

INTERNATIONAL CIVIL SERVICE
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14 November 2019

TO: Recipients of Post Adjustment
Classification Memo

THROUGH: Mr. Aldo Mantovani
Vice-Chairman, ICSC

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

SUBJECT: Post adjustment classification memo for November 2019

1. I am pleased to send you the post adjustment multipliers for November 2019. 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 November 2019, are given in Table 1.

Table 1. Changes to post adjustment multipliers for group I duty stations – November 2019

DUTY STATION	MULTIPLIER	DUTY STATION	MULTIPLIER
Australia	32.1	Hungary	25.2
Austria	41.1	Iceland	34.8
Belgium	40.4	Ireland	35.7
Bulgaria	16.2	Italy, Brindisi	25.0
Canada, Montreal	40.2	Italy, Rome	30.9
Canada, Ottawa	49.4	Japan, Hiroshima	58.7
Canada, Toronto	56.8	Japan, Tokyo	83.1
Croatia, Republic of	39.8	Luxembourg	42.7
Cyprus	18.5	Malta	30.7
Czech Republic	31.9	Monaco	42.9
Denmark	57.0	Netherlands	39.9
Finland	35.9	Norway	37.9
France, Lyon and Elsewhere	39.6	Poland	18.2
France, Paris	42.9	Portugal, Guimaraes	5.5
French Guiana	32.6	Portugal, Lisbon	28.5
Germany, Berlin	33.8	Romania	12.4
Germany, Bonn	28.4	Slovak Republic	20.5
Germany, Dresden	28.4	Slovenia, Republic of	15.4
Germany, Hamburg	35.3	Spain	26.3
Germany, Munich	39.2	Sweden	37.6
Gibraltar	59.3	United Kingdom	59.3
Greece	21.8		

Group II duty stations

3. The changes in post adjustment multipliers due to the four-month review for group II duty stations presented in Table 2 below, are effective 1 November 2019.

Table 2. Changes to post adjustment multipliers for group II duty stations – November 2019

DUTY STATION	MULTIPLIER	DUTY STATION	MULTIPLIER	DUTY STATION	MULTIPLIER
Albania	21.4	Fiji	34.2	Pakistan	31.2
Anguilla	47.4	Gabon	54.3	Palau, Republic of	49.8
Antigua and Barbuda	47.4	Gambia	27.1	Papua New Guinea	76.4
Argentina	35.4	Georgia, Republic of	19.3	Paraguay	23.8
Aruba	49.8	Grenada	47.4	Peru	39.7
Bahamas	70.2	Guinea	40.4	Philippines	45.8
Bangladesh	34.8	Guinea Bissau	33.4	Russian Federation	49.5
Belarus	37.4	Haiti	45.4	Rwanda	26.9
Belize	27.9	India	33.3	Saint Helena	49.7
Benin	32.9	Iran	31.6	St. Lucia	47.9
Bermuda	84.2	Iraq	37.9	Samoa	41.4
Bhutan	26.2	Jamaica	43.8	Sao Tome and Principe	36.8
Bonaire	47.4	Kazakhstan	25.6	Senegal	35.3
Bosnia and Herzegovina	21.2	Kenya	36.6	Serbia	27.8
Botswana	25.2	Kiribati	38.9	Seychelles	54.5
Brazil	36.3	Lao Peo. Dem. Rep.	33.5	Sierra Leone	47.1
British Virgin Islands	47.4	Lesotho	27.5	Singapore	75.3
Burkina Faso	32.1	Libya	23.8	Somalia	38.8
Burundi	33.3	Lithuania	28.8	South Sudan, Republic of	63.5
Cameroon	30.1	Madagascar	28.7	Sri Lanka	32.1
Cape Verde	26.4	Malaysia	33.9	St. Kitts and Nevis	47.4
Cayman Islands	45.6	Mali	30.0	St. Vincent and the Grenadines	47.4
Central African Rep.	62.3	Marshall Islands	50.5	Tajikistan	27.6
Chad	40.1	Mauritania	31.0	Thailand	46.1
Chile	30.7	Mauritius	24.9	Togo	39.5
China, Macao (SAR)	57.8	Mexico	41.8	Tonga	32.1
Colombia	25.9	Micronesia, Fed States of	50.5	Trinidad and Tobago	42.1
Comoros	39.2	Moldova	28.3	Turkey, Ankara	14.7
Congo	56.2	Mongolia	35.6	Turkey, Gebze	23.7
Congo, Dem. Rep.	52.8	Montenegro	19.6	Turkey, Istanbul	23.7
Cook Islands	49.8	Morocco /W40	26.6	Turkmenistan	55.7
Costa Rica	33.2	Mozambique	43.3	Tuvalu	41.8
Cuba	55.4	Namibia	21.0	Uganda	25.0
Djibouti	46.3	Nepal	26.5	Ukraine	33.0
Dominica	47.4	New Caledonia	42.6	Uruguay	38.3
Ecuador	32.4	New Zealand	12.4	Vanuatu	44.4
Egypt	27.5	Nicaragua	29.6	Vietnam	23.4
Equatorial Guinea	34.7	Niger	34.3	West Bank & the Gaza Strip, The	58.4
Estonia	30.2	Nigeria	37.1	Zambia	22.3
Ethiopia	41.0	The Republic of North Macedonia	24.5		

4. Based on the results of the most recent cost-of-living surveys for group II duty stations, the revised post adjustment multipliers listed in Table 3 are applicable effective 1 November 2019.

Table 3. Revised post adjustment multiplier as a result of cost-of-living surveys -
November 2019

DUTY STATION	MULTIPLIER
Algeria	35.0
Armenia	28.7
Cambodia	28.5
Ghana	41.5
Honduras	31.7
Indonesia	32.5
Israel, Jerusalem	58.4
Liberia	49.9
Malawi	38.5
Sudan	46.4
Tunisia	29.6

5. Cost-of-living survey results did not trigger a change in multiplier for **China (Beijing), Cote d Ivoire, Dominican Republic, El Salvador, Eswatini, Guatemala, Jordan, the Republic of Korea, Oman, Saudi Arabia, Solomon Islands and South Africa.**

6. Based on the most recent cost-of-living survey results the revised applicable rental subsidy thresholds listed in Table 4 below, are effective 1 November 2019.

Table 4. Duty station with revised rental subsidy thresholds

DUTY STATION	RENTAL SUBSIDY THRESHOLDS (PER CENT)	
	With Spouse/Single Parent Allowance	Without Spouse/Single Parent Allowance
Algeria	21	22
Armenia	20	21
Ghana	26	28
Honduras	23	24
Israel, Jerusalem	25	27
Korea, Republic of	17	18
Malawi	23	24
Sudan	22	23
Tunisia	16	17

7. The waiver of the 40 per cent of rent limit on rental subsidies **is no longer applicable** for **Honduras** and **Tunisia** effective 1 November 2019.

8. The waiver of the 40 per cent of rent limit on rental subsidies **is applicable** for **Indonesia** and **Israel, Tel Aviv** effective 1 November 2019.

Interim Post Adjustment Classification for Latvia

9. An interim post adjustment multiplier and rental subsidy thresholds have been established for **Latvia**. The summary of the results, effective 1 November 2019, is shown in Table 5.

Table 5. Multiplier and rental subsidy thresholds for Latvia– November 2019

DUTY STATION	MULTIPLIER	RENTAL SUBSIDY THRESHOLDS (PER CENT)	
		With Spouse/Single Parent Allowance	<u>Without</u> Spouse/Single Parent Allowance
Latvia	43.5	18	19

Establishment of a separate Post Adjustment Classification for Tel Aviv, Israel

10. Following the establishment of an intercity cost-of-living differential between Tel Aviv and Jerusalem, the applicable multiplier and rental subsidy thresholds for **Tel Aviv**, effective **1 November 2019**, are listed in Table 6 below.

Table 6. Multiplier and rental subsidy thresholds for Tel Aviv, Israel – November 2019

DUTY STATION	MULTIPLIER	RENTAL SUBSIDY THRESHOLDS (PER CENT)	
		With Spouse/Single Parent Allowance	<u>Without</u> Spouse/Single Parent Allowance
Israel, Tel Aviv	67.4	25	27

11. Due to the continued deteriorating macro-economic conditions which made the conduct of a cost-of-living survey unfeasible, the post adjustment multiplier for **Zimbabwe** has been frozen at its June 2019 level (55.9) as an interim measure until January 2020, or as soon as a cost-of-living survey can be conducted. It should be noted that, in the absence of cost-of-living survey results, other exceptional measures may be considered.

12. Due to a substantial depreciation of the local currency relative to the US dollar, the 10-point rule is applicable as a special measure for **Angola**. In accordance with this rule, the existing multiplier will be maintained for four months pending completion of a cost-of-living survey. It should be noted that, in the absence of cost-of-living survey results, the existing post adjustment multiplier would be reduced by 10 points, effective 1 March 2020.

13. The personal transitional allowance (**PTA**) has been revised for **Angola** to **14.8**, effective **1 November 2019**. In the absence of a cost-of-living survey results, the next revision of PTA is scheduled for March 2020.

cc. Ms. Genet Amdeberhan