



INTERNATIONAL CIVIL SERVICE
COMMISSION

COMMISSION DE LA FONCTION
PUBLIQUE INTERNATIONALE

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Reference: ICSC-PADJ-1120-01

30 October 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 November 2020

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

Table 1. Post adjustment multipliers for group I duty stations – November 2020

DUTY STATION	MULTIPLIER	DUTY STATION	MULTIPLIER
Australia	35.9	Greece	30.2
Austria	49.7	Iceland	20.2
Belgium	45.2	Ireland	51.3
Bulgaria	21.8	Italy, Brindisi	30.4
Canada, Montreal	40.6	Italy, Rome	36.6
Canada, Ottawa	49.8	Japan, Hiroshima	67.5
Canada, Toronto	57.2	Japan, Tokyo	92.1
Croatia, Republic of	42.8	Luxembourg	51.4
Cyprus	26.7	Malta	35.0
Czech Republic	37.2	Monaco	52.9
Denmark	67.2	Netherlands	47.4
Finland	44.0	Norway	37.5
France, Lyon and Elsewhere	49.3	Portugal, Guimaraes	10.0
France, Paris	52.9	Portugal, Lisbon	34.0
French Guiana	40.7	Romania	17.7
Germany, Berlin	41.7	Slovak Republic	29.6
Germany, Bonn	36.0	Slovenia, Republic of	39.5
Germany, Dresden	36.0	Spain	34.3
Germany, Frankfurt	41.4	Sweden	49.5
Germany, Hamburg	43.3	Switzerland	80.5
Germany, Munich	47.4	United Kingdom	62.4
Gibraltar	62.4		

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

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

DUTY STATION	MULTIPLIER
Hungary	25.8
Poland	17.6

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 November 2020.

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

DUTY STATION	MULTIPLIER	DUTY STATION	MULTIPLIER
Albania	23.2	Liberia	52.3
Aruba	51.4	Libya	26.1
Azerbaijan	30.4	Lithuania	32.9
Bahamas	71.8	Madagascar	31.5
Bangladesh	42.1	Malaysia	45.1
Benin	43.9	Mali	46.4
Bermuda	85.9	Marshall Islands	52.0
Bhutan	32.4	Mauritania	33.4
Bosnia and Herzegovina	24.7	Mexico	40.0
Burkina Faso	35.2	Micronesia, Fed States of	52.0
Burundi	42.6	Moldova	33.2
Cambodia	29.8	Montenegro	24.7
Cameroon	33.4	Morocco	30.9
Cape Verde	28.3	Myanmar	42.2
Central African Rep.	62.9	Namibia	26.4
Chad	57.3	Nepal	28.3
Chile	34.9	New Caledonia	45.8
China, Beijing	65.0	New Zealand	17.6
Colombia	25.3	Nicaragua	34.8
Comoros	47.5	Niger	41.1
Congo	63.7	Nigeria	44.2
Congo, Dem. Rep.	54.0	The Republic of North Macedonia	27.3
Cook Islands	51.3	Pakistan	33.4
Cote d'Ivoire	42.6	Palau, Republic of	51.3
Cuba	59.8	Panama	41.5
Djibouti	50.1	Paraguay	28.3
Ecuador	33.3	Philippines	49.1
Egypt	30.4	Rwanda	28.3
Equatorial Guinea	38.8	Saint Helena	47.2
Eritrea	52.1	St. Lucia	49.2
Estonia	34.4	Samoa	43.4
Fiji	36.5	Sao Tome and Principe	40.9
Gabon	61.4	Saudi Arabia	51.4
Gambia	36.2	Senegal	37.0
Ghana	45.7	Serbia	31.6
Guinea	44.1	Sierra Leone	50.7
Guinea Bissau	34.3	Singapore	76.2
Guyana	45.6	Solomon Islands	54.1
Haiti	76.2	Sri Lanka	33.9

DUTY STATION	MULTIPLIER	DUTY STATION	MULTIPLIER
Honduras	34.8	Tajikistan	29.6
India	33.1	Tanzania, United Rep. of	43.5
Iran	43.6	Thailand	45.9
Israel, Tel Aviv	74.0	Togo	46.4
Jerusalem, Jerusalem	64.7	Tunisia	33.4
Jordan	45.1	Turkmenistan	60.8
Kiribati	47.6	Tuvalu	45.3
Korea, Dem. Peo. Of	54.5	Uganda	25.1
Korea, Republic of	64.2	Vanuatu	45.0
Kuwait	41.0	Vietnam	25.2
Lesotho	28.1	West Bank & the Gaza Strip, The	64.7

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 in the duty stations, effective 1 November 2020

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

Algeria	Mozambique
Angola*	Oman
Argentina	Papua New Guinea
Armenia	Peru
Belarus	Puerto Rico
Bolivia	Qatar
Botswana	Russian Federation
Brazil	Seychelles*
Cayman Islands	Somalia
Costa Rica	South Africa
Dominican Republic	South Sudan, Republic of
Eswatini	Suriname*
Ethiopia	Tonga
Georgia, Republic of	Trinidad and Tobago
Guatemala	Turkey, Ankara
Indonesia	Turkey, Gebze
Jamaica	Turkey, Istanbul
Kazakhstan	Ukraine
Kenya	Uruguay
Kyrgyzstan	Uzbekistan
Latvia	Zambia
Malawi	Zimbabwe
Mauritius	

* 10-point rule would have been triggered

6. Due to sustained substantial inflation over the past six- and twelve-month periods, the one-month rule continued to be applicable for **Lebanon** and **Sudan**. Under this rule, the post adjustment multipliers of **Lebanon** and **Sudan** are reviewed on a monthly basis during the period of substantial inflation. In accordance with the rule, the applicable post adjustment multipliers effective 1 November 2020 are listed in Table 5.

Table 5. Revised post adjustment multipliers as a result of the one-month rule – November 2020

DUTY STATION	MULTIPLIER
Lebanon	50.9
Sudan	67.0

cc. Mr. Aldo Mantovani
Mr. Omar Abdi