



INTERNATIONAL CIVIL SERVICE  
COMMISSION

COMMISSION DE LA FONCTION  
PUBLIQUE INTERNATIONALE

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12 November 2021

TO: Recipients of Post Adjustment  
Classification Memo

THROUGH: Mr. Larbi Djacta  
Chairman, ICSC

FROM: Ibrahim S. Yansaneh  
Chief, Cost-of-Living Division

**SUBJECT: Post adjustment classification memo for November 2021**

1. I am pleased to send you the post adjustment multipliers for November 2021. **Note that only duty stations with changes in post adjustment multipliers are listed.**

**Group I duty stations**

2. The post adjustment multipliers, applicable to group I duty stations, as a result of the operation of the 0.5 per cent rule under conditions of currency depreciation/appreciation relative to the US dollar, as well as the 5 per cent rule, with effect from 1 November 2021, are given in Table 1.

Table 1. Post adjustment multipliers for group I duty stations – November 2021

DUTY STATION	MULTIPLIER	DUTY STATION	MULTIPLIER
Australia	37.9	Hungary	23.2
Austria	44.4	Iceland	33.2
Belgium	40.0	Ireland	45.9
Bulgaria	17.5	Italy, Brindisi	25.7
Canada, Montreal	46.5	Italy, Rome	31.7
Canada, Ottawa	56.1	Japan, Hiroshima	53.3
Canada, Toronto	63.8	Japan, Tokyo	75.8
China, Hong Kong (SAR)	112.4	Luxembourg	46.0
Cyprus	22.2	Malta	30.3
Czech Republic	44.2	Monaco	47.6
Denmark	61.4	Netherlands	42.1
Finland	38.9	Norway	47.3
France, Lyon and Elsewhere	44.2	Poland	16.1
France, Paris	47.6	Portugal, Guimaraes	6.2
French Guiana	35.7	Portugal, Lisbon	29.3
Germany, Berlin	36.7	Romania	13.7
Germany, Bonn	31.2	Slovak Republic	30.1
Germany, Dresden	31.2	Slovenia, Republic of	34.6
Germany, Frankfurt	36.4	Spain	29.6
Germany, Hamburg	38.3	Sweden	49.6
Germany, Munich	42.2	Switzerland	75.7
Gibraltar	64.9	United Kingdom	64.9
Greece	25.6		

3. In accordance with the provisions of *ICSC/CIRC/GEN/06/2020*, five duty stations were eligible for the special measure: Bulgaria, Croatia, Hungary, Poland and Romania. However, the measure was not applicable for any of the duty stations, as the post adjustment multipliers derived from using it turned out to be lower than those based on the 0.5 per cent rule.

4. Due to the operation of five percent rule, the Republic of Slovak was reviewed. Under this rule, the post adjustment classification of the duty station is reviewed on attaining the 5 per cent inflation threshold. The review led to an increase in the post adjustment multiplier of the Republic of Slovak from 25.0, based on the 0.5 percent rule, to 30.1.

## **Group II duty stations**

5. The changes in post adjustment multipliers due to the four-month review for group II duty stations presented in Table 2 below, are effective 1 November 2021.

Table 2. Changes to post adjustment multipliers for group II duty stations – November 2021

<b>DUTY STATION</b>	<b>MULTIPLIER</b>	<b>DUTY STATION</b>	<b>MULTIPLIER</b>
Algeria	41.0	Latvia	47.7
Angola*	54.5	Liberia	55.5
Anguilla	51.3	Libya	38.2
Antigua and Barbuda	51.3	Maldives*	51.1
Argentina	43.0	Marshall Islands	54.5
Armenia	32.6	Mauritania	37.1
Aruba	54.0	Mexico	47.8
Azerbaijan	33.2	Micronesia, Fed States of	54.5
Bahamas	72.6	Moldova	38.3
Bahrain	52.6	Mongolia	41.1
Barbados	58.6	Nepal	30.5
Belarus	46.0	New Zealand	44.8
Belize	32.6	Niger	42.5
Bermuda	86.7	The Republic of North Macedonia	28.9
Bhutan	34.6	Oman	34.9
Bolivia	28.5	Palau, Republic of	53.2
Bonaire	51.3	Panama	41.5
British Virgin Islands	51.2	Papua New Guinea	72.5
Burundi	44.2	Paraguay	30.6
Cambodia	39.1	Qatar*	59.8
Cameroon	38.1	Russian Federation*	49.4
Cayman Islands	53.6	Rwanda	35.8
China, Beijing	72.9	St. Lucia	50.2
Colombia	29.0	Samoa	48.2
Congo, Dem. Rep.	59.7	Sao Tome and Principe	43.7
Cook Islands	53.2	Saudi Arabia	51.8
Cuba	58.8	Seychelles	62.8
Dominica	51.3	Sierra Leone	52.6
Ecuador	35.6	Singapore	77.8
Egypt	36.2	Solomon Islands	56.8
El Salvador	29.3	Somalia	43.3
Eritrea	54.5	Sri Lanka	33.8
Ethiopia	43.2	St. Kitts and Nevis	51.3
Georgia, Republic of	23.6	St. Vincent and the Grenadines	51.3
Grenada	51.3	Tajikistan	31.1
Guatemala	36.6	Timor-Leste	48.6
Guinea	51.5	Tonga	38.5

DUTY STATION	MULTIPLIER	DUTY STATION	MULTIPLIER
Guinea Bissau	36.1	Tunisia	37.4
Guyana	52.4	Turkmenistan	92.5
Honduras	39.2	Tuvalu	49.9
Indonesia	36.1	Uganda	28.0
Israel, Tel Aviv	80.9	Ukraine	39.0
Jamaica	51.7	United Arab Emirates	65.3
Jerusalem, Jerusalem	71.3	Uruguay	43.1
Jordan	46.0	Uzbekistan	31.0
Kazakhstan	29.0	Vietnam	27.5
Korea, Dem. Peo. Of	56.7	West Bank & the Gaza Strip, The	71.3
Kuwait	45.7	Zambia	32.1
Kyrgyzstan	33.9		

\*indicates that duty station has existing PTA

6. In accordance with the special measures outlined in **ICSC/CIRC/GEN/05/2020**, the post adjustment multipliers for the following group II duty stations, which would have been reduced under the normal four-month review, were frozen at their prevailing levels to protect the net take-home pay (NTP) of staff in the duty stations, effective 1 November 2021.

Table 3. List of group II duty stations subject to the application of the special measure

Albania	Lesotho
Bangladesh	Lithuania
Benin	Madagascar
Bosnia and Herzegovina	Malaysia
Botswana	Mali
Brazil	Mauritius
Burkina Faso	Montenegro
Cape Verde	Mozambique
Central African Rep.	Myanmar
Chad	Namibia
Chile	New Caledonia
China, Macao	Nigeria
Comoros	Pakistan
Congo	Peru
Costa Rica	Philippines
Côte d'Ivoire	Puerto Rico
Dominican Republic	Saint Helena
Equatorial Guinea	Senegal
Estonia	Serbia
Eswatini	South Africa
Fiji	South Sudan, Republic of.
Gabon	Sudan**
Gambia	Suriname*
Ghana	Thailand
Haiti***	Togo

India	Trinidad and Tobago
Iran	Turkey, Ankara
Iraq	Turkey, Gebze
Kenya	Turkey, Istanbul
Kiribati	Vanuatu
Korea, Republic of	Zimbabwe
Lao Peo. Dem. Rep	

\* 10-point rule would have been triggered on 1 November 2020

\*\* 10-point rule would have been triggered on 1 March 2021

\*\*\* 10-point rule would have been triggered on 1 July 2021

7. 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 November 2021 is listed in Table 4. However, the applicable post adjustment multipliers for **Sudan and Suriname** remained the same.

Table 4. Revised post adjustment multiplier as a result of the one-month rule – November 2021

DUTY STATION	MULTIPLIER
Lebanon	73.7

cc. Mr. Aldo Mantovani  
Mr. Omar Abdi