



# INTERNATIONAL CIVIL SERVICE COMMISSION

## Consolidated Post Adjustment Circular

ICSC/CIRC/PAC/561

Approved by:  
Larbi Djacta, Chairman

Date:  
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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 September 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 septembre 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 September 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 September 2021**

<b>Duty station</b>	<b>Type of survey</b>	<b>Date of survey</b>	<b>Survey materials received</b>
Bangladesh	Housing	March 2021	April 2021
Belarus	Place-to-place	March 2021	April 2021
India	Housing	April 2021	May 2021
Iran	Housing	May 2021	June 2021
Kuwait	Place-to-place	April 2021	May 2021
Mauritius	Housing	May 2021	June 2021
Mozambique	Housing	May 2021	June 2021
Nigeria	Housing	May 2021	June 2021
Senegal	Place-to-place	April 2021	May 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 September 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 September 2021

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

## VII. One Month Rule

5. Due to sustained substantial inflation over the past six- and twelve-month periods, the one-month rule is applicable for **Argentina, Lebanon, Sudan and Suriname**. Under this rule, the post adjustment multipliers of these duty stations 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 **Argentina** and **Lebanon** effective 1 September 2021 are listed in the attached Consolidated Post Adjustment Circular. However, the applicable post adjustment multipliers for **Sudan** and **Suriname** remained the same.

## VIII. W40 Measure

6. The waiver of the 40 per cent of rent limit on rental subsidies **is now applicable** for **Mozambique**, effective 1 September 2021.

7. The waiver of the 40 per cent of rent limit on rental subsidies **is no longer applicable** for **Mauritius**, effective 1 September 2021.

**IX. CONSOLIDATED POST ADJUSTMENT CIRCULAR**

Effective 1 September 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	86.045	143.2	42.9		Jul-21		9	10		Jul-06
Albania	101.39	124.9	25.0		Jul-21		16	17		Feb-09
Algeria /W40	134.77	141.3	40.1		Jul-21		20	21		Apr-21
Angola /W40	643.121	147.7	47.7		Mar-20		18	19		Mar-20
Anguilla /W40 14/	2.7	148.2	50.2		Jul-21		23	24		Oct-17
Antigua and Barbuda /W40 14/	2.7	148.2	50.2		Jul-21		23	24		Oct-17
Argentina	97.711	141.6	41.6	Y	Sep-21	OMR	26	28		Nov-18
Armenia	490.5	132.1	31.2		Jul-21		20	21		Nov-19
Aruba 12/	1.79	153.4	51.1		Jul-21		27	29		Nov-14
Australia	1.357	139.4	39.0	Y	Sep-21	ER	24	25		Oct-19
Austria	0.847	150.8	48.2	Y	Sep-21	ER	18	19		May-14
Azerbaijan	1.695	133.1	32.6		Jul-21		26	28		Feb-18
Bahamas	1	172.3	71.8		Jul-21		32	34		Apr-13
Bahrain	0.377	152.4	52.0		Jul-21		23	24		Jul-21
Bangladesh /W40	84.845	145.9	45.9	Y	Sep-21	H	17	18	Y	Sep-21
Barbados /W40	2	157.5	56.6		Mar-21		19	20		Sep-05
Belarus	2.507	144.7	44.7	Y	Sep-21	PP	20	21	Y	Sep-21
Belgium	0.847	142.7	43.6	Y	Sep-21	ER	17	18		Feb-15
Belize	2	132.0	31.5		Jul-21		13	14		Sep-13
Benin	555.896	143.8	44.1		Mar-21		19	20		Aug-20
Bermuda 16/	1	186.4	85.9		Jul-21		35	37		Dec-17
Bhutan	73.27	135.5	34.4		Jul-21		13	14		Aug-20
Bolivia /W40	6.846	128.3	27.8		Jul-21		15	16		Oct-16
Bonaire /W40 14/	1	148.2	50.2		Jul-21		23	24		Oct-17
Bosnia and Herzegovina /W40	1.657	126.9	26.9		Jul-21		13	14		Jun-19
Botswana	11.062	129.4	29.9		Jul-21		19	20		Jun-19
Brazil	5.21	126.5	31.0		Jul-21		19	20		Feb-21
British Virgin Islands /W40	1	149.3	50.2		Jul-21		22	23		Jun-19
Bulgaria	1.657	122.6	20.5	Y	Sep-21	ER	16	17		Feb-15
Burkina Faso /W40	555.896	137.8	37.8		Jul-21		14	15		Feb-21
Burundi	1968.932	144.2	43.4		Jul-21		13	14		Sep-20
Cambodia	4115	139.1	38.7		Jul-21		23	24		Mar-21
Cameroon /W40	555.896	135.4	36.7		Jul-21		15	16		Jul-15
Canada, Montreal	1.265	148.8	45.8	Y	Sep-21	ER	17	18		May-17
Canada, Ottawa	1.265	158.5	55.3	Y	Sep-21	L	18	19		May-17
Canada, Toronto	1.265	166.4	63.0	Y	Sep-21	L	20	21		May-17
Cape Verde	93.445	129.6	29.8		Jul-21		16	17		Jul-11
Cayman Islands 17/	0.82	152.8	52.7		Jul-21		24	25		Dec-17



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Effective 1 September 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	555.896	166.3	66.1		Jul-21		17	18		Nov-17
Chad /W40	555.896	158.9	58.7		Jul-21		16	17		Dec-19
Chile	780	136.5	39.9		Mar-21		19	20		Aug-19
China, Beijing /W40	6.468	171.8	70.6		Jul-21		23	24		Jan-18
China, Hong Kong (SAR)	7.787	215.1	112.1	Y	Sep-21	ER	19	20		Jun-12
China, Macao (SAR)	8.005	153.6	56.9		Jul-20		21	22		Jul-18
Colombia	3809	128.0	28.5		Jul-21		20	21		Oct-20
Comoros	416.922	150.0	49.8		Jul-21		14	15		Apr-19
Congo /W40	555.896	165.0	65.1		Jul-21		7	7		Sep-19
Congo, Dem. Rep. /W40	1968.345	159.7	59.4		Aug-21		25	27		Sep-19
Cook Islands 4/	1.406	152.8	52.8		Jul-21		22	23		Oct-19
Costa Rica	618.51	134.3	34.1		Jul-21		22	23		Oct-19
Cote d'Ivoire /W40	555.896	145.7	46.0		Jul-21		15	16		Dec-12
Croatia, Republic of	6.352	143.9	42.4	Y	Sep-21	ER	8	9		Aug-19
Cuba	24	158.8	58.3		Jul-21		25	27		Mar-21
Cyprus	0.847	126.0	25.3	Y	Sep-21	ER	18	19		Jun-19
Czech Republic	21.48	150.8	47.4	Y	Sep-21	ER	21	22		Sep-06
Denmark	6.302	168.2	65.6	Y	Sep-21	ER	25	27		Jun-19
Djibouti /W40	177	152.6	51.8		Jul-21		16	17		Jan-15
Dominica /W40 14/	2.7	148.2	50.2		Jul-21		23	24		Oct-17
Dominican Republic	56.778	124.3	28.8		Mar-20		21	22		Sep-13
Ecuador	1	135.5	35.1		Jul-21		22	23		Feb-21
Egypt /W40	15.652	135.6	35.1		Jul-21		21	22		May-21
El Salvador	1	128.5	28.2		Jul-21		21	22		Nov-15
Equatorial Guinea	555.896	140.9	40.8		Jul-21		19	20		Aug-19
Eritrea	15	154.5	53.8		Jul-21		11	12		Dec-17
Estonia	0.847	135.8	35.5		Jul-21		18	19		Feb-01
Eswatini	14.137	121.7	21.0		Jul-21		11	12		Sep-03
Ethiopia /W40	45.332	139.8	40.6		Jul-20		20	21		Sep-18
Fiji /W40	2.1	138.7	40.6		Jul-21		20	21		Sep-11
Finland	0.847	144.4	42.5	Y	Sep-21	ER	20	21		Feb-15
France, Lyon and Elsewhere	0.847	151.2	47.9	Y	Sep-21	L	17	18		Jul-01
France, Paris	0.847	154.8	51.4	Y	Sep-21	ER	21	22		Jan-04
French Guiana	0.847	141.3	39.2	Y	Sep-21	ER	0	0		Jan-00
Gabon /W40	555.896	163.3	63.7		Jul-21		18	19		Jun-19
Gambia	51.46	139.1	38.5		Jul-21		16	17		Apr-20
Georgia, Republic of	3.119	123.3	22.7		Jul-21		17	18		May-14
Germany, Berlin	0.847	142.8	40.3	Y	Sep-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	0.847	137.0	34.6	Y	Sep-21	ER	20	21		May-19
Germany, Dresden	0.847	137.0	34.6	Y	Sep-21	A	19	20		May-19
Germany, Frankfurt	0.847	142.4	39.9	Y	Sep-21	L	21	22		Aug-20
Germany, Hamburg	0.847	144.4	41.9	Y	Sep-21	L	21	22		May-19
Germany, Munich	0.847	148.5	45.9	Y	Sep-21	L	20	21		May-19
Ghana /W40	5.976	148.5	49.5		Jul-21		26	28		Nov-19
Gibraltar 1/	0.723	174.4	69.8	Y	Sep-21	A	0	0		Jan-00
Greece	0.847	128.5	28.8	Y	Sep-21	ER	17	18		May-19
Grenada /W40 14/	2.7	148.2	50.2		Jul-21		23	24		Oct-17
Guatemala /W40	7.725	136.4	35.9		Jul-21		16	17		Jan-09
Guinea	9719.95	149.6	48.5		Jul-21		20	21		Feb-18
Guinea Bissau	555.896	135.8	35.8		Jul-21		13	14		Nov-15
Guyana /W40	208.2	152.1	50.9		Aug-21		17	18		Aug-21
Haiti	95.546	157.8	73.0		Nov-20		24	25		Aug-19
Honduras	23.712	139.1	38.7		Jul-21		24	25		Apr-21
Hungary	296.2	135.2	31.2	Y	Sep-21	ER	19	20		May-19
Iceland	126.99	136.8	34.5	Y	Sep-21	ER	0	0		Jan-00
India /W40	73.27	136.9	36.9	Y	Sep-21	H	22	23		Dec-19
Indonesia /W40	14368	135.4	34.8		Jul-21		24	25		Sep-11
Iran	267982	140.8	46.5		Jul-21		30	32		Jun-20
Iraq	1450	132.0	33.7		Nov-19		14	15		May-02
Ireland	0.847	154.8	49.7	Y	Sep-21	ER	24	25		May-98
Israel, Tel Aviv /W40 22/	3.218	181.9	79.8		Jul-21		25	27		Nov-19
Italy, Brindisi	0.847	130.2	29.0	Y	Sep-21	L	10	11		Nov-99
Italy, Rome	0.847	136.4	35.1	Y	Sep-21	ER	20	21		Jul-01
Jamaica /W40	150.754	150.8	50.8		Jul-21		25	27		Apr-21
Japan, Hiroshima	109.95	161.8	58.4	Y	Sep-21	L	13	14		Sep-19
Japan, Tokyo	109.95	185.5	81.6	Y	Sep-21	ER	22	23		Sep-19
Jerusalem /W40	3.218	172.2	70.2		Jul-21		25	27		Nov-19
Jordan /W40	0.708	145.8	45.4		Jul-21		20	21		Aug-17
Kazakhstan	426.57	128.8	28.1		Jul-21		18	19		Sep-17
Kenya /W40	109.72	143.0	43.4		Jul-21		26	28		Feb-20
Kiribati	1.357	145.8	52.7		Mar-21		11	12		Jan-20
Korea, Dem. Peo. Of	110	156.9	56.2		Jul-21		10	11		Sep-15
Korea, Republic of /W40	1166.39	158.5	65.4		Jul-21		17	18		Nov-19
Kuwait /W40	0.301	145.4	45.4	Y	Sep-21	PP	21	22	Y	Sep-21
Kyrgyzstan	84.4	133.7	33.2		Jul-21		14	15		Jun-21
Lao Peo. Dem. Rep. /W40	9590	134.9	34.7		Jul-21		13	14		Oct-03

**IX. CONSOLIDATED POST ADJUSTMENT CIRCULAR**

Effective 1 September 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/	0.847	145.3	41.5		Jul-21		18	19		Nov-19
Lebanon /W40	1507.5	163.2	63.2	Y	Sep-21	OMR	22	23		Sep-11
Lesotho /W40	14.137	135.9	35.0		Jul-21		14	15		Jan-11
Liberia	170.981	155.2	54.5		Jul-21		19	20		Jun-10
Libya /W40 27/	4.536	138.0	37.3		Jul-21		19	20		Jun-21
Lithuania	0.847	134.4	34.0		Jul-21		17	18		Dec-03
Luxembourg	0.847	152.8	49.8	Y	Sep-21	ER	17	18		Dec-17
Madagascar /W40	3842.05	138.1	38.0		Jul-21		23	24		Jul-21
Malawi	815	143.0	43.0		Jul-21		19	20		May-21
Malaysia /W40	4.153	145.2	47.4		Jul-21		19	20		Dec-19
Maldives	15	151.2	50.7		Jul-21		23	24		Jun-20
Mali /W40	555.896	150.2	49.7		Jul-21		13	14		Sep-20
Malta	0.847	136.6	33.6	Y	Sep-21	ER	14	15		Oct-06
Marshall Islands 2/	1	153.4	53.5		Jul-21		21	22		Jul-19
Mauritania /W40	36.04	137.0	36.0		Jul-21		12	13		May-18
Mauritius	42.17	132.9	36.1		Mar-20		18	19	Y	Sep-21
Mexico	20.19	146.8	47.5		Jul-21		21	22		Jul-19
Micronesia, Fed States of 2/	1	153.4	53.5		Jul-21		23	24		Feb-07
Moldova /W40	17.71	133.4	32.1		Jul-21		17	18		Apr-20
Monaco 3/	0.847	154.8	51.4	Y	Sep-21	A	21	22		Jan-04
Mongolia	2835.42	139.8	39.3		Jul-21		21	22		Aug-19
Montenegro	0.847	130.7	30.8		Jul-21		20	21		May-21
Morocco /W40	8.884	136.4	35.9		Jul-21		21	22		May-21
Mozambique /W40	63.1	138.0	38.9		Jul-21		26	28	Y	Sep-21
Myanmar /W40	1652	139.1	40.0		Mar-21		25	27		Dec-17
Namibia	14.137	133.2	32.4		Jul-21		19	20		Jul-20
Nepal /W40	117.2189	130.4	29.7		Jul-21		12	13		Jan-14
Netherlands	0.847	147.5	45.8	Y	Sep-21	ER	24	25		Oct-19
New Caledonia	101.129	146.9	47.5		Jul-21		16	17		Sep-05
New Zealand 26/	1.406	141.2	43.6		Mar-21		24	25		Dec-20
Nicaragua	34.985	135.6	35.3		Jul-21		25	27		Jun-20
Niger /W40	555.896	142.6	42.4		Jul-21		10	11		Mar-09
Nigeria /W40	411.33	150.1	50.1	Y	Sep-21	H	24	25	Y	Sep-21
The Republic of North Macedonia	51.941	128.9	28.7		Jul-21		18	19		Jun-19
Norway	8.644	151.1	47.7	Y	Sep-21	ER	20	21		Jul-19
Oman	0.384	134.9	34.4		Jul-21		19	20		Feb-15
Pakistan	165.27	135.5	36.0		Jul-21		18	19		Jun-19

**IX. CONSOLIDATED POST ADJUSTMENT CIRCULAR**

Effective 1 September 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	152.8	52.8		Jul-21		0	0		Jan-00
Panama /W40	1	141.4	40.7		Jul-21		24	25		Aug-18
Papua New Guinea /W40	3.509	172.6	71.9		Jul-21		30	32		Feb-18
Paraguay /W40	6912	129.9	30.1		Jul-21		17	18		Aug-20
Peru /W40	4.08	130.9	34.6		Mar-20		21	22		Aug-17
Philippines /W40	49.82	148.7	49.6		Jul-21		22	23		Oct-18
Poland	3.874	123.0	18.4	Y	Sep-21	ER	20	21		May-19
Portugal, Guimaraes	0.847	111.3	8.9	Y	Sep-21	L	0	0		Jan-00
Portugal, Lisbon	0.847	135.6	32.6	Y	Sep-21	ER	20	21		Jan-05
Puerto Rico 13/	1	124.3	28.8		Mar-20		0	0		Jan-00
Qatar	3.694	158.4	57.7		Jul-21		28	30		Oct-19
Romania	4.186	119.4	15.0	Y	Sep-21	ER	22	23		May-19
Russian Federation /W40	73.613	146.0	46.0		Jul-21		18	19		Oct-19
Rwanda	998.53	136.1	35.7		Jul-21		18	19		Jun-21
Saint Helena 5/	0.723	146.3	48.1		Mar-21		0	0		Jan-00
St. Lucia	2.7	149.9	49.4		Jul-21		18	19		Mar-21
Samoa	2.553	145.5	45.1		Jul-21		17	18		Feb-21
Sao Tome and Principe /W40	20.87	143.7	43.5		Jul-21		15	16		Jun-19
Saudi Arabia /W40	3.751	151.8	51.2		Jul-21		21	22		Nov-17
Senegal /W40	555.896	140.9	40.9	Y	Sep-21	PP	18	19	Y	Sep-21
Serbia	99.646	134.0	34.2		Jul-21		21	22		Jun-19
Seychelles	13.081	163.5	54.3		Jul-21		20	21		Jan-19
Sierra Leone /W40	10330	151.6	51.2		Jul-21		19	20		May-18
Singapore	1.342	177.8	77.4		Jul-21		23	24		Jul-19
Slovak Republic	0.847	131.6	28.2	Y	Sep-21	ER	16	17		Feb-12
Slovenia, Republic of 24/	0.847	139.6	38.1	Y	Sep-21	ER	14	15		Jan-20
Solomon Islands /W40	7.918	156.9	56.4		Jul-21		18	19		Dec-07
Somalia 6/	24300	141.4	42.0		Jul-21		15	16		Sep-99
South Africa /W40	14.137	132.6	33.0		Jun-21		22	23		Jun-21
South Sudan, Republic of /W40	411.799	158.8	60.2		Mar-21		14	15		Sep-17
Spain	0.847	136.3	32.9	Y	Sep-21	ER	19	20		Nov-08
Sri Lanka /W40	199.35	132.8	32.6		Jul-21		22	23		Jul-21
St. Kitts and Nevis /W40 14/	2.7	148.2	50.2		Jul-21		23	24		Oct-17
St. Vincent and the Grenadines /W40 14/	2.7	148.2	50.2		Jul-21		23	24		Oct-17
Sudan /W40	445	149.4	74.0		Feb-21		22	23		Nov-19
Suriname	21.1	128.3	39.4		Jul-20		16	17		Oct-12
Sweden	8.623	152.3	51.0	Y	Sep-21	ER	26	28		Aug-19

**IX. CONSOLIDATED POST ADJUSTMENT CIRCULAR**

Effective 1 September 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	0.921	177.3	75.9	Y	Sep-21	ER	21	22		Apr-06
Syrian Arab Republic 10/	2500	104.5	28.8		Jul-19		20	21		Jun-12
Tajikistan	11.273	131.1	30.2		Jul-21		20	21		Sep-19
Tanzania, United Rep. of /W40	2310.5	145.7	45.2		Jul-21		23	24		Mar-20
Thailand /W40	32.46	144.5	47.2		Mar-21		22	23		Jul-19
Timor-Leste /W40	1	147.8	47.4		Jul-21		15	16		Jul-11
Togo	555.896	150.4	50.4		Jul-21		17	18		Jun-19
Tonga	2.192	138.5	37.9		Jul-21		9	10		Jan-09
Trinidad and Tobago	6.757	138.9	43.9		Jul-21		20	21		Aug-21
Tunisia	2.782	137.2	36.9		Jul-21		16	17		Nov-19
Turkey, Ankara	8.377	118.2	18.1		Mar-21		17	18		Mar-20
Turkey, Gebze 19/	8.377	124.2	24.1		Mar-21		18	19		Mar-20
Turkey, Istanbul 15/	8.377	124.2	24.1		Mar-21		18	19		Mar-20
Turkmenistan	3.5	164.9	63.8		Jul-21		11	12		Oct-19
Tuvalu 11/	1.357	147.5	49.2		Jul-21		0	0		Jan-00
Uganda /W40	3540.06	127.8	27.3		Jul-21		24	25		May-14
Ukraine	26.75	138.9	36.4		Jul-21		16	17		Aug-19
United Arab Emirates	3.673	164.7	64.3		Jul-21		32	34		Aug-11
United Kingdom	0.723	174.4	69.8	Y	Sep-21	ER	27	29		Feb-14
USA, El Paso 20/	1	146.8	43.2		Feb-21		12	13		Jul-19
USA, Miami 7/	1	145.7	42.1		Feb-21		0	0		Jan-00
USA, New York	1	173.1	69.3		Feb-21		28	30		Apr-11
USA, San Diego 21/	1	165.6	62.0		Feb-21		27	29		Aug-19
USA, San Francisco 8/	1	164.3	60.7		Feb-21		0	0		Jan-00
USA, Seattle 18/	1	146.0	42.4		Feb-21		22	23		Aug-18
USA, Washington D.C.	1	153.4	49.6		Feb-21		27	29		Apr-11
Uruguay /W40	42.371	143.2	42.2		Jul-21		25	27		Dec-19
Uzbekistan /W40	10620	130.9	30.5		Jul-21		17	18		Jun-21
Vanuatu	108.91	150.5	51.1		Jul-21		15	16		Aug-12
Venezuela /W40 10/	4147300.52	83.9	63.9		Mar-18		27	29		Aug-12
Vietnam	22755	127.3	26.5		Jul-21		21	22		Jul-17
West Bank & the Gaza Strip, The /W40 9/	3.218	172.2	70.2		Jul-21		21	22		Sep-13
Yemen, Republic of 10/	581.03	122.5	24.2		Jul-19		12	13		Nov-10
Zambia	15.87	134.9	28.5		Aug-21		23	24		Feb-20
Zimbabwe /W40 25/	83.8	133.3	33.9		Jul-21		16	17		Dec-18

**IX. CONSOLIDATED POST ADJUSTMENT CIRCULAR**

Effective 1 September 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.

**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