



# INTERNATIONAL CIVIL SERVICE COMMISSION

## Consolidated Post Adjustment Circular

ICSC/CIRC/PAC/556

Approved by:  
Larbi Djacta, Chairman

Date:  
15 April 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 April 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 avril 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. 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 April 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.

**V. Cost-of-living surveys**

2. 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 April 2021**

| <b>Duty station</b> | <b>Type of survey</b> | <b>Date of survey</b> | <b>Survey materials received</b> |
|---------------------|-----------------------|-----------------------|----------------------------------|
| Algeria             | Housing               | January 2021          | February 2021                    |
| Guatemala           | Housing               | February 2021         | March 2021                       |
| Honduras            | Housing               | January 2021          | February 2021                    |
| Jamaica             | Place-to-place        | December 2020         | January 2021                     |
| Papua New Guinea    | Housing               | December 2020         | January 2021                     |
| Peru                | Housing               | January 2021          | February 2021                    |
| Russian Federation  | Housing               | December 2020         | January 2021                     |
| Suriname            | Housing               | January 2021          | February 2021                    |
| Tunisia             | Housing               | January 2021          | February 2021                    |

**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 2 is a summary of all PTAs in effect as of 1 April 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 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 April 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. W40 Measure

5. The waiver of the 40 percent-of-rent limit on rental subsidies **is now applicable** for **Peru** effective 1 April 2021.

#### VIII. One Month Rule

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. Based on the application of the one-month rule, the applicable post adjustment multiplier for Lebanon effective 1 April 2021 is listed in the attached Consolidated Post Adjustment Circular. The post adjustment multiplier for **Sudan** remains the same as in the previous circular *ICSC/CIRC/PAC/555*.

#### IX. Amendment: Retroactive pay for staff in the Professional and higher categories based in the Republic of Korea

7. Further modification was required to adjust the post adjustment multiplier (PAM) for **Republic of Korea** as a result of a system glitch reported in the earlier memorandum *ICSC-*

**PADJ-0321-02.** The ICSC secretariat discovered a typographical error in the communication which did not reflect an extra **+0.4 PAM points per month since November 2020**.

8. Accordingly, 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 3, effective 1 April 2021. Kindly note that this retroactive payment is in addition to what was already communicated in the previous circular ICSC/CIRC/PAC/555 of 15 March 2021.

9. 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 3: Cumulative multiplier points to be paid retroactively for staff in the Professional and higher categories assigned to the Republic of Korea**

| <b>Month</b> | <b>Published PAM on March 2021</b> | <b>Revised PAM on April 2021</b> | <b>Staff assigned to Korea Rep.</b> | <b>Cumulative PAM points to be retroactively paid</b> |
|--------------|------------------------------------|----------------------------------|-------------------------------------|---|
| Nov-20       | 64.6                               | 65.0                             | As of 1 November, 2020              | <b>1.6</b>  |
| Dec-20       | 64.6                               | 65.0                             | As of 1 December, 2020              | <b>1.2</b>  |
| Jan-21       | 61.5                               | 61.9                             | As of 1 January, 2021               | <b>0.8</b>  |
| Feb-21       | 61.5                               | 61.9                             | As of 1 February, 2021              | <b>0.4</b>  |

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



**X. CONSOLIDATED POST ADJUSTMENT CIRCULAR**

Effective 1 April 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                  | 77.34         | 142.1  | 42.7       |        | Nov-11         |                   | 9               | 10                 |        | Jul-06         |
| Albania                      | 101.73        | 123.1  | 23.8       |        | Mar-21         |                   | 16              | 17                 |        | Feb-09         |
| Algeria /W40                 | 133.765       | 138.8  | 38.8       | Y      | Apr-21         | H                 | 20              | 21                 | Y      | Apr-21         |
| Angola /W40                  | 621.172       | 136.3  | 47.7       |        | Mar-20         |                   | 18              | 19                 |        | Mar-20         |
| Anguilla /W40 14/            | 2.7           | 149.8  | 49.7       |        | Mar-21         |                   | 23              | 24                 |        | Oct-17         |
| Antigua and Barbuda /W40 14/ | 2.7           | 149.8  | 49.7       |        | Mar-21         |                   | 23              | 24                 |        | Oct-17         |
| Argentina                    | 91.96         | 135.8  | 35.9       |        | Mar-20         |                   | 26              | 28                 |        | Nov-18         |
| Armenia                      | 528.88        | 129.8  | 28.5       |        | Jul-20         |                   | 20              | 21                 |        | Nov-19         |
| Aruba 12/                    | 1.79          | 150.1  | 50.1       |        | Mar-21         |                   | 27              | 29                 |        | Nov-14         |
| Australia                    | 1.314         | 140.5  | 43.0       | Y      | Apr-21         | ER                | 24              | 25                 |        | Oct-19         |
| Austria                      | 0.853         | 148.7  | 47.2       | Y      | Apr-21         | ER                | 18              | 19                 |        | May-14         |
| Azerbaijan                   | 1.699         | 130.9  | 30.2       |        | Mar-21         |                   | 26              | 28                 |        | Feb-18         |
| Bahamas                      | 1             | 170.6  | 70.4       |        | Mar-21         |                   | 32              | 34                 |        | Apr-13         |
| Bahrain                      | 0.377         | 140.5  | 40.2       |        | Mar-21         |                   | 22              | 23                 |        | Aug-08         |
| Bangladesh /W40              | 84.45         | 142.4  | 41.9       |        | Mar-21         |                   | 16              | 17                 |        | Apr-20         |
| Barbados /W40                | 2             | 156.7  | 56.6       |        | Mar-21         |                   | 19              | 20                 |        | Sep-05         |
| Belarus                      | 2.621         | 134.0  | 33.5       |        | Mar-20         |                   | 18              | 19                 |        | Sep-19         |
| Belgium                      | 0.853         | 140.1  | 42.7       | Y      | Apr-21         | ER                | 17              | 18                 |        | Feb-15         |
| Belize                       | 2             | 130.3  | 30.1       |        | Mar-21         |                   | 13              | 14                 |        | Sep-13         |
| Benin                        | 559.69        | 141.8  | 44.1       |        | Mar-21         |                   | 19              | 20                 |        | Aug-20         |
| Bermuda 16/                  | 1             | 184.6  | 84.3       |        | Mar-21         |                   | 35              | 37                 |        | Dec-17         |
| Bhutan                       | 73.38         | 133.1  | 32.9       |        | Mar-21         |                   | 13              | 14                 |        | Aug-20         |
| Bolivia /W40                 | 6.917         | 126.8  | 26.6       |        | Mar-21         |                   | 15              | 16                 |        | Oct-16         |
| Bonaire /W40 14/             | 1             | 149.8  | 49.7       |        | Mar-21         |                   | 23              | 24                 |        | Oct-17         |
| Bosnia and Herzegovina /W40  | 1.669         | 124.9  | 25.4       |        | Mar-21         |                   | 13              | 14                 |        | Jun-19         |
| Botswana                     | 11.062        | 126.5  | 27.1       |        | Mar-21         |                   | 19              | 20                 |        | Jun-19         |
| Brazil                       | 5.768         | 120.4  | 27.5       |        | Mar-20         |                   | 19              | 20                 |        | Feb-21         |
| British Virgin Islands /W40  | 1             | 147.6  | 49.6       |        | Mar-21         |                   | 22              | 23                 |        | Jun-19         |
| Bulgaria                     | 1.669         | 120.5  | 19.7       | Y      | Apr-21         | ER                | 16              | 17                 |        | Feb-15         |
| Burkina Faso /W40            | 559.69        | 134.9  | 36.0       |        | Feb-21         |                   | 14              | 15                 |        | Feb-21         |
| Burundi                      | 1943.626      | 141.9  | 41.6       |        | Mar-21         |                   | 13              | 14                 |        | Sep-20         |
| Cambodia                     | 4051          | 137.9  | 37.5       |        | Mar-21         |                   | 23              | 24                 |        | Mar-21         |
| Cameroon /W40                | 559.69        | 134.6  | 35.1       |        | Mar-21         |                   | 15              | 16                 |        | Jul-15         |
| Canada, Montreal             | 1.264         | 146.5  | 45.9       | Y      | Apr-21         | ER                | 17              | 18                 |        | May-17         |
| Canada, Ottawa               | 1.264         | 156.1  | 55.4       | Y      | Apr-21         | L                 | 18              | 19                 |        | May-17         |
| Canada, Toronto              | 1.264         | 163.8  | 63.1       | Y      | Apr-21         | L                 | 20              | 21                 |        | May-17         |
| Cape Verde                   | 94.083        | 127.8  | 28.6       |        | Mar-21         |                   | 16              | 17                 |        | Jul-11         |
| Cayman Islands 17/           | 0.82          | 152.3  | 45.1       |        | Mar-20         |                   | 24              | 25                 |        | Dec-17         |

**X. CONSOLIDATED POST ADJUSTMENT CIRCULAR**

Effective 1 April 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  | 559.69        | 163.1  | 63.7       |        | Mar-21         |                   | 17              | 18                 |        | Nov-17         |
| Chad /W40                  | 559.69        | 156.9  | 57.2       |        | Mar-21         |                   | 16              | 17                 |        | Dec-19         |
| Chile                      | 731           | 138.5  | 39.9       |        | Mar-21         |                   | 19              | 20                 |        | Aug-19         |
| China, Beijing /W40        | 6.573         | 168.0  | 67.8       |        | Mar-21         |                   | 23              | 24                 |        | Jan-18         |
| China, Hong Kong (SAR)     | 7.775         | 213.2  | 112.4      | Y      | Apr-21         | ER                | 19              | 20                 |        | Jun-12         |
| China, Macao (SAR)         | 8.008         | 152.4  | 56.9       |        | Jul-20         |                   | 21              | 22                 |        | Jul-18         |
| Colombia                   | 3726          | 126.9  | 27.7       |        | Mar-21         |                   | 20              | 21                 |        | Oct-20         |
| Comoros                    | 419.768       | 147.3  | 47.8       |        | Mar-21         |                   | 14              | 15                 |        | Apr-19         |
| Congo /W40                 | 559.69        | 164.4  | 65.0       |        | Mar-21         |                   | 7               | 7                  |        | Sep-19         |
| Congo, Dem. Rep. /W40      | 1964.001      | 153.3  | 53.0       |        | Mar-21         |                   | 25              | 27                 |        | Sep-19         |
| Cook Islands 4/            | 1.433         | 151.7  | 51.6       |        | Mar-21         |                   | 22              | 23                 |        | Oct-19         |
| Costa Rica                 | 610.66        | 133.6  | 33.5       |        | Mar-21         |                   | 22              | 23                 |        | Oct-19         |
| Cote d'Ivoire /W40         | 559.69        | 142.4  | 43.6       |        | Mar-21         |                   | 15              | 16                 |        | Dec-12         |
| Croatia, Republic of       | 6.455         | 140.9  | 40.4       | Y      | Apr-21         | ER                | 8               | 9                  |        | Aug-19         |
| Cuba                       | 24            | 157.2  | 56.9       |        | Mar-21         |                   | 25              | 27                 |        | Mar-21         |
| Cyprus                     | 0.853         | 123.0  | 24.6       | Y      | Apr-21         | ER                | 18              | 19                 |        | Jun-19         |
| Czech Republic             | 22.29         | 145.2  | 42.6       | Y      | Apr-21         | ER                | 21              | 22                 |        | Sep-06         |
| Denmark                    | 6.345         | 164.9  | 64.6       | Y      | Apr-21         | ER                | 25              | 27                 |        | Jun-19         |
| Djibouti /W40              | 177           | 150.4  | 49.9       |        | Mar-21         |                   | 16              | 17                 |        | Jan-15         |
| Dominica /W40 14/          | 2.7           | 149.8  | 49.7       |        | Mar-21         |                   | 23              | 24                 |        | Oct-17         |
| Dominican Republic         | 56.76         | 122.3  | 28.8       |        | Mar-20         |                   | 21              | 22                 |        | Sep-13         |
| Ecuador                    | 1             | 134.1  | 33.9       |        | Mar-21         |                   | 22              | 23                 |        | Feb-21         |
| Egypt /W40                 | 15.697        | 130.9  | 30.6       |        | Mar-21         |                   | 19              | 20                 |        | Jul-18         |
| El Salvador                | 1             | 126.5  | 26.3       |        | Mar-21         |                   | 21              | 22                 |        | Nov-15         |
| Equatorial Guinea          | 559.69        | 138.9  | 39.4       |        | Mar-21         |                   | 19              | 20                 |        | Aug-19         |
| Eritrea                    | 15            | 152.5  | 52.0       |        | Mar-21         |                   | 11              | 12                 |        | Dec-17         |
| Estonia                    | 0.853         | 133.4  | 34.5       |        | Mar-21         |                   | 18              | 19                 |        | Feb-01         |
| Eswatini                   | 14.935        | 117.3  | 18.7       |        | Mar-21         |                   | 11              | 12                 |        | Sep-03         |
| Ethiopia /W40              | 40.833        | 138.5  | 40.6       |        | Jul-20         |                   | 20              | 21                 |        | Sep-18         |
| Fiji /W40                  | 2.05          | 138.2  | 38.9       |        | Mar-21         |                   | 20              | 21                 |        | Sep-11         |
| Finland                    | 0.853         | 142.3  | 41.6       | Y      | Apr-21         | ER                | 20              | 21                 |        | Feb-15         |
| France, Lyon and Elsewhere | 0.853         | 148.8  | 47.0       | Y      | Apr-21         | L                 | 17              | 18                 |        | Jul-01         |
| France, Paris              | 0.853         | 152.3  | 50.5       | Y      | Apr-21         | ER                | 21              | 22                 |        | Jan-04         |
| French Guiana              | 0.853         | 140.0  | 38.4       | Y      | Apr-21         | ER                |                 |                    |        |                |
| Gabon /W40                 | 559.69        | 161.2  | 62.5       |        | Mar-21         |                   | 18              | 19                 |        | Jun-19         |
| Gambia                     | 51.07         | 137.4  | 36.9       |        | Mar-21         |                   | 16              | 17                 |        | Apr-20         |
| Georgia, Republic of       | 3.333         | 120.4  | 20.3       |        | Mar-21         |                   | 17              | 18                 |        | May-14         |
| Germany, Berlin            | 0.853         | 139.4  | 39.4       | Y      | Apr-21         | L                 | 24              | 25                 |        | May-19         |

**X. CONSOLIDATED POST ADJUSTMENT CIRCULAR**

Effective 1 April 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 |        |                |
| Germany, Bonn             | 0.853         | 133.8  | 33.8       | Y      | Apr-21         | ER                | 20              | 21                 |        | May-19         |
| Germany, Dresden          | 0.853         | 133.8  | 33.8       | Y      | Apr-21         | A                 | 19              | 20                 |        | May-19         |
| Germany, Frankfurt        | 0.853         | 139.1  | 39.1       | Y      | Apr-21         | L                 | 21              | 22                 |        | Aug-20         |
| Germany, Hamburg          | 0.853         | 141.0  | 41.0       | Y      | Apr-21         | L                 | 21              | 22                 |        | May-19         |
| Germany, Munich           | 0.853         | 145.0  | 45.0       | Y      | Apr-21         | L                 | 20              | 21                 |        | May-19         |
| Ghana /W40                | 5.75          | 147.0  | 45.1       |        | Mar-21         |                   | 26              | 28                 |        | Nov-19         |
| Gibraltar 1/              | 0.729         | 169.5  | 68.6       | Y      | Apr-21         | A                 |                 |                    |        |                |
| Greece                    | 0.853         | 126.6  | 28.0       | Y      | Apr-21         | ER                | 17              | 18                 |        | May-19         |
| Grenada /W40 14/          | 2.7           | 149.8  | 49.7       |        | Mar-21         |                   | 23              | 24                 |        | Oct-17         |
| Guatemala /W40            | 7.692         | 135.0  | 35.0       | Y      | Apr-21         | H                 | 16              | 17                 |        | Jan-09         |
| Guinea                    | 9975.64       | 143.6  | 42.9       |        | Mar-21         |                   | 20              | 21                 |        | Feb-18         |
| Guinea Bissau             | 559.69        | 133.9  | 34.3       |        | Mar-21         |                   | 13              | 14                 |        | Nov-15         |
| Guyana                    | 209.2         | 145.7  | 45.5       |        | Mar-21         |                   | 22              | 23                 |        | May-20         |
| Haiti                     | 78.814        | 163.2  | 73.0       |        | Nov-20         |                   | 24              | 25                 |        | Aug-19         |
| Honduras                  | 23.887        | 137.4  | 37.4       | Y      | Apr-21         | H                 | 24              | 25                 | Y      | Apr-21         |
| Hungary                   | 310.11        | 130.2  | 26.1       | Y      | Apr-21         | ER                | 19              | 20                 |        | May-19         |
| Iceland                   | 126.6         | 134.9  | 34.8       | Y      | Apr-21         | ER                |                 |                    |        |                |
| India /W40                | 73.38         | 133.8  | 34.2       |        | Mar-21         |                   | 22              | 23                 |        | Dec-19         |
| Indonesia /W40            | 14470         | 133.5  | 34.3       |        | Mar-21         |                   | 24              | 25                 |        | Sep-11         |
| Iran                      | 254246        | 144.5  | 44.3       |        | Mar-21         |                   | 30              | 32                 |        | Jun-20         |
| Iraq                      | 1445          | 131.0  | 33.7       |        | Nov-19         |                   | 14              | 15                 |        | May-02         |
| Ireland                   | 0.853         | 151.4  | 48.8       | Y      | Apr-21         | ER                | 24              | 25                 |        | May-98         |
| Israel, Tel Aviv /W40 22/ | 3.334         | 175.5  | 76.5       |        | Mar-21         |                   | 25              | 27                 |        | Nov-19         |
| Italy, Brindisi           | 0.853         | 127.9  | 28.2       | Y      | Apr-21         | L                 | 10              | 11                 |        | Nov-99         |
| Italy, Rome               | 0.853         | 134.0  | 34.3       | Y      | Apr-21         | ER                | 20              | 21                 |        | Jul-01         |
| Jamaica /W40              | 144.526       | 150.3  | 50.3       | Y      | Apr-21         | PP                | 25              | 27                 | Y      | Apr-21         |
| Japan, Hiroshima          | 110.4         | 159.7  | 57.8       | Y      | Apr-21         | L                 | 13              | 14                 |        | Sep-19         |
| Japan, Tokyo              | 110.4         | 183.2  | 81.0       | Y      | Apr-21         | ER                | 22              | 23                 |        | Sep-19         |
| Jerusalem /W40            | 3.334         | 166.1  | 67.1       |        | Mar-21         |                   | 25              | 27                 |        | Nov-19         |
| Jordan /W40               | 0.708         | 144.2  | 44.0       |        | Mar-21         |                   | 20              | 21                 |        | Aug-17         |
| Kazakhstan                | 424.58        | 127.1  | 27.1       |        | Mar-21         |                   | 18              | 19                 |        | Sep-17         |
| Kenya /W40                | 109.46        | 141.5  | 40.7       |        | Mar-20         |                   | 26              | 28                 |        | Feb-20         |
| Kiribati                  | 1.314         | 152.0  | 52.7       |        | Mar-21         |                   | 11              | 12                 |        | Jan-20         |
| Korea, Dem. Peo. Of       | 103.56        | 154.8  | 54.5       |        | Mar-21         |                   | 10              | 11                 |        | Sep-15         |
| Korea, Republic of        | 1133.5        | 162.7  | 64.7       |        | Mar-21         |                   | 17              | 18                 |        | Nov-19         |
| Kuwait /W40               | 0.302         | 142.1  | 41.8       |        | Mar-21         |                   | 20              | 21                 |        | Aug-17         |
| Kyrgyzstan                | 84.4          | 130.6  | 30.2       |        | Mar-21         |                   | 15              | 16                 |        | Apr-20         |
| Lao Peo. Dem. Rep. /W40   | 9384          | 133.9  | 33.8       |        | Mar-21         |                   | 13              | 14                 |        | Oct-03         |

**X. CONSOLIDATED POST ADJUSTMENT CIRCULAR**

Effective 1 April 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/                      | 0.853         | 137.7  | 38.3       |        | Jul-20         |                   | 18              | 19                 |        | Nov-19         |
| Lebanon /W40                    | 1507.5        | 153.1  | 53.1       | Y      | Apr-21         | OMR               | 22              | 23                 |        | Sep-11         |
| Lesotho /W40                    | 14.935        | 131.5  | 31.2       |        | Mar-21         |                   | 14              | 15                 |        | Jan-11         |
| Liberia                         | 172.202       | 153.0  | 52.6       |        | Mar-21         |                   | 19              | 20                 |        | Jun-10         |
| Libya                           | 4.491         | 97.7   | 23.7       |        | Nov-20         |                   | 12              | 13                 |        | Nov-05         |
| Lithuania                       | 0.853         | 132.5  | 32.6       |        | Mar-21         |                   | 17              | 18                 |        | Dec-03         |
| Luxembourg                      | 0.853         | 149.2  | 48.9       | Y      | Apr-21         | ER                | 17              | 18                 |        | Dec-17         |
| Madagascar                      | 3788.41       | 133.3  | 33.1       |        | Mar-21         |                   | 21              | 22                 |        | Dec-19         |
| Malawi /W40                     | 785           | 139.9  | 39.9       |        | Mar-21         |                   | 23              | 24                 |        | Nov-19         |
| Malaysia /W40                   | 4.15          | 145.2  | 46.5       |        | Mar-21         |                   | 19              | 20                 |        | Dec-19         |
| Maldives                        | 15            | 149.5  | 50.5       |        | Jun-20         |                   | 23              | 24                 |        | Jun-20         |
| Mali /W40                       | 559.69        | 147.5  | 47.3       |        | Mar-21         |                   | 13              | 14                 |        | Sep-20         |
| Malta                           | 0.853         | 134.0  | 32.8       | Y      | Apr-21         | ER                | 14              | 15                 |        | Oct-06         |
| Marshall Islands 2/             | 1             | 151.9  | 52.0       |        | Mar-21         |                   | 21              | 22                 |        | Jul-19         |
| Mauritania /W40                 | 35.88         | 134.8  | 34.3       |        | Mar-21         |                   | 12              | 13                 |        | May-18         |
| Mauritius /W40                  | 39.375        | 135.0  | 36.1       |        | Mar-20         |                   | 20              | 21                 |        | Jan-20         |
| Mexico                          | 20.62         | 142.0  | 41.5       |        | Mar-21         |                   | 21              | 22                 |        | Jul-19         |
| Micronesia, Fed States of 2/    | 1             | 151.9  | 52.0       |        | Mar-21         |                   | 23              | 24                 |        | Feb-07         |
| Moldova /W40                    | 17.935        | 130.8  | 31.7       |        | Mar-21         |                   | 17              | 18                 |        | Apr-20         |
| Monaco 3/                       | 0.853         | 152.3  | 50.5       | Y      | Apr-21         | A                 | 21              | 22                 |        | Jan-04         |
| Mongolia                        | 2841          | 135.9  | 35.6       |        | Mar-21         |                   | 21              | 22                 |        | Aug-19         |
| Montenegro                      | 0.853         | 124.5  | 25.0       |        | Mar-21         |                   | 16              | 17                 |        | Dec-19         |
| Morocco /W40                    | 9.064         | 131.2  | 32.0       |        | Mar-21         |                   | 19              | 20                 |        | Jan-19         |
| Mozambique                      | 58.07         | 139.1  | 37.9       |        | Mar-20         |                   | 27              | 29                 |        | Apr-20         |
| Myanmar /W40                    | 1434          | 140.0  | 40.0       |        | Mar-21         |                   | 25              | 27                 |        | Dec-17         |
| Namibia                         | 14.935        | 129.5  | 29.2       |        | Mar-21         |                   | 19              | 20                 |        | Jul-20         |
| Nepal /W40                      | 116.5648      | 128.8  | 28.7       |        | Mar-21         |                   | 12              | 13                 |        | Jan-14         |
| Netherlands                     | 0.853         | 144.5  | 44.9       | Y      | Apr-21         | ER                | 24              | 25                 |        | Oct-19         |
| New Caledonia                   | 101.819       | 145.2  | 46.4       |        | Mar-21         |                   | 16              | 17                 |        | Sep-05         |
| New Zealand 26/                 | 1.433         | 142.2  | 43.6       |        | Mar-21         |                   | 24              | 25                 |        | Dec-20         |
| Nicaragua                       | 34.845        | 134.4  | 34.2       |        | Mar-21         |                   | 25              | 27                 |        | Jun-20         |
| Niger /W40                      | 559.69        | 139.8  | 40.4       |        | Mar-21         |                   | 10              | 11                 |        | Mar-09         |
| Nigeria /W40                    | 407.68        | 143.9  | 42.4       |        | Mar-21         |                   | 21              | 22                 |        | Apr-20         |
| The Republic of North Macedonia | 52.348        | 127.3  | 27.9       |        | Mar-21         |                   | 18              | 19                 |        | Jun-19         |
| Norway                          | 8.563         | 149.9  | 49.0       | Y      | Apr-21         | ER                | 20              | 21                 |        | Jul-19         |
| Oman                            | 0.385         | 133.0  | 34.2       |        | Jul-20         |                   | 19              | 20                 |        | Feb-15         |
| Pakistan                        | 152.64        | 135.1  | 33.9       |        | Mar-21         |                   | 18              | 19                 |        | Jun-19         |

**X. CONSOLIDATED POST ADJUSTMENT CIRCULAR**

Effective 1 April 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             | 151.7  | 51.6       |        | Mar-21         |                   |                 |                    |        |                |
| Panama /W40                             | 1             | 139.8  | 39.2       |        | Mar-21         |                   | 24              | 25                 |        | Aug-18         |
| Papua New Guinea /W40                   | 3.508         | 170.8  | 70.9       |        | Mar-20         |                   | 30              | 32                 |        | Feb-18         |
| Paraguay /W40                           | 6263          | 130.5  | 29.2       |        | Mar-21         |                   | 17              | 18                 |        | Aug-20         |
| Peru /W40                               | 3.753         | 132.0  | 34.6       |        | Mar-20         |                   | 21              | 22                 |        | Aug-17         |
| Philippines /W40                        | 48.54         | 149.2  | 48.2       |        | Mar-21         |                   | 22              | 23                 |        | Oct-18         |
| Poland                                  | 3.973         | 119.3  | 15.9       | Y      | Apr-21         | ER                | 20              | 21                 |        | May-19         |
| Portugal, Guimaraes                     | 0.853         | 109.0  | 8.2        | Y      | Apr-21         | L                 |                 |                    |        |                |
| Portugal, Lisbon                        | 0.853         | 132.7  | 31.8       | Y      | Apr-21         | ER                | 20              | 21                 |        | Jan-05         |
| Puerto Rico 13/                         | 1             | 122.3  | 28.8       |        | Mar-20         |                   |                 |                    |        |                |
| Qatar                                   | 3.674         | 156.9  | 56.8       |        | Mar-21         |                   | 28              | 30                 |        | Oct-19         |
| Romania                                 | 4.198         | 117.4  | 14.8       | Y      | Apr-21         | ER                | 22              | 23                 |        | May-19         |
| Russian Federation /W40                 | 76.149        | 141.4  | 43.0       |        | Mar-20         |                   | 18              | 19                 |        | Oct-19         |
| Rwanda /W40                             | 986.77        | 127.5  | 27.4       |        | Mar-21         |                   | 16              | 17                 |        | Apr-13         |
| Saint Helena 5/                         | 0.729         | 142.2  | 48.1       |        | Mar-21         |                   |                 |                    |        |                |
| St. Lucia                               | 2.7           | 148.6  | 48.3       |        | Mar-21         |                   | 18              | 19                 |        | Mar-21         |
| Samoa                                   | 2.527         | 143.3  | 44.3       |        | Mar-21         |                   | 17              | 18                 |        | Feb-21         |
| Sao Tome and Principe /W40              | 20.72         | 141.7  | 42.2       |        | Mar-21         |                   | 15              | 16                 |        | Jun-19         |
| Saudi Arabia /W40                       | 3.75          | 150.2  | 50.0       |        | Mar-21         |                   | 21              | 22                 |        | Nov-17         |
| Senegal /W40                            | 559.69        | 136.3  | 37.3       |        | Mar-21         |                   | 17              | 18                 |        | Jul-15         |
| Serbia                                  | 100.228       | 131.6  | 33.1       |        | Mar-21         |                   | 21              | 22                 |        | Jun-19         |
| Seychelles                              | 18.2          | 142.1  | 53.0       |        | Mar-20         |                   | 20              | 21                 |        | Jan-19         |
| Sierra Leone /W40                       | 10229         | 148.9  | 48.7       |        | Mar-21         |                   | 19              | 20                 |        | May-18         |
| Singapore                               | 1.348         | 176.3  | 76.2       |        | Mar-21         |                   | 23              | 24                 |        | Jul-19         |
| Slovak Republic                         | 0.853         | 128.9  | 27.4       | Y      | Apr-21         | ER                | 16              | 17                 |        | Feb-12         |
| Slovenia, Republic of 24/               | 0.853         | 135.5  | 37.2       | Y      | Apr-21         | ER                | 14              | 15                 |        | Jan-20         |
| Solomon Islands /W40                    | 7.886         | 155.2  | 53.7       |        | Mar-21         |                   | 18              | 19                 |        | Dec-07         |
| Somalia 6/                              | 24300         | 140.0  | 40.7       |        | Jul-20         |                   | 15              | 16                 |        | Sep-99         |
| South Africa /W40                       | 14.935        | 126.7  | 26.8       |        | Mar-21         |                   | 19              | 20                 |        | Apr-17         |
| South Sudan, Republic of /W40           | 177.812       | 160.6  | 60.2       |        | Mar-21         |                   | 14              | 15                 |        | Sep-17         |
| Spain                                   | 0.853         | 133.0  | 32.1       | Y      | Apr-21         | ER                | 19              | 20                 |        | Nov-08         |
| Sri Lanka                               | 198.6         | 131.1  | 31.8       |        | Mar-21         |                   | 26              | 28                 |        | Sep-17         |
| St. Kitts and Nevis /W40 14/            | 2.7           | 149.8  | 49.7       |        | Mar-21         |                   | 23              | 24                 |        | Oct-17         |
| St. Vincent and the Grenadines /W40 14/ | 2.7           | 149.8  | 49.7       |        | Mar-21         |                   | 23              | 24                 |        | Oct-17         |
| Sudan /W40                              | 380.5         | 136.9  | 74.0       |        | Feb-21         |                   | 22              | 23                 |        | Nov-19         |
| Suriname                                | 16            | 129.3  | 39.4       |        | Jul-20         |                   | 16              | 17                 |        | Oct-12         |
| Sweden                                  | 8.757         | 149.5  | 48.9       | Y      | Apr-21         | ER                | 26              | 28                 |        | Aug-19         |

**X. CONSOLIDATED POST ADJUSTMENT CIRCULAR**

Effective 1 April 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                             | 0.943         | 172.5  | 72.1       | Y      | Apr-21         | ER                | 21              | 22                 |        | Apr-06         |
| Syrian Arab Republic 10/                | 2500          | 103.0  | 28.8       |        | Jul-19         |                   | 20              | 21                 |        | Jun-12         |
| Tajikistan                              | 11.299        | 128.6  | 28.0       |        | Mar-21         |                   | 20              | 21                 |        | Sep-19         |
| Tanzania, United Rep. of /W40           | 2310          | 143.7  | 43.3       |        | Mar-21         |                   | 23              | 24                 |        | Mar-20         |
| Thailand /W40                           | 31.3          | 145.1  | 47.2       |        | Mar-21         |                   | 22              | 23                 |        | Jul-19         |
| Timor-Leste /W40                        | 1             | 145.9  | 45.7       |        | Mar-21         |                   | 15              | 16                 |        | Jul-11         |
| Togo                                    | 559.69        | 147.0  | 47.9       |        | Mar-21         |                   | 17              | 18                 |        | Jun-19         |
| Tonga                                   | 2.232         | 134.8  | 34.1       |        | Mar-21         |                   | 9               | 10                 |        | Jan-09         |
| Trinidad and Tobago /W40                | 6.774         | 142.9  | 42.7       |        | Mar-21         |                   | 26              | 28                 |        | Oct-08         |
| Tunisia                                 | 2.792         | 135.2  | 35.2       | Y      | Apr-21         | H                 | 16              | 17                 |        | Nov-19         |
| Turkey, Ankara                          | 8.31          | 115.7  | 18.1       |        | Mar-21         |                   | 17              | 18                 |        | Mar-20         |
| Turkey, Gebze 19/                       | 8.31          | 121.6  | 24.1       |        | Mar-21         |                   | 18              | 19                 |        | Mar-20         |
| Turkey, Istanbul 15/                    | 8.31          | 121.6  | 24.1       |        | Mar-21         |                   | 18              | 19                 |        | Mar-20         |
| Turkmenistan                            | 3.5           | 161.8  | 61.2       |        | Mar-21         |                   | 11              | 12                 |        | Oct-19         |
| Tuvalu 11/                              | 1.314         | 147.6  | 48.1       |        | Mar-21         |                   |                 |                    |        |                |
| Uganda /W40                             | 3660          | 125.4  | 25.2       |        | Mar-21         |                   | 24              | 25                 |        | May-14         |
| Ukraine                                 | 28            | 132.5  | 32.2       |        | Mar-20         |                   | 16              | 17                 |        | Aug-19         |
| United Arab Emirates                    | 3.673         | 163.8  | 63.6       |        | Mar-21         |                   | 32              | 34                 |        | Aug-11         |
| United Kingdom                          | 0.729         | 169.5  | 68.6       | Y      | Apr-21         | ER                | 27              | 29                 |        | Feb-14         |
| USA, El Paso 20/                        | 1             | 143.7  | 43.2       |        | Feb-21         |                   | 12              | 13                 |        | Jul-19         |
| USA, Miami 7/                           | 1             | 142.6  | 42.1       |        | Feb-21         |                   |                 |                    |        |                |
| USA, New York                           | 1             | 169.9  | 69.3       |        | Feb-21         |                   | 28              | 30                 |        | Apr-11         |
| USA, San Diego 21/                      | 1             | 162.6  | 62.0       |        | Feb-21         |                   | 27              | 29                 |        | Aug-19         |
| USA, San Francisco 8/                   | 1             | 161.3  | 60.7       |        | Feb-21         |                   |                 |                    |        |                |
| USA, Seattle 18/                        | 1             | 142.9  | 42.4       |        | Feb-21         |                   | 22              | 23                 |        | Aug-18         |
| USA, Washington D.C.                    | 1             | 150.1  | 49.6       |        | Feb-21         |                   | 27              | 29                 |        | Apr-11         |
| Uruguay /W40                            | 44.46         | 140.0  | 40.8       |        | Mar-21         |                   | 25              | 27                 |        | Dec-19         |
| Uzbekistan /W40                         | 10495         | 129.2  | 28.7       |        | Mar-21         |                   | 21              | 22                 |        | Oct-19         |
| Vanuatu                                 | 106.28        | 149.5  | 50.8       |        | Mar-21         |                   | 15              | 16                 |        | Aug-12         |
| Venezuela /W40 10/                      | 2235823.81    | 82.9   | 63.9       |        | Mar-18         |                   | 27              | 29                 |        | Aug-12         |
| Vietnam                                 | 23069         | 125.2  | 25.1       |        | Mar-21         |                   | 21              | 22                 |        | Jul-17         |
| West Bank & the Gaza Strip, The /W40 9/ | 3.334         | 166.1  | 67.1       |        | Mar-21         |                   | 21              | 22                 |        | Sep-13         |
| Yemen, Republic of 10/                  | 581.03        | 120.0  | 24.2       |        | Jul-19         |                   | 12              | 13                 |        | Nov-10         |
| Zambia                                  | 22.06         | 120.1  | 23.7       |        | Mar-20         |                   | 23              | 24                 |        | Feb-20         |
| Zimbabwe /W40 25/                       | 82.2          | 130.8  | 30.6       |        | Mar-21         |                   | 16              | 17                 |        | Dec-18         |

**X. CONSOLIDATED POST ADJUSTMENT CIRCULAR**

Effective 1 April 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 |
| 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.

**XI. 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<br>populaire lao                    | Lao People's Democratic Republic<br>(the)                      |
| Les Îles Cook                          | Cook Islands                              | République dominicaine                                      | Dominican Republic (the)                                       |
| Lesotho                                | Lesotho                                   | République populaire<br>démocratique de Corée               | Democratic People's Republic of<br>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-<br>Bretagne et d'Irlande du<br>Nord* | United Kingdom of Great Britain<br>and Northern Ireland (the)* |
| Luxembourg*                            | Luxembourg*                               | Rwanda  | Rwanda   |
| Macédoine du Nord, la<br>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-<br>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                                 | Tadjikistan   | 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<br>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<br>Congo    | Democratic Republic of the<br>Congo (the) |   |  |

\* Lieu d'affectation du  
groupe 1

\* Group 1 duty station