



INTERNATIONAL CIVIL SERVICE
COMMISSION

COMMISSION DE LA FONCTION
PUBLIQUE INTERNATIONALE

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16 March 2022

TO: Recipients of Post Adjustment
Classification Memo

THROUGH: Mr. Larbi Djacta
Chairman

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

SUBJECT: Post adjustment classification memo for March 2022

1. I am pleased to send you the post adjustment multipliers for March 2022. **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, with effect from 1 March 2022, are given in Table 1.

Table 1. Post adjustment multipliers for group I duty stations – March 2022

DUTY STATION	MULTIPLIER	DUTY STATION	MULTIPLIER
Australia	40.2	Greece	23.2
Austria	42.0	Iceland	31.3
Belgium	36.7	Ireland	47.7
Canada, Montreal	48.8	Italy, Brindisi	22.8
Canada, Ottawa	58.5	Italy, Rome	28.6
Canada, Toronto	66.4	Japan, Hiroshima	54.0
China, Hong Kong (SAR)	112.9	Japan, Tokyo	76.6
Cyprus	21.0	Luxembourg	45.0
Czech Republic	42.5	Malta	29.4
Denmark	60.1	Monaco	45.8
Finland	36.2	Netherlands	38.7
France, Lyon and Elsewhere	42.4	Norway	47.6
France, Paris	45.8	Portugal, Guimaraes	5.1
French Guiana	34.1	Portugal, Lisbon	28.0
Germany, Berlin	35.2	Slovak Republic	25.7
Germany, Bonn	29.7	Slovenia, Republic of	32.9
Germany, Dresden	29.7	Spain	29.3
Germany, Frankfurt	34.8	Sweden	39.6
Germany, Hamburg	36.7	Switzerland	74.6
Germany, Munich	40.6	United Kingdom	64.3
Gibraltar	64.3		

3. In accordance with the provisions of the special measure, as outlined in **ICSC/CIRC/GEN/06/2020**, the post adjustment multipliers applicable for the following group I duty stations, with effect from 1 March 2022, are given in Table 2.

Table 2. Post adjustment multiplier for group I duty stations based on an application of the special measure – March 2022

DUTY STATION	MULTIPLIER
Bulgaria	18.0
Croatia, Republic of	37.8
Hungary	25.3
Poland	14.0
Romania	15.1

Group II duty stations

4. The changes in post adjustment multipliers due to the four-month review for group II duty stations presented in Table 3 below, are effective 1 March 2022.

Table 3. Changes to post adjustment multipliers for group II duty stations – March 2022

DUTY STATION	MULTIPLIER	DUTY STATION	MULTIPLIER
Afghanistan	41.7	Kuwait	46.3
Algeria	40.0	Lesotho	34.7
Angola	73.4	Libya	37.4
Anguilla	50.0	Lithuania	33.2
Antigua and Barbuda	50.0	Malawi	43.0
Aruba	55.4	Maldives*	50.5
Azerbaijan	42.8	Marshall Islands	53.7
Bahamas	72.4	Mauritania	36.7
Bahrain	52.7	Mexico *	42.8
Bangladesh	46.0	Micronesia, Fed States of	53.7
Barbados	57.4	Moldova	37.6
Belize	45.6	Mongolia	42.7
Bermuda	86.5	Mozambique	38.4
Bhutan	34.1	Namibia	31.5
Bonaire	50.0	Nepal	30.2
British Virgin Islands	49.9	New Zealand	45.1
Burundi	43.6	Nigeria	50.7
Cambodia	38.5	The Republic of North Macedonia	27.9
Cayman Islands	54.0	Oman	34.6
China, Beijing	76.6	Pakistan	34.9
Colombia	29.3	Palau, Republic of	52.4
Congo, Dem. Rep.	58.7	Panama	41.0
Cook Islands	52.4	Papua New Guinea	71.5
Costa Rica	33.7	Paraguay	30.6
Cuba	57.8	Peru	34.7
Dominica	50.0	Puerto Rico	36.3
Dominican Republic	36.3	Qatar*	59.6
Ecuador	35.8	Rwanda	35.5
Egypt	36.0	St. Lucia	50.7
El Salvador	32.4	Samoa	47.4
Eritrea	53.6	Sao Tome and Principe	42.5
Eswatini	22.6	Singapore	77.3
Ethiopia	54.9	Solomon Islands	56.3
Fiji	39.6	Somalia	48.5
Gambia	40.6	St. Kitts and Nevis	50.0
Georgia, Republic of	22.7	St. Vincent and the Grenadines	50.0
Grenada	50.0	Tajikistan	34.2
Guatemala	36.7	Timor-Leste	48.7
Guinea	52.2	Turkmenistan	93.9
Guyana	51.1	Tuvalu	48.9

DUTY STATION	MULTIPLIER	DUTY STATION	MULTIPLIER
Honduras	39.1	United Arab Emirates	64.8
Indonesia	36.5	Uruguay	44.2
Jamaica	52.0	Uzbekistan	30.6
Jordan	45.9	Zambia	31.3
Korea, Dem. Peo. Of	55.6	Zimbabwe *	33.0

*indicates that duty station has existing PTA

5. 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 at the duty stations, effective 1 March 2022.

Table 4. List of group II duty stations subject to the application of the special measure

Albania	Latvia 2/
Argentina	Madagascar
Armenia	Malaysia
Belarus	Mauritius
Benin	Montenegro
Bosnia and Herzegovina	Morocco
Botswana	Myanmar
Brazil	New Caledonia
Burkina Faso	Nicaragua
Cameroon	Niger 1/
Cape Verde	Philippines
Central African Rep.	Russian Federation 1/2/
Chad	Saint Helena
Chile	Senegal
China, Macao (SAR)	Serbia
Comoros	Seychelles
Congo	Sierra Leone
Cote d Ivoire	South Africa
Equatorial Guinea	South Sudan, Republic of
Estonia	Sri Lanka
Ghana	Sudan
Guinea Bissau	Suriname
Haiti	Tanzania, United Rep. of
India	Thailand
Iran	Togo
Iraq	Trinidad and Tobago
Israel, Tel Aviv	Tunisia
Jerusalem, Jerusalem	Turkey, Ankara
Kazakhstan	Turkey, Gebze
Kenya	Turkey, Istanbul
Kiribati	Ukraine
Korea, Republic of	Vanuatu
Kyrgyzstan	West Bank & the Gaza Strip, The

Lao Peo. Dem. Rep.	
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1/ duty station has existing PTA

2/ 10-point rule would have been triggered on 1 March 2022

6. The post adjustment multipliers based on the results of the most recent cost-of-living surveys for the duty stations listed in Table 5 below, are effective 1 March 2022

Table 5. Changes to post adjustment multipliers as a result of cost-of-living surveys – March 2022

DUTY STATION	MULTIPLIER
Bolivia	29.8
Gabon	54.4
Uganda	35.1
Vietnam	34.4

7. Based on the most recent cost-of-living survey results, the revised applicable rental subsidy thresholds for the duty stations listed in Table 6 below, are effective 1 March 2022.

Table 6. Duty stations with revised rental subsidy thresholds

DUTY STATION	RENTAL SUBSIDY THRESHOLDS (PER CENT)	
	<u>With Spouse/Single Parent Allowance</u>	<u>Without Spouse/Single Parent Allowance</u>
Bolivia	17	18
Vietnam	19	20

8. The Gap Closure Measure was applied to cost-of-living survey results for the group II duty station listed in Table 7, along with its corresponding Personal Transitional Allowance (PTA). 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 March 2022), and will **not be revised** until the **special measures are discontinued** or the cost of living evolution naturally closes the PTA gap, whichever happens first.

Table 7. Group II duty station subject to the application of the gap closure measure

DUTY STATION	PTA
Gabon	7.8

9. The waiver of the 40 per cent of rent limit on rental subsidies is **no longer applicable** for **Bolivia**, effective 1 March 2022.

10. The waiver of the 40 per cent of rent limit on rental subsidies is **now applicable** for **Vietnam**, effective 1 March 2022.

11. The Personal Transitional Allowance is **no longer applicable** for **Angola**, effective 1 March 2022.

12. 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 March 2022 is listed in Table 8. However, the applicable post adjustment multipliers for **Sudan and Suriname** remained the same.

Table 8. Revised post adjustment multiplier as a result of the one-month rule – March 2022

DUTY STATION	MULTIPLIER
Lebanon	95.1

Cc. Mr. Boguslaw Winid
Mr. Omar Abdi