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INTERNATIONAL CIVIL SERVICE COMMISSION

Consolidated Post Adjustment Circular

ICSC/CIRC/PAC/564

Approved by:
Larbi Djacta, Chairman

Date:
15 December 2021

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CONTENTS

- I. Introduction
- II. Description of data appearing in PAC circulars
- III. Nature des données figurant dans les circulaires PAC
- IV. Special measures to mitigate the negative impact of the COVID-19 global pandemic on post adjustment classifications of group I duty stations
- V. Cost-of-living surveys
- VI. Gap Closure Measure
- VII. Duty Stations with Personal Transitional Allowance (PTA)
- VIII. One Month Rule
- IX. W40 Measure
- X. Retroactive pay for staff in the Professional and higher categories based in Ireland
- XI. Consolidated post adjustment circular
- XII. List of countries and areas in French and English

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 December 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 décembre 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 December 2021 this special measure was only applicable for **Hungary, Poland, and Romania**. For Bulgaria and Croatia, the post adjustment multipliers derived from the special measure 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 December 2021

Duty station	Type of survey	Date of survey	Survey materials received
El Salvador	Place-to-place	July 2021	August 2021
Eswatini	Place-to-place	June 2021	July 2021
Guinea	Place-to-place	August 2021	September 2021
Indonesia	Place-to-place	June 2021	July 2021
Kazakhstan	Housing	June 2021	July 2021
Mexico	Place-to-place	August 2021	September 2021
Niger	Place-to-place	July 2021	August 2021
Saudi Arabia	Place-to-place	July 2021	September 2021

VI. Gap Closure Measure

3. The Commission, at the request of the General Assembly, established the gap closure measure, to be applied in situations where the implementation of a place-to-place survey results in

a significantly lower post adjustment index (PAI) than the existing pay index. Details of these procedures are contained in the Commission’s report of the work of its thirty-fifth session ICSC/35/R.17, para. 61 (d) and in the post adjustment circulars ICSC/CIRC/PAC/208 and ICSC/CIRC/PAC/281 of 6 April 1992 and 4 May 1998, respectively.

4. The Commission, at its eighty-fifth session, established a revised gap closure measure to be implemented in the 2016 round of surveys. Details of these procedures are contained in ICSC/CIRC/GEN/04/2017-rev 1 of 31 July 2017.

5. In accordance with the above-mentioned gap closure measure:
- a. The updated PAI derived from the survey (updated to the month of implementation), is augmented by **3 per cent** to derive a revised Post Adjustment multiplier (PAM) for the duty station.
 - b. The revised PAM is applicable to all Professional staff members in the duty station. Existing staff members, already at the duty station before the implementation date of the survey results, receive the revised PAM, plus a PTA.
 - c. The personal transitional allowance (PTA) is the difference between the revised and prevailing PAMs.
 - d. The PTA is paid in full for the first **6 months** after the implementation date; and adjusted downward by **3 per cent every 4 months**, until it is phased out.
 - e. During an adjustment month, the new PTA is calculated by taking the difference between the prevailing pay index and the pay index applicable to existing staff (that is, the prevailing pay index plus the existing PTA), reduced by **3 per cent**.

6. The Gap Closure Measure was applied to cost-of-living survey results for the group II duty stations listed in Table 2, along with their corresponding PTAs. In accordance with the special measures outlined in ICSC/CIRC/GEN/05/2020, the **PTA** is applicable to both newly assigned and existing staff (staff already in the duty station before 1 December 2021), and will **not be revised** until the **special measures are discontinued**.

Table 2: Duty stations under gap closure measure based on cost-of-living surveys effective 1 December 2021

Duty station	Existing PAM	Existing pay index (2) + 100	Updated Survey PAI	Updated Survey PAI plus 3% (4) x 1.03	Revised PAM	PTA (2) - (6)
(1)	(2)	(3)	(4)	(5)	(6)	(7)
Mexico	47.8	147.8	138.0	142.1	42.1	5.7
Niger	42.5	142.5	132.3	136.3	36.3	6.2
Saudi Arabia	51.8	151.8	143.5	147.8	47.8	4.0

VII. Duty Stations with Personal Transitional Allowance (PTA)

7. 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 3 is a summary of all PTAs in effect as of 1 December 2021.

8. 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 duty stations in Table 3, 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 3 also provides the applicable start date of the PTA to all staff.

Table 3: Summary of personal transitional allowances (PTAs), as of 1 December 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
Mexico	5.7	1 December 2021	1 December 2021
Niger	6.2	1 December 2021	1 December 2021
Qatar	11.1	1 October 2019	1 April 2020
Russian Federation	3.0	1 October 2019	1 April 2020
Saudi Arabia	4.0	1 December 2021	1 December 2021
Zimbabwe	22.5	1 February 2020	1 April 2020

VIII. One Month Rule

9. Due to sustained substantial inflation over the past six- and twelve-month periods, the one-month rule is applicable for **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 **Lebanon** effective 1 December 2021 is listed in the attached Consolidated Post Adjustment Circular. The application of the one-month rule did not trigger any change in the post adjustment multipliers for **Sudan and Suriname**.

IX. W40 Measure

10. The waiver of the 40 per cent of rent limit on rental subsidies **is now applicable** for **Guinea** and **Mexico**, effective 1 December 2021.

11. The waiver of the 40 per cent of rent limit on rental subsidies **is no longer applicable** for **Indonesia**, effective 1 December 2021.

X. Retroactive pay for staff in the Professional and higher categories based in Ireland

12. Following the application of the 5 percent rule for Ireland in August 2021, the net take-home pay was not correctly updated as of September 2021, and hence the post adjustment multipliers (PAMs) published for Ireland for the months of September through November 2021 were incorrect. This error has now been corrected, and the PAMs revised for the three months under consideration. The revision has led to a total cumulative multiplier points of +12.7 since September 2021.

13. Accordingly, eligible staff members serving in **Ireland** are entitled to **retroactive salary payments**, which can be made by granting a one-time payment in additional PAM points, cumulated from September to November 2021, as specified in Table 4, with effect from 1 December 2021. Kindly note that this retroactive payment is in addition to what was already communicated in the earlier memos.

14. Table 4 shows the monthly published and revised PAMs and the retroactive **PAM points payable to staff in Ireland based on their time at the duty station.**

Table 4: Cumulative multiplier points to be paid retroactively for staff in the Professional and higher categories assigned to Ireland

Month	Published PAM	Revised PAM	Staff assigned to Ireland	Cumulative PAM points to be retroactively paid
Sep-21	49.7	54.0	As of 1 September, 2021	12.7
Oct-21	47.7	51.9	As of 1 October, 2021	8.4
Nov-21	45.9	50.1	As of 1 November, 2021	4.2

15. As shown in the table above, staff who joined the duty station by September 2021 should get cumulative extra PAM points of 12.7 while those that joined only November 2021 should get 4.2 PAM points.

XI. CONSOLIDATED POST ADJUSTMENT CIRCULAR

Effective 1 December 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	112.45	142.6	42.9		Jul-21		9	10		Jul-06
Albania	105.18	123.1	25.0		Jul-21		16	17		Feb-09
Algeria /W40	138.43	140.6	41.0		Nov-21		20	21		Apr-21
Angola /W40	585	155.7	54.5		Nov-21		18	19		Mar-20
Anguilla /W40 14/	2.7	148.9	51.3		Nov-21		23	24		Oct-17
Antigua and Barbuda /W40 14/	2.7	148.9	51.3		Nov-21		23	24		Oct-17
Argentina	100.929	143.7	43.0		Nov-21		26	28		Nov-18
Armenia	482.52	132.2	32.6		Nov-21		20	21		Nov-19
Aruba 12/	1.79	153.9	54.0		Nov-21		27	29		Nov-14
Australia	1.401	137.9	35.1	Y	Dec-21	ER	24	25		Oct-19
Austria	0.888	145.9	42.1	Y	Dec-21	ER	18	19		May-14
Azerbaijan	1.695	133.3	33.2		Nov-21		26	28		Feb-18
Bahamas	1	172.7	72.6		Nov-21		32	34		Apr-13
Bahrain	0.377	152.7	52.6		Nov-21		23	24		Jul-21
Bangladesh /W40	85.7021	145.6	45.9		Sep-21		17	18		Sep-21
Barbados /W40	2	158.6	58.6		Nov-21		19	20		Sep-05
Belarus	2.549	144.6	46.0		Nov-21		20	21		Sep-21
Belgium	0.888	140.4	37.8	Y	Dec-21	ER	17	18		Feb-15
Belize	2	132.7	32.6		Nov-21		13	14		Sep-13
Benin	582.193	142.9	44.1		Mar-21		19	20		Aug-20
Bermuda 16/	1	186.8	86.7		Nov-21		35	37		Dec-17
Bhutan	75.09	134.5	34.6		Nov-21		13	14		Aug-20
Bolivia /W40	6.83	128.5	28.5		Nov-21		15	16		Oct-16
Bonaire /W40 14/	1	148.9	51.3		Nov-21		23	24		Oct-17
Bosnia and Herzegovina /W40	1.736	125.2	26.9		Jul-21		13	14		Jun-19
Botswana	11.779	126.8	29.9		Jul-21		19	20		Jun-19
Brazil	5.616	123.7	31.0		Jul-21		19	20		Feb-21
British Virgin Islands /W40	1	150.1	51.2		Nov-21		22	23		Jun-19
Bulgaria	1.736	121.3	15.8	Y	Dec-21	ER	16	17		Feb-15
Burkina Faso /W40	582.193	136.2	37.8		Jul-21		14	15		Feb-21
Burundi	1983.643	144.2	44.2		Nov-21		13	14		Sep-20
Cambodia	4080	139.1	39.1		Nov-21		23	24		Mar-21
Cameroon /W40	582.193	137.1	38.1		Nov-21		15	16		Jul-15
Canada, Montreal	1.276	149.4	44.7	Y	Dec-21	ER	17	18		May-17
Canada, Ottawa	1.276	159.2	54.2	Y	Dec-21	L	18	19		May-17
Canada, Toronto	1.276	167.0	61.8	Y	Dec-21	L	20	21		May-17
Cape Verde	97.865	128.1	29.8		Jul-21		16	17		Jul-11
Cayman Islands 17/	0.82	153.4	53.6		Nov-21		24	25		Dec-17

XI. CONSOLIDATED POST ADJUSTMENT CIRCULAR

Effective 1 December 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	582.193	164.3	66.1		Jul-21		17	18		Nov-17
Chad /W40	582.193	156.7	58.7		Jul-21		16	17		Dec-19
Chile	833	134.2	39.9		Mar-21		19	20		Aug-19
China, Beijing /W40	6.386	173.1	72.9		Nov-21		23	24		Jan-18
China, Hong Kong (SAR)	7.8	214.9	111.8	Y	Dec-21	ER	19	20		Jun-12
China, Macao (SAR)	8.025	153.6	56.9		Jul-20		21	22		Jul-18
Colombia	3995	126.7	29.0		Nov-21		20	21		Oct-20
Comoros	436.645	148.6	49.8		Jul-21		14	15		Apr-19
Congo /W40	582.193	162.3	65.1		Jul-21		7	7		Sep-19
Congo, Dem. Rep. /W40	1978.183	159.6	59.7		Nov-21		25	27		Sep-19
Cook Islands 4/	1.47	152.6	53.2		Nov-21		22	23		Oct-19
Costa Rica	626.71	134.3	34.1		Jul-21		22	23		Oct-19
Cote d'Ivoire /W40	582.193	142.6	46.0		Jul-21		15	16		Dec-12
Croatia, Republic of	6.681	142.4	36.3	Y	Dec-21	ER	8	9		Aug-19
Cuba	24	158.8	58.8		Nov-21		25	27		Mar-21
Cyprus	0.888	125.2	20.3	Y	Dec-21	ER	18	19		Jun-19
Czech Republic	22.72	146.6	40.3	Y	Dec-21	ER	21	22		Sep-06
Denmark	6.601	164.1	58.8	Y	Dec-21	ER	25	27		Jun-19
Djibouti /W40	177	150.8	51.8		Jul-21		16	17		Jan-15
Dominica /W40 14/	2.7	148.9	51.3		Nov-21		23	24		Oct-17
Dominican Republic	56.48	125.2	28.8		Mar-20		21	22		Sep-13
Ecuador	1	135.6	35.6		Nov-21		22	23		Feb-21
Egypt /W40	15.669	136.2	36.2		Nov-21		21	22		May-21
El Salvador	1	132.9	32.9	Y	Dec-21	PP	23	24	Y	Dec-21
Equatorial Guinea /W40	582.193	146.2	47.5		Oct-21		18	19		Oct-21
Eritrea	15	154.5	54.5		Nov-21		11	12		Dec-17
Estonia	0.888	134.5	35.5		Jul-21		18	19		Feb-01
Eswatini	16.153	119.9	21.0		Jul-21		11	12		Sep-03
Ethiopia /W40	47.479	142.5	43.2		Nov-21		20	21		Sep-18
Fiji /W40	2.08	139.7	40.6		Jul-21		20	21		Sep-11
Finland	0.888	140.5	36.7	Y	Dec-21	ER	20	21		Feb-15
France, Lyon and Elsewhere	0.888	147.2	41.8	Y	Dec-21	L	17	18		Jul-01
France, Paris	0.888	150.7	45.2	Y	Dec-21	ER	21	22		Jan-04
French Guiana	0.888	139.0	33.6	Y	Dec-21	ER	0	0		Jan-00
Gabon /W40	582.193	160.0	63.7		Jul-21		18	19		Jun-19
Gambia	52.88	140.5	40.1		Oct-21		17	18		Oct-21
Georgia, Republic of	3.113	123.7	23.6		Nov-21		17	18		May-14
Germany, Berlin	0.888	139.5	34.5	Y	Dec-21	L	24	25		May-19

XI. CONSOLIDATED POST ADJUSTMENT CIRCULAR

Effective 1 December 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	0.888	133.9	29.1	Y	Dec-21	ER	20	21		May-19
Germany, Dresden	0.888	133.9	29.1	Y	Dec-21	A	19	20		May-19
Germany, Frankfurt	0.888	139.2	34.2	Y	Dec-21	L	21	22		Aug-20
Germany, Hamburg	0.888	141.1	36.1	Y	Dec-21	L	21	22		May-19
Germany, Munich	0.888	145.1	39.9	Y	Dec-21	L	20	21		May-19
Ghana	6.021	141.9	49.5		Jul-21		25	26		Oct-21
Gibraltar 1/	0.752	167.7	63.9	Y	Dec-21	A	0	0		Jan-00
Greece	0.888	125.0	23.6	Y	Dec-21	ER	17	18		May-19
Grenada /W40 14/	2.7	148.9	51.3		Nov-21		23	24		Oct-17
Guatemala /W40	7.722	136.6	36.6		Nov-21		16	17		Jan-09
Guinea /W40	9340.94	146.8	51.5		Nov-21		19	20	Y	Dec-21
Guinea Bissau	582.193	135.5	36.1		Nov-21		13	14		Nov-15
Guyana /W40	208.4	152.3	52.4		Nov-21		17	18		Aug-21
Haiti	98.955	156.8	73.0		Nov-20		24	25		Aug-19
Honduras	24.069	139.1	39.2		Nov-21		24	25		Apr-21
Hungary	326.51	130.8	21.2	Y	Dec-21	ER	19	20		May-19
Iceland	130.38	136.4	31.4	Y	Dec-21	ER	0	0		Jan-00
India /W40	75.09	135.8	36.9		Sep-21		22	23		Dec-19
Indonesia	14317	137.0	37.0	Y	Dec-21	PP	23	24	Y	Dec-21
Iran	259377	141.7	46.5		Jul-21		30	32		Jun-20
Iraq	1450	131.4	33.7		Nov-19		14	15		May-02
Ireland	0.888	151.8	47.7	Y	Dec-21	ER	24	25		May-98
Israel, Tel Aviv /W40 22/	3.167	177.9	80.9		Nov-21		25	27		Nov-19
Italy, Brindisi	0.888	126.2	23.7	Y	Dec-21	L	10	11		Nov-99
Italy, Rome	0.888	132.2	29.6	Y	Dec-21	ER	20	21		Jul-01
Jamaica /W40	154.518	151.4	51.7		Nov-21		25	27		Apr-21
Japan, Hiroshima	113.8	158.5	53.5	Y	Dec-21	L	13	14		Sep-19
Japan, Tokyo	113.8	181.7	76.0	Y	Dec-21	ER	22	23		Sep-19
Jerusalem /W40	3.167	168.4	71.3		Nov-21		25	27		Nov-19
Jordan /W40	0.708	146.0	46.0		Nov-21		20	21		Aug-17
Kazakhstan	435.3	126.8	29.0		Nov-21		18	19		Sep-17
Kenya /W40	112.37	142.2	43.4		Jul-21		26	28		Feb-20
Kiribati	1.401	144.2	52.7		Mar-21		11	12		Jan-20
Korea, Dem. Peo. Of	110	156.6	56.7		Nov-21		10	11		Sep-15
Korea, Republic of /W40	1192.8	156.6	65.4		Jul-21		17	18		Nov-19
Kuwait /W40	0.303	145.7	45.7		Nov-21		21	22		Sep-21
Kyrgyzstan	84.5	133.9	33.9		Nov-21		14	15		Jun-21
Lao Peo. Dem. Rep. /W40	10781	133.6	34.7		Jul-21		13	14		Oct-03

XI. CONSOLIDATED POST ADJUSTMENT CIRCULAR

Effective 1 December 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/	0.888	145.4	47.7		Nov-21		18	19		Nov-19
Lebanon /W40	1507.5	178.2	78.2	Y	Dec-21	OMR	22	23		Sep-11
Lesotho /W40	16.153	132.0	35.0		Jul-21		14	15		Jan-11
Liberia	142.801	155.7	55.5		Nov-21		19	20		Jun-10
Libya /W40 27/	4.611	137.7	38.2		Nov-21		19	20		Jun-21
Lithuania	0.888	132.8	34.0		Jul-21		17	18		Dec-03
Luxembourg	0.888	148.9	43.7	Y	Dec-21	ER	17	18		Dec-17
Madagascar /W40	3961.75	137.1	38.0		Jul-21		23	24		Jul-21
Malawi	821	142.9	43.0		Jul-21		19	20		May-21
Malaysia /W40	4.237	143.9	47.4		Jul-21		19	20		Dec-19
Maldives	15	151.1	51.1		Nov-21		23	24		Jun-20
Mali /W40	582.193	148.7	49.7		Jul-21		13	14		Sep-20
Malta	0.888	134.2	28.2	Y	Dec-21	ER	14	15		Oct-06
Marshall Islands 2/	1	154.3	54.5		Nov-21		21	22		Jul-19
Mauritania /W40	36.01	137.1	37.1		Nov-21		12	13		May-18
Mauritius	42.821	132.1	36.1		Mar-20		18	19		Sep-21
Mexico /W40	21.75	138.0	42.1	Y	Dec-21	GCM	21	22		Jul-19
Micronesia, Fed States of 2/	1	154.3	54.5		Nov-21		23	24		Feb-07
Moldova	17.655	137.9	38.3		Nov-21		21	22		Oct-21
Monaco 3/	0.888	150.7	45.2	Y	Dec-21	A	21	22		Jan-04
Mongolia	2842.7	141.1	41.1		Nov-21		21	22		Aug-19
Montenegro	0.888	129.5	30.8		Jul-21		20	21		May-21
Morocco /W40	9.259	134.6	35.9		Jul-21		21	22		May-21
Mozambique /W40	63.2	138.0	38.9		Jul-21		26	28		Sep-21
Myanmar /W40	1780	138.1	40.0		Mar-21		25	27		Dec-17
Namibia	16.153	129.3	32.4		Jul-21		19	20		Jul-20
Nepal /W40	120.04	130.4	30.5		Nov-21		12	13		Jan-14
Netherlands	0.888	144.8	39.9	Y	Dec-21	ER	24	25		Oct-19
New Caledonia	105.913	142.9	47.5		Jul-21		16	17		Sep-05
New Zealand 26/	1.47	139.6	44.8		Nov-21		24	25		Dec-20
Nicaragua	35.292	127.1	35.3		Jul-21		20	21		Oct-21
Niger /W40	582.193	132.3	36.3	Y	Dec-21	GCM	10	11		Mar-09
Nigeria /W40	413.56	150.9	50.1		Sep-21		24	25		Sep-21
The Republic of North Macedonia	54.501	128.2	28.9		Nov-21		18	19		Jun-19
Norway	9.048	147.8	41.9	Y	Dec-21	ER	20	21		Jul-19
Oman	0.385	134.9	34.9		Nov-21		19	20		Feb-15
Pakistan	175.977	134.6	36.0		Jul-21		18	19		Jun-19

XI. CONSOLIDATED POST ADJUSTMENT CIRCULAR

Effective 1 December 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	152.6	53.2		Nov-21		0	0		Jan-00
Panama /W40	1	141.5	41.5		Nov-21		24	25		Aug-18
Papua New Guinea /W40	3.509	172.6	72.5		Nov-21		30	32		Feb-18
Paraguay /W40	6820	130.9	30.6		Nov-21		17	18		Aug-20
Peru /W40	4.04	132.2	34.6		Mar-20		21	22		Aug-17
Philippines /W40	50.364	147.9	49.6		Jul-21		22	23		Oct-18
Poland	4.16	119.2	11.5	Y	Dec-21	ER	20	21		May-19
Portugal, Guimaraes	0.888	107.9	4.4	Y	Dec-21	L	0	0		Jan-00
Portugal, Lisbon	0.888	131.5	27.2	Y	Dec-21	ER	20	21		Jan-05
Puerto Rico 13/	1	125.2	28.8		Mar-20		0	0		Jan-00
Qatar	3.669	159.5	59.8		Nov-21		28	30		Oct-19
Romania	4.392	117.4	11.0	Y	Dec-21	ER	22	23		May-19
Russian Federation /W40	74.343	146.2	49.4		Nov-21		18	19		Oct-19
Rwanda	1007.8365	135.7	35.8		Nov-21		18	19		Jun-21
Saint Helena 5/	0.752	140.7	48.1		Mar-21		0	0		Jan-00
St. Lucia	2.7	150.3	50.2		Nov-21		18	19		Mar-21
Samoa	2.51	148.3	48.2		Nov-21		17	18		Feb-21
Sao Tome and Principe /W40	20.425	144.0	43.7		Nov-21		15	16		Jun-19
Saudi Arabia /W40	3.752	143.5	47.8	Y	Dec-21	GCM	21	22		Nov-17
Senegal /W40	582.193	139.1	40.9		Sep-21		18	19		Sep-21
Serbia	104.283	132.3	34.2		Jul-21		21	22		Jun-19
Seychelles	13.54	161.9	62.8		Nov-21		20	21		Jan-19
Sierra Leone /W40	11041	152.1	52.6		Nov-21		19	20		May-18
Singapore	1.37	177.1	77.8		Nov-21		23	24		Jul-19
Slovak Republic	0.888	129.2	28.1	Y	Dec-21	ER	16	17		Feb-12
Slovenia, Republic of 24/	0.888	136.6	32.5	Y	Dec-21	ER	14	15		Jan-20
Solomon Islands /W40	7.924	156.7	56.8		Nov-21		18	19		Dec-07
Somalia 6/	24300	142.3	43.3		Nov-21		15	16		Sep-99
South Africa /W40	16.153	127.1	33.0		Jun-21		22	23		Jun-21
South Sudan, Republic of /W40	409	158.9	60.2		Mar-21		14	15		Sep-17
Spain	0.888	131.6	27.5	Y	Dec-21	ER	19	20		Nov-08
Sri Lanka /W40	202.3	133.5	33.8		Nov-21		22	23		Jul-21
St. Kitts and Nevis /W40 14/	2.7	148.9	51.3		Nov-21		23	24		Oct-17
St. Vincent and the Grenadines /W40 14/	2.7	148.9	51.3		Nov-21		23	24		Oct-17
Sudan /W40	446	154.0	74.0		Feb-21		22	23		Nov-19
Suriname	21.25	130.2	39.4		Jul-20		16	17		Oct-12
Sweden	9.098	148.1	44.0	Y	Dec-21	ER	26	28		Aug-19

XI. CONSOLIDATED POST ADJUSTMENT CIRCULAR

Effective 1 December 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	0.925	176.7	75.2	Y	Dec-21	ER	21	22		Apr-06
Syrian Arab Republic 10/	2500	104.6	28.8		Jul-19		20	21		Jun-12
Tajikistan	11.231	131.2	31.1		Nov-21		20	21		Sep-19
Tanzania, United Rep. of /W40	2298.44	143.0	45.2		Jul-21		22	23		Oct-21
Thailand /W40	33.71	142.3	47.2		Mar-21		22	23		Jul-19
Timor-Leste /W40	1	148.6	48.6		Nov-21		15	16		Jul-11
Togo	582.193	149.0	50.4		Jul-21		17	18		Jun-19
Tonga	2.226	137.7	38.5		Nov-21		9	10		Jan-09
Trinidad and Tobago	6.739	139.1	43.9		Jul-21		20	21		Aug-21
Tunisia	2.888	136.3	37.4		Nov-21		16	17		Nov-19
Turkey, Ankara /W40	14.278	110.2	18.7		Oct-21		16	17		Oct-21
Turkey, Gebze /W40 19/	14.278	115.8	24.8		Oct-21		17	18		Oct-21
Turkey, Istanbul /W40 15/	14.278	115.8	24.8		Oct-21		17	18		Oct-21
Turkmenistan	3.5	193.2	92.5		Nov-21		8	9		Oct-21
Tuvalu 11/	1.401	147.6	49.9		Nov-21		0	0		Jan-00
Uganda /W40	3560	127.9	28.0		Nov-21		24	25		May-14
Ukraine	26.9	137.8	39.0		Nov-21		16	17		Aug-19
United Arab Emirates	3.673	165.3	65.3		Nov-21		32	34		Aug-11
United Kingdom	0.752	167.7	63.9	Y	Dec-21	ER	27	29		Feb-14
USA, El Paso 20/	1	147.4	43.2		Feb-21		12	13		Jul-19
USA, Miami 7/	1	146.2	42.1		Feb-21		23	24		Oct-21
USA, New York	1	173.4	69.3		Feb-21		28	30		Apr-11
USA, San Diego 21/	1	165.9	62.0		Feb-21		27	29		Aug-19
USA, San Francisco 8/	1	164.6	60.7		Feb-21		27	28		Oct-21
USA, Seattle 18/	1	146.6	42.4		Feb-21		22	23		Aug-18
USA, Washington D.C.	1	153.9	49.6		Feb-21		27	29		Apr-11
Uruguay /W40	43.967	142.8	43.1		Nov-21		25	27		Dec-19
Uzbekistan /W40	10725	131.0	31.0		Nov-21		17	18		Jun-21
Vanuatu	109.19	149.1	51.1		Jul-21		15	16		Aug-12
Venezuela /W40 10/	4.54	83.9	63.9		Mar-18		27	29		Aug-12
Vietnam	22674	127.6	27.5		Nov-21		21	22		Jul-17
West Bank & the Gaza Strip, The /W40 9/	3.167	168.4	71.3		Nov-21		21	22		Sep-13
Yemen, Republic of 10/	582.97	123.1	24.2		Jul-19		12	13		Nov-10
Zambia	17.758	131.5	32.1		Nov-21		23	24		Feb-20
Zimbabwe /W40 25/	103.054	130.6	33.9		Jul-21		16	17		Dec-18

XI. CONSOLIDATED POST ADJUSTMENT CIRCULAR

Effective 1 December 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