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INTERNATIONAL CIVIL SERVICE COMMISSION

Consolidated Post Adjustment Circular

ICSC/CIRC/PAC/559

Approved by:
Larbi Djacta, Chairman

Date:
15 July 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 July 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 juillet 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 July 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. Special measures to mitigate the negative impact of the COVID-19 global pandemic on post adjustment classifications of group II duty stations

2. In accordance with the special measures to mitigate the negative impact of the COVID-19 on post adjustment classification of group II duty stations, ICSC/CIRC/GEN/05/2020, the post adjustment multipliers of twenty-three (23) group II duty stations, which would have been reduced under the normal four-month review, were frozen at their prevailing levels to protect NTP of staff in the duty stations, effective 1 July 2021.

VI. Cost-of-living surveys

3. 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 July 2021

Duty station	Type of survey	Date of survey	Survey materials received
Bahrain	Place-to-place	February 2021	March 2021
Madagascar	Housing	March 2021	March 2021
Sri Lanka	Place-to-place	February 2021	March 2021

VII. Duty Stations with Personal Transitional Allowance (PTA)

4. 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 July 2021.

5. 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 July 2021

Duty Station	Existing PTA	PTA starting date	All staff eligible from
Angola	9.1	1 March 2020	1 April 2020
Maldives	3.1	1 June 2020	1 June 2020
Qatar	11.1	1 October 2019	1 April 2020
Russian Federation	3.0	1 October 2019	1 April 2020
Zimbabwe	22.5	1 February 2020	1 April 2020

VIII. One Month Rule

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 July 2021 is listed in the attached Consolidated Post Adjustment Circular. The post adjustment multiplier for **Sudan** remains unchanged.

IX. W40 Measure

7. The waiver of the 40 percent-of-rent limit on rental subsidies **is now applicable** for **Madagascar** and **Sri Lanka** effective 1 July 2021.

X. CONSOLIDATED POST ADJUSTMENT CIRCULAR

Effective 1 July 2021 (Four Months Review)

(last updated 15 July 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	79.15	142.9	42.9	Y	Jul-21	FMR	9	10		Jul-06
Albania	100.59	125.0	25.0	Y	Jul-21	FMR	16	17		Feb-09
Algeria /W40	133.999	140.1	40.1	Y	Jul-21	FMR	20	21		Apr-21
Angola /W40	643.121	146.3	47.7		Mar-20		18	19		Mar-20
Anguilla /W40 14/	2.7	150.1	50.2	Y	Jul-21	FMR	23	24		Oct-17
Antigua and Barbuda /W40 14/	2.7	150.1	50.2	Y	Jul-21	FMR	23	24		Oct-17
Argentina	95.672	138.8	38.8	Y	Jul-21	FMR	26	28		Nov-18
Armenia	494.05	131.2	31.2	Y	Jul-21	FMR	20	21		Nov-19
Aruba 12/	1.79	151.1	51.1	Y	Jul-21	A	27	29		Nov-14
Australia	1.322	140.9	42.2	Y	Jul-21	ER	24	25		Oct-19
Austria	0.838	151.5	49.6	Y	Jul-21	ER	18	19		May-14
Azerbaijan	1.695	132.6	32.6	Y	Jul-21	FMR	26	28		Feb-18
Bahamas	1	171.8	71.8	Y	Jul-21	FMR	32	34		Apr-13
Bahrain	0.377	152.0	52.0	Y	Jul-21	PP	23	24	Y	Jul-21
Bangladesh /W40	84.6058	143.7	43.7	Y	Jul-21	FMR	16	17		Apr-20
Barbados /W40	2	156.3	56.6		Mar-21		19	20		Sep-05
Belarus	2.52	137.0	37.0	Y	Jul-21	FMR	18	19		Sep-19
Belgium	0.838	142.9	45.0	Y	Jul-21	ER	17	18		Feb-15
Belize	2	131.5	31.5	Y	Jul-21	FMR	13	14		Sep-13
Benin	549.884	144.0	44.1		Mar-21		19	20		Aug-20
Bermuda 16/	1	185.9	85.9	Y	Jul-21	L	35	37		Dec-17
Bhutan	74.19	134.4	34.4	Y	Jul-21	FMR	13	14		Aug-20
Bolivia /W40	6.848	127.8	27.8	Y	Jul-21	FMR	15	16		Oct-16
Bonaire /W40 14/	1	150.1	50.2	Y	Jul-21	FMR	23	24		Oct-17
Bosnia and Herzegovina /W40	1.64	126.9	26.9	Y	Jul-21	FMR	13	14		Jun-19
Botswana	10.846	129.9	29.9	Y	Jul-21	FMR	19	20		Jun-19
Brazil	4.945	127.2	31.0	Y	Jul-21	FMR	19	20		Feb-21
British Virgin Islands /W40	1	148.8	50.2	Y	Jul-21	FMR	22	23		Jun-19
Bulgaria	1.64	122.3	21.6	Y	Jul-21	ER	16	17		Feb-15
Burkina Faso /W40	549.884	137.8	37.8	Y	Jul-21	FMR	14	15		Feb-21
Burundi	1958.952	143.4	43.4	Y	Jul-21	FMR	13	14		Sep-20
Cambodia	4097	138.7	38.7	Y	Jul-21	FMR	23	24		Mar-21
Cameroon /W40	549.884	136.7	36.7	Y	Jul-21	FMR	15	16		Jul-15
Canada, Montreal	1.233	150.6	49.2	Y	Jul-21	ER	17	18		May-17
Canada, Ottawa	1.233	160.4	59.0	Y	Jul-21	L	18	19		May-17
Canada, Toronto	1.233	168.4	66.8	Y	Jul-21	L	20	21		May-17
Cape Verde	92.434	129.8	29.8	Y	Jul-21	FMR	16	17		Jul-11
Cayman Islands 17/	0.82	152.7	52.7	Y	Jul-21	L	24	25		Dec-17

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(last updated 15 July 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	549.884	166.1	66.1	Y	Jul-21	FMR	17	18		Nov-17
Chad /W40	549.884	158.7	58.7	Y	Jul-21	FMR	16	17		Dec-19
Chile	733	139.7	39.9		Mar-21		19	20		Aug-19
China, Beijing /W40	6.457	170.6	70.6	Y	Jul-21	FMR	23	24		Jan-18
China, Hong Kong (SAR)	7.763	214.9	112.7	Y	Jul-21	ER	19	20		Jun-12
China, Macao (SAR)	7.994	153.3	56.9		Jul-20		21	22		Jul-18
Colombia	3714	128.5	28.5	Y	Jul-21	FMR	20	21		Oct-20
Comoros	412.413	149.8	49.8	Y	Jul-21	FMR	14	15		Apr-19
Congo /W40	549.884	165.1	65.1	Y	Jul-21	FMR	7	7		Sep-19
Congo, Dem. Rep. /W40	1972.683	154.1	54.1	Y	Jul-21	FMR	25	27		Sep-19
Cook Islands 4/	1.42	152.8	52.8	Y	Jul-21	FMR	22	23		Oct-19
Costa Rica	616.13	134.1	34.1	Y	Jul-21	FMR	22	23		Oct-19
Cote d Ivoire /W40	549.884	146.0	46.0	Y	Jul-21	FMR	15	16		Dec-12
Croatia, Republic of	6.282	143.4	43.8	Y	Jul-21	ER	8	9		Aug-19
Cuba	24	158.3	58.3	Y	Jul-21	FMR	25	27		Mar-21
Cyprus	0.838	125.4	26.5	Y	Jul-21	ER	18	19		Jun-19
Czech Republic	21.32	150.8	48.4	Y	Jul-21	ER	21	22		Sep-06
Denmark	6.234	168.0	67.2	Y	Jul-21	ER	25	27		Jun-19
Djibouti /W40	177	151.8	51.8	Y	Jul-21	FMR	16	17		Jan-15
Dominica /W40 14/	2.7	150.1	50.2	Y	Jul-21	FMR	23	24		Oct-17
Dominican Republic	56.835	123.7	28.8		Mar-20		21	22		Sep-13
Ecuador	1	135.1	35.1	Y	Jul-21	FMR	22	23		Feb-21
Egypt /W40	15.628	135.1	35.1	Y	Jul-21	FMR	21	22		May-21
El Salvador	1	128.2	28.2	Y	Jul-21	FMR	21	22		Nov-15
Equatorial Guinea	549.884	140.8	40.8	Y	Jul-21	FMR	19	20		Aug-19
Eritrea	15	153.8	53.8	Y	Jul-21	FMR	11	12		Dec-17
Estonia	0.838	135.5	35.5	Y	Jul-21	FMR	18	19		Feb-01
Eswatini	14.24	120.8	21.0	Y	Jul-21	FMR	11	12		Sep-03
Ethiopia /W40	43.597	140.6	40.6		Jul-20		20	21		Sep-18
Fiji /W40	2.03	140.6	40.6	Y	Jul-21	FMR	20	21		Sep-11
Finland	0.838	144.8	43.8	Y	Jul-21	ER	20	21		Feb-15
France, Lyon and Elsewhere	0.838	151.5	49.3	Y	Jul-21	L	17	18		Jul-01
France, Paris	0.838	155.1	52.9	Y	Jul-21	ER	21	22		Jan-04
French Guiana	0.838	141.7	40.5	Y	Jul-21	ER	0	0		Jan-00
Gabon /W40	549.884	163.7	63.7	Y	Jul-21	FMR	18	19		Jun-19
Gambia	51.15	138.5	38.5	Y	Jul-21	FMR	16	17		Apr-20
Georgia, Republic of	3.165	122.7	22.7	Y	Jul-21	FMR	17	18		May-14
Germany, Berlin	0.838	142.9	41.6	Y	Jul-21	L	24	25		May-19

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							With allowances	Without allowances		
Germany, Bonn	0.838	137.1	35.9	Y	Jul-21	ER	20	21		May-19
Germany, Dresden	0.838	137.1	35.9	Y	Jul-21	A	19	20		May-19
Germany, Frankfurt	0.838	142.6	41.3	Y	Jul-21	L	21	22		Aug-20
Germany, Hamburg	0.838	144.5	43.2	Y	Jul-21	L	21	22		May-19
Germany, Munich	0.838	148.6	47.3	Y	Jul-21	L	20	21		May-19
Ghana /W40	5.818	149.5	49.5	Y	Jul-21	FMR	26	28		Nov-19
Gibraltar 1/	0.719	173.0	70.7	Y	Jul-21	A	0	0		Jan-00
Greece	0.838	128.5	30.0	Y	Jul-21	ER	17	18		May-19
Grenada /W40 14/	2.7	150.1	50.2	Y	Jul-21	FMR	23	24		Oct-17
Guatemala /W40	7.741	135.9	35.9	Y	Jul-21	FMR	16	17		Jan-09
Guinea	9755.42	148.5	48.5	Y	Jul-21	FMR	20	21		Feb-18
Guinea Bissau	549.884	135.8	35.8	Y	Jul-21	FMR	13	14		Nov-15
Guyana	207.9	147.4	47.4	Y	Jul-21	FMR	22	23		May-20
Haiti	90.97	158.6	73.0		Nov-20		24	25		Aug-19
Honduras	23.759	138.7	38.7	Y	Jul-21	FMR	24	25		Apr-21
Hungary	294.51	134.4	31.9	Y	Jul-21	ER	19	20		May-19
Iceland	123.4	138.1	37.9	Y	Jul-21	ER	0	0		Jan-00
India /W40	74.19	134.9	34.9	Y	Jul-21	FMR	22	23		Dec-19
Indonesia /W40	14440	134.8	34.8	Y	Jul-21	FMR	24	25		Sep-11
Iran	235130	146.5	46.5	Y	Jul-21	FMR	30	32		Jun-20
Iraq	1450	131.7	33.7		Nov-19		14	15		May-02
Ireland	0.838	154.6	51.2	Y	Jul-21	ER	24	25		May-98
Israel, Tel Aviv /W40 22/	3.261	179.8	79.8	Y	Jul-21	L	25	27		Nov-19
Italy, Brindisi	0.838	130.6	30.2	Y	Jul-21	L	10	11		Nov-99
Italy, Rome	0.838	136.8	36.4	Y	Jul-21	ER	20	21		Jul-01
Jamaica /W40	148.982	150.8	50.8	Y	Jul-21	FMR	25	27		Apr-21
Japan, Hiroshima	110.74	160.6	57.3	Y	Jul-21	L	13	14		Sep-19
Japan, Tokyo	110.74	184.2	80.4	Y	Jul-21	ER	22	23		Sep-19
Jerusalem /W40	3.261	170.2	70.2	Y	Jul-21	FMR	25	27		Nov-19
Jordan /W40	0.708	145.4	45.4	Y	Jul-21	FMR	20	21		Aug-17
Kazakhstan	426.15	128.1	28.1	Y	Jul-21	FMR	18	19		Sep-17
Kenya /W40	107.69	143.4	43.4	Y	Jul-21	FMR	26	28		Feb-20
Kiribati	1.322	146.7	52.7		Mar-21		11	12		Jan-20
Korea, Dem. Peo. Of	110	156.2	56.2	Y	Jul-21	FMR	10	11		Sep-15
Korea, Republic of	1129.61	165.4	65.4	Y	Jul-21	FMR	17	18		Nov-19
Kuwait /W40	0.301	143.2	43.2	Y	Jul-21	FMR	20	21		Aug-17
Kyrgyzstan	84.2	133.2	33.2	Y	Jul-21	FMR	14	15		Jun-21
Lao Peo. Dem. Rep. /W40	9476	134.7	34.7	Y	Jul-21	FMR	13	14		Oct-03

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		Index	Multiplier	Change	Effective date	Reason for change	Rate		Change	Effective date
							With allowances	Without allowances		
Latvia 23/	0.838	141.4	41.5	Y	Jul-21	FMR	18	19		Nov-19
Lebanon /W40	1507.5	160.3	60.3	Y	Jul-21	OMR	22	23		Sep-11
Lesotho /W40	14.24	135.0	35.0	Y	Jul-21	FMR	14	15		Jan-11
Liberia	170.64	154.5	54.5	Y	Jul-21	FMR	19	20		Jun-10
Libya /W40 27/	4.501	137.3	37.3	Y	Jul-21	FMR	19	20		Jun-21
Lithuania	0.838	134.0	34.0	Y	Jul-21	FMR	17	18		Dec-03
Luxembourg	0.838	153.4	51.3	Y	Jul-21	ER	17	18		Dec-17
Madagascar /W40	3769.63	138.0	38.0	Y	Jul-21	H	23	24	Y	Jul-21
Malawi	800	143.0	43.0	Y	Jul-21	FMR	19	20		May-21
Malaysia /W40	4.145	147.4	47.4	Y	Jul-21	FMR	19	20		Dec-19
Maldives	15	150.7	50.7	Y	Jul-21	FMR	23	24		Jun-20
Mali /W40	549.884	149.7	49.7	Y	Jul-21	FMR	13	14		Sep-20
Malta	0.838	135.8	34.9	Y	Jul-21	ER	14	15		Oct-06
Marshall Islands 2/	1	153.5	53.5	Y	Jul-21	FMR	21	22		Jul-19
Mauritania /W40	36.04	136.0	36.0	Y	Jul-21	FMR	12	13		May-18
Mauritius /W40	41.525	133.9	36.1		Mar-20		20	21		Jan-20
Mexico	19.84	147.5	47.5	Y	Jul-21	FMR	21	22		Jul-19
Micronesia, Fed States of 2/	1	153.5	53.5	Y	Jul-21	FMR	23	24		Feb-07
Moldova /W40	17.9	132.1	32.1	Y	Jul-21	FMR	17	18		Apr-20
Monaco 3/	0.838	155.1	52.9	Y	Jul-21	A	21	22		Jan-04
Mongolia	2826.43	139.3	39.3	Y	Jul-21	FMR	21	22		Aug-19
Montenegro	0.838	130.8	30.8	Y	Jul-21	FMR	20	21		May-21
Morocco /W40	8.893	135.9	35.9	Y	Jul-21	FMR	21	22		May-21
Mozambique	62.5	138.6	38.9	Y	Jul-21	FMR	27	29		Apr-20
Myanmar /W40	1582	139.3	40.0		Mar-21		25	27		Dec-17
Namibia	14.24	132.4	32.4	Y	Jul-21	FMR	19	20		Jul-20
Nepal /W40	118.4813	129.7	29.7	Y	Jul-21	FMR	12	13		Jan-14
Netherlands	0.838	147.2	47.2	Y	Jul-21	ER	24	25		Oct-19
New Caledonia	100.035	147.5	47.5	Y	Jul-21	FMR	16	17		Sep-05
New Zealand 26/	1.42	142.7	43.6		Mar-21		24	25		Dec-20
Nicaragua	34.687	135.3	35.3	Y	Jul-21	FMR	25	27		Jun-20
Niger /W40	549.884	142.4	42.4	Y	Jul-21	FMR	10	11		Mar-09
Nigeria /W40	410.98	145.6	45.6	Y	Jul-21	FMR	21	22		Apr-20
The Republic of North Macedonia	51.41	128.7	28.7	Y	Jul-21	FMR	18	19		Jun-19

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Country or area	Exchange rate	Post Adjustment (New York, March 1999 = 100)					Thresholds			
		Index	Multiplier	Change	Effective date	Reason for change	Rate		Change	Effective date
							With allowances	Without allowances		
Norway	8.517	152.1	49.7	Y	Jul-21	ER	20	21		Jul-19
Oman	0.385	134.4	34.4	Y	Jul-21	FMR	19	20		Feb-15
Pakistan	157.598	136.0	36.0	Y	Jul-21	FMR	18	19		Jun-19
Palau, Republic of 4/	1	152.8	52.8	Y	Jul-21	FMR	0	0		Jan-00
Panama /W40	1	140.7	40.7	Y	Jul-21	FMR	24	25		Aug-18
Papua New Guinea /W40	3.509	171.9	71.9	Y	Jul-21	FMR	30	32		Feb-18
Paraguay /W40	6720	130.1	30.1	Y	Jul-21	FMR	17	18		Aug-20
Peru /W40	3.967	131.2	34.6		Mar-20		21	22		Aug-17
Philippines /W40	48.645	149.6	49.6	Y	Jul-21	FMR	22	23		Oct-18
Poland	3.773	123.9	21.2	Y	Jul-21	ER	20	21		May-19
Portugal, Guimaraes	0.838	111.3	9.8	Y	Jul-21	L	0	0		Jan-00
Portugal, Lisbon	0.838	135.5	33.8	Y	Jul-21	ER	20	21		Jan-05
Puerto Rico 13/	1	123.7	28.8		Mar-20		0	0		Jan-00
Qatar	3.7	157.7	57.7	Y	Jul-21	FMR	28	30		Oct-19
Romania	4.129	119.5	16.4	Y	Jul-21	ER	22	23		May-19
Russian Federation /W40	72.198	145.9	46.0	Y	Jul-21	FMR	18	19		Oct-19
Rwanda	990.91	135.7	35.7	Y	Jul-21	FMR	18	19		Jun-21
Saint Helena 5/	0.719	145.2	48.1		Mar-21		0	0		Jan-00
St. Lucia	2.7	149.4	49.4	Y	Jul-21	FMR	18	19		Mar-21
Samoa	2.554	145.1	45.1	Y	Jul-21	FMR	17	18		Feb-21
Sao Tome and Principe /W40	20.599	143.5	43.5	Y	Jul-21	FMR	15	16		Jun-19
Saudi Arabia /W40	3.75	151.2	51.2	Y	Jul-21	FMR	21	22		Nov-17
Senegal /W40	549.884	138.7	38.7	Y	Jul-21	FMR	17	18		Jul-15
Serbia	98.516	134.2	34.2	Y	Jul-21	FMR	21	22		Jun-19
Seychelles	15.23	154.3	54.3	Y	Jul-21	FMR	20	21		Jan-19
Sierra Leone /W40	10240	151.2	51.2	Y	Jul-21	FMR	19	20		May-18
Singapore	1.344	177.4	77.4	Y	Jul-21	FMR	23	24		Jul-19
Slovak Republic	0.838	131.8	29.4	Y	Jul-21	ER	16	17		Feb-12
Slovenia, Republic of 24/	0.838	138.9	39.4	Y	Jul-21	ER	14	15		Jan-20
Solomon Islands /W40	7.893	156.4	56.4	Y	Jul-21	FMR	18	19		Dec-07
Somalia 6/	24300	142.0	42.0	Y	Jul-21	FMR	15	16		Sep-99
South Africa /W40	14.24	131.7	33.0		Jun-21		22	23		Jun-21
South Sudan, Republic of /W40	351.1262	158.7	60.2		Mar-21		14	15		Sep-17
Spain	0.838	135.7	34.2	Y	Jul-21	ER	19	20		Nov-08
Sri Lanka /W40	198.5	132.6	32.6	Y	Jul-21	PP	22	23	Y	Jul-21
St. Kitts and Nevis /W40 14/	2.7	150.1	50.2	Y	Jul-21	FMR	23	24		Oct-17
St. Vincent and the Grenadines /W40 14/	2.7	150.1	50.2	Y	Jul-21	FMR	23	24		Oct-17

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		Index	Multiplier	Change	Effective date	Reason for change	Rate		Change	Effective date
							With allowances	Without allowances		
Sudan /W40	441	145.5	74.0		Feb-21		22	23		Nov-19
Suriname	21	121.8	39.4		Jul-20		16	17		Oct-12
Sweden	8.469	153.4	53.4	Y	Jul-21	ER	26	28		Aug-19
Switzerland	0.919	176.8	76.2	Y	Jul-21	ER	21	22		Apr-06
Syrian Arab Republic 10/	2500	104.0	28.8		Jul-19		20	21		Jun-12
Tajikistan	11.298	130.2	30.2	Y	Jul-21	FMR	20	21		Sep-19
Tanzania, United Rep. of /W40	2310	145.2	45.2	Y	Jul-21	FMR	23	24		Mar-20
Thailand /W40	31.97	145.0	47.2		Mar-21		22	23		Jul-19
Timor-Leste /W40	1	147.4	47.4	Y	Jul-21	FMR	15	16		Jul-11
Togo	549.884	150.4	50.4	Y	Jul-21	FMR	17	18		Jun-19
Tonga	2.187	137.9	37.9	Y	Jul-21	FMR	9	10		Jan-09
Trinidad and Tobago /W40	6.741	143.9	43.9	Y	Jul-21	FMR	26	28		Oct-08
Tunisia	2.773	136.9	36.9	Y	Jul-21	FMR	16	17		Nov-19
Turkey, Ankara	8.714	116.1	18.1		Mar-21		17	18		Mar-20
Turkey, Gebze 19/	8.714	122.0	24.1		Mar-21		18	19		Mar-20
Turkey, Istanbul 15/	8.714	122.0	24.1		Mar-21		18	19		Mar-20
Turkmenistan	3.5	163.8	63.8	Y	Jul-21	FMR	11	12		Oct-19
Tuvalu 11/	1.322	148.0	49.2	Y	Jul-21	FMR	0	0		Jan-00
Uganda /W40	3550	127.3	27.3	Y	Jul-21	FMR	24	25		May-14
Ukraine	27.3	136.4	36.4	Y	Jul-21	FMR	16	17		Aug-19
United Arab Emirates	3.673	164.3	64.3	Y	Jul-21	FMR	32	34		Aug-11
United Kingdom	0.719	173.0	70.7	Y	Jul-21	ER	27	29		Feb-14
USA, El Paso 20/	1	144.6	43.2		Feb-21		12	13		Jul-19
USA, Miami 7/	1	143.5	42.1		Feb-21		0	0		Jan-00
USA, New York	1	170.9	69.3		Feb-21		28	30		Apr-11
USA, San Diego 21/	1	163.5	62.0		Feb-21		27	29		Aug-19
USA, San Francisco 8/	1	162.2	60.7		Feb-21		0	0		Jan-00
USA, Seattle 18/	1	143.8	42.4		Feb-21		22	23		Aug-18
USA, Washington D.C.	1	151.1	49.6		Feb-21		27	29		Apr-11
Uruguay /W40	43.299	142.2	42.2	Y	Jul-21	FMR	25	27		Dec-19
Uzbekistan /W40	10551	130.5	30.5	Y	Jul-21	FMR	17	18		Jun-21
Vanuatu	106.42	151.1	51.1	Y	Jul-21	FMR	15	16		Aug-12
Venezuela /W40 10/	3183413.51	83.6	63.9		Mar-18		27	29		Aug-12
Vietnam	22996	126.5	26.5	Y	Jul-21	FMR	21	22		Jul-17
West Bank & the Gaza Strip, The /W40 9/	3.261	170.2	70.2	Y	Jul-21	A	21	22		Sep-13
Yemen, Republic of 10/	579.09	121.7	24.2		Jul-19		12	13		Nov-10
Zambia	22.603	121.7	23.7		Mar-20		23	24		Feb-20
Zimbabwe /W40 25/	83.24	133.4	33.9	Y	Jul-21	FMR	16	17		Dec-18

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							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.

**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 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