5.423	121.6	27.5		Mar-20		19	20	Y	Feb-21
British Virgin Islands /W40	1	146.4	48.2		Mar-20		22	23		Jun-19
Bulgaria	1.611	121.0	23.5	Y	Feb-21	ER	16	17		Feb-15
Burkina Faso /W40	540.461	136.0	36.0	Y	Feb-21	H	14	15	Y	Feb-21
Burundi	1934.35	140.9	40.0		Nov-20		13	14		Sep-20
Cambodia /W40	4073	128.5	27.5		Nov-20		21	22		Sep-18
Cameroon /W40	540.461	135.4	31.1		Nov-20		15	16		Jul-15
Canada, Montreal	1.268	145.5	45.5	Y	Feb-21	TMR	17	18		May-17
Canada, Ottawa	1.268	155.0	55.0	Y	Feb-21	L	18	19		May-17
Canada, Toronto	1.268	162.7	62.7	Y	Feb-21	L	20	21		May-17
Cape Verde	90.85	129.2	26.2		Nov-20		16	17		Jul-11
Cayman Islands 17/	0.82	145.0	45.1		Mar-20		24	25		Dec-17

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		Index	Multiplier	Change	Effective date	Reason for change	Rate		Change	Effective date
							With allowances	Without allowances		
Central African Rep. /W40	540.461	163.5	60.1		Nov-20		17	18		Nov-17
Chad /W40	540.461	157.8	54.6		Nov-20		16	17		Dec-19
Chile	740	136.0	32.4		Nov-20		19	20		Aug-19
China, Beijing /W40	6.451	167.3	62.0		Nov-20		23	24		Jan-18
China, Hong Kong (SAR)	7.753	213.0	113.0	Y	Feb-21	TMR	19	20		Jun-12
China, Macao (SAR)	7.985	152.1	56.9		Jul-20		21	22		Jul-18
Colombia	3582	127.1	23.1		Nov-20		20	21		Oct-20
Comoros	405.345	148.8	45.0		Nov-20		14	15		Apr-19
Congo /W40	540.461	165.2	60.9		Nov-20		7	7		Sep-19
Congo, Dem. Rep. /W40	1932.283	152.4	51.2		Nov-20		25	27		Sep-19
Cook Islands 4/	1.381	150.8	48.5		Nov-20		22	23		Oct-19
Costa Rica	610.48	132.8	32.8	Y	Feb-21	H	22	23		Oct-19
Cote d'Ivoire /W40	540.461	144.3	40.3		Nov-20		15	16		Dec-12
Croatia, Republic of	6.233	141.0	44.9	Y	Feb-21	ER	8	9		Aug-19
Cuba *	24	158.8	56.8		Nov-20		32	34		Oct-19
Cyprus	0.824	124.3	28.4	Y	Feb-21	ER	18	19		Jun-19
Czech Republic	21.22	149.0	49.0	Y	Feb-21	TMR	21	22		Sep-06
Denmark	6.128	168.7	69.8	Y	Feb-21	ER	25	27		Jun-19
Djibouti /W40	177	149.1	47.3		Nov-20		16	17		Jan-15
Dominica /W40 14/	2.7	149.0	48.2		Mar-20		23	24		Oct-17
Dominican Republic	57.599	120.8	28.8		Mar-20		21	22		Sep-13
Ecuador	1	133.2	33.2	Y	Feb-21	H	22	23	Y	Feb-21
Egypt /W40	15.675	129.5	28.0		Nov-20		19	20		Jul-18
El Salvador	1	125.3	25.0		Jul-18		21	22		Nov-15
Equatorial Guinea	540.461	139.5	36.4		Nov-20		19	20		Aug-19
Eritrea	15	151.3	49.3		Nov-20		11	12		Dec-17
Estonia	0.824	135.0	32.2		Nov-20		18	19		Feb-01
Eswatini	14.628	117.1	16.4		Nov-20		11	12		Sep-03
Ethiopia /W40	39.347	141.6	40.6		Jul-20		20	21		Sep-18
Fiji /W40	2.04	137.7	34.0		Nov-20		20	21		Sep-11
Finland	0.824	144.4	46.0	Y	Feb-21	ER	20	21		Feb-15
France, Lyon and Elsewhere	0.824	151.6	51.6	Y	Feb-21	L	17	18		Jul-01
France, Paris	0.824	155.2	55.2	Y	Feb-21	TMR	21	22		Jan-04
French Guiana	0.824	140.7	42.6	Y	Feb-21	ER				
Gabon /W40	540.461	163.3	58.8		Nov-20		18	19		Jun-19
Gambia	51.35	136.0	33.7		Nov-20		16	17		Apr-20
Georgia, Republic of	3.304	119.7	19.0		Mar-20		17	18		May-14
Germany, Berlin	0.824	141.5	43.7	Y	Feb-21	L	24	25		May-19

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							With allowances	Without allowances		
Germany, Bonn	0.824	135.8	37.9	Y	Feb-21	ER	20	21		May-19
Germany, Dresden	0.824	135.8	37.9	Y	Feb-21	A	19	20		May-19
Germany, Frankfurt	0.824	141.2	43.4	Y	Feb-21	L	21	22		Aug-20
Germany, Hamburg	0.824	143.1	45.3	Y	Feb-21	L	21	22		May-19
Germany, Munich	0.824	147.2	49.5	Y	Feb-21	L	20	21		May-19
Ghana /W40	5.807	144.3	43.1		Nov-20		26	28		Nov-19
Gibraltar 1/	0.724	169.6	69.6	Y	Feb-21	A				
Greece	0.824	128.6	31.9	Y	Feb-21	ER	17	18		May-19
Grenada /W40 14/	2.7	149.0	48.2		Mar-20		23	24		Oct-17
Guatemala /W40	7.76	133.1	32.0		Mar-20		16	17		Jan-09
Guinea	10085.33	142.2	41.4		Nov-20		20	21		Feb-18
Guinea Bissau	540.461	134.5	32.1		Nov-20		13	14		Nov-15
Guyana	208.2	144.8	43.0		Nov-20		22	23		May-20
Haiti	73.204	167.5	73.0		Nov-20		24	25		Aug-19
Honduras	23.948	133.9	32.3		Nov-20		23	24		Nov-19
Hungary	294.72	131.8	31.8	Y	Feb-21	TMR	19	20		May-19
Iceland	128.59	133.0	33.0	Y	Feb-21	TMR				
India /W40	73.04	133.2	30.7		Nov-20		22	23		Dec-19
Indonesia /W40	14055	133.9	31.5		Mar-20		24	25		Sep-11
Iran	234575	143.2	40.9		Nov-20		30	32		Jun-20
Iraq	1445	130.1	33.7		Nov-19		14	15		May-02
Ireland	0.824	153.3	53.4	Y	Feb-21	ER	24	25		May-98
Israel, Tel Aviv /W40 22/	3.286	175.1	70.8		Nov-20		25	27		Nov-19
Italy, Brindisi	0.824	130.5	32.1	Y	Feb-21	L	10	11		Nov-99
Italy, Rome	0.824	136.7	38.4	Y	Feb-21	ER	20	21		Jul-01
Jamaica /W40	145.334	143.1	43.3		Mar-20		24	25		Oct-17
Japan, Hiroshima	104.7	165.6	65.6	Y	Feb-21	L	13	14		Sep-19
Japan, Tokyo	104.7	189.9	89.9	Y	Feb-21	TMR	22	23		Sep-19
Jerusalem, Jerusalem /W40	3.286	165.7	61.6		Nov-20		25	27		Nov-19
Jordan /W40	0.708	143.6	42.4		Nov-20		20	21		Aug-17
Kazakhstan	423.26	126.0	24.7		Jul-20		18	19		Sep-17
Kenya /W40	109.98	140.0	40.7		Mar-20		26	28		Feb-20
Kiribati	1.288	152.0	46.7		Nov-20		11	12		Jan-20
Korea, Dem. Peo. Of *	102.83	153.8	51.7		Nov-20		10	11		Sep-15
Korea, Republic of	1119.32	163.3	61.1		Nov-20		17	18		Nov-19
Kuwait /W40	0.303	140.3	38.4		Nov-20		20	21		Aug-17
Kyrgyzstan	84.3	129.1	28.4		Jul-20		15	16		Apr-20
Lao Peo. Dem. Rep. /W40	9320	133.3	32.2		Mar-20		13	14		Oct-03

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Effective 1 February 2021

(last updated 15 February 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/	0.824	135.1	38.3		Jul-20		18	19		Nov-19
Lebanon /W40	1507.5	151.5	51.5	Y	Feb-21	OMR	22	23		Sep-11
Lesotho /W40	14.628	131.1	27.0		Nov-20		14	15		Jan-11
Liberia	169.565	151.8	49.9		Nov-20		19	20		Jun-10
Libya	4.455	97.1	23.7		Nov-20		12	13		Nov-05
Lithuania	0.824	132.6	30.6		Nov-20		17	18		Dec-03
Luxembourg	0.824	152.0	53.6	Y	Feb-21	ER	17	18		Dec-17
Madagascar	3752.02	132.5	29.1		Nov-20		21	22		Dec-19
Malawi /W40	775	139.1	38.6		Jul-20		23	24		Nov-19
Malaysia /W40	4.045	145.4	42.4		Nov-20		19	20		Dec-19
Maldives	15	148.6	50.5		Jun-20		23	24		Jun-20
Mali /W40	540.461	147.0	43.9		Nov-20		13	14		Sep-20
Malta	0.824	136.2	36.9	Y	Feb-21	ER	14	15		Oct-06
Marshall Islands 2/	1	151.4	49.2		Nov-20		21	22		Jul-19
Mauritania /W40	36.07	133.5	30.9		Nov-20		12	13		May-18
Mauritius /W40	38.908	134.6	36.1		Mar-20		20	21		Jan-20
Mexico	20.35	141.7	37.4		Nov-20		21	22		Jul-19
Micronesia, Fed States of 2/	1	151.4	49.2		Nov-20		23	24		Feb-07
Moldova /W40	17.2	131.4	30.7		Nov-20		17	18		Apr-20
Monaco 3/	0.824	155.2	55.3	Y	Feb-21	A	21	22		Jan-04
Mongolia	2824.56	134.9	33.2		Mar-20		21	22		Aug-19
Montenegro	0.824	125.2	22.6		Nov-20		16	17		Dec-19
Morocco /W40	8.956	131.1	28.5		Nov-20		19	20		Jan-19
Mozambique	74.15	132.5	37.9		Mar-20		27	29		Apr-20
Myanmar /W40	1333	140.3	39.6		Nov-20		25	27		Dec-17
Namibia	14.628	129.0	25.2		Nov-20		19	20		Jul-20
Nepal /W40	116.7	127.7	25.9		Nov-20		12	13		Jan-14
Netherlands	0.824	147.7	49.4	Y	Feb-21	ER	24	25		Oct-19
New Caledonia	98.321	147.1	43.5		Nov-20		16	17		Sep-05
New Zealand 26/	1.381	143.0	41.1		Dec-20		24	25		Dec-20
Nicaragua	34.643	133.5	32.4		Nov-20		25	27		Jun-20
Niger /W40	540.461	140.7	38.8		Nov-20		10	11		Mar-09
Nigeria /W40	392.86	143.1	41.6		Nov-20		21	22		Apr-20
The Republic of North Macedonia	50.578	127.0	24.9		Nov-20		18	19		Jun-19
Norway	8.453	150.7	50.7	Y	Feb-21	TMR	20	21		Jul-19
Oman	0.384	132.8	34.2		Jul-20		19	20		Feb-15
Pakistan	160.219	132.7	31.0		Nov-20		18	19		Jun-19

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Effective 1 February 2021

(last updated 15 February 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	150.8	48.5		Nov-20					
Panama /W40	1	138.9	38.7		Mar-20		24	25		Aug-18
Papua New Guinea /W40	3.508	169.5	70.9		Mar-20		30	32		Feb-18
Paraguay /W40	6959	127.3	26.0		Nov-20		17	18		Aug-20
Peru	3.645	133.6	34.6		Mar-20		21	22		Aug-17
Philippines /W40	48.106	148.5	46.4		Nov-20		22	23		Oct-18
Poland	3.747	121.9	21.9	Y	Feb-21	TMR	20	21		May-19
Portugal, Guimaraes	0.824	111.1	11.5	Y	Feb-21	L				
Portugal, Lisbon	0.824	135.3	35.8	Y	Feb-21	ER	20	21		Jan-05
Puerto Rico 13/	1	120.8	28.8		Mar-20					
Qatar	3.653	154.8	56.5		Mar-20		28	30		Oct-19
Romania	4.018	118.6	19.2	Y	Feb-21	ER	22	23		May-19
Russian Federation /W40	76.03	137.3	43.0		Mar-20		18	19		Oct-19
Rwanda /W40	985	127.2	25.9		Nov-20		16	17		Apr-13
Saint Helena 5/	0.724	142.3	46.8		Nov-20					
St. Lucia	2.7	148.3	46.5		Nov-20		17	18		Oct-19
Samoa	2.475	143.8	43.8	Y	Feb-21	H	17	18	Y	Feb-21
Sao Tome and Principe /W40	20.152	141.3	38.4		Nov-20		15	16		Jun-19
Saudi Arabia /W40	3.751	150.2	48.7		Nov-20		21	22		Nov-17
Senegal /W40	540.461	137.9	34.8		Nov-20		17	18		Jul-15
Serbia	96.82	132.3	29.2		Nov-20		21	22		Jun-19
Seychelles	20.598	135.6	53.0		Mar-20		20	21		Jan-19
Sierra Leone /W40	10205	149.3	47.9		Nov-20		19	20		May-18
Singapore	1.324	176.5	73.6		Nov-20		23	24		Jul-19
Slovak Republic	0.824	130.9	31.3	Y	Feb-21	ER	16	17		Feb-12
Slovenia, Republic of 24/	0.824	136.4	41.5	Y	Feb-21	ER	14	15		Jan-20
Solomon Islands /W40	7.831	154.5	51.2		Nov-20		18	19		Dec-07
Somalia 6/	24300	140.8	40.7		Jul-20		15	16		Sep-99
South Africa /W40	14.628	126.3	25.6		Nov-20		19	20		Apr-17
South Sudan, Republic of /W40	177.37	159.4	58.5		Nov-19		14	15		Sep-17
Spain	0.824	135.6	36.2	Y	Feb-21	ER	19	20		Nov-08
Sri Lanka	191.86	131.2	31.5		Nov-20		26	28		Sep-17
St. Kitts and Nevis /W40 14/	2.7	149.0	48.2		Mar-20		23	24		Oct-17
St. Vincent and the Grenadines /W40 14/	2.7	149.0	48.2		Mar-20		23	24		Oct-17
Sudan /W40	55	174.0	74.0	Y	Feb-21	OMR	22	23		Nov-19
Suriname	14.02	124.0	39.4		Jul-20		16	17		Oct-12
Sweden	8.32	153.1	55.9	Y	Feb-21	ER	26	28		Aug-19

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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	0.89	179.5	81.4	Y	Feb-21	ER	21	22		Apr-06
Syrian Arab Republic 10/	1250	109.7	28.8		Jul-19		20	21		Jun-12
Tajikistan	11.278	127.4	27.0		Mar-20		20	21		Sep-19
Tanzania, United Rep. of /W40	2312	142.4	40.9		Nov-20		23	24		Mar-20
Thailand /W40	29.97	147.0	43.2		Nov-20		22	23		Jul-19
Timor-Leste /W40	1	145.1	45.4		Apr-18		15	16		Jul-11
Togo	540.461	148.3	44.0		Nov-20		17	18		Jun-19
Tonga	2.249	133.6	30.6		Jul-20		9	10		Jan-09
Trinidad and Tobago /W40	6.775	142.1	40.7		Mar-20		26	28		Oct-08
Tunisia	2.692	133.6	31.0		Nov-20		16	17		Nov-19
Turkey, Ankara	7.346	117.0	17.0		Mar-20		17	18		Mar-20
Turkey, Gebze 19/	7.346	122.9	23.0		Mar-20		18	19		Mar-20
Turkey, Istanbul 15/	7.346	122.9	23.0		Mar-20		18	19		Mar-20
Turkmenistan	3.5	160.2	57.8		Nov-20		11	12		Oct-19
Tuvalu 11/	1.288	147.1	43.0		Nov-20					
Uganda /W40	3684	124.4	22.9		Nov-20		24	25		May-14
Ukraine	28.25	130.1	32.2		Mar-20		16	17		Aug-19
United Arab Emirates	3.673	163.2	62.4		Mar-20		32	34		Aug-11
United Kingdom	0.724	169.6	69.6	Y	Feb-21	TMR	27	29		Feb-14
USA, El Paso 20/	1	143.2	43.2	Y	Feb-21	L	12	13		Jul-19
USA, Miami 7/	1	142.1	42.1	Y	Feb-21	L				
USA, New York	1	169.3	69.3	Y	Feb-21	TMR	28	30		Apr-11
USA, San Diego 21/	1	162.0	62.0	Y	Feb-21	L	27	29		Aug-19
USA, San Francisco 8/	1	160.7	60.7	Y	Feb-21	L				
USA, Seattle 18/	1	142.4	42.4	Y	Feb-21	L	22	23		Aug-18
USA, Washington D.C.	1	149.6	49.6	Y	Feb-21	TMR	27	29		Apr-11
Uruguay /W40	42.28	140.2	39.4		Mar-20		25	27		Dec-19
Uzbekistan /W40	10519	128.1	28.2		Mar-20		21	22		Oct-19
Vanuatu	104.55	147.4	42.3		Nov-20		15	16		Aug-12
Venezuela /W40 10/	1732056.01	82.2	63.9		Mar-18		27	29		Aug-12
Vietnam	23036	124.2	22.9		Nov-20		21	22		Jul-17
West Bank & the Gaza Strip, The /W40 9/	3.286	165.7	61.6		Nov-20		21	22		Sep-13
Yemen, Republic of 10/	575.21	118.9	24.2		Jul-19		12	13		Nov-10
Zambia	21.331	118.8	23.7		Mar-20		23	24		Feb-20
Zimbabwe /W40 25/	80.05	128.2	28.9		Nov-20		16	17		Dec-18

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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.

**X. 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)		
République de Moldova	Republic of Moldova (the)		
République démocratique du Congo	Democratic Republic of the Congo (the)		

* Lieu d'affectation du
groupe 1

* Group 1 duty station