



INTERNATIONAL CIVIL SERVICE COMMISSION

Consolidated Post Adjustment Circular

ICSC/CIRC/PAC/563

Approved by:
Larbi Djacta, Chairman

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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 November 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 novembre 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 November 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 sixty-three (63) 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 November 2021.

VI. Five percent rule for group I duty stations

3. Upon its cost of living (due to inflation only) attaining the 5 per cent inflation threshold, the post adjustment classification of Republic of Slovak was reviewed. The review led to an increase in the post adjustment multiplier of the Republic of Slovak as per attached Consolidated Post Adjustment Circular.

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 1 is a summary of all PTAs in effect as of 1 November 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 1, 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 1 also provides the applicable start date of the PTA to all staff.

Table 1: Summary of personal transitional allowances (PTAs), as of 1 November 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 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 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. CONSOLIDATED POST ADJUSTMENT CIRCULAR

Effective 1 November 2021 (Four Months Review)

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	90.38	142.8	42.9		Jul-21		9	10		Jul-06
Albania	102.18	124.2	25.0		Jul-21		16	17		Feb-09
Algeria /W40	136.447	141.0	41.0	Y	Nov-21	FMR	20	21		Apr-21
Angola /W40	597.033	154.5	54.5	Y	Nov-21	FMR	18	19		Mar-20
Anguilla /W40 14/	2.7	148.9	51.3	Y	Nov-21	FMR	23	24		Oct-17
Antigua and Barbuda /W40 14/	2.7	148.9	51.3	Y	Nov-21	FMR	23	24		Oct-17
Argentina	99.691	143.0	43.0	Y	Nov-21	FMR	26	28		Nov-18
Armenia	474.9	132.6	32.6	Y	Nov-21	FMR	20	21		Nov-19
Aruba 12/	1.79	154.0	54.0	Y	Nov-21	A	27	29		Nov-14
Australia	1.369	139.0	37.9	Y	Nov-21	ER	24	25		Oct-19
Austria	0.872	147.7	44.4	Y	Nov-21	ER	18	19		May-14
Azerbaijan	1.695	133.2	33.2	Y	Nov-21	FMR	26	28		Feb-18
Bahamas	1	172.6	72.6	Y	Nov-21	FMR	32	34		Apr-13
Bahrain	0.377	152.6	52.6	Y	Nov-21	FMR	23	24		Jul-21
Bangladesh /W40	85.588	145.6	45.9		Sep-21		17	18		Sep-21
Barbados /W40	2	158.6	58.6	Y	Nov-21	FMR	19	20		Sep-05
Belarus	2.423	146.0	46.0	Y	Nov-21	FMR	20	21		Sep-21
Belgium	0.872	140.6	40.0	Y	Nov-21	ER	17	18		Feb-15
Belize	2	132.6	32.6	Y	Nov-21	FMR	13	14		Sep-13
Benin	572.089	144.0	44.1		Mar-21		19	20		Aug-20
Bermuda 16/	1	186.7	86.7	Y	Nov-21	L	35	37		Dec-17
Bhutan	74.92	134.6	34.6	Y	Nov-21	FMR	13	14		Aug-20
Bolivia /W40	6.83	128.5	28.5	Y	Nov-21	FMR	15	16		Oct-16
Bonaire /W40 14/	1	148.9	51.3	Y	Nov-21	FMR	23	24		Oct-17
Bosnia and Herzegovina /W40	1.706	126.0	26.9		Jul-21		13	14		Jun-19
Botswana	11.325	128.7	29.9		Jul-21		19	20		Jun-19
Brazil	5.594	123.9	31.0		Jul-21		19	20		Feb-21
British Virgin Islands /W40	1	150.2	51.2	Y	Nov-21	FMR	22	23		Jun-19
Bulgaria	1.706	121.7	17.5	Y	Nov-21	ER	16	17		Feb-15
Burkina Faso /W40	572.089	137.2	37.8		Jul-21		14	15		Feb-21
Burundi	1978.723	144.2	44.2	Y	Nov-21	FMR	13	14		Sep-20
Cambodia	4098	139.1	39.1	Y	Nov-21	FMR	23	24		Mar-21
Cameroon /W40	572.089	138.1	38.1	Y	Nov-21	FMR	15	16		Jul-15
Canada, Montreal	1.258	149.7	46.5	Y	Nov-21	ER	17	18		May-17
Canada, Ottawa	1.258	159.5	56.1	Y	Nov-21	L	18	19		May-17
Canada, Toronto	1.258	167.4	63.8	Y	Nov-21	L	20	21		May-17
Cape Verde	96.167	129.1	29.8		Jul-21		16	17		Jul-11
Cayman Islands 17/	0.82	153.6	53.6	Y	Nov-21	L	24	25		Dec-17

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		Index	Multiplier	Change	Effective date	Reason for change	Rate		Change	Effective date
							With allowances	Without allowances		
Central African Rep. /W40	572.089	165.0	66.1		Jul-21		17	18		Nov-17
Chad /W40	572.089	157.5	58.7		Jul-21		16	17		Dec-19
Chile	806	135.9	39.9		Mar-21		19	20		Aug-19
China, Beijing /W40	6.395	172.9	72.9	Y	Nov-21	FMR	23	24		Jan-18
China, Hong Kong (SAR)	7.777	215.3	112.4	Y	Nov-21	ER	19	20		Jun-12
China, Macao (SAR)	8.004	153.8	56.9		Jul-20		21	22		Jul-18
Colombia	3754	129.0	29.0	Y	Nov-21	FMR	20	21		Oct-20
Comoros	429.067	149.4	49.8		Jul-21		14	15		Apr-19
Congo /W40	572.089	163.4	65.1		Jul-21		7	7		Sep-19
Congo, Dem. Rep. /W40	1971.781	159.7	59.7	Y	Nov-21	FMR	25	27		Sep-19
Cook Islands 4/	1.421	152.7	53.2	Y	Nov-21	FMR	22	23		Oct-19
Costa Rica	631.68	134.0	34.1		Jul-21		22	23		Oct-19
Cote d'Ivoire /W40	572.089	143.9	46.0		Jul-21		15	16		Dec-12
Croatia, Republic of	6.444	143.5	40.7		Oct-21		8	9		Aug-19
Cuba	24	158.8	58.8	Y	Nov-21	FMR	25	27		Mar-21
Cyprus	0.872	125.5	22.2	Y	Nov-21	ER	18	19		Jun-19
Czech Republic	22.02	149.1	44.2	Y	Nov-21	ER	21	22		Sep-06
Denmark	6.486	166.3	61.4	Y	Nov-21	ER	25	27		Jun-19
Djibouti /W40	177	150.7	51.8		Jul-21		16	17		Jan-15
Dominica /W40 14/	2.7	148.9	51.3	Y	Nov-21	FMR	23	24		Oct-17
Dominican Republic	56.271	125.4	28.8		Mar-20		21	22		Sep-13
Ecuador	1	135.6	35.6	Y	Nov-21	FMR	22	23		Feb-21
Egypt /W40	15.665	136.2	36.2	Y	Nov-21	FMR	21	22		May-21
El Salvador	1	129.3	29.3	Y	Nov-21	FMR	21	22		Nov-15
Equatorial Guinea /W40	572.089	146.9	47.5		Oct-21		18	19		Oct-21
Eritrea	15	154.5	54.5	Y	Nov-21	FMR	11	12		Dec-17
Estonia	0.872	135.3	35.5		Jul-21		18	19		Feb-01
Eswatini	15.255	118.7	21.0		Jul-21		11	12		Sep-03
Ethiopia /W40	46.505	143.2	43.2	Y	Nov-21	FMR	20	21		Sep-18
Fiji /W40	2.06	140.4	40.6		Jul-21		20	21		Sep-11
Finland	0.872	142.1	38.9	Y	Nov-21	ER	20	21		Feb-15
France, Lyon and Elsewhere	0.872	148.5	44.2	Y	Nov-21	L	17	18		Jul-01
France, Paris	0.872	152.0	47.6	Y	Nov-21	ER	21	22		Jan-04
French Guiana	0.872	140.1	35.7	Y	Nov-21	ER	0	0		Jan-00
Gabon /W40	572.089	161.5	63.7		Jul-21		18	19		Jun-19
Gambia	52.28	140.0	40.1		Oct-21		17	18		Oct-21
Georgia, Republic of	3.14	123.6	23.6	Y	Nov-21	FMR	17	18		May-14
Germany, Berlin	0.872	140.9	36.7	Y	Nov-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	0.872	135.2	31.2	Y	Nov-21	ER	20	21		May-19
Germany, Dresden	0.872	135.2	31.2	Y	Nov-21	A	19	20		May-19
Germany, Frankfurt	0.872	140.6	36.4	Y	Nov-21	L	21	22		Aug-20
Germany, Hamburg	0.872	142.5	38.3	Y	Nov-21	L	21	22		May-19
Germany, Munich	0.872	146.6	42.2	Y	Nov-21	L	20	21		May-19
Ghana	6	142.0	49.5		Jul-21		25	26		Oct-21
Gibraltar 1/	0.747	168.0	64.9	Y	Nov-21	A	0	0		Jan-00
Greece	0.872	126.3	25.6	Y	Nov-21	ER	17	18		May-19
Grenada /W40 14/	2.7	148.9	51.3	Y	Nov-21	FMR	23	24		Oct-17
Guatemala /W40	7.722	136.6	36.6	Y	Nov-21	FMR	16	17		Jan-09
Guinea	9563.74	151.5	51.5	Y	Nov-21	FMR	20	21		Feb-18
Guinea Bissau	572.089	136.1	36.1	Y	Nov-21	FMR	13	14		Nov-15
Guyana /W40	208.1	152.4	52.4	Y	Nov-21	FMR	17	18		Aug-21
Haiti	98.931	156.5	73.0		Nov-20		24	25		Aug-19
Honduras	24.037	139.2	39.2	Y	Nov-21	FMR	24	25		Apr-21
Hungary	318.61	131.9	23.2	Y	Nov-21	ER	19	20		May-19
Iceland	128.4	137.3	33.2	Y	Nov-21	ER	0	0		Jan-00
India /W40	74.92	136.0	36.9		Sep-21		22	23		Dec-19
Indonesia /W40	14170	136.1	36.1	Y	Nov-21	FMR	24	25		Sep-11
Iran	263607	141.5	46.5		Jul-21		30	32		Jun-20
Iraq	1450	131.6	33.7		Nov-19		14	15		May-02
Ireland	0.872	152.7	45.9	Y	Nov-21	ER	24	25		May-98
Israel, Tel Aviv /W40 22/	3.168	177.9	80.9	Y	Nov-21	L	25	27		Nov-19
Italy, Brindisi	0.872	127.3	25.7	Y	Nov-21	L	10	11		Nov-99
Italy, Rome	0.872	133.4	31.7	Y	Nov-21	ER	20	21		Jul-01
Jamaica /W40	153.37	151.7	51.7	Y	Nov-21	FMR	25	27		Apr-21
Japan, Hiroshima	113.97	158.2	53.3	Y	Nov-21	L	13	14		Sep-19
Japan, Tokyo	113.97	181.4	75.8	Y	Nov-21	ER	22	23		Sep-19
Jerusalem /W40	3.168	168.4	71.3	Y	Nov-21	FMR	25	27		Nov-19
Jordan /W40	0.708	146.0	46.0	Y	Nov-21	FMR	20	21		Aug-17
Kazakhstan	427.5	129.0	29.0	Y	Nov-21	FMR	18	19		Sep-17
Kenya /W40	111.07	142.7	43.4		Jul-21		26	28		Feb-20
Kiribati	1.369	145.4	52.7		Mar-21		11	12		Jan-20
Korea, Dem. Peo. Of	110	156.7	56.7	Y	Nov-21	FMR	10	11		Sep-15
Korea, Republic of /W40	1169.43	158.2	65.4		Jul-21		17	18		Nov-19
Kuwait /W40	0.302	145.7	45.7	Y	Nov-21	FMR	21	22		Sep-21
Kyrgyzstan	84.5	133.9	33.9	Y	Nov-21	FMR	14	15		Jun-21
Lao Peo. Dem. Rep. /W40	10262	134.3	34.7		Jul-21		13	14		Oct-03

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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		
Latvia 23/	0.872	147.7	47.7	Y	Nov-21	FMR	18	19		Nov-19
Lebanon /W40	1507.5	173.7	73.7	Y	Nov-21	OMR	22	23		Sep-11
Lesotho /W40	15.255	133.8	35.0		Jul-21		14	15		Jan-11
Liberia	153.712	155.5	55.5	Y	Nov-21	FMR	19	20		Jun-10
Libya /W40 27/	4.544	138.2	38.2	Y	Nov-21	FMR	19	20		Jun-21
Lithuania	0.872	133.6	34.0		Jul-21		17	18		Dec-03
Luxembourg	0.872	149.7	46.0	Y	Nov-21	ER	17	18		Dec-17
Madagascar /W40	3936.67	137.4	38.0		Jul-21		23	24		Jul-21
Malawi	820	143.0	43.0		Jul-21		19	20		May-21
Malaysia /W40	4.149	145.2	47.4		Jul-21		19	20		Dec-19
Maldives	15	151.1	51.1	Y	Nov-21	FMR	23	24		Jun-20
Mali /W40	572.089	149.1	49.7		Jul-21		13	14		Sep-20
Malta	0.872	135.2	30.3	Y	Nov-21	ER	14	15		Oct-06
Marshall Islands 2/	1	154.4	54.5	Y	Nov-21	FMR	21	22		Jul-19
Mauritania /W40	36.03	137.1	37.1	Y	Nov-21	FMR	12	13		May-18
Mauritius	42.064	133.1	36.1		Mar-20		18	19		Sep-21
Mexico	20.26	147.8	47.8	Y	Nov-21	FMR	21	22		Jul-19
Micronesia, Fed States of 2/	1	154.4	54.5	Y	Nov-21	FMR	23	24		Feb-07
Moldova	17.445	138.3	38.3	Y	Nov-21	FMR	21	22		Oct-21
Monaco 3/	0.872	152.0	47.6	Y	Nov-21	A	21	22		Jan-04
Mongolia	2842.41	141.1	41.1	Y	Nov-21	FMR	21	22		Aug-19
Montenegro	0.872	130.3	30.8		Jul-21		20	21		May-21
Morocco /W40	9.022	135.9	35.9		Jul-21		21	22		May-21
Mozambique /W40	63.2	137.9	38.9		Jul-21		26	28		Sep-21
Myanmar /W40	1800	138.0	40.0		Mar-21		25	27		Dec-17
Namibia	15.255	131.0	32.4		Jul-21		19	20		Jul-20
Nepal /W40	119.75	130.5	30.5	Y	Nov-21	FMR	12	13		Jan-14
Netherlands	0.872	145.8	42.1	Y	Nov-21	ER	24	25		Oct-19
New Caledonia	104.075	144.2	47.5		Jul-21		16	17		Sep-05
New Zealand 26/	1.421	140.8	44.8	Y	Nov-21	L	24	25		Dec-20
Nicaragua	35.135	127.2	35.3		Jul-21		20	21		Oct-21
Niger /W40	572.089	142.5	42.5	Y	Nov-21	FMR	10	11		Mar-09
Nigeria /W40	418.6	149.6	50.1		Sep-21		24	25		Sep-21
The Republic of North Macedonia	52.566	128.9	28.9	Y	Nov-21	FMR	18	19		Jun-19
Norway	8.673	152.0	47.3	Y	Nov-21	ER	20	21		Jul-19
Oman	0.385	134.9	34.9	Y	Nov-21	FMR	19	20		Feb-15
Pakistan	171.73	135.2	36.0		Jul-21		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		
Palau, Republic of 4/	1	152.7	53.2	Y	Nov-21	FMR	0	0		Jan-00
Panama /W40	1	141.5	41.5	Y	Nov-21	FMR	24	25		Aug-18
Papua New Guinea /W40	3.509	172.5	72.5	Y	Nov-21	FMR	30	32		Feb-18
Paraguay /W40	6905	130.6	30.6	Y	Nov-21	FMR	17	18		Aug-20
Peru /W40	3.976	132.7	34.6		Mar-20		21	22		Aug-17
Philippines /W40	50.7	147.4	49.6		Jul-21		22	23		Oct-18
Poland	3.964	122.0	16.1	Y	Nov-21	ER	20	21		May-19
Portugal, Guimaraes	0.872	109.2	6.2	Y	Nov-21	L	0	0		Jan-00
Portugal, Lisbon	0.872	133.1	29.3	Y	Nov-21	ER	20	21		Jan-05
Puerto Rico 13/	1	125.4	28.8		Mar-20		0	0		Jan-00
Qatar	3.653	159.8	59.8	Y	Nov-21	FMR	28	30		Oct-19
Romania	4.244	119.1	13.7	Y	Nov-21	ER	22	23		May-19
Russian Federation /W40	70.101	149.4	49.4	Y	Nov-21	FMR	18	19		Oct-19
Rwanda	1005.93	135.8	35.8	Y	Nov-21	FMR	18	19		Jun-21
Saint Helena 5/	0.747	140.9	48.1		Mar-21		0	0		Jan-00
St. Lucia	2.7	150.2	50.2	Y	Nov-21	FMR	18	19		Mar-21
Samoa	2.516	148.2	48.2	Y	Nov-21	FMR	17	18		Feb-21
Sao Tome and Principe /W40	21.054	143.7	43.7	Y	Nov-21	FMR	15	16		Jun-19
Saudi Arabia /W40	3.751	151.8	51.8	Y	Nov-21	FMR	21	22		Nov-17
Senegal /W40	572.089	139.3	40.9		Sep-21		18	19		Sep-21
Serbia	100.73	133.8	34.2		Jul-21		21	22		Jun-19
Seychelles	13.341	162.8	62.8	Y	Nov-21	FMR	20	21		Jan-19
Sierra Leone /W40	10782	152.6	52.6	Y	Nov-21	FMR	19	20		May-18
Singapore	1.354	177.8	77.8	Y	Nov-21	FMR	23	24		Jul-19
Slovak Republic	0.872	130.1	30.1	Y	Nov-21	FPR	16	17		Feb-12
Slovenia, Republic of 24/	0.872	137.7	34.6	Y	Nov-21	ER	14	15		Jan-20
Solomon Islands /W40	7.899	156.8	56.8	Y	Nov-21	FMR	18	19		Dec-07
Somalia 6/	24300	142.9	43.3	Y	Nov-21	FMR	15	16		Sep-99
South Africa /W40	15.255	129.4	33.0		Jun-21		22	23		Jun-21
South Sudan, Republic of /W40	410.256	158.9	60.2		Mar-21		14	15		Sep-17
Spain	0.872	132.9	29.6	Y	Nov-21	ER	19	20		Nov-08
Sri Lanka /W40	200.8	133.8	33.8	Y	Nov-21	FMR	22	23		Jul-21
St. Kitts and Nevis /W40 14/	2.7	148.9	51.3	Y	Nov-21	FMR	23	24		Oct-17
St. Vincent and the Grenadines /W40 14/	2.7	148.9	51.3	Y	Nov-21	FMR	23	24		Oct-17
Sudan /W40	448	151.8	74.0		Feb-21		22	23		Nov-19
Suriname	21.2	130.1	39.4		Jul-20		16	17		Oct-12
Sweden	8.71	151.8	49.6	Y	Nov-21	ER	26	28		Aug-19

IX. CONSOLIDATED POST ADJUSTMENT CIRCULAR

Effective 1 November 2021 (Four Months Review)

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	0.922	176.7	75.7	Y	Nov-21	ER	21	22		Apr-06
Syrian Arab Republic 10/	2500	104.6	28.8		Jul-19		20	21		Jun-12
Tajikistan	11.236	131.1	31.1	Y	Nov-21	FMR	20	21		Sep-19
Tanzania, United Rep. of /W40	2296	143.0	45.2		Jul-21		22	23		Oct-21
Thailand /W40	33.21	143.2	47.2		Mar-21		22	23		Jul-19
Timor-Leste /W40	1	148.6	48.6	Y	Nov-21	FMR	15	16		Jul-11
Togo	572.089	150.2	50.4		Jul-21		17	18		Jun-19
Tonga	2.178	138.5	38.5	Y	Nov-21	FMR	9	10		Jan-09
Trinidad and Tobago	6.753	139.1	43.9		Jul-21		20	21		Aug-21
Tunisia	2.812	137.4	37.4	Y	Nov-21	FMR	16	17		Nov-19
Turkey, Ankara /W40	9.53	117.2	18.7		Oct-21		16	17		Oct-21
Turkey, Gebze /W40 19/	9.53	123.2	24.8		Oct-21		17	18		Oct-21
Turkey, Istanbul /W40 15/	9.53	123.2	24.8		Oct-21		17	18		Oct-21
Turkmenistan	3.5	192.5	92.5	Y	Nov-21	FMR	8	9		Oct-21
Tuvalu 11/	1.369	148.2	49.9	Y	Nov-21	FMR	0	0		Jan-00
Uganda /W40	3548	128.0	28.0	Y	Nov-21	FMR	24	25		May-14
Ukraine	26.4	139.0	39.0	Y	Nov-21	FMR	16	17		Aug-19
United Arab Emirates	3.673	165.3	65.3	Y	Nov-21	FMR	32	34		Aug-11
United Kingdom	0.747	168.0	64.9	Y	Nov-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	173.6	69.3		Feb-21		28	30		Apr-11
USA, San Diego 21/	1	166.0	62.0		Feb-21		27	29		Aug-19
USA, San Francisco 8/	1	164.7	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	154.0	49.6		Feb-21		27	29		Apr-11
Uruguay /W40	43.502	143.1	43.1	Y	Nov-21	FMR	25	27		Dec-19
Uzbekistan /W40	10673	131.0	31.0	Y	Nov-21	FMR	17	18		Jun-21
Vanuatu	106.8	150.5	51.1		Jul-21		15	16		Aug-12
Venezuela /W40 10/	4.29	83.9	63.9		Mar-18		27	29		Aug-12
Vietnam	22753	127.5	27.5	Y	Nov-21	FMR	21	22		Jul-17
West Bank & the Gaza Strip, The /W40 9/	3.168	168.4	71.3	Y	Nov-21	A	21	22		Sep-13
Yemen, Republic of 10/	582	123.0	24.2		Jul-19		12	13		Nov-10
Zambia	17.223	132.1	32.1	Y	Nov-21	FMR	23	24		Feb-20
Zimbabwe /W40 25/	90.8	132.0	33.9		Jul-21		16	17		Dec-18

IX. CONSOLIDATED POST ADJUSTMENT CIRCULAR

Effective 1 November 2021 (Four Months Review)

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