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# INTERNATIONAL CIVIL SERVICE COMMISSION

## Consolidated Post Adjustment Circular

ICSC/CIRC/PAC/558

Approved by:  
Larbi Djacta, Chairman

Date:  
15 June 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 June 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 juin 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 June 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 June 2021**

<b>Duty station</b>	<b>Type of survey</b>	<b>Date of survey</b>	<b>Survey materials received</b>
Kiribati	Place-to-place	February 2021	March 2021
Kyrgyzstan	Housing	February 2021	March 2021
Rwanda	Place-to-place	January 2021	March 2021
South Africa	Place-to-place	February 2021	March 2021
Uzbekistan	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 June 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 June 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. One Month Rule**

5. Due to sustained substantial inflation over the past six- and twelve-month periods, the one-month rule continued to be applicable for Lebanon and Sudan. Under this rule, the post adjustment multipliers of Lebanon and Sudan are reviewed on a monthly basis during the period of substantial inflation. Based on the application of the one-month rule, the applicable post adjustment multiplier for **Lebanon** effective 1 June 2021 is listed in the attached Consolidated Post Adjustment Circular. The post adjustment multiplier for **Sudan** remains unchanged.

## **VIII. Interim Post Adjustment Classification for Libya**

6. Following the establishment of an interim post adjustment classification for Libya, the applicable multiplier and rental subsidy thresholds effective 1 June 2021, are shown in Table 3.

**Table 3.** Interim post adjustment multiplier and rental subsidy thresholds for Libya

<b>Duty Station</b>	<b>Multiplier</b>	<b>Rental subsidy thresholds (per cent)</b>	
		<b><u>With</u> Spouse/Single Parent Allowance</b>	<b><u>Without</u> Spouse/Single Parent Allowance</b>
Libya	36.1	19	20

## **IX. Renaming of Duty Station**

7. Please note that, in order to be consistent with the change in the location of the reference duty station in Kazakhstan, the duty station Kazakhstan, Almaty has been changed to Kazakhstan, Nur-Sultan effective 14 June 2021. Accordingly, the country code for Kazakhstan duty station has been changed in the XML file from KAZ001 to KAZ004. The applicable multiplier and rental subsidy thresholds effective 1 June 2021 are listed in the attached Consolidated Post Adjustment Circular.

## **X. W40 Measure**

8. The waiver of the 40 percent-of-rent limit on rental subsidies **is now applicable** for **Libya** effective 1 June 2021.

9. The waiver of the 40 percent-of-rent limit on rental subsidies **is no longer applicable** for **Rwanda** effective 1 June 2021



**XI. CONSOLIDATED POST ADJUSTMENT CIRCULAR**

Effective 1 June 2021

*(last updated 15 June 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	78.07	142.6	42.7		Nov-11		9	10		Jul-06
Albania	98.48	125.4	23.8		Mar-21		16	17		Feb-09
Algeria /W40	132.977	139.9	38.8		Apr-21		20	21		Apr-21
Angola /W40	643.121	135.7	47.7		Mar-20		18	19		Mar-20
Anguilla /W40 14/	2.7	150.5	49.7		Mar-21		23	24		Oct-17
Antigua and Barbuda /W40 14/	2.7	150.5	49.7		Mar-21		23	24		Oct-17
Argentina	94.517	137.9	35.9		Mar-20		26	28		Nov-18
Armenia	518.3	129.8	29.2		May-21		20	21		Nov-19
Aruba 12/	1.79	150.6	50.1		Mar-21		27	29		Nov-14
Australia	1.291	142.5	45.2	Y	Jun-21	ER	24	25		Oct-19
Austria	0.82	152.6	52.5	Y	Jun-21	ER	18	19		May-14
Azerbaijan	1.695	132.2	30.2		Mar-21		26	28		Feb-18
Bahamas	1	171.2	70.4		Mar-21		32	34		Apr-13
Bahrain	0.377	141.2	40.2		Mar-21		22	23		Aug-08
Bangladesh /W40	84.7345	143.1	41.9		Mar-21		16	17		Apr-20
Barbados /W40	2	157.3	56.6		Mar-21		19	20		Sep-05
Belarus	2.524	136.6	33.5		Mar-20		18	19		Sep-19
Belgium	0.82	144.0	47.8	Y	Jun-21	ER	17	18		Feb-15
Belize	2	131.0	30.1		Mar-21		13	14		Sep-13
Benin	537.714	145.1	44.1		Mar-21		19	20		Aug-20
Bermuda 16/	1	185.2	84.3		Mar-21		35	37		Dec-17
Bhutan	72.58	134.3	32.9		Mar-21		13	14		Aug-20
Bolivia /W40	6.848	127.6	26.6		Mar-21		15	16		Oct-16
Bonaire /W40 14/	1	150.5	49.7		Mar-21		23	24		Oct-17
Bosnia and Herzegovina /W40	1.603	127.4	25.4		Mar-21		13	14		Jun-19
Botswana	10.582	129.3	27.1		Mar-21		19	20		Jun-19
Brazil	5.295	124.4	27.5		Mar-20		19	20		Feb-21
British Virgin Islands /W40	1	148.3	49.6		Mar-21		22	23		Jun-19
Bulgaria	1.603	122.9	24.0	Y	Jun-21	ER	16	17		Feb-15
Burkina Faso /W40	537.714	137.9	36.0		Feb-21		14	15		Feb-21
Burundi	1953.863	143.0	41.6		Mar-21		13	14		Sep-20
Cambodia	4098	138.4	37.5		Mar-21		23	24		Mar-21
Cameroon /W40	537.714	137.6	35.1		Mar-21		15	16		Jul-15
Canada, Montreal	1.208	152.4	51.9	Y	Jun-21	ER	17	18		May-17
Canada, Ottawa	1.208	162.4	61.8	Y	Jun-21	L	18	19		May-17
Canada, Toronto	1.208	170.4	69.8	Y	Jun-21	L	20	21		May-17
Cape Verde	90.389	130.6	28.6		Mar-21		16	17		Jul-11
Cayman Islands 17/	0.82	152.2	45.1		Mar-20		24	25		Dec-17

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Effective 1 June 2021

*(last updated 15 June 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	537.714	166.2	63.7		Mar-21		17	18		Nov-17
Chad /W40	537.714	159.6	57.2		Mar-21		16	17		Dec-19
Chile	732	139.1	39.9		Mar-21		19	20		Aug-19
China, Beijing /W40	6.383	171.4	67.8		Mar-21		23	24		Jan-18
China, Hong Kong (SAR)	7.762	214.3	112.8	Y	Jun-21	ER	19	20		Jun-12
China, Macao (SAR)	7.995	153.0	56.9		Jul-20		21	22		Jul-18
Colombia	3728	127.5	27.7		Mar-21		20	21		Oct-20
Comoros	403.285	150.5	47.8		Mar-21		14	15		Apr-19
Congo /W40	537.714	168.1	65.0		Mar-21		7	7		Sep-19
Congo, Dem. Rep. /W40	1975.163	153.8	53.0		Mar-21		25	27		Sep-19
Cook Islands 4/	1.37	153.0	51.6		Mar-21		22	23		Oct-19
Costa Rica	614.43	134.0	33.5		Mar-21		22	23		Oct-19
Cote d'Ivoire /W40	537.714	146.1	43.6		Mar-21		15	16		Dec-12
Croatia, Republic of	6.161	143.4	46.3	Y	Jun-21	ER	8	9		Aug-19
Cuba	24	157.9	56.9		Mar-21		25	27		Mar-21
Cyprus	0.82	125.5	28.9	Y	Jun-21	ER	18	19		Jun-19
Czech Republic	20.85	152.5	51.3	Y	Jun-21	ER	21	22		Sep-06
Denmark	6.096	170.4	70.6	Y	Jun-21	ER	25	27		Jun-19
Djibouti /W40	177	151.3	49.9		Mar-21		16	17		Jan-15
Dominica /W40 14/	2.7	150.5	49.7		Mar-21		23	24		Oct-17
Dominican Republic	56.68	123.1	28.8		Mar-20		21	22		Sep-13
Ecuador	1	134.7	33.9		Mar-21		22	23		Feb-21
Egypt /W40	15.629	134.6	34.3		May-21		21	22		May-21
El Salvador	1	127.0	26.3		Mar-21		21	22		Nov-15
Equatorial Guinea	537.714	141.5	39.4		Mar-21		19	20		Aug-19
Eritrea	15	153.4	52.0		Mar-21		11	12		Dec-17
Estonia	0.82	137.0	34.5		Mar-21		18	19		Feb-01
Eswatini	13.733	121.9	18.7		Mar-21		11	12		Sep-03
Ethiopia /W40	43.174	138.2	40.6		Jul-20		20	21		Sep-18
Fiji /W40	2.03	139.4	38.9		Mar-21		20	21		Sep-11
Finland	0.82	146.5	46.6	Y	Jun-21	ER	20	21		Feb-15
France, Lyon and Elsewhere	0.82	153.2	52.3	Y	Jun-21	L	17	18		Jul-01
France, Paris	0.82	156.8	55.9	Y	Jun-21	ER	21	22		Jan-04
French Guiana	0.82	142.9	43.3	Y	Jun-21	ER	0	0		Jan-00
Gabon /W40	537.714	165.4	62.5		Mar-21		18	19		Jun-19
Gambia	51.16	138.1	36.9		Mar-21		16	17		Apr-20
Georgia, Republic of	3.306	121.1	20.3		Mar-21		17	18		May-14
Germany, Berlin	0.82	144.3	44.3	Y	Jun-21	L	24	25		May-19

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Effective 1 June 2021

*(last updated 15 June 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	0.82	138.5	38.5	Y	Jun-21	ER	20	21		May-19
Germany, Dresden	0.82	138.5	38.5	Y	Jun-21	A	19	20		May-19
Germany, Frankfurt	0.82	144.0	44.0	Y	Jun-21	L	21	22		Aug-20
Germany, Hamburg	0.82	145.9	46.0	Y	Jun-21	L	21	22		May-19
Germany, Munich	0.82	150.1	50.1	Y	Jun-21	L	20	21		May-19
Ghana /W40	5.766	147.4	45.1		Mar-21		26	28		Nov-19
Gibraltar 1/	0.706	174.9	73.5	Y	Jun-21	A	0	0		Jan-00
Greece	0.82	128.8	32.5	Y	Jun-21	ER	17	18		May-19
Grenada /W40 14/	2.7	150.5	49.7		Mar-21		23	24		Oct-17
Guatemala /W40	7.718	135.5	35.0		Apr-21		16	17		Jan-09
Guinea	9804.65	145.7	42.9		Mar-21		20	21		Feb-18
Guinea Bissau	537.714	136.4	34.3		Mar-21		13	14		Nov-15
Guyana	207.2	147.1	45.5		Mar-21		22	23		May-20
Haiti	88.853	158.8	73.0		Nov-20		24	25		Aug-19
Honduras	23.874	138.0	37.4		Apr-21		24	25		Apr-21
Hungary	285.3	135.8	35.6	Y	Jun-21	ER	19	20		May-19
Iceland	120.33	139.8	41.0	Y	Jun-21	ER	0	0		Jan-00
India /W40	72.58	135.0	34.2		Mar-21		22	23		Dec-19
Indonesia /W40	14285	134.7	34.3		Mar-21		24	25		Sep-11
Iran	221918	146.4	44.3		Mar-21		30	32		Jun-20
Iraq	1450	131.4	33.7		Nov-19		14	15		May-02
Ireland	0.82	156.0	54.1	Y	Jun-21	ER	24	25		May-98
Israel, Tel Aviv /W40 22/	3.245	178.6	76.5		Mar-21		25	27		Nov-19
Italy, Brindisi	0.82	131.1	32.7	Y	Jun-21	L	10	11		Nov-99
Italy, Rome	0.82	137.3	39.0	Y	Jun-21	ER	20	21		Jul-01
Jamaica /W40	148.389	150.2	50.3		Apr-21		25	27		Apr-21
Japan, Hiroshima	109.46	161.4	59.1	Y	Jun-21	L	13	14		Sep-19
Japan, Tokyo	109.46	185.1	82.4	Y	Jun-21	ER	22	23		Sep-19
Jerusalem /W40	3.245	169.0	67.1		Mar-21		25	27		Nov-19
Jordan /W40	0.708	144.9	44.0		Mar-21		20	21		Aug-17
Kazakhstan	428.53	127.7	27.1		Mar-21		18	19		Sep-17
Kenya /W40	107.41	142.9	40.7		Mar-20		26	28		Feb-20
Kiribati	1.291	147.6	52.7		Mar-21		11	12		Jan-20
Korea, Dem. Peo. Of	108	155.9	54.5		Mar-21		10	11		Sep-15
Korea, Republic of	1117.6	164.8	64.7		Mar-21		17	18		Nov-19
Kuwait /W40	0.301	143.2	41.8		Mar-21		20	21		Aug-17
Kyrgyzstan	84.6	132.7	32.7	Y	Jun-21	H	14	15	Y	Jun-21
Lao Peo. Dem. Rep. /W40	9422	134.4	33.8		Mar-21		13	14		Oct-03

**XI. CONSOLIDATED POST ADJUSTMENT CIRCULAR**

Effective 1 June 2021

*(last updated 15 June 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/	0.82	140.6	38.3		Jul-20		18	19		Nov-19
Lebanon /W40	1507.5	156.7	56.7	Y	Jun-21	OMR	22	23		Sep-11
Lesotho /W40	13.733	135.3	31.2		Mar-21		14	15		Jan-11
Liberia	170.873	154.0	52.6		Mar-21		19	20		Jun-10
Libya /W40 27/	4.448	137.1	36.1	Y	Jun-21	IM	19	20	Y	Jun-21
Lithuania	0.82	134.6	32.6		Mar-21		17	18		Dec-03
Luxembourg	0.82	153.7	54.2	Y	Jun-21	ER	17	18		Dec-17
Madagascar	3744.49	135.0	33.1		Mar-21		21	22		Dec-19
Malawi	798	142.5	42.2		May-21		19	20		May-21
Malaysia /W40	4.139	146.3	46.5		Mar-21		19	20		Dec-19
Maldives	15	150.3	50.5		Jun-20		23	24		Jun-20
Mali /W40	537.714	149.5	47.3		Mar-21		13	14		Sep-20
Malta	0.82	136.5	37.5	Y	Jun-21	ER	14	15		Oct-06
Marshall Islands 2/	1	153.1	52.0		Mar-21		21	22		Jul-19
Mauritania /W40	35.85	135.7	34.3		Mar-21		12	13		May-18
Mauritius /W40	39.955	134.8	36.1		Mar-20		20	21		Jan-20
Mexico	19.91	145.2	41.5		Mar-21		21	22		Jul-19
Micronesia, Fed States of 2/	1	153.1	52.0		Mar-21		23	24		Feb-07
Moldova /W40	17.535	132.6	31.7		Mar-21		17	18		Apr-20
Monaco 3/	0.82	156.8	55.9	Y	Jun-21	A	21	22		Jan-04
Mongolia	2845	136.8	35.6		Mar-21		21	22		Aug-19
Montenegro	0.82	131.5	30.7		May-21		20	21		May-21
Morocco /W40	8.837	135.9	35.1		May-21		21	22		May-21
Mozambique	59.15	139.3	37.9		Mar-20		27	29		Apr-20
Myanmar /W40	1651	138.5	40.0		Mar-21		25	27		Dec-17
Namibia	13.733	132.9	29.2		Mar-21		19	20		Jul-20
Nepal /W40	116.14	129.6	28.7		Mar-21		12	13		Jan-14
Netherlands	0.82	148.6	50.1	Y	Jun-21	ER	24	25		Oct-19
New Caledonia	97.821	149.0	46.4		Mar-21		16	17		Sep-05
New Zealand 26/	1.37	144.3	43.6		Mar-21		24	25		Dec-20
Nicaragua	34.684	135.0	34.2		Mar-21		25	27		Jun-20
Niger /W40	537.714	142.9	40.4		Mar-21		10	11		Mar-09
Nigeria /W40	411	144.4	42.4		Mar-21		21	22		Apr-20
The Republic of North Macedonia	50.278	128.7	27.9		Mar-21		18	19		Jun-19
Norway	8.352	153.9	52.3	Y	Jun-21	ER	20	21		Jul-19
Oman	0.385	133.5	34.2		Jul-20		19	20		Feb-15
Pakistan	154.316	135.7	33.9		Mar-21		18	19		Jun-19

**XI. CONSOLIDATED POST ADJUSTMENT CIRCULAR**

Effective 1 June 2021

*(last updated 15 June 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	153.0	51.6		Mar-21		0	0		Jan-00
Panama /W40	1	140.5	39.2		Mar-21		24	25		Aug-18
Papua New Guinea /W40	3.509	171.5	70.9		Mar-20		30	32		Feb-18
Paraguay /W40	6752	129.6	29.2		Mar-21		17	18		Aug-20
Peru /W40	3.847	131.8	34.6		Mar-20		21	22		Aug-17
Philippines /W40	48	150.3	48.2		Mar-21		22	23		Oct-18
Poland	3.677	124.9	23.9	Y	Jun-21	ER	20	21		May-19
Portugal, Guimaraes	0.82	111.6	12.0	Y	Jun-21	L	0	0		Jan-00
Portugal, Lisbon	0.82	135.9	36.4	Y	Jun-21	ER	20	21		Jan-05
Puerto Rico 13/	1	123.1	28.8		Mar-20		0	0		Jan-00
Qatar	3.683	157.4	56.8		Mar-21		28	30		Oct-19
Romania	4.028	120.6	18.9	Y	Jun-21	ER	22	23		May-19
Russian Federation /W40	73.465	144.6	43.0		Mar-20		18	19		Oct-19
Rwanda	993.38	135.1	35.1	Y	Jun-21	PP	18	19	Y	Jun-21
Saint Helena 5/	0.706	146.7	48.1		Mar-21		0	0		Jan-00
St. Lucia	2.7	149.3	48.3		Mar-21		18	19		Mar-21
Samoa	2.497	144.8	44.3		Mar-21		17	18		Feb-21
Sao Tome and Principe /W40	20.103	144.0	42.2		Mar-21		15	16		Jun-19
Saudi Arabia /W40	3.75	151.2	50.0		Mar-21		21	22		Nov-17
Senegal /W40	537.714	139.5	37.3		Mar-21		17	18		Jul-15
Serbia	96.324	134.3	33.1		Mar-21		21	22		Jun-19
Seychelles	15.94	149.1	53.0		Mar-20		20	21		Jan-19
Sierra Leone /W40	10215	149.9	48.7		Mar-21		19	20		May-18
Singapore	1.324	178.1	76.2		Mar-21		23	24		Jul-19
Slovak Republic	0.82	133.1	31.9	Y	Jun-21	ER	16	17		Feb-12
Slovenia, Republic of 24/	0.82	139.6	42.1	Y	Jun-21	ER	14	15		Jan-20
Solomon Islands /W40	7.825	156.7	53.7		Mar-21		18	19		Dec-07
Somalia 6/	24300	140.5	40.7		Jul-20		15	16		Sep-99
South Africa /W40	13.733	133.0	33.0	Y	Jun-21	PP	22	23	Y	Jun-21
South Sudan, Republic of /W40	414.59	157.7	60.2		Mar-21		14	15		Sep-17
Spain	0.82	136.0	36.7	Y	Jun-21	ER	19	20		Nov-08
Sri Lanka	198.1	131.7	31.8		Mar-21		26	28		Sep-17
St. Kitts and Nevis /W40 14/	2.7	150.5	49.7		Mar-21		23	24		Oct-17
St. Vincent and the Grenadines /W40 14/	2.7	150.5	49.7		Mar-21		23	24		Oct-17
Sudan /W40	420	141.0	74.0		Feb-21		22	23		Nov-19
Suriname	20.07	123.0	39.4		Jul-20		16	17		Oct-12
Sweden	8.299	155.0	56.2	Y	Jun-21	ER	26	28		Aug-19

**XI. CONSOLIDATED POST ADJUSTMENT CIRCULAR**

Effective 1 June 2021

*(last updated 15 June 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	0.899	178.8	79.8	Y	Jun-21	ER	21	22		Apr-06
Syrian Arab Republic 10/	2500	103.7	28.8		Jul-19		20	21		Jun-12
Tajikistan	11.309	129.8	28.0		Mar-21		20	21		Sep-19
Tanzania, United Rep. of /W40	2310	144.5	43.3		Mar-21		23	24		Mar-20
Thailand /W40	31.28	145.7	47.2		Mar-21		22	23		Jul-19
Timor-Leste /W40	1	146.5	45.7		Mar-21		15	16		Jul-11
Togo	537.714	150.6	47.9		Mar-21		17	18		Jun-19
Tonga	2.204	137.4	34.1		Mar-21		9	10		Jan-09
Trinidad and Tobago /W40	6.742	143.7	42.7		Mar-21		26	28		Oct-08
Tunisia	2.722	136.8	35.2		Apr-21		16	17		Nov-19
Turkey, Ankara	8.452	116.4	18.1		Mar-21		17	18		Mar-20
Turkey, Gebze 19/	8.452	122.3	24.1		Mar-21		18	19		Mar-20
Turkey, Istanbul 15/	8.452	122.3	24.1		Mar-21		18	19		Mar-20
Turkmenistan	3.5	163.1	61.2		Mar-21		11	12		Oct-19
Tuvalu 11/	1.291	148.0	48.1		Mar-21		0	0		Jan-00
Uganda /W40	3545	126.9	25.2		Mar-21		24	25		May-14
Ukraine	27.6	135.1	32.2		Mar-20		16	17		Aug-19
United Arab Emirates	3.673	164.4	63.6		Mar-21		32	34		Aug-11
United Kingdom	0.706	174.9	73.5	Y	Jun-21	ER	27	29		Feb-14
USA, El Paso 20/	1	144.1	43.2		Feb-21		12	13		Jul-19
USA, Miami 7/	1	143.0	42.1		Feb-21		0	0		Jan-00
USA, New York	1	170.4	69.3		Feb-21		28	30		Apr-11
USA, San Diego 21/	1	163.0	62.0		Feb-21		27	29		Aug-19
USA, San Francisco 8/	1	161.7	60.7		Feb-21		0	0		Jan-00
USA, Seattle 18/	1	143.4	42.4		Feb-21		22	23		Aug-18
USA, Washington D.C.	1	150.6	49.6		Feb-21		27	29		Apr-11
Uruguay /W40	43.698	141.2	40.8		Mar-21		25	27		Dec-19
Uzbekistan /W40	10558	130.1	30.1	Y	Jun-21	PP	17	18	Y	Jun-21
Vanuatu	104.64	151.7	50.8		Mar-21		15	16		Aug-12
Venezuela /W40 10/	3055550	83.3	63.9		Mar-18		27	29		Aug-12
Vietnam	23048	125.8	25.1		Mar-21		21	22		Jul-17
West Bank & the Gaza Strip, The /W40 9/	3.245	169.0	67.1		Mar-21		21	22		Sep-13
Yemen, Republic of 10/	578.12	121.2	24.2		Jul-19		12	13		Nov-10
Zambia	22.49	120.5	23.7		Mar-20		23	24		Feb-20
Zimbabwe /W40 25/	82.7	133.9	30.6		Mar-21		16	17		Dec-18

## XI. CONSOLIDATED POST ADJUSTMENT CIRCULAR

Effective 1 June 2021

*(last updated 15 June 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.
- 27/ Average PAM of Algeria, Egypt and Tunisia until results of a new P/P survey are implemented.

**XII. 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