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# INTERNATIONAL CIVIL SERVICE COMMISSION

## Consolidated Post Adjustment Circular

ICSC/CIRC/PAC/557

Approved by:  
Larbi Djacta, Chairman

Date:  
14 May 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 May 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 mai 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 May 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 May 2021**

<b>Duty station</b>	<b>Type of survey</b>	<b>Date of survey</b>	<b>Survey materials received</b>
Armenia	Housing	February 2021	March 2021
Egypt	Place-to-place	January 2021	January 2021
Malawi	Housing	February 2021	March 2021
Montenegro	Housing	March 2021	March 2021
Morocco	Place-to-place	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 May 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 May 2021

<b>Duty Station</b>	<b>Existing PTA</b>	<b>PTA starting date</b>	<b>All staff eligible from</b>
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 no longer applicable** for **Malawi** effective 1 May 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 May 2021 is listed in the attached Consolidated Post Adjustment Circular. The post adjustment multiplier for **Sudan** remains unchanged.

**IX. CONSOLIDATED POST ADJUSTMENT CIRCULAR**

Effective 1 May 2021

*(last updated 14 May 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	77.4	142.3	42.7		Nov-11		9	10		Jul-06
Albania	100.8	124.3	23.8		Mar-21		16	17		Feb-09
Algeria /W40	133.014	139.4	38.8		Apr-21		20	21		Apr-21
Angola /W40	649	135.0	47.7		Mar-20		18	19		Mar-20
Anguilla /W40 14/	2.7	150.3	49.7		Mar-21		23	24		Oct-17
Antigua and Barbuda /W40 14/	2.7	150.3	49.7		Mar-21		23	24		Oct-17
Argentina	93.504	136.9	35.9		Mar-20		26	28		Nov-18
Armenia	518.25	129.2	29.2	Y	May-21	H	20	21		Nov-19
Aruba 12/	1.79	150.1	50.1		Mar-21		27	29		Nov-14
Australia	1.287	142.5	45.6	Y	May-21	ER	24	25		Oct-19
Austria	0.826	151.6	51.5	Y	May-21	ER	18	19		May-14
Azerbaijan	1.693	131.7	30.2		Mar-21		26	28		Feb-18
Bahamas	1	170.9	70.4		Mar-21		32	34		Apr-13
Bahrain	0.377	140.8	40.2		Mar-21		22	23		Aug-08
Bangladesh /W40	84.7608	142.6	41.9		Mar-21		16	17		Apr-20
Barbados /W40	2	156.9	56.6		Mar-21		19	20		Sep-05
Belarus	2.553	135.7	33.5		Mar-20		18	19		Sep-19
Belgium	0.826	142.3	46.9	Y	May-21	ER	17	18		Feb-15
Belize	2	130.6	30.1		Mar-21		13	14		Sep-13
Benin	541.845	144.4	44.1		Mar-21		19	20		Aug-20
Bermuda 16/	1	184.9	84.3		Mar-21		35	37		Dec-17
Bhutan	74.04	133.3	32.9		Mar-21		13	14		Aug-20
Bolivia /W40	6.848	127.3	26.6		Mar-21		15	16		Oct-16
Bonaire /W40 14/	1	150.3	49.7		Mar-21		23	24		Oct-17
Bosnia and Herzegovina /W40	1.616	126.6	25.4		Mar-21		13	14		Jun-19
Botswana	10.787	128.0	27.1		Mar-21		19	20		Jun-19
Brazil	5.369	123.1	27.5		Mar-20		19	20		Feb-21
British Virgin Islands /W40	1	147.9	49.6		Mar-21		22	23		Jun-19
Bulgaria	1.616	122.2	23.1	Y	May-21	ER	16	17		Feb-15
Burkina Faso /W40	541.845	137.1	36.0		Feb-21		14	15		Feb-21
Burundi	1949.181	142.6	41.6		Mar-21		13	14		Sep-20
Cambodia	4067	138.1	37.5		Mar-21		23	24		Mar-21
Cameroon /W40	541.845	136.5	35.1		Mar-21		15	16		Jul-15
Canada, Montreal	1.231	149.9	49.4	Y	May-21	ER	17	18		May-17
Canada, Ottawa	1.231	159.7	59.2	Y	May-21	L	18	19		May-17
Canada, Toronto	1.231	167.6	67.0	Y	May-21	L	20	21		May-17
Cape Verde	91.083	129.9	28.6		Mar-21		16	17		Jul-11
Cayman Islands 17/	0.82	151.0	45.1		Mar-20		24	25		Dec-17



**IX. CONSOLIDATED POST ADJUSTMENT CIRCULAR**

Effective 1 May 2021

*(last updated 14 May 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	541.845	165.2	63.7		Mar-21		17	18		Nov-17
Chad /W40	541.845	158.7	57.2		Mar-21		16	17		Dec-19
Chile	705	140.9	39.9		Mar-21		19	20		Aug-19
China, Beijing /W40	6.474	169.7	67.8		Mar-21		23	24		Jan-18
China, Hong Kong (SAR)	7.764	214.1	112.7	Y	May-21	ER	19	20		Jun-12
China, Macao (SAR)	7.995	152.7	56.9		Jul-20		21	22		Jul-18
Colombia	3725	127.3	27.7		Mar-21		20	21		Oct-20
Comoros	406.383	149.6	47.8		Mar-21		14	15		Apr-19
Congo /W40	541.845	167.0	65.0		Mar-21		7	7		Sep-19
Congo, Dem. Rep. /W40	1979.325	153.5	53.0		Mar-21		25	27		Sep-19
Cook Islands 4/	1.382	152.3	51.6		Mar-21		22	23		Oct-19
Costa Rica	614.73	133.7	33.5		Mar-21		22	23		Oct-19
Cote d'Ivoire /W40	541.845	145.2	43.6		Mar-21		15	16		Dec-12
Croatia, Republic of	6.238	142.4	44.7	Y	May-21	ER	8	9		Aug-19
Cuba	24	157.5	56.9		Mar-21		25	27		Mar-21
Cyprus	0.826	124.9	28.1	Y	May-21	ER	18	19		Jun-19
Czech Republic	21.37	149.9	48.1	Y	May-21	ER	21	22		Sep-06
Denmark	6.142	168.7	69.5	Y	May-21	ER	25	27		Jun-19
Djibouti /W40	177	150.8	49.9		Mar-21		16	17		Jan-15
Dominica /W40 14/	2.7	150.3	49.7		Mar-21		23	24		Oct-17
Dominican Republic	56.6	122.8	28.8		Mar-20		21	22		Sep-13
Ecuador	1	134.4	33.9		Mar-21		22	23		Feb-21
Egypt /W40	15.625	134.3	34.3	Y	May-21	PP	21	22	Y	May-21
El Salvador	1	126.7	26.3		Mar-21		21	22		Nov-15
Equatorial Guinea	541.845	140.8	39.4		Mar-21		19	20		Aug-19
Eritrea	15	152.9	52.0		Mar-21		11	12		Dec-17
Estonia	0.826	135.9	34.5		Mar-21		18	19		Feb-01
Eswatini	14.356	119.4	18.7		Mar-21		11	12		Sep-03
Ethiopia /W40	41.915	138.4	40.6		Jul-20		20	21		Sep-18
Fiji /W40	2.03	139.1	38.9		Mar-21		20	21		Sep-11
Finland	0.826	145.4	45.7	Y	May-21	ER	20	21		Feb-15
France, Lyon and Elsewhere	0.826	152.3	51.3	Y	May-21	L	17	18		Jul-01
France, Paris	0.826	155.9	54.9	Y	May-21	ER	21	22		Jan-04
French Guiana	0.826	142.2	42.3	Y	May-21	ER	0	0		Jan-00
Gabon /W40	541.845	164.3	62.5		Mar-21		18	19		Jun-19
Gambia	51.07	137.8	36.9		Mar-21		16	17		Apr-20
Georgia, Republic of	3.446	120.3	20.3		Mar-21		17	18		May-14
Germany, Berlin	0.826	143.1	43.4	Y	May-21	L	24	25		May-19

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		Index	Multiplier	Change	Effective date	Reason for change	Rate		Change	Effective date
							With allowances	Without allowances		
Germany, Bonn	0.826	137.4	37.6	Y	May-21	ER	20	21		May-19
Germany, Dresden	0.826	137.4	37.6	Y	May-21	A	19	20		May-19
Germany, Frankfurt	0.826	142.8	43.1	Y	May-21	L	21	22		Aug-20
Germany, Hamburg	0.826	144.8	45.0	Y	May-21	L	21	22		May-19
Germany, Munich	0.826	148.9	49.1	Y	May-21	L	20	21		May-19
Ghana /W40	5.76	147.2	45.1		Mar-21		26	28		Nov-19
Gibraltar 1/	0.717	172.0	71.1	Y	May-21	A	0	0		Jan-00
Greece	0.826	128.0	31.7	Y	May-21	ER	17	18		May-19
Grenada /W40 14/	2.7	150.3	49.7		Mar-21		23	24		Oct-17
Guatemala /W40	7.714	135.2	35.0		Apr-21		16	17		Jan-09
Guinea	9844.25	144.8	42.9		Mar-21		20	21		Feb-18
Guinea Bissau	541.845	135.7	34.3		Mar-21		13	14		Nov-15
Guyana	208.2	146.5	45.5		Mar-21		22	23		May-20
Haiti	83.445	161.1	73.0		Nov-20		24	25		Aug-19
Honduras	23.882	137.7	37.4		Apr-21		24	25		Apr-21
Hungary	297.99	132.7	30.5	Y	May-21	ER	19	20		May-19
Iceland	122.67	137.4	38.6	Y	May-21	ER	0	0		Jan-00
India /W40	74.04	133.6	34.2		Mar-21		22	23		Dec-19
Indonesia /W40	14445	133.9	34.3		Mar-21		24	25		Sep-11
Iran	229820	145.8	44.3		Mar-21		30	32		Jun-20
Iraq	1450	131.2	33.7		Nov-19		14	15		May-02
Ireland	0.826	154.7	53.1	Y	May-21	ER	24	25		May-98
Israel, Tel Aviv /W40 22/	3.245	178.0	76.5		Mar-21		25	27		Nov-19
Italy, Brindisi	0.826	130.6	31.8	Y	May-21	L	10	11		Nov-99
Italy, Rome	0.826	136.8	38.1	Y	May-21	ER	20	21		Jul-01
Jamaica /W40	152.79	149.1	50.3		Apr-21		25	27		Apr-21
Japan, Hiroshima	109.19	161.3	59.4	Y	May-21	L	13	14		Sep-19
Japan, Tokyo	109.19	185.0	82.8	Y	May-21	ER	22	23		Sep-19
Jerusalem /W40	3.245	168.5	67.1		Mar-21		25	27		Nov-19
Jordan /W40	0.708	144.5	44.0		Mar-21		20	21		Aug-17
Kazakhstan	427.7	127.3	27.1		Mar-21		18	19		Sep-17
Kenya /W40	107.73	142.5	40.7		Mar-20		26	28		Feb-20
Kiribati	1.287	153.5	52.7		Mar-21		11	12		Jan-20
Korea, Dem. Peo. Of	107	155.4	54.5		Mar-21		10	11		Sep-15
Korea, Republic of	1108.15	165.2	64.7		Mar-21		17	18		Nov-19
Kuwait /W40	0.301	142.7	41.8		Mar-21		20	21		Aug-17
Kyrgyzstan	84.6	131.1	30.2		Mar-21		15	16		Apr-20
Lao Peo. Dem. Rep. /W40	9408	134.2	33.8		Mar-21		13	14		Oct-03

**IX. CONSOLIDATED POST ADJUSTMENT CIRCULAR**

Effective 1 May 2021

*(last updated 14 May 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/	0.826	139.4	38.3		Jul-20		18	19		Nov-19
Lebanon /W40	1507.5	154.9	54.9	Y	May-21	OMR	22	23		Sep-11
Lesotho /W40	14.356	133.3	31.2		Mar-21		14	15		Jan-11
Liberia	171.565	153.5	52.6		Mar-21		19	20		Jun-10
Libya	4.482	97.9	23.7		Nov-20		12	13		Nov-05
Lithuania	0.826	134.2	32.6		Mar-21		17	18		Dec-03
Luxembourg	0.826	153.5	53.2	Y	May-21	ER	17	18		Dec-17
Madagascar	3767.05	134.2	33.1		Mar-21		21	22		Dec-19
Malawi	791	142.2	42.2	Y	May-21	H	19	20	Y	May-21
Malaysia /W40	4.103	146.3	46.5		Mar-21		19	20		Dec-19
Maldives	15	149.9	50.5		Jun-20		23	24		Jun-20
Mali /W40	541.845	148.8	47.3		Mar-21		13	14		Sep-20
Malta	0.826	135.3	36.6	Y	May-21	ER	14	15		Oct-06
Marshall Islands 2/	1	152.5	52.0		Mar-21		21	22		Jul-19
Mauritania /W40	35.78	135.4	34.3		Mar-21		12	13		May-18
Mauritius /W40	39.881	134.5	36.1		Mar-20		20	21		Jan-20
Mexico	20.15	143.9	41.5		Mar-21		21	22		Jul-19
Micronesia, Fed States of 2/	1	152.5	52.0		Mar-21		23	24		Feb-07
Moldova /W40	17.66	131.8	31.7		Mar-21		17	18		Apr-20
Monaco 3/	0.826	155.9	54.9	Y	May-21	A	21	22		Jan-04
Mongolia	2837.49	136.4	35.6		Mar-21		21	22		Aug-19
Montenegro	0.826	130.7	30.7	Y	May-21	H	20	21	Y	May-21
Morocco /W40	8.906	135.1	35.1	Y	May-21	PP	21	22	Y	May-21
Mozambique	55	140.8	37.9		Mar-20		27	29		Apr-20
Myanmar /W40	1548	139.1	40.0		Mar-21		25	27		Dec-17
Namibia	14.356	131.0	29.2		Mar-21		19	20		Jul-20
Nepal /W40	118.45	128.7	28.7		Mar-21		12	13		Jan-14
Netherlands	0.826	146.8	49.1	Y	May-21	ER	24	25		Oct-19
New Caledonia	98.573	147.7	46.4		Mar-21		16	17		Sep-05
New Zealand 26/	1.382	144.3	43.6		Mar-21		24	25		Dec-20
Nicaragua	34.677	134.7	34.2		Mar-21		25	27		Jun-20
Niger /W40	541.845	142.0	40.4		Mar-21		10	11		Mar-09
Nigeria /W40	409.77	144.1	42.4		Mar-21		21	22		Apr-20
The Republic of North Macedonia	50.665	128.2	27.9		Mar-21		18	19		Jun-19
Norway	8.203	154.9	54.8	Y	May-21	ER	20	21		Jul-19
Oman	0.384	133.4	34.2		Jul-20		19	20		Feb-15
Pakistan	153.189	135.4	33.9		Mar-21		18	19		Jun-19

**IX. CONSOLIDATED POST ADJUSTMENT CIRCULAR**

Effective 1 May 2021

*(last updated 14 May 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	152.3	51.6		Mar-21		0	0		Jan-00
Panama /W40	1	140.3	39.2		Mar-21		24	25		Aug-18
Papua New Guinea /W40	3.509	171.1	70.9		Mar-20		30	32		Feb-18
Paraguay /W40	6540	129.9	29.2		Mar-21		17	18		Aug-20
Peru /W40	3.767	132.2	34.6		Mar-20		21	22		Aug-17
Philippines /W40	48.298	149.8	48.2		Mar-21		22	23		Oct-18
Poland	3.774	122.7	21.1	Y	May-21	ER	20	21		May-19
Portugal, Guimaraes	0.826	111.3	11.2	Y	May-21	L	0	0		Jan-00
Portugal, Lisbon	0.826	135.5	35.5	Y	May-21	ER	20	21		Jan-05
Puerto Rico 13/	1	122.8	28.8		Mar-20		0	0		Jan-00
Qatar	3.674	157.2	56.8		Mar-21		28	30		Oct-19
Romania	4.067	119.7	17.9	Y	May-21	ER	22	23		May-19
Russian Federation /W40	74.607	143.2	43.0		Mar-20		18	19		Oct-19
Rwanda /W40	989.45	128.0	27.4		Mar-21		16	17		Apr-13
Saint Helena 5/	0.717	144.3	48.1		Mar-21		0	0		Jan-00
St. Lucia	2.7	148.9	48.3		Mar-21		18	19		Mar-21
Samoa	2.5	144.3	44.3		Mar-21		17	18		Feb-21
Sao Tome and Principe /W40	20.339	143.1	42.2		Mar-21		15	16		Jun-19
Saudi Arabia /W40	3.75	150.7	50.0		Mar-21		21	22		Nov-17
Senegal /W40	541.845	138.7	37.3		Mar-21		17	18		Jul-15
Serbia	97.061	133.5	33.1		Mar-21		21	22		Jun-19
Seychelles	14.204	154.5	53.0		Mar-20		20	21		Jan-19
Sierra Leone /W40	10216	149.4	48.7		Mar-21		19	20		May-18
Singapore	1.327	177.4	76.2		Mar-21		23	24		Jul-19
Slovak Republic	0.826	132.2	31.0	Y	May-21	ER	16	17		Feb-12
Slovenia, Republic of 24/	0.826	137.6	41.2	Y	May-21	ER	14	15		Jan-20
Solomon Islands /W40	7.893	155.6	53.7		Mar-21		18	19		Dec-07
Somalia 6/	24300	140.4	40.7		Jul-20		15	16		Sep-99
South Africa /W40	14.356	127.8	26.8		Mar-21		19	20		Apr-17
South Sudan, Republic of /W40	393.2883	157.4	60.2		Mar-21		14	15		Sep-17
Spain	0.826	135.7	35.9	Y	May-21	ER	19	20		Nov-08
Sri Lanka	196.11	131.7	31.8		Mar-21		26	28		Sep-17
St. Kitts and Nevis /W40 14/	2.7	150.3	49.7		Mar-21		23	24		Oct-17
St. Vincent and the Grenadines /W40 14/	2.7	150.3	49.7		Mar-21		23	24		Oct-17
Sudan /W40	381.5	141.5	74.0		Feb-21		22	23		Nov-19
Suriname	16	130.1	39.4		Jul-20		16	17		Oct-12
Sweden	8.369	153.7	55.1	Y	May-21	ER	26	28		Aug-19

**IX. CONSOLIDATED POST ADJUSTMENT CIRCULAR**

Effective 1 May 2021

*(last updated 14 May 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	0.911	176.8	77.6	Y	May-21	ER	21	22		Apr-06
Syrian Arab Republic 10/	2500	103.3	28.8		Jul-19		20	21		Jun-12
Tajikistan	11.297	129.0	28.0		Mar-21		20	21		Sep-19
Tanzania, United Rep. of /W40	2311.95	144.0	43.3		Mar-21		23	24		Mar-20
Thailand /W40	31.25	145.5	47.2		Mar-21		22	23		Jul-19
Timor-Leste /W40	1	146.2	45.7		Mar-21		15	16		Jul-11
Togo	541.845	149.5	47.9		Mar-21		17	18		Jun-19
Tonga	2.231	135.0	34.1		Mar-21		9	10		Jan-09
Trinidad and Tobago /W40	6.668	143.6	42.7		Mar-21		26	28		Oct-08
Tunisia	2.735	136.3	35.2		Apr-21		16	17		Nov-19
Turkey, Ankara	8.23	116.6	18.1		Mar-21		17	18		Mar-20
Turkey, Gebze 19/	8.23	122.6	24.1		Mar-21		18	19		Mar-20
Turkey, Istanbul 15/	8.23	122.6	24.1		Mar-21		18	19		Mar-20
Turkmenistan	3.5	162.5	61.2		Mar-21		11	12		Oct-19
Tuvalu 11/	1.287	148.7	48.1		Mar-21		0	0		Jan-00
Uganda /W40	3578.29	126.3	25.2		Mar-21		24	25		May-14
Ukraine	28	133.3	32.2		Mar-20		16	17		Aug-19
United Arab Emirates	3.673	164.1	63.6		Mar-21		32	34		Aug-11
United Kingdom	0.717	172.0	71.1	Y	May-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	142.5	42.1		Feb-21		0	0		Jan-00
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		0	0		Jan-00
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	43.78	140.7	40.8		Mar-21		25	27		Dec-19
Uzbekistan /W40	10520	129.5	28.7		Mar-21		21	22		Oct-19
Vanuatu	104.53	151.2	50.8		Mar-21		15	16		Aug-12
Venezuela /W40 10/	2721326.12	83.1	63.9		Mar-18		27	29		Aug-12
Vietnam	23045	125.5	25.1		Mar-21		21	22		Jul-17
West Bank & the Gaza Strip, The /W40 9/	3.245	168.5	67.1		Mar-21		21	22		Sep-13
Yemen, Republic of 10/	579.09	120.6	24.2		Jul-19		12	13		Nov-10
Zambia	22.275	120.1	23.7		Mar-20		23	24		Feb-20
Zimbabwe /W40 25/	82.5	132.2	30.6		Mar-21		16	17		Dec-18

## IX. CONSOLIDATED POST ADJUSTMENT CIRCULAR

Effective 1 May 2021

*(last updated 14 May 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.

**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