



INTERNATIONAL CIVIL SERVICE
COMMISSION

COMMISSION DE LA FONCTION
PUBLIQUE INTERNATIONALE

10th Floor, Two United Nations Plaza, New York, NY 10017
Fax: (212) 963-0159 / 963-1717

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12 March 2020

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 March 2020

1. I am pleased to send you the post adjustment multipliers for March 2020. 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 2020, are given in Table 1.

Table 1. Changes to post adjustment multipliers for group I duty stations – March 2020

DUTY STATION	MULTIPLIER	DUTY STATION	MULTIPLIER
Australia	27.3	Hungary	26.7
Austria	45.4	Iceland	32.1
Belgium	40.9	Ireland	46.9
Bulgaria	18.4	Italy, Brindisi	26.6
Canada, Montreal	37.1	Italy, Rome	32.6
Canada, Ottawa	46.1	Japan, Hiroshima	67.3
Canada, Toronto	53.3	Japan, Tokyo	91.9
China, Hong Kong (SAR)	114.8	Luxembourg	47.0
Croatia, Republic of	37.0	Malta	31.2
Cyprus	23.1	Monaco	48.4
Czech Republic	39.0	Netherlands	43.1
Denmark	61.8	Norway	36.7
Finland	39.8	Poland	17.8
France, Lyon and Elsewhere	44.9	Portugal, Guimaraes	6.9
France, Paris	48.4	Portugal, Lisbon	30.2
French Guiana	36.6	Romania	12.9
Germany, Berlin	37.7	Slovakia Republic	25.9
Germany, Bonn	32.1	Slovenia, Republic of	35.5
Germany, Dresden	32.1	Spain	30.5
Germany, Hamburg	39.2	Sweden	41.5
Germany, Munich	43.2	Switzerland	76.6
Gibraltar	62.4	United Kingdom	62.4
Greece	26.5		

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 March 2020.

Table 2. Changes to post adjustment multipliers for group II duty stations – March 2020

DUTY STATION	MULTIPLIER	DUTY STATION	MULTIPLIER	DUTY STATION	MULTIPLIER
Albania	20.2	Equatorial Guinea	36.6	Morocco	27.9
Algeria	35.9	Estonia	32.3	Mozambique	40.5
Angola	50.5	Eswatini	17.4	Myanmar	39.9
Anguilla	51.0	Ethiopia	40.9	Namibia	19.9
Antigua and Barbuda	51.0	Fiji	34.0	Nepal	27.6
Argentina	38.5	Gabon	57.0	New Caledonia	42.9
Armenia	30.3	Gambia	28.2	New Zealand	13.5
Aruba	51.1	Georgia, Republic of	21.3	Nicaragua	28.6
Azerbaijan	29.5	Ghana	43.2	Niger	36.1
Bahamas	71.4	Grenada	51.0	Nigeria	39.2
Bahrain	42.3	Guatemala	34.5	The Republic of North Macedonia	25.3
Bangladesh	36.3	Guinea	41.6	Pakistan	32.7
Barbados	58.7	Guinea Bissau	32.9	Palau, Republic of	48.9
Belarus	36.0	Guyana	34.6	Panama	41.3
Belize	30.7	Haiti	47.4	Papua New Guinea	74.1
Benin	32.4	Honduras	33.3	Paraguay	23.1
Bermuda	85.4	India	32.9	Peru	37.2
Bhutan	27.3	Indonesia	34.0	Philippines	44.3
Bolivia	28.1	Iran	31.3	Puerto Rico	31.2
Bonaire	51.0	Israel, Jerusalem	62.1	Qatar	59.5
Bosnia and Herzegovina	23.3	Israel, Tel Aviv	71.2	Russian Federation	45.7
Botswana	25.3	Jamaica	46.0	Rwanda	27.3
Brazil	29.9	Jordan	44.5	Saint Helena	46.6
British Virgin Islands	51.0	Kazakhstan	25.5	St. Lucia	49.1
Burkina Faso	31.5	Kenya	43.4	Samoa	42.1
Burundi	31.2	Kiribati	43.0	Sao Tome and Principe	37.0
Cambodia	29.3	Korea, Dem. Peo. Of	53.5	Senegal	34.9
Cameroon	31.4	Korea, Republic of	56.7	Serbia	28.6
Cape Verde	26.0	Kuwait	39.6	Seychelles	55.9
Cayman Islands	47.9	Kyrgyzstan	21.3	Sierra Leone	48.6
Central African Rep.	61.3	Lao Peo. Dem. Rep.	34.7	Singapore	74.9
Chad	53.9	Latvia	40.8	Solomon Islands	50.6
Chile	30.6	Lesotho	27.1	Somalia	42.1
China, Beijing	58.7	Liberia	51.3	South Africa	27.4
China, Macao (SAR)	59.6	Libya	22.8	Sri Lanka	33.7
Colombia	22.7	Lithuania	30.3	St. Kitts and Nevis	51.0
Comoros	41.4	Madagascar	31.2	St. Vincent and the Grenadines	51.0
Congo	58.7	Malawi	40.7	Sudan	46.3
Congo, Dem. Rep.	53.8	Malaysia	43.1	Suriname	32.9
Cook Islands	48.9	Mali	28.9	Tajikistan	29.4
Costa Rica	35.0	Marshall Islands	50.2	Tanzania, United Rep. of	42.4
Cote d Ivoire	40.3	Mauritania	32.1	Thailand	44.2
Cuba	57.2	Mauritius	38.7	Togo	42.1
Djibouti	47.7	Mexico	38.0	Tonga	32.6
Dominica	51.0	Micronesia, Fed States of	50.2	Trinidad and Tobago	43.4
Dominican Republic	31.2	Moldova	28.0	Tunisia	32.2
Ecuador	33.1	Mongolia	35.7	Turkey, Ankara	19.2
Egypt	29.4	Montenegro	22.9	Turkey, Gebze	25.3

Table 2. Changes to post adjustment multipliers for group II duty stations – March 2020

DUTY STATION	MULTIPLIER	DUTY STATION	MULTIPLIER	DUTY STATION	MULTIPLIER
Turkey, Istanbul	25.3	United Arab Emirates	65.5	West Bank & the Gaza Strip, The	62.1
Turkmenistan	57.9	Uruguay	42.0	Zambia	26.0
Tuvalu	42.2	Uzbekistan	30.6	Zimbabwe	31.1
Uganda	24.6	Vanuatu	41.4		
Ukraine	34.7	Vietnam	24.8		

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 March 2020.

Table 3. Revised post adjustment multiplier as a result of cost-of-living surveys -
March 2020

DUTY STATION	MULTIPLIER
Angola	50.5
Tanzania, United Rep. of	42.4
Turkey, Ankara	19.2

5. Revised post adjustment multipliers, for linked cities based on new intercity cost-of-living differential coefficients with Turkey-Ankara, have been established, effective 1 March 2020, as listed in Table 4.

Table 4. Revised post adjustment multipliers for linked cities – March 2020

DUTY STATION	MULTIPLIER
Turkey, Gebze	25.3
Turkey, Istanbul	25.3

6. The gap closure measure is applicable for **Angola**. The personal transitional allowance (PTA) applicable to staff members who were at the duty station before 1 March 2020 is **9.1**. The next **PTA** revision is due in **September 2020**.

7. Based on the most recent cost-of-living survey results the revised applicable rental subsidy thresholds listed in Table 5 below, are effective 1 March 2020.

Table 5. Duty stations with revised rental subsidy thresholds

DUTY STATION	RENTAL SUBSIDY THRESHOLDS (PER CENT)	
	With Spouse/Single Parent Allowance	<u>Without</u> Spouse/Single Parent Allowance
Angola	18	19
Tanzania, United Rep. of	23	24
Turkey, Ankara	17	18
Turkey, Gebze	18	19
Turkey, Istanbul	18	19

8. The waiver of the 40 per cent of rent limit on rental subsidies **is no longer applicable** for **Turkey-Ankara, Turkey-Gebze and Turkey-Istanbul** effective 1 March 2020.

9. The waiver of the 40 per cent of rent limit on rental subsidies **is applicable** for **Angola and the United Republic of Tanzania** effective 1 March 2020.

cc. Ms. Genet Amdeberhan