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INTERNATIONAL CIVIL SERVICE COMMISSION

Consolidated Post Adjustment Circular

ICSC/CIRC/PAC/568

Approved by:
Larbi Djacta, Chairman

Date:
14 April 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 April 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 avril 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. 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 April 2022 this special measure was applicable for all the five duty stations, as it resulted in higher post adjustment multipliers than those based on the application of 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 April 2022

Duty station	Type of survey	Date of survey	Survey materials received
Botswana	Place-to-place	October 2021	November 2021
Comoros	Place-to-place	October 2021	November 2021
Congo	Place-to-place	November 2021	December 2021
Mauritania	Place-to-place	November 2021	December 2021
The Republic of North Macedonia	Place-to-place	November 2021	December 2021
Serbia	Place-to-place	November 2021	December 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, revised the 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 Comoros and Congo, following the implementation of the results of the cost-of-living survey conducted in October and November 2021, respectively. Table 2 below shows the steps in the calculation of the resulting personal transitional allowance (PTA) effective 1 April 2022.

Table 2: Duty station under gap closure measure based on cost-of-living surveys effective 1 April 2022

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)
Comoros	48.4	148.4	135.5	139.5	39.5	8.9
Congo	63.6	163.6	150.1	154.6	54.6	9.0

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 April 2022.

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 nine duty stations in Table 3, until the special measures are discontinued or the cost-of-living evolution naturally closes the PTA gap, whichever happens first. 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 April 2022

Duty Station	Existing PTA	PTA starting date	All staff eligible from
Comoros	8.9	1 April 2022	1 April 2022
Congo	9.0	1 April 2022	1 April 2022
Gabon	7.8	1 March 2022	1 March 2022
Maldives	3.1	1 June 2020	1 June 2020
Mexico	5.7	1 December 2021	1 December 2021
Niger	6.1	1 December 2021	1 December 2021
Qatar	10.8	1 October 2019	1 April 2020
Russian Federation	2.9	1 October 2019	1 April 2020
Zimbabwe	21.8	1 February 2020	1 April 2020

VIII. W40 Measure

9. The waiver of the 40 per cent of rent limit on rental subsidies is **now applicable** for **The Republic of North Macedonia**, effective 1 April 2022.

IX. One Month Rule

10. 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. However, this review did not trigger a change in the applicable post adjustment multipliers for Lebanon, Sudan and Suriname.

X. CONSOLIDATED POST ADJUSTMENT CIRCULAR

Effective 1 April 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	87.82	141.3	41.7		Mar-22		9	10		Jul-06
Albania	109.07	121.4	23.9		Jul-21		16	17		Feb-09
Algeria /W40	142.812	140.0	40.0		Mar-22		20	21		Apr-21
Angola /W40	432.575	180.1	73.4		Mar-22		18	19		Mar-20
Anguilla /W40 14/	2.7	148.4	50.0		Mar-22		23	24		Oct-17
Antigua and Barbuda /W40 14/	2.7	148.4	50.0		Mar-22		23	24		Oct-17
Argentina	112.724	136.0	41.7		Nov-21		25	26		Jan-22
Armenia	466.9	133.4	31.4		Nov-21		20	21		Nov-19
Aruba 12/	1.79	155.6	55.4		Mar-22		27	29		Nov-14
Australia	1.339	142.1	42.6	Y	Apr-22	ER	24	25		Oct-19
Austria	0.92	143.5	41.1	Y	Apr-22	ER	18	19		May-14
Azerbaijan	1.693	142.6	42.8		Mar-22		14	15		Feb-22
Bahamas	1	172.5	72.4		Mar-22		32	34		Apr-13
Bahrain	0.377	152.7	52.7		Mar-22		23	24		Jul-21
Bangladesh /W40	86.018	145.7	46.0		Mar-22		17	18		Sep-21
Barbados /W40	2	158.1	57.4		Mar-22		19	20		Sep-05
Belarus	2.748	142.7	44.7		Nov-21		20	21		Sep-21
Belgium	0.92	139.6	35.8	Y	Apr-22	ER	17	18		Feb-15
Belize	2	145.6	45.6		Mar-22		14	15		Jan-22
Benin	603.345	140.3	42.8		Mar-21		19	20		Aug-20
Bermuda 16/	1	186.6	86.5		Mar-22		35	37		Dec-17
Bhutan	76.13	134.1	34.1		Mar-22		13	14		Aug-20
Bolivia	6.805	129.8	29.8		Mar-22		17	18		Mar-22
Bonaire /W40 14/	1	148.4	50.0		Mar-22		23	24		Oct-17
Bosnia and Herzegovina /W40	1.799	124.2	25.7		Jul-21		13	14		Jun-19
Botswana	11.429	128.4	28.7		Jul-21		19	20		Jun-19
Brazil	4.64	132.0	29.8		Jul-21		19	20		Feb-21
British Virgin Islands /W40	1	150.7	49.9		Mar-22		22	23		Jun-19
Bulgaria	1.799	120.7	17.4	Y	Apr-22	ER	16	17		Feb-15
Burkina Faso /W40	603.345	135.3	36.5		Jul-21		14	15		Feb-21
Burundi	2005.249	143.5	43.6		Mar-22		13	14		Sep-20
Cambodia	4050	138.4	38.5		Mar-22		23	24		Mar-21
Cameroon /W40	603.345	135.2	36.8		Nov-21		15	16		Jul-15
Canada, Montreal	1.261	151.0	49.7	Y	Apr-22	ER	17	18		May-17

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		
Canada, Ottawa	1.261	160.8	59.5	Y	Apr-22	L	18	19		May-17
Canada, Toronto	1.261	168.8	67.4	Y	Apr-22	L	20	21		May-17
Cape Verde	101.421	126.5	28.6		Jul-21		16	17		Jul-11
Cayman Islands 17/	0.82	153.7	54.0		Mar-22		24	25		Dec-17
Central African Rep. /W40	603.345	160.6	64.6		Jul-21		17	18		Nov-17
Chad /W40	603.345	154.1	57.3		Jul-21		16	17		Dec-19
Chile	809	137.0	38.6		Mar-21		19	20		Aug-19
China, Beijing	6.368	176.1	76.6		Mar-22		25	27		Feb-22
China, Hong Kong (SAR)	7.836	213.2	112.7	Y	Apr-22	ER	19	20		Jun-12
China, Macao (SAR)	8.062	152.7	55.5		Jul-20		21	22		Jul-18
Colombia	3712	130.4	29.3		Mar-22		20	21		Oct-20
Comoros	452.509	135.5	39.5	Y	Apr-22	GCM	14	15		Apr-19
Congo /W40	603.345	150.1	54.6	Y	Apr-22	GCM	7	7		Sep-19
Congo, Dem. Rep. /W40	1993.116	158.6	58.7		Mar-22		25	27		Sep-19
Cook Islands 4/	1.457	151.7	52.4		Mar-22		22	23		Oct-19
Costa Rica	653.57	133.4	33.7		Mar-22		22	23		Oct-19
Cote d'Ivoire	603.345	154.2	56.1		Jan-22		21	22		Jan-22
Croatia, Republic of	6.942	141.1	37.3	Y	Apr-22	ER	8	9		Aug-19
Cuba	24	157.7	57.8		Mar-22		25	27		Mar-21
Cyprus	0.92	123.2	20.2	Y	Apr-22	ER	18	19		Jun-19
Czech Republic	22.46	148.6	45.2	Y	Apr-22	ER	21	22		Sep-06
Denmark	6.84	161.8	59.1	Y	Apr-22	ER	25	27		Jun-19
Djibouti /W40	177	150.2	50.4		Jul-21		16	17		Jan-15
Dominica /W40 14/	2.7	148.4	50.0		Mar-22		23	24		Oct-17
Dominican Republic	54.804	136.3	36.3		Mar-22		23	24		Jan-22
Ecuador	1	135.7	35.8		Mar-22		22	23		Feb-21
Egypt /W40	18.458	131.4	36.0		Mar-22		21	22		May-21
El Salvador	1	132.5	32.4		Mar-22		23	24		Dec-21
Equatorial Guinea /W40	603.345	144.3	46.2		Oct-21		18	19		Oct-21
Eritrea	15	153.4	53.6		Mar-22		11	12		Dec-17
Estonia	0.92	135.1	34.3		Jul-21		18	19		Feb-01
Eswatini	14.504	123.9	22.6		Mar-22		11	12		Sep-03
Ethiopia /W40	51.096	154.7	54.9		Mar-22		25	27		Feb-22
Fiji /W40	2.1	139.5	39.6		Mar-22		20	21		Sep-11
Finland	0.92	138.3	35.3	Y	Apr-22	ER	20	21		Feb-15
France, Lyon and Elsewhere	0.92	143.9	41.4	Y	Apr-22	L	17	18		Jul-01

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		
France, Paris	0.92	147.3	44.8	Y	Apr-22	ER	21	22		Jan-04
French Guiana	0.92	136.3	33.2	Y	Apr-22	ER	0	0		Jan-00
Gabon /W40	603.345	149.1	54.4		Mar-22		18	19		Jun-19
Gambia	53.18	140.9	40.6		Mar-22		17	18		Oct-21
Georgia, Republic of	3.079	124.0	22.7		Mar-22		17	18		May-14
Germany, Berlin	0.92	137.4	34.3	Y	Apr-22	L	24	25		May-19
Germany, Bonn	0.92	131.9	28.9	Y	Apr-22	ER	20	21		May-19
Germany, Dresden	0.92	131.9	28.9	Y	Apr-22	A	19	20		May-19
Germany, Frankfurt	0.92	137.1	34.0	Y	Apr-22	L	21	22		Aug-20
Germany, Hamburg	0.92	139.0	35.8	Y	Apr-22	L	21	22		May-19
Germany, Munich	0.92	142.9	39.7	Y	Apr-22	L	20	21		May-19
Ghana	7.386	136.5	48.1		Jul-21		25	26		Oct-21
Gibraltar 1/	0.767	166.0	63.7	Y	Apr-22	A	0	0		Jan-00
Greece	0.92	125.9	22.4	Y	Apr-22	ER	17	18		May-19
Grenada /W40 14/	2.7	148.4	50.0		Mar-22		23	24		Oct-17
Guatemala /W40	7.65	136.9	36.7		Mar-22		16	17		Jan-09
Guinea /W40	8783.34	149.0	52.2		Mar-22		19	20		Dec-21
Guinea Bissau	603.345	133.4	34.9		Nov-21		13	14		Nov-15
Guyana /W40	208.4	151.1	51.1		Mar-22		17	18		Aug-21
Haiti	106.57	156.3	71.4		Nov-20		24	25		Aug-19
Honduras	24.235	139.2	39.1		Mar-22		24	25		Apr-21
Hungary	347.41	128.5	25.3		Mar-22		19	20		May-19
Iceland	128.3	136.1	34.7	Y	Apr-22	ER	0	0		Jan-00
India /W40	76.13	135.3	35.7		Sep-21		22	23		Dec-19
Indonesia	14364	136.3	36.5		Mar-22		23	24		Dec-21
Iran	252032	141.3	45.2		Jul-21		30	32		Jun-20
Iraq	1450	130.5	32.5		Nov-19		14	15		May-02
Ireland	0.92	150.4	46.7	Y	Apr-22	ER	24	25		May-98
Israel, Tel Aviv /W40 22/	3.204	176.2	79.3		Nov-21		25	27		Nov-19
Italy, Brindisi	0.92	124.1	21.9	Y	Apr-22	L	10	11		Nov-99
Italy, Rome	0.92	130.0	27.7	Y	Apr-22	ER	20	21		Jul-01
Jamaica /W40	153.473	151.7	52.0		Mar-22		25	27		Apr-21
Japan, Hiroshima	125.25	147.9	44.8	Y	Apr-22	L	13	14		Sep-19
Japan, Tokyo	125.25	169.6	66.0	Y	Apr-22	ER	22	23		Sep-19
Jerusalem, Jerusalem /W40	3.204	166.8	69.7		Nov-21		25	27		Nov-19
Jordan /W40	0.708	145.8	45.9		Mar-22		20	21		Aug-17
Kazakhstan	448.02	126.1	27.8		Nov-21		18	19		Sep-17

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		
Kenya /W40	115.28	140.9	42.1		Jul-21		26	28		Feb-20
Kiribati	1.339	145.6	51.3		Mar-21		11	12		Jan-20
Korea, Dem. Peo. Of	110	155.4	55.6		Mar-22		10	11		Sep-15
Korea, Republic of /W40	1235.97	154.9	63.9		Jul-21		17	18		Nov-19
Kuwait /W40	0.305	146.2	46.3		Mar-22		21	22		Sep-21
Kyrgyzstan	87	133.4	32.7		Nov-21		14	15		Jun-21
Lao Peo. Dem. Rep. /W40	11887	131.8	33.5		Jul-21		13	14		Oct-03
Latvia 23/	0.92	141.8	46.4		Nov-21		18	19		Nov-19
Lebanon /W40	1507.5	194.3	95.1		Mar-22		22	23		Sep-11
Lesotho /W40	14.504	135.8	34.7		Mar-22		14	15		Jan-11
Liberia	151.673	153.5	54.1		Nov-21		19	20		Jun-10
Libya /W40 27/	4.692	135.4	37.4		Mar-22		19	20		Jun-21
Lithuania	0.92	132.7	33.2		Mar-22		17	18		Dec-03
Luxembourg	0.92	146.2	44.0	Y	Apr-22	ER	17	18		Dec-17
Madagascar /W40	4032.11	136.1	36.7		Jul-21		23	24		Jul-21
Malawi	825	142.9	43.0		Mar-22		19	20		May-21
Malaysia /W40	4.231	143.9	46.1		Jul-21		19	20		Dec-19
Maldives	15	150.3	50.5		Mar-22		23	24		Jun-20
Mali /W40	603.345	147.9	48.3		Jul-21		13	14		Sep-20
Malta	0.92	131.4	28.6	Y	Apr-22	ER	14	15		Oct-06
Marshall Islands 2/	1	153.9	53.7		Mar-22		21	22		Jul-19
Mauritania /W40	36.21	138.6	38.6	Y	Apr-22	PP	13	14	Y	Apr-22
Mauritius	42.244	134.3	34.9		Mar-20		18	19		Sep-21
Mexico /W40	19.83	143.0	42.8		Mar-22		21	22		Jul-19
Micronesia, Fed States of 2/	1	153.9	53.7		Mar-22		23	24		Feb-07
Moldova	18.37	137.8	37.6		Mar-22		21	22		Oct-21
Monaco 3/	0.92	147.3	44.8	Y	Apr-22	A	21	22		Jan-04
Mongolia	3021	139.9	42.7		Mar-22		21	22		Aug-19
Montenegro	0.92	127.7	29.6		Jul-21		20	21		May-21
Morocco /W40	9.814	131.3	34.7		Jul-21		21	22		May-21
Mozambique /W40	63.876	138.1	38.4		Mar-22		26	28		Sep-21
Myanmar /W40	1850	136.9	38.7		Mar-21		25	27		Dec-17
Namibia	14.504	132.4	31.5		Mar-22		19	20		Jul-20
Nepal /W40	121.519	130.2	30.2		Mar-22		12	13		Jan-14
Netherlands	0.92	141.9	37.8	Y	Apr-22	ER	24	25		Oct-19
New Caledonia	109.761	139.8	46.2		Jul-21		16	17		Sep-05
New Zealand 26/	1.457	143.9	45.1		Mar-22		24	25		Dec-20

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		
Nicaragua	35.569	126.8	34.1		Jul-21		20	21		Oct-21
Niger /W40	603.345	130.0	35.1		Dec-21		10	11		Mar-09
Nigeria /W40	414.94	150.6	50.7		Mar-22		24	25		Sep-21
The Republic of North Macedonia /W40	56.54	130.5	30.5	Y	Apr-22	PP	20	21	Y	Apr-22
Norway	8.753	152.2	50.4	Y	Apr-22	ER	20	21		Jul-19
Oman	0.385	134.7	34.6		Mar-22		19	20		Feb-15
Pakistan	181.34	134.4	34.9		Mar-22		18	19		Jun-19
Palau, Republic of 4/	1	151.7	52.4		Mar-22		0	0		Jan-00
Panama /W40	1	140.9	41.0		Mar-22		24	25		Aug-18
Papua New Guinea /W40	3.521	171.4	71.5		Mar-22		30	32		Feb-18
Paraguay /W40	6776	131.0	30.6		Mar-22		17	18		Aug-20
Peru /W40	3.712	134.4	34.7		Mar-22		21	22		Aug-17
Philippines /W40	52.1	145.2	48.2		Jul-21		22	23		Oct-18
Poland	4.275	119.1	15.7	Y	Apr-22	ER	20	21		May-19
Portugal, Guimaraes	0.92	106.5	4.3	Y	Apr-22	L	0	0		Jan-00
Portugal, Lisbon	0.92	129.7	27.1	Y	Apr-22	ER	20	21		Jan-05
Puerto Rico 13/	1	136.3	36.3		Mar-22		0	0		Jan-00
Qatar	3.655	159.4	59.6		Mar-22		28	30		Oct-19
Romania	4.544	117.0	14.7	Y	Apr-22	ER	22	23		May-19
Russian Federation /W40	83.25	140.9	48.0		Nov-21		18	19		Oct-19
Rwanda	1008.995	135.3	35.5		Mar-22		18	19		Jun-21
Saint Helena 5/	0.767	139.3	46.7		Mar-21		0	0		Jan-00
St. Lucia	2.7	150.7	50.7		Mar-22		18	19		Mar-21
Samoa	2.545	148.0	47.4		Mar-22		17	18		Feb-21
Sao Tome and Principe /W40	22.475	141.6	42.5		Mar-22		15	16		Jun-19
Saudi Arabia /W40	3.75	149.2	50.4		Nov-21		21	22		Nov-17
Senegal /W40	603.345	136.6	39.6		Sep-21		18	19		Sep-21
Serbia	108.163	129.9	33.0		Jul-21		17	18	Y	Apr-22
Seychelles	13.731	160.4	61.3		Nov-21		20	21		Jan-19
Sierra Leone /W40	12150	150.1	51.2		Nov-21		19	20		May-18
Singapore	1.363	177.1	77.3		Mar-22		23	24		Jul-19
Slovak Republic	0.92	127.4	24.8	Y	Apr-22	ER	16	17		Feb-12
Slovenia, Republic of 24/	0.92	134.8	32.0	Y	Apr-22	ER	14	15		Jan-20
Solomon Islands /W40	7.93	156.5	56.3		Mar-22		18	19		Dec-07
Somalia 6/	24300	147.8	48.5		Mar-22		19	20		Feb-22
South Africa /W40	14.504	131.8	31.8		Jun-21		22	23		Jun-21

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		
South Sudan, Republic of /W40	425.973	157.7	58.7		Mar-21		14	15		Sep-17
Spain	0.92	131.3	28.5	Y	Apr-22	ER	19	20		Nov-08
Sri Lanka /W40	315.13	121.8	32.6		Nov-21		22	23		Jul-21
St. Kitts and Nevis /W40 14/	2.7	148.4	50.0		Mar-22		23	24		Oct-17
St. Vincent and the Grenadines /W40 14/	2.7	148.4	50.0		Mar-22		23	24		Oct-17
Sudan /W40	563	150.7	72.4		Feb-21		22	23		Nov-19
Suriname	21.25	133.4	38.1		Jul-20		16	17		Oct-12
Sweden	9.47	145.7	43.0	Y	Apr-22	ER	26	28		Aug-19
Switzerland	0.931	175.1	74.7	Y	Apr-22	ER	21	22		Apr-06
Syrian Arab Republic 10/	2500	104.2	27.6		Jul-19		20	21		Jun-12
Tajikistan	12.5	131.7	34.2		Mar-22		13	14		Feb-22
Tanzania, United Rep. of /W40	2311.5	142.4	43.9		Jul-21		22	23		Oct-21
Thailand /W40	33.53	142.6	45.9		Mar-21		22	23		Jul-19
Timor-Leste /W40	1	148.6	48.7		Mar-22		15	16		Jul-11
Togo	603.345	143.5	49.0		Jul-21		17	18		Jun-19
Tonga	2.208	137.4	37.2		Nov-21		9	10		Jan-09
Trinidad and Tobago	6.753	138.6	42.6		Jul-21		20	21		Aug-21
Tunisia	2.992	134.9	36.1		Nov-21		16	17		Nov-19
Turkey, Ankara /W40	14.659	113.3	17.6		Oct-21		16	17		Oct-21
Turkey, Gebze /W40 19/	14.659	119.1	23.7		Oct-21		17	18		Oct-21
Turkey, Istanbul /W40 15/	14.659	119.1	23.7		Oct-21		17	18		Oct-21
Turkmenistan	3.5	194.4	93.9		Mar-22		8	9		Oct-21
Tuvalu 11/	1.339	147.7	48.9		Mar-22		0	0		Jan-00
Uganda /W40	3517.21	135.6	35.1		Mar-22		24	25		May-14
Ukraine	30	133.6	37.7		Nov-21		16	17		Aug-19
United Arab Emirates	3.673	164.8	64.8		Mar-22		32	34		Aug-11
United Kingdom	0.767	166.0	63.7	Y	Apr-22	ER	27	29		Feb-14
USA, El Paso 20/	1	148.9	47.6		Feb-22		12	13		Jul-19
USA, Miami 7/	1	147.7	46.4		Feb-22		23	24		Oct-21
USA, New York	1	175.5	73.8		Feb-22		28	30		Apr-11
USA, San Diego 21/	1	167.9	66.3		Feb-22		27	29		Aug-19
USA, San Francisco 8/	1	166.6	65.0		Feb-22		27	28		Oct-21
USA, Seattle 18/	1	148.1	46.8		Feb-22		22	23		Aug-18
USA, Washington D.C.	1	155.6	54.1		Feb-22		27	29		Apr-11
Uruguay /W40	41.25	145.1	44.2		Mar-22		25	27		Dec-19
Uzbekistan /W40	11290	130.2	30.6		Mar-22		17	18		Jun-21

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		
Vanuatu	107.95	149.0	49.7		Jul-21		15	16		Aug-12
Venezuela /W40 10/	4.422	83.4	62.4		Mar-18		27	29		Aug-12
Vietnam /W40	22875	134.4	34.4		Mar-22		19	20		Mar-22
West Bank & the Gaza Strip, The /W40 9/	3.204	166.8	69.7		Nov-21		21	22		Sep-13
Yemen, Republic of 10/	568.48	124.3	23.1		Jul-17		12	13		Nov-10
Zambia	17.41	132.7	31.3		Mar-22		23	24		Feb-20
Zimbabwe /W40 25/	142.225	132.8	33.0		Mar-22		16	17		Dec-18

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.

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		

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.

**XI. LIST OF COUNTRIES AND AREAS IN FRENCH AND ENGLISH
LISTE DES PAYS ET LOCALITÉS EN FRANÇAIS ET EN ANGLAIS**

Afghanistan	Afghanistan	Égypte	Egypt
Afrique du Sud	South Africa	El Salvador	El Salvador
Albanie	Albania	Émirats arabes unis	United Arab Emirates (the)
Algérie	Algeria	Équateur	Ecuador
Allemagne*	Germany*	Érythrée	Eritrea
Angola	Angola	Espagne*	Spain*
Anguilla	Anguilla	Estonie	Estonia
Antigua-et-Barbuda	Antigua and Barbuda	Etats-Unis d'Amérique*	United States of America (the)*
Arabie saoudite	Saudi Arabia	Éthiopie	Ethiopia
Argentine	Argentina	Fédération de Russie	Russian Federation (the)
Arménie	Armenia	Fidji	Fiji
Aruba	Aruba	Finlande*	Finland*
Australie*	Australia*	Français-Guyane*	French-Guiana*
Autriche*	Austria*	France*	France*
Azerbaïdjan	Azerbaijan	Gabon	Gabon
Bahamas	Bahamas (the)	Gambie	Gambia (the)
Bahréïn	Bahrain	Gaza	Gaza
Bangladesh	Bangladesh	Géorgie	Georgia
Barbade	Barbados	Ghana	Ghana
Bélarus	Belarus	Gibraltar*	Gibraltar*
Belgique*	Belgium*	Grèce*	Greece*
Belize	Belize	Grenade	Grenada
Bénin	Benin	Guatemala	Guatemala
Bhoutan	Bhutan	Guinée	Guinea
Bolivie (État plurinational de)	Bolivia (Plurinational State of)	Guinée équatoriale	Equatorial Guinea
Bonaire	Bonaire	Guinée-Bissau	Guinea-Bissau
Bosnie-Herzégovine	Bosnia and Herzegovina	Guyana	Guyana
Botswana	Botswana	Haiti	Haiti
Brésil	Brazil	Honduras	Honduras
Bulgarie*	Bulgaria*	Hong Kong, RAS de*	Hong Kong SAR*
Burkina Faso	Burkina Faso	Hongrie*	Hungary*
Burundi	Burundi	Îles Salomon	Solomon Islands
Cabo Verde	Cabo Verde	Îles Vierges britanniques	British Virgin Islands
Cambodge	Cambodia	Inde	India
Cameroun	Cameroon	Indonésie	Indonesia
Canada*	Canada*	Iran (République islamique d')	Iran (Islamic Republic of)
Chili	Chile	Iraq	Iraq
Chine	China	Irlande*	Ireland*
Chypre*	Cyprus*	Islande*	Iceland*
Colombie	Colombia	Israël	Israel
Comores	Comoros (the)	Italie*	Italy*
Congo	Congo (the)	Jamaïque	Jamaica
Costa Rica	Costa Rica	Japon*	Japan*
Côte d'Ivoire	Côte d'Ivoire	Jérusalem	Jerusalem
Croatie*	Croatia*	Jordanie	Jordan
Cuba	Cuba	Kazakhstan	Kazakhstan
Danemark*	Denmark*	Kenya	Kenya
Djibouti	Djibouti	Kirghizistan	Kyrgyzstan
Dominique	Dominica		

Kiribati	Kiribati	République démocratique du Congo	Democratic Republic of the Congo (the)
Koweït	Kuwait	République démocratique populaire lao	Lao People's Democratic Republic (the)
L'Eswatini	Eswatini	République dominicaine	Dominican Republic (the)
Les Îles Cook	Cook Islands	République populaire démocratique de Corée	Democratic People's Republic of Korea (the)
Lesotho	Lesotho	République slovaque	Slovak Republic*
Lettonie	Latvia	République tchèque*	Czech Republic*
Liban	Lebanon	République-Unie de Tanzanie	United Republic of Tanzania (the)
Libéria	Liberia	Roumanie*	Romania*
Libye	Libya	Royaume-Uni de Grande-Bretagne et d'Irlande du Nord*	United Kingdom of Great Britain and Northern Ireland (the)*
Lituanie	Lithuania	Rwanda	Rwanda
Luxembourg*	Luxembourg*	Sainte-Hélène	Saint Helena
Macédoine du Nord, la République de	North Macedonia, the Republic of	Sainte-Lucie	Saint Lucia
Madagascar	Madagascar	Saint-Kitts-et-Nevis	Saint Kitts and Nevis
Malaisie	Malaysia	Saint-Vincent-et-les-Grenadines	Saint Vincent and the Grenadines
Malawi	Malawi	Samoa	Samoa
Maldives	Maldives	Sao Tomé-et-Principe	Sao Tome and Principe
Mali	Mali	Sénégal	Senegal
Malte*	Malta*	Serbie	Serbia
Maroc	Morocco	Seychelles	Seychelles
Maurice	Mauritius	Sierra Leone	Sierra Leone
Mauritanie	Mauritania	Singapour	Singapore
Mexique	Mexico	Slovénie*	Slovenia*
Micronésie (États fédérés de)	Micronesia (Federated States of)	Somalie	Somalia
Monaco*	Monaco*	Soudan	Sudan (the)
Mongolie	Mongolia	Soudan du Sud	South Sudan
Monténégro	Montenegro	Sri Lanka	Sri Lanka
Mozambique	Mozambique	Suède*	Sweden*
Myanmar	Myanmar	Suisse*	Switzerland*
Namibie	Namibia	Suriname	Suriname
Népal	Nepal	Tadjikistan	Tajikistan
Nicaragua	Nicaragua	Tchad	Chad
Niger	Niger (the)	Thaïlande	Thailand
Nigéria	Nigeria	Timor-Leste	Timor-Leste
Norvège*	Norway*	Togo	Togo
Nouvelle-Calédonie	New Caledonia	Tonga	Tonga
Nouvelle-Zélande	New Zealand	Trinité-et-Tobago	Trinidad and Tobago
Oman	Oman	Tunisie	Tunisia
Ouganda	Uganda	Turkménistan	Turkmenistan
Ouzbékistan	Uzbekistan	Turquie	Turkey
Pakistan	Pakistan	Tuvalu	Tuvalu
Palaos	Palau	Ukraine	Ukraine
Panama	Panama	Uruguay	Uruguay
Papouasie-Nouvelle-Guinée	Papua New Guinea	Vanuatu	Vanuatu
Paraguay	Paraguay	Venezuela	Venezuela (Bolivarian Republic of)
Pays-Bas*	Netherlands (the)*	Viet Nam	Viet Nam
Pérou	Peru	Yémen	Yemen
Philippines	Philippines (the)	Zambie	Zambia
Pologne*	Poland*	Zimbabwe	Zimbabwe
Porto Rico	Puerto Rico		
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)		

* Lieu d'affectation du
groupe 1

* Group 1 duty station