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INTERNATIONAL CIVIL SERVICE COMMISSION

Consolidated Post Adjustment Circular

ICSC/CIRC/PAC/565

Approved by:
Larbi Djacta, Chairman

Date:
14 January 2022

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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 January 2022**, 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 janvier 2022** 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. Consolidation of post adjustment into base salary

1. The General Assembly, by resolution A/RES/76/240, approved a revised base/floor salary scale for staff in the Professional and higher categories effective 1 January 2022. The revised scale has been implemented in conjunction with a consolidation of 0.92 per cent of post adjustment into net base salary on a no gain/no loss basis. This means that the net base salary is increased by 0.92 per cent and post adjustment indices and multipliers at all duty stations are reduced by the same rate, effective the same date. The methodology for implementing the consolidation is outlined in Annex I. Multipliers before and after consolidation of 0.92 per cent of post adjustment into net base salary are provided in Annex II.

V. Special measures to mitigate the negative impact of the COVID-19 global pandemic on post adjustment classifications of group I duty stations

2. 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 January 2022 this special measure was applicable only for **Romania**. For Bulgaria, Croatia, Hungary and Poland the post adjustment multipliers derived from the special measure turned out to be lower than those based on the 0.5 percent rule.

VI. Cost-of-living surveys

3. The results of cost-of-living surveys for duty stations listed in Table 1 are included in the attached Consolidated Post Adjustment Circular.

Table 1: List of surveys by duty station for January 2022

Duty station	Type of survey	Date of survey	Survey materials received
Argentina	Place-to-place	September 2021	October 2021
Belize	Place-to-place	August 2021	October 2021
Cote d'Ivoire	Place-to-place	September 2021	October 2021
Dominican Republic	Place-to-place	August 2021	September 2021
Liberia	Place-to-place	September 2021	October 2021

VII. Amendment to implementation of cost-of-living survey results for Saudi Arabia

4. The implementation in December 2021 of the latest cost-of-living survey for Saudi Arabia (conducted in July 2021), did not account for value added taxes (VAT) applicable to most of price data collected for that survey.

5. After application of VAT, based on survey results, a higher post adjustment index of 149.9 was re-implemented effective 1 December 2021. This new index **did not trigger** a change to the prevailing post adjustment multiplier of 51.8. As a result, the previously communicated effects of the gap closure measure, including the institution of a personal transitional allowance (PTA), are now **cancelled**. No retroactive payment to existing staff is needed for the month of December 2021, as the level of remuneration due based on re-implemented survey results is equivalent to the sum of multiplier and PTA under the prior implementation. This assessment reverses the survey results report for Saudi Arabia, which was communicated with ICSC-PADJ-1221-01 on 14 December 2021.

VIII. Duty Stations with Personal Transitional Allowance (PTA)

6. 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 January 2022.

7. 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 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 January 2022

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
Zimbabwe	22.5	1 February 2020	1 April 2020

IX. One Month Rule

8. 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 January 2022 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**.

X. W40 Measure

9. The waiver of the 40 per cent of rent limit on rental subsidies **is no longer applicable** for **Cote d'Ivoire**, effective 1 January 2022.

XI. CONSOLIDATED POST ADJUSTMENT CIRCULAR

Effective 1 January 2022

Country or area	Exchange rate	Post Adjustment (New York, August 1999 = 100)					Thresholds			
		Index	Multiplier	Change	Effective date	Reason for change	Rate		Change	Effective date
							With allowances	Without allowances		
Afghanistan	104	141.5	41.6		Jul-21		9	10		Jul-06
Albania	104.9	122.4	23.9		Jul-21		16	17		Feb-09
Algeria /W40	138.733	139.6	39.7		Nov-21		20	21		Apr-21
Angola /W40	585	155.4	53.1		Nov-21		18	19		Mar-20
Anguilla /W40 14/	2.7	147.8	49.9		Nov-21		23	24		Oct-17
Antigua and Barbuda /W40 14/	2.7	147.8	49.9		Nov-21		23	24		Oct-17
Argentina	103.607	137.0	41.7		Nov-21		25	26	Y	Jan-22
Armenia	477.4	131.6	31.4		Nov-21		20	21		Nov-19
Aruba 12/	1.79	152.5	52.6		Nov-21		27	29		Nov-14
Australia	1.376	138.3	36.0	Y	Jan-22	ER	24	25		Oct-19
Austria	0.876	147.1	42.5	Y	Jan-22	ER	18	19		May-14
Azerbaijan	1.695	132.4	32.0		Nov-21		26	28		Feb-18
Bahamas	1	171.3	71.0		Nov-21		32	34		Apr-13
Bahrain	0.377	151.4	51.2		Nov-21		23	24		Jul-21
Bangladesh /W40	85.882	144.5	44.6		Sep-21		17	18		Sep-21
Barbados /W40	2	157.8	57.2		Nov-21		19	20		Sep-05
Belarus	2.564	143.5	44.7		Nov-21		20	21		Sep-21
Belgium	0.876	139.9	38.2	Y	Jan-22	ER	17	18		Feb-15
Belize	2	144.8	44.8	Y	Jan-22	PP	14	15	Y	Jan-22
Benin	574.494	142.5	42.8		Mar-21		19	20		Aug-20
Bermuda 16/	1	185.4	85.0		Nov-21		35	37		Dec-17
Bhutan	73.91	133.9	33.4		Nov-21		13	14		Aug-20
Bolivia /W40	6.82	127.4	27.3		Nov-21		15	16		Oct-16
Bonaire /W40 14/	1	147.8	49.9		Nov-21		23	24		Oct-17
Bosnia and Herzegovina /W40	1.713	124.8	25.7		Jul-21		13	14		Jun-19
Botswana	11.521	126.8	28.7		Jul-21		19	20		Jun-19
Brazil	5.55	124.4	29.8		Jul-21		19	20		Feb-21
British Virgin Islands /W40	1	149.0	49.8		Nov-21		22	23		Jun-19
Bulgaria	1.713	120.9	16.0	Y	Jan-22	ER	16	17		Feb-15
Burkina Faso /W40	574.494	136.0	36.5		Jul-21		14	15		Feb-21
Burundi	1991.43	143.1	42.9		Nov-21		13	14		Sep-20
Cambodia	4080	137.9	37.8		Nov-21		23	24		Mar-21
Cameroon /W40	574.494	136.8	36.8		Nov-21		15	16		Jul-15
Canada, Montreal	1.252	149.8	45.8	Y	Jan-22	ER	17	18		May-17
Canada, Ottawa	1.252	159.6	55.3	Y	Jan-22	L	18	19		May-17
Canada, Toronto	1.252	167.5	63.0	Y	Jan-22	L	20	21		May-17
Cape Verde	96.571	127.8	28.6		Jul-21		16	17		Jul-11
Cayman Islands 17/	0.82	152.3	52.2		Nov-21		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	574.494	163.7	64.6		Jul-21		17	18		Nov-17
Chad /W40	574.494	156.0	57.3		Jul-21		16	17		Dec-19
Chile	825	133.6	38.6		Mar-21		19	20		Aug-19
China, Beijing /W40	6.358	173.3	71.3		Nov-21		23	24		Jan-18
China, Hong Kong (SAR)	7.794	213.5	110.0	Y	Jan-22	ER	19	20		Jun-12
China, Macao (SAR)	8.022	152.3	55.5		Jul-20		21	22		Jul-18
Colombia	3965	125.9	27.8		Nov-21		20	21		Oct-20
Comoros	430.87	148.3	48.4		Jul-21		14	15		Apr-19
Congo /W40	574.494	161.8	63.6		Jul-21		7	7		Sep-19
Congo, Dem. Rep. /W40	1985.401	158.3	58.2		Nov-21		25	27		Sep-19
Cook Islands 4/	1.463	151.2	51.8		Nov-21		22	23		Oct-19
Costa Rica	634.73	132.8	32.9		Jul-21		22	23		Oct-19
Cote d'Ivoire	574.494	156.1	56.1	Y	Jan-22	PP	21	22	Y	Jan-22
Croatia, Republic of	6.587	142.0	36.7	Y	Jan-22	ER	8	9		Aug-19
Cuba	0.99	1008.9	57.4		Nov-21		25	27		Mar-21
Cyprus	0.876	124.3	20.6	Y	Jan-22	ER	18	19		Jun-19
Czech Republic	21.34	151.4	46.9	Y	Jan-22	ER	21	22		Sep-06
Denmark	6.516	164.5	59.2	Y	Jan-22	ER	25	27		Jun-19
Djibouti /W40	177	149.6	50.4		Jul-21		16	17		Jan-15
Dominica /W40 14/	2.7	147.8	49.9		Nov-21		23	24		Oct-17
Dominican Republic	57.402	134.0	34.0	Y	Jan-22	PP	23	24	Y	Jan-22
Ecuador	1	134.5	34.4		Nov-21		22	23		Feb-21
Egypt /W40	15.688	135.1	35.0		Nov-21		21	22		May-21
El Salvador	1	131.8	31.7		Dec-21		23	24		Dec-21
Equatorial Guinea /W40	574.494	145.8	46.2		Oct-21		18	19		Oct-21
Eritrea	15	153.2	53.1		Nov-21		11	12		Dec-17
Estonia	0.876	135.0	34.3		Jul-21		18	19		Feb-01
Eswatini	15.377	120.8	19.9		Jul-21		11	12		Sep-03
Ethiopia /W40	49.359	139.9	41.9		Nov-21		20	21		Sep-18
Fiji /W40	2.1	138.0	39.3		Jul-21		20	21		Sep-11
Finland	0.876	140.7	37.0	Y	Jan-22	ER	20	21		Feb-15
France, Lyon and Elsewhere	0.876	147.0	42.2	Y	Jan-22	L	17	18		Jul-01
France, Paris	0.876	150.5	45.6	Y	Jan-22	ER	21	22		Jan-04
French Guiana	0.876	138.8	33.9	Y	Jan-22	ER	0	0		Jan-00
Gabon /W40	574.494	159.7	62.2		Jul-21		18	19		Jun-19
Gambia	53.05	139.4	38.8		Oct-21		17	18		Oct-21
Georgia, Republic of	3.077	122.8	22.5		Nov-21		17	18		May-14
Germany, Berlin	0.876	139.7	34.9	Y	Jan-22	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	0.876	134.0	29.5	Y	Jan-22	ER	20	21		May-19
Germany, Dresden	0.876	134.0	29.5	Y	Jan-22	A	19	20		May-19
Germany, Frankfurt	0.876	139.3	34.6	Y	Jan-22	L	21	22		Aug-20
Germany, Hamburg	0.876	141.2	36.5	Y	Jan-22	L	21	22		May-19
Germany, Munich	0.876	145.2	40.4	Y	Jan-22	L	20	21		May-19
Ghana	6.05	141.1	48.1		Jul-21		25	26		Oct-21
Gibraltar 1/	0.731	169.9	66.6	Y	Jan-22	A	0	0		Jan-00
Greece	0.876	126.3	24.0	Y	Jan-22	ER	17	18		May-19
Grenada /W40 14/	2.7	147.8	49.9		Nov-21		23	24		Oct-17
Guatemala /W40	7.701	135.6	35.4		Nov-21		16	17		Jan-09
Guinea /W40	9078.45	146.7	50.1		Nov-21		19	20		Dec-21
Guinea Bissau	574.494	135.1	34.9		Nov-21		13	14		Nov-15
Guyana /W40	208.3	151.3	51.0		Nov-21		17	18		Aug-21
Haiti	100.382	155.1	71.4		Nov-20		24	25		Aug-19
Honduras	24.355	137.6	37.9		Nov-21		24	25		Apr-21
Hungary	311.53	132.3	24.4	Y	Jan-22	ER	19	20		May-19
Iceland	128.64	135.8	31.7	Y	Jan-22	ER	0	0		Jan-00
India /W40	73.91	135.5	35.7		Sep-21		22	23		Dec-19
Indonesia	14319	135.8	35.8		Dec-21		23	24		Dec-21
Iran	257504	140.6	45.2		Jul-21		30	32		Jun-20
Iraq	1450	130.4	32.5		Nov-19		14	15		May-02
Ireland	0.876	152.2	48.1	Y	Jan-22	ER	24	25		May-98
Israel, Tel Aviv /W40 22/	3.099	178.2	79.3		Nov-21		25	27		Nov-19
Italy, Brindisi	0.876	126.9	24.1	Y	Jan-22	L	10	11		Nov-99
Italy, Rome	0.876	132.9	30.0	Y	Jan-22	ER	20	21		Jul-01
Jamaica /W40	153.409	150.4	50.3		Nov-21		25	27		Apr-21
Japan, Hiroshima	115.11	156.1	50.5	Y	Jan-22	L	13	14		Sep-19
Japan, Tokyo	115.11	179.0	72.6	Y	Jan-22	ER	22	23		Sep-19
Jerusalem /W40	3.099	168.7	69.7		Nov-21		25	27		Nov-19
Jordan /W40	0.708	144.9	44.7		Nov-21		20	21		Aug-17
Kazakhstan	434.28	125.9	27.8		Nov-21		18	19		Sep-17
Kenya /W40	113.17	140.7	42.1		Jul-21		26	28		Feb-20
Kiribati	1.376	143.9	51.3		Mar-21		11	12		Jan-20
Korea, Dem. Peo. Of	106	155.5	55.3		Nov-21		10	11		Sep-15
Korea, Republic of /W40	1190.29	155.7	63.9		Jul-21		17	18		Nov-19
Kuwait /W40	0.302	144.8	44.4		Nov-21		21	22		Sep-21
Kyrgyzstan	84.5	132.8	32.7		Nov-21		14	15		Jun-21
Lao Peo. Dem. Rep. /W40	11262	131.9	33.5		Jul-21		13	14		Oct-03

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Effective 1 January 2022

Country or area	Exchange rate	Post Adjustment (New York, August 1999 = 100)					Thresholds			
		Index	Multiplier	Change	Effective date	Reason for change	Rate		Change	Effective date
							With allowances	Without allowances		
Latvia 23/	0.876	144.3	46.4		Nov-21		18	19		Nov-19
Lebanon /W40	1507.5	182.2	82.2	Y	Jan-22	OMR	22	23		Sep-11
Lesotho /W40	15.377	132.5	33.8		Jul-21		14	15		Jan-11
Liberia	142.477	153.4	54.1		Nov-21		19	20		Jun-10
Libya /W40 27/	4.6	136.7	36.9		Nov-21		19	20		Jun-21
Lithuania	0.876	133.2	32.8		Jul-21		17	18		Dec-03
Luxembourg	0.876	149.2	44.1	Y	Jan-22	ER	17	18		Dec-17
Madagascar /W40	3952.29	136.2	36.7		Jul-21		23	24		Jul-21
Malawi	825	141.6	41.7		Jul-21		19	20		May-21
Malaysia /W40	4.185	143.4	46.1		Jul-21		19	20		Dec-19
Maldives	15	149.9	49.7		Nov-21		23	24		Jun-20
Mali /W40	574.494	147.9	48.3		Jul-21		13	14		Sep-20
Malta	0.876	134.3	28.6	Y	Jan-22	ER	14	15		Oct-06
Marshall Islands 2/	1	152.4	53.1		Nov-21		21	22		Jul-19
Mauritania /W40	36.14	135.9	35.9		Nov-21		12	13		May-18
Mauritius	43.085	130.9	34.9		Mar-20		18	19		Sep-21
Mexico /W40	20.36	140.2	40.8		Dec-21		21	22		Jul-19
Micronesia, Fed States of 2/	1	152.4	53.1		Nov-21		23	24		Feb-07
Moldova	17.94	136.1	37.0		Nov-21		21	22		Oct-21
Monaco 3/	0.876	150.5	45.6	Y	Jan-22	A	21	22		Jan-04
Mongolia	2841.87	139.9	39.8		Nov-21		21	22		Aug-19
Montenegro	0.876	129.0	29.6		Jul-21		20	21		May-21
Morocco /W40	9.216	133.7	34.7		Jul-21		21	22		May-21
Mozambique /W40	63.2	136.9	37.6		Jul-21		26	28		Sep-21
Myanmar /W40	1776	137.0	38.7		Mar-21		25	27		Dec-17
Namibia	15.377	129.7	31.2		Jul-21		19	20		Jul-20
Nepal /W40	118.051	129.9	29.3		Nov-21		12	13		Jan-14
Netherlands	0.876	142.3	40.3	Y	Jan-22	ER	24	25		Oct-19
New Caledonia	104.512	142.6	46.2		Jul-21		16	17		Sep-05
New Zealand 26/	1.463	140.1	43.5		Nov-21		24	25		Dec-20
Nicaragua	35.385	126.1	34.1		Jul-21		20	21		Oct-21
Niger /W40	574.494	131.8	35.1		Dec-21		10	11		Mar-09
Nigeria /W40	414.43	149.6	48.7		Sep-21		24	25		Sep-21
The Republic of North Macedonia	53.731	127.4	27.7		Nov-21		18	19		Jun-19
Norway	8.688	151.1	45.7	Y	Jan-22	ER	20	21		Jul-19
Oman	0.385	133.8	33.7		Nov-21		19	20		Feb-15
Pakistan	176.031	133.5	34.8		Jul-21		18	19		Jun-19

XI. CONSOLIDATED POST ADJUSTMENT CIRCULAR

Effective 1 January 2022

Country or area	Exchange rate	Post Adjustment (New York, August 1999 = 100)					Thresholds			
		Index	Multiplier	Change	Effective date	Reason for change	Rate		Change	Effective date
							With allowances	Without allowances		
Palau, Republic of 4/	1	151.2	51.8		Nov-21		0	0		Jan-00
Panama /W40	1	140.2	40.2		Nov-21		24	25		Aug-18
Papua New Guinea /W40	3.509	171.3	70.9		Nov-21		30	32		Feb-18
Paraguay /W40	6945	129.4	29.4		Nov-21		17	18		Aug-20
Peru /W40	3.895	132.2	33.4		Mar-20		21	22		Aug-17
Philippines /W40	51.19	146.0	48.2		Jul-21		22	23		Oct-18
Poland	3.968	121.2	15.0	Y	Jan-22	ER	20	21		May-19
Portugal, Guimaraes	0.876	108.7	4.8	Y	Jan-22	L	0	0		Jan-00
Portugal, Lisbon	0.876	132.4	27.6	Y	Jan-22	ER	20	21		Jan-05
Puerto Rico 13/	1	134.0	27.6		Mar-20		0	0		Jan-00
Qatar	3.666	158.2	58.3		Nov-21		28	30		Oct-19
Romania	4.329	117.5	11.0	Y	Jan-22	ER	22	23		May-19
Russian Federation /W40	74.642	145.1	48.0		Nov-21		18	19		Oct-19
Rwanda	1009.4237	134.6	34.6		Nov-21		18	19		Jun-21
Saint Helena 5/	0.731	142.6	46.7		Mar-21		0	0		Jan-00
St. Lucia	2.7	149.1	48.8		Nov-21		18	19		Mar-21
Samoa	2.589	145.0	46.8		Nov-21		17	18		Feb-21
Sao Tome and Principe /W40	21.516	142.1	42.4		Nov-21		15	16		Jun-19
Saudi Arabia /W40	3.753	148.6	50.4		Nov-21		21	22		Nov-17
Senegal /W40	574.494	138.7	39.6		Sep-21		18	19		Sep-21
Serbia	102.923	131.9	33.0		Jul-21		21	22		Jun-19
Seychelles	13.939	158.8	61.3		Nov-21		20	21		Jan-19
Sierra Leone /W40	11340	150.2	51.2		Nov-21		19	20		May-18
Singapore	1.348	176.5	76.2		Nov-21		23	24		Jul-19
Slovak Republic	0.876	129.8	28.4	Y	Jan-22	ER	16	17		Feb-12
Slovenia, Republic of 24/	0.876	137.1	32.8	Y	Jan-22	ER	14	15		Jan-20
Solomon Islands /W40	7.949	155.3	55.4		Nov-21		18	19		Dec-07
Somalia 6/	24300	140.3	42.0		Nov-21		15	16		Sep-99
South Africa /W40	15.377	128.1	31.8		Jun-21		22	23		Jun-21
South Sudan, Republic of /W40	424.478	157.5	58.7		Mar-21		14	15		Sep-17
Spain	0.876	132.8	27.9	Y	Jan-22	ER	19	20		Nov-08
Sri Lanka /W40	200	132.8	32.6		Nov-21		22	23		Jul-21
St. Kitts and Nevis /W40 14/	2.7	147.8	49.9		Nov-21		23	24		Oct-17
St. Vincent and the Grenadines /W40 14/	2.7	147.8	49.9		Nov-21		23	24		Oct-17
Sudan /W40	447.5	153.1	72.4		Feb-21		22	23		Nov-19
Suriname	21.1	130.5	38.1		Jul-20		16	17		Oct-12
Sweden	8.965	148.4	44.5	Y	Jan-22	ER	26	28		Aug-19

XI. CONSOLIDATED POST ADJUSTMENT CIRCULAR

Effective 1 January 2022

Country or area	Exchange rate	Post Adjustment (New York, August 1999 = 100)					Thresholds			
		Index	Multiplier	Change	Effective date	Reason for change	Rate		Change	Effective date
							With allowances	Without allowances		
Switzerland	0.918	176.4	74.8	Y	Jan-22	ER	21	22		Apr-06
Syrian Arab Republic 10/	2500	103.8	27.6		Jul-19		20	21		Jun-12
Tajikistan	11.232	130.4	29.9		Nov-21		20	21		Sep-19
Tanzania, United Rep. of /W40	2295.85	141.9	43.9		Jul-21		22	23		Oct-21
Thailand /W40	33.31	142.5	45.9		Mar-21		22	23		Jul-19
Timor-Leste /W40	1	147.3	47.2		Nov-21		15	16		Jul-11
Togo	574.494	149.0	49.0		Jul-21		17	18		Jun-19
Tonga	2.234	136.7	37.2		Nov-21		9	10		Jan-09
Trinidad and Tobago	6.778	137.9	42.6		Jul-21		20	21		Aug-21
Tunisia	2.867	135.5	36.1		Nov-21		16	17		Nov-19
Turkey, Ankara /W40	13.68	110.9	17.6		Oct-21		16	17		Oct-21
Turkey, Gebze /W40 19/	13.68	116.5	23.7		Oct-21		17	18		Oct-21
Turkey, Istanbul /W40 15/	13.68	116.5	23.7		Oct-21		17	18		Oct-21
Turkmenistan	3.5	192.2	90.7		Nov-21		8	9		Oct-21
Tuvalu 11/	1.376	146.0	48.5		Nov-21		0	0		Jan-00
Uganda /W40	3519.64	127.1	26.8		Nov-21		24	25		May-14
Ukraine	27.47	136.0	37.7		Nov-21		16	17		Aug-19
United Arab Emirates	3.673	164.0	63.8		Nov-21		32	34		Aug-11
United Kingdom	0.731	169.9	66.6	Y	Jan-22	ER	27	29		Feb-14
USA, El Paso 20/	1	146.1	41.9		Feb-21		12	13		Jul-19
USA, Miami 7/	1	144.9	40.8		Feb-21		23	24		Oct-21
USA, New York	1	171.8	67.8		Feb-21		28	30		Apr-11
USA, San Diego 21/	1	164.4	60.5		Feb-21		27	29		Aug-19
USA, San Francisco 8/	1	163.0	59.2		Feb-21		27	28		Oct-21
USA, Seattle 18/	1	145.3	41.1		Feb-21		22	23		Aug-18
USA, Washington D.C.	1	152.5	48.2		Feb-21		27	29		Apr-11
Uruguay /W40	44.485	141.3	41.8		Nov-21		25	27		Dec-19
Uzbekistan /W40	10785	129.9	29.8		Nov-21		17	18		Jun-21
Vanuatu	109.88	147.6	49.7		Jul-21		15	16		Aug-12
Venezuela /W40 10/	4.637	83.2	62.4		Mar-18		27	29		Aug-12
Vietnam	22686	126.5	26.3		Nov-21		21	22		Jul-17
West Bank & the Gaza Strip, The /W40 9/	3.099	168.7	69.7		Nov-21		21	22		Sep-13
Yemen, Republic of 10/	583.46	122.4	23.1		Jul-19		12	13		Nov-10
Zambia	16.95	132.4	30.9		Nov-21		23	24		Feb-20
Zimbabwe /W40 25/	105.949	130.6	32.7		Jul-21		16	17		Dec-18

XI. CONSOLIDATED POST ADJUSTMENT CIRCULAR

Effective 1 January 2022

Country or area	Exchange rate	Post Adjustment (New York, August 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

ANNEX I

ADJUSTMENT OF THE BASE/FLOOR SALARY SCALE FOR STAFF IN THE PROFESSIONAL AND HIGHER CATEGORIES (EFFECTIVE 1 JANUARY 2022)

1. Pursuant to General Assembly resolution A/RES/76/240, the base/floor salary scale effective 1 January 2022 for staff in the Professional and higher categories is increased by 0.92 per cent at all grades and steps. This revised base/floor scale reflects a consolidation of 0.92 per cent of post adjustment into net base salary and is implemented effective 1 January 2022.
2. In accordance with the established practice, the consolidation of 0.92 per cent has been implemented on a “no loss, no gain” basis. Consequently, the base/floor has been increased by 0.92 per cent and the post adjustment indices and multipliers applicable at all duty stations have been reduced by the same percentage, so that the net remuneration remains unchanged.
3. The base/floor salary scale is also used to calculate some separation payments. As of 1 January 2022, these payments will be subject to an increase, as a result of the increase in the base/floor salary scale.
4. For all duty stations, the post adjustment multipliers for January 2022 are determined using the normal procedures, and then multipliers reduced using the procedure outlined in the attached annex. This annex also gives some examples of the impact of the introduction of the revised base/floor salary scale on the level of the net remuneration.
5. It should be noted that the base/floor salary scale is also used to calculate some of the separation payments. Thus, staff leaving the service on or after 1 January 2022 and who are entitled to these payments will experience some gains as a result of the adjustment of the base/floor salary scale.
6. It should also be noted that the adjustment of the base/floor salary scale is not linked to that of the pensionable remuneration scale for the Professional and higher categories of staff.

ANNEX II

POST ADJUSTMENT MULTIPLIERS, BEFORE AND AFTER CONSOLIDATION – January 2022

DUTY STATION	PRE-CONSOLIDATION 1 January 2022	POST-CONSOLIDATION 1 January 2022
Afghanistan	42.9	41.6
Albania	25.0	23.9
Algeria	41.0	39.7
Angola	54.5	53.1
Anguilla	51.3	49.9
Antigua and Barbuda	51.3	49.9
Argentina	43.0	41.7
Armenia	32.6	31.4
Aruba	54.0	52.6
Australia	37.3	36.0
Austria	43.8	42.5
Azerbaijan	33.2	32.0
Bahamas	72.6	71.0
Bahrain	52.6	51.2
Bangladesh	45.9	44.6
Barbados	58.6	57.2
Belarus	46.0	44.7
Belgium	39.4	38.2
Belize	46.1	44.8
Benin	44.1	42.8
Bermuda	86.7	85.0
Bhutan	34.6	33.4
Bolivia	28.5	27.3
Bonaire	51.3	49.9
Bosnia and Herzegovina	26.9	25.7
Botswana	29.9	28.7
Brazil	31.0	29.8
British Virgin Islands	51.2	49.8
Bulgaria	17.1	16.0
Burkina Faso	37.8	36.5
Burundi	44.2	42.9
Cambodia	39.1	37.8
Cameroon	38.1	36.8
Canada, Montreal	47.1	45.8
Canada, Ottawa	56.7	55.3
Canada, Toronto	64.5	63.0
Cape Verde	29.8	28.6
Cayman Islands	53.6	52.2
Central African Rep.	66.1	64.6
Chad	58.7	57.3
Chile	39.9	38.6

DUTY STATION	PRE-CONSOLIDATION 1 January 2022	POST-CONSOLIDATION 1 January 2022
China, Beijing	72.9	71.3
China, Hong Kong (SAR)	112.0	110.0
China, Macao (SAR)	56.9	55.5
Colombia	29.0	27.8
Comoros	49.8	48.4
Congo	65.1	63.6
Congo, Dem. Rep.	59.7	58.2
Cook Islands	53.2	51.8
Costa Rica	34.1	32.9
Cote d Ivoire	57.5	56.1
Croatia, Republic of	38.0	36.7
Cuba	58.8	57.4
Cyprus	21.7	20.6
Czech Republic	48.3	46.9
Denmark	60.7	59.2
Djibouti	51.8	50.4
Dominica	51.3	49.9
Dominican Republic	35.2	34.0
Ecuador	35.6	34.4
Egypt	36.2	35.0
El Salvador	32.9	31.7
Equatorial Guinea	47.5	46.2
Eritrea	54.5	53.1
Estonia	35.5	34.3
Eswatini	21.0	19.9
Ethiopia	43.2	41.9
Fiji	40.6	39.3
Finland	38.3	37.0
France, Lyon and Elsewhere	43.6	42.2
France, Paris	47.0	45.6
French Guiana	35.2	33.9
Gabon	63.7	62.2
Gambia	40.1	38.8
Georgia, Republic of	23.6	22.5
Germany, Berlin	36.2	34.9
Germany, Bonn	30.7	29.5
Germany, Dresden	30.7	29.5
Germany, Frankfurt	35.9	34.6
Germany, Hamburg	37.7	36.5
Germany, Munich	41.7	40.4
Ghana	49.5	48.1
Gibraltar	68.1	66.6
Greece	25.1	24.0
Grenada	51.3	49.9
Guatemala	36.6	35.4
Guinea	51.5	50.1
Guinea Bissau	36.1	34.9
Guyana	52.4	51.0

DUTY STATION	PRE-CONSOLIDATION 1 January 2022	POST-CONSOLIDATION 1 January 2022
Haiti	73.0	71.4
Honduras	39.2	37.9
Hungary	25.6	24.4
Iceland	33.0	31.7
India	36.9	35.7
Indonesia	37.0	35.8
Iran	46.5	45.2
Iraq	33.7	32.5
Ireland	49.5	48.1
Israel, Tel Aviv	80.9	79.3
Italy, Brindisi	25.3	24.1
Italy, Rome	31.2	30.0
Jamaica	51.7	50.3
Japan, Hiroshima	51.9	50.5
Japan, Tokyo	74.2	72.6
Jerusalem	71.3	69.7
Jordan	46.0	44.7
Kazakhstan	29.0	27.8
Kenya	43.4	42.1
Kiribati	52.7	51.3
Korea, Dem. Peo. Of	56.7	55.3
Korea, Republic of	65.4	63.9
Kuwait	45.7	44.4
Kyrgyzstan	33.9	32.7
Lao Peo. Dem. Rep.	34.7	33.5
Latvia	47.7	46.4
Lebanon	83.9	82.2
Lesotho	35.0	33.8
Liberia	55.5	54.1
Libya	38.2	36.9
Lithuania	34.0	32.8
Luxembourg	45.4	44.1
Madagascar	38.0	36.7
Malawi	43.0	41.7
Malaysia	47.4	46.1
Maldives	51.1	49.7
Mali	49.7	48.3
Malta	29.7	28.6
Marshall Islands	54.5	53.1
Mauritania	37.1	35.9
Mauritius	36.1	34.9
Mexico	42.1	40.8
Micronesia, Fed States of	54.5	53.1
Moldova	38.3	37.0
Monaco	47.0	45.6
Mongolia	41.1	39.8
Montenegro	30.8	29.6
Morocco	35.9	34.7

DUTY STATION	PRE-CONSOLIDATION 1 January 2022	POST-CONSOLIDATION 1 January 2022
Mozambique	38.9	37.6
Myanmar	40.0	38.7
Namibia	32.4	31.2
Nepal	30.5	29.3
Netherlands	41.6	40.3
New Caledonia	47.5	46.2
New Zealand	44.8	43.5
Nicaragua	35.3	34.1
Niger	36.3	35.1
Nigeria	50.1	48.7
The Republic of North Macedonia	28.9	27.7
Norway	47.1	45.7
Oman	34.9	33.7
Pakistan	36.0	34.8
Palau, Republic of	53.2	51.8
Panama	41.5	40.2
Papua New Guinea	72.5	70.9
Paraguay	30.6	29.4
Peru	34.6	33.4
Philippines	49.6	48.2
Poland	16.0	15.0
Portugal, Guimaraes	5.7	4.8
Portugal, Lisbon	28.8	27.6
Puerto Rico	28.8	27.6
Qatar	59.8	58.3
Romania	12.0	11.0
Russian Federation	49.4	48.0
Rwanda	35.8	34.6
Saint Helena	48.1	46.7
St. Lucia	50.2	48.8
Samoa	48.2	46.8
Sao Tome and Principe	43.7	42.4
Saudi Arabia	51.8	50.4
Senegal	40.9	39.6
Serbia	34.2	33.0
Seychelles	62.8	61.3
Sierra Leone	52.6	51.2
Singapore	77.8	76.2
Slovak Republic	29.6	28.4
Slovenia, Republic of	34.0	32.8
Solomon Islands	56.8	55.4
Somalia	43.3	42.0
South Africa	33.0	31.8
South Sudan, Republic of	60.2	58.7
Spain	29.1	27.9
Sri Lanka	33.8	32.6
St. Kitts and Nevis	51.3	49.9
St. Vincent and the Grenadines	51.3	49.9

DUTY STATION	PRE-CONSOLIDATION 1 January 2022	POST-CONSOLIDATION 1 January 2022
Sudan	74.0	72.4
Suriname	39.4	38.1
Sweden	45.9	44.5
Switzerland	76.4	74.8
Syrian Arab Republic	28.8	27.6
Tajikistan	31.1	29.9
Tanzania, United Rep. of	45.2	43.9
Thailand	47.2	45.9
Timor-Leste	48.6	47.2
Togo	50.4	49.0
Tonga	38.5	37.2
Trinidad and Tobago	43.9	42.6
Tunisia	37.4	36.1
Turkey, Ankara	18.7	17.6
Turkey, Gebze	24.8	23.7
Turkey, Istanbul	24.8	23.7
Turkmenistan	92.5	90.7
Tuvalu	49.9	48.5
Uganda	28.0	26.8
Ukraine	39.0	37.7
United Arab Emirates	65.3	63.8
United Kingdom	68.1	66.6
USA, El Paso	43.2	41.9
USA, Miami	42.1	40.8
USA, New York	69.3	67.8
USA, San Diego	62.0	60.5
USA, San Francisco	60.7	59.2
USA, Seattle	42.4	41.1
USA, Washington D.C.	49.6	48.2
Uruguay	43.1	41.8
Uzbekistan	31.0	29.8
Vanuatu	51.1	49.7
Venezuela	63.9	62.4
Vietnam	27.5	26.3
West Bank & the Gaza Strip, The	71.3	69.7
Yemen, Republic of	24.2	23.1
Zambia	32.1	30.9
Zimbabwe	33.9	32.7