



INTERNATIONAL CIVIL SERVICE
COMMISSION

COMMISSION DE LA FONCTION
PUBLIQUE INTERNATIONALE

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30 June 2020

TO: Recipients of Post Adjustment
Classification Memo

THROUGH: Mr. Larbi Djacta
Chairman, ICSC

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

SUBJECT: Post adjustment classification memo for July 2020

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

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

DUTY STATION	MULTIPLIER	DUTY STATION	MULTIPLIER
Australia	32.9	Greece	25.4
Austria	44.1	Iceland	22.4
Belgium	39.7	Ireland	45.6
Bulgaria	17.4	Italy, Brindisi	25.5
Canada, Montreal	37.5	Italy, Rome	31.5
Canada, Ottawa	46.5	Japan, Hiroshima	63.5
Canada, Toronto	53.7	Japan, Tokyo	87.5
Croatia, Republic of	37.7	Luxembourg	45.7
Cyprus	22.0	Malta	30.0
Czech Republic	34.5	Monaco	47.1
Denmark	60.7	Netherlands	41.8
Finland	38.6	Norway	35.5
France, Lyon and Elsewhere	43.7	Portugal, Guimaraes	5.9
France, Paris	47.1	Portugal, Lisbon	29.0
French Guiana	35.4	Romania	14.1
Germany, Berlin	36.5	Slovak Republic	24.8
Germany, Bonn	31.0	Slovenia, Republic of	34.3
Germany, Dresden	31.0	Spain	29.3
Germany, Hamburg	38.1	Sweden	43.1
Germany, Munich	42.0	Switzerland	74.4
Gibraltar	55.9	United Kingdom	55.9

3. In accordance with **ICSC/CIRC/GEN/06/2020**, the post adjustment multipliers applicable for the following group I duty stations, with effect from 1 July 2020, are given in Table 2.

Table 2. Post adjustment multipliers for group I duty stations based on an application of the special measure – July 2020

DUTY STATION	MULTIPLIER
Hungary	25.1
Poland	16.8

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 July 2020.

Table 3. Changes to post adjustment multipliers for group II duty stations – July 2020

DUTY STATION	MULTIPLIER	DUTY STATION	MULTIPLIER
Albania	20.8	Marshall Islands	50.9
Armenia	30.9	Micronesia, Fed States of	50.9
Aruba	51.2	Moldova	32.2
Azerbaijan	29.9	Myanmar	40.5
Bahamas	71.5	New Zealand	15.2
Bermuda	85.6	Niger	36.3
Chad	54.0	Nigeria	41.6
Chile	30.8	The Republic of North Macedonia	25.7
China, Macao (SAR)	59.9	Oman	36.7
Comoros	44.5	Palau, Republic of	49.2
Congo	59.5	Philippines	45.6
Cook Islands	49.2	Rwanda	27.5
Cuba	58.1	Samoa	43.2
Djibouti	48.4	Sao Tome and Principe	37.3
Ethiopia	43.2	Serbia	29.2
Fij	35.1	Sierra Leone	49.6
Ghana	43.7	Solomon Islands	52.5
Guinea	42.0	Somalia	42.4
Guyana	44.5	Sudan	52.3
Israel, Jerusalem	63.2	Suriname	41.9
Israel, Tel Aviv	72.5	Tanzania, United Rep. of	42.7
Kazakhstan	27.1	Thailand	45.7
Kiribati	45.5	Togo	43.3
Korea, Republic of	57.9	Tonga	33.1
Kyrgyzstan	30.7	Turkmenistan	58.8
Lebanon	47.3	Tuvalu	43.5
Libya	23.4	Vietnam	24.9
Lithuania	30.4	West Bank & the Gaza Strip, The	63.2
Malawi	41.2		

5. In accordance with the **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 in the duty stations, effective 1 July 2020

Table 4. List of group II duty stations subject to the application of the special measure – July 2020

Algeria	Gambia	Papua New Guinea
Angola	Guatemala	Paraguay
Argentina	Guinea Bissau	Peru
Belarus	Haiti	Puerto Rico
Benin	India	Russian Federation
Bhutan	Indonesia	Saint Helena
Bolivia	Jamaica	Senegal
Bosnia and Herzegovina	Kenya	Seychelles*
Botswana	Kuwait	Singapore
Brazil	Lao Peo. Dem. Rep.	South Africa
Burkina Faso	Latvia	South Sudan, Republic of
Burundi	Lesotho	Sri Lanka
Cape Verde	Madagascar	Tajikistan
Cayman Islands	Malaysia	Trinidad and Tobago
Central African Rep.	Mali	Tunisia
Colombia	Mauritania	Turkey, Ankara
Congo, Dem. Rep.	Mauritius	Turkey, Gebze
Costa Rica	Mexico	Turkey, Istanbul
Cote d Ivoire	Mongolia	Uganda
Dominican Republic	Montenegro	Ukraine
Egypt	Morocco	Uruguay
Equatorial Guinea	Mozambique	Uzbekistan
Estonia	Nepal	Vanuatu
Eswatini	New Caledonia	Zambia
Gabon	Pakistan	Zimbabwe

* *10-point-rule would have been applied*

6. Based on the results of the most recent cost-of-living surveys, the revised post adjustment multiplier listed in Table 5 is applicable effective 1 July 2020.

Table 5 . Revised post adjustment multiplier as a result of cost-of-living surveys -
July 2020

DUTY STATION	MULTIPLIER
Namibia	23.7

7. Cost-of-living survey results did not trigger a change in multiplier for **Barbados** and the **Republic of Georgia**.

8. Based on the most recent cost-of-living survey results the revised applicable rental subsidy thresholds listed in Table 6 below, are effective 1 July 2020.

Table 6. Duty station 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>
Namibia	19	20

9. The waiver of the 40 per cent of rent limit on rental subsidies **is no longer applicable** for the **Republic of Georgia** effective 1 July 2020.

Duty stations with ongoing Personal Transition Allowance (PTA)

10. The following duty stations have ongoing PTAs that were frozen following the implementation of special measure as described in **ICSC/CIRC/GEN/05/2020**. All staff including new staff that joined the duty station after 1 April 2020, the date the special measures came into force, are eligible for the PTA, until the special measures are discontinued. Table 7 provides a summary of the ongoing PTAs.

Table 7: Summary of ongoing PTAs

Duty Station	PTA starting date	Existing PTA	All staff eligible from
Qatar	Oct-2019	11.1	1 April 2020
Russia	Oct-2019	3.0	1 April 2020
Zimbabwe	Feb-2020	22.5	1 April 2020
Angola	Mar-2020	9.1	1 April 2020
Maldives	Jun-2020	3.1	1 June 2020

cc. Mr. Aldo Mantovani
Mr. Omar Abdi