



INTERNATIONAL CIVIL SERVICE
COMMISSION

COMMISSION DE LA FONCTION
PUBLIQUE INTERNATIONALE

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26 February 2021

TO: Recipients of Post Adjustment
Classification Memo

THROUGH: Mr. Larbi Djacta
Chairman, ICSC

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

SUBJECT: Post adjustment classification memo for March 2021

1. I am pleased to send you the post adjustment multipliers for March 2021. **Note that only duty stations with changes in post adjustment multipliers 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 March 2021, are given in Table 1.

Table 1. Post adjustment multipliers for group I duty stations – March 2021

DUTY STATION	MULTIPLIER	DUTY STATION	MULTIPLIER
Australia	49.1	Hungary	31.9
Austria	53.0	Iceland	36.2
Belgium	48.3	Ireland	54.6
Bulgaria	24.3	Italy, Brindisi	33.2
Canada, Montreal	47.6	Italy, Rome	39.5
Canada, Ottawa	57.3	Japan, Hiroshima	63.6
Canada, Toronto	65.0	Japan, Tokyo	87.6
Croatia, Republic of	45.7	Luxembourg	54.7
Cyprus	29.3	Malta	37.9
Czech Republic	48.2	Monaco	56.4
Denmark	71.2	Netherlands	50.6
Finland	47.1	Norway	52.2
France, Lyon and Elsewhere	52.8	Poland	23.7
France, Paris	56.4	Portugal, Guimaraes	12.4
French Guiana	43.7	Portugal, Lisbon	36.9
Germany, Berlin	44.7	Romania	20.1
Germany, Bonn	38.9	Slovak Republic	32.3
Germany, Dresden	38.9	Slovenia, Republic of	42.5
Germany, Frankfurt	44.4	Spain	37.2
Germany, Hamburg	46.4	Sweden	57.5
Germany, Munich	50.5	Switzerland	78.9
Gibraltar	73.5	United Kingdom	73.5
Greece	32.9		

3. In accordance with the provisions of *ICSC/CIRC/GEN/06/2020*, five duty stations were eligible for the special measure: Bulgaria, Croatia, Hungary, Poland and Romania. However, the measure was not applicable for any of the duty stations, as the post adjustment multipliers derived from using it turned out to be lower than those based on the 0.5 per cent rule.

Group II duty stations

4. 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 March 2021.

Table 2. Changes to post adjustment multipliers for group II duty stations – March 2021

DUTY STATION	MULTIPLIER	DUTY STATION	MULTIPLIER
Albania	24.4	Lao Peo. Dem. Rep.	33.8
Algeria	34.3	Lesotho	31.7
Anguilla	49.7	Liberia	52.7
Antigua and Barbuda	49.7	Lithuania	33.6
Aruba	50.1	Madagascar	33.4
Azerbaijan	30.3	Malawi	40.0
Bahamas	70.4	Malaysia	46.6
Bahrain	40.3	Mali	48.1
Bangladesh	42.0	Marshall Islands	52.0
Barbados	56.6	Mauritania	34.5
Belize	30.2	Mexico	41.6
Benin	45.7	Micronesia, Fed States of	52.0
Bermuda	84.4	Moldova	31.7
Bhutan	33.0	Mongolia	35.7
Bolivia	26.6	Montenegro	26.1
Bonaire	49.7	Morocco	32.1
Bosnia and Herzegovina	26.6	Myanmar	40.0
Botswana	27.2	Namibia	29.6
British Virgin Islands	49.7	Nepal	28.8
Burkina Faso	37.2	New Caledonia	48.4
Burundi	41.7	New Zealand	46.0
Cambodia	29.1	Nicaragua	34.3
Cameroon	36.5	Niger	41.9
Cape Verde	30.0	Nigeria	42.5
Central African Rep.	65.0	The Republic of North Macedonia	28.0
Chad	58.4	Pakistan	34.0
Chile	40.0	Palau, Republic of	51.3
China, Beijing	67.9	Panama	39.1
Colombia	27.8	Paraguay	29.2
Comoros	49.3	Peru	34.7
Congo	66.7	Philippines	48.3
Congo, Dem. Rep.	53.1	Rwanda	27.5
Cook Islands	51.3	Saint Helena	49.7
Costa Rica	33.6	St. Lucia	49.1
Cote d'Ivoire	45.5	Samoa	44.4
Cuba	59.7	Sao Tome and Principe	42.7
Djibouti	50.0	Saudi Arabia	50.1
Dominica	49.7	Senegal	39.1
Ecuador	34.0	Serbia	33.7

DUTY STATION	MULTIPLIER	DUTY STATION	MULTIPLIER
Egypt	30.7	Sierra Leone	48.8
El Salvador	26.3	Singapore	77.3
Equatorial Guinea	40.7	Solomon Islands	53.8
Eritrea	52.2	South Africa	27.1
Estonia	36.1	South Sudan, Republic of	60.4
Eswatini	19.3	Sri Lanka	31.9
Fiji	38.9	St. Kitts and Nevis	49.7
Gabon	64.6	St. Vincent and the Grenadines	49.7
Gambia	37.0	Tajikistan	28.1
Georgia, Republic of	20.4	Tanzania, United Rep. of	43.4
Ghana	45.2	Thailand	47.3
Grenada	49.7	Timor-Leste	45.8
Guatemala	34.8	Togo	49.5
Guinea	43.0	Tonga	34.3
Guinea Bissau	35.6	Trinidad and Tobago	42.8
Guyana	45.6	Tunisia	34.2
Honduras	35.1	Turkey, Ankara	18.1
India	34.3	Turkey, Gebze	24.2
Indonesia	34.4	Turkey, Istanbul	24.2
Iran	44.4	Turkmenistan	61.3
Israel, Tel Aviv	76.6	Tuvalu	48.1
Jerusalem, Jerusalem	67.2	Uganda	25.3
Jordan	44.1	United Arab Emirates	63.7
Kazakhstan	27.2	Uruguay	40.9
Kiribati	54.4	Uzbekistan	28.8
Korea, Dem. Peo. Of	54.7	Vanuatu	49.1
Korea, Republic of	64.8	Vietnam	25.1
Kuwait	41.9	West Bank & the Gaza Strip, The	67.2
Kyrgyzstan	30.4	Zimbabwe	30.7

5. 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 March 2021.

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

Angola **	Mozambique
Argentina	Oman
Belarus	Papua New Guinea
Brazil	Qatar
Dominican Republic	Russian Federation
Ethiopia	Seychelles***

Haiti	Somalia
Iraq	Sudan *
Jamaica	Suriname**
Latvia	Ukraine
Libya*	Zambia
Mauritius	

* 10-point rule would have been triggered on 1 March 2021

** 10-point rule would have been triggered on 1 November 2020

*** 10-point rule would have been triggered on 1 July 2020

6. 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. Moreover, due to a **substantial depreciation** of the local currency relative to the US dollar, **the 10-point rule** would have been applicable as a special measure for **Sudan**. However, in accordance with the special measures outlined in **ICSC/CIRC/GEN/05/2020**, the post adjustment multiplier for **Sudan**, is **frozen** at its prevailing level to protect the net take-home pay (NTP) of staff at the duty station, effective 1 March 2021. Based on the application of the one-month rule, the applicable post adjustment multiplier for **Lebanon** effective 1 March 2021 is listed in Table 4.

Table 4. Revised post adjustment multiplier as a result of the one-month rule – March 2021

DUTY STATION	MULTIPLIER
Lebanon	52.2

Retroactive pay for staff in the Professional and higher categories based in the Republic of Korea

7. The ICSC secretariat discovered a glitch in the template of the Integrated Data Management System (IDMS) for updating the housing index, limited to duty stations with a new housing survey under the 2016 round: the template was not applying the correct exchange rate. This issue has been resolved as of March 2021, and the post adjustment multipliers (PAMs) have been recalculated for **Republic of Korea** and **Belize**, the only two duty stations with housing-only surveys so far in the 2016 round.

8. Since the **exchange rate** for **Belize** was **unchanged** since the last place-to-place survey (August 2018), **there is no impact** on the **PAMs** published in the past for this duty station. However, for the **Republic of Korea**, the difference between the published and revised PAM is **+0.4 PAM points per month since November 2020**.

9. Therefore, eligible staff members serving in the **Republic of Korea** are entitled to **retroactive salary payments**, which can be effected by granting a one-time payment in extra PAM points, cumulated from November 2020 to February 2021, as specified in Table 5, effective 1 March 2021.

10. The below table shows the monthly published and revised PAMs and the retroactive **PAM points payable to staff in the Republic of Korea based on their time at the duty station**.

Table 5: Cumulative multiplier points to be paid retroactively for staff in the Professional and higher categories assigned to the Republic of Korea

Month	Published PAM	Revised PAM	Staff assigned to Korea Rep.	Cumulative PAM points to be retroactively paid
Nov-20	64.2	64.6	As of 1 November, 2020	1.6
Dec-20	64.2	64.6	As of 1 December, 2020	1.2
Jan-21	61.1	61.5	As of 1 January, 2021	0.8
Feb-21	61.1	61.5	As of 1 February, 2021	0.4

11. As shown in the table above, staff who joined the duty station by November 2020 should get a cumulative extra PAM points of 1.6 while those that joined only February 2021 should get 0.4 PAM points.

cc. Mr. Aldo Mantovani
Mr. Omar Abdi