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INTERNATIONAL CIVIL SERVICE COMMISSION

Consolidated Post Adjustment Circular

ICSC/CIRC/PAC/555

Approved by:
Larbi Djacta, Chairman

Date:
15 March 2021

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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 March 2021**, 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 mars 2021** 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 March 2021 this special measure was not applicable for any of the duty stations, as the post adjustment multipliers derived from it turned out to be lower than those based on the 0.5 percent rule.

V. Special measures to mitigate the negative impact of the COVID-19 global pandemic on post adjustment classifications of group II duty stations

2. In accordance with the special measures to mitigate the negative impact of the COVID-19 on post adjustment classification of group II duty stations, ICSC/CIRC/GEN/05/2020, the post adjustment multipliers of twenty-six (26) group II duty stations, which would have been reduced under the normal four-month review, were frozen at their prevailing levels to protect NTP of staff in the duty stations, effective 1 March 2021.

3. Among the duty stations that got significant relief from the special measure were Angola, Libya, Seychelles, Sudan and Suriname. Without the special measure, the reduction in the multipliers due to significant depreciation of the local currencies of these duty stations would have triggered the 10-point rule. However, in accordance with the special measure, the multipliers were frozen at their prevailing levels. The table below summarizes the trigger date of the 10-point rule for the five duty stations.

Table 1: Summary of 10-point rule trigger dates for group II duty stations, as of 1 March 2021

Duty Station	10-point rule trigger dates	Frozen Multipliers
Angola	1 November 2020	47.7
Libya	1 March 2021	23.7
Seychelles	1 July 2020	53.0
Sudan	1 March 2021	74.0
Suriname	1 November 2020	39.4

VI. Cost-of-living surveys

4. The results of cost-of-living surveys for duty stations listed in Table 2 are included in the attached Consolidated Post Adjustment Circular.

Table 2: List of surveys by duty station for March 2021

Duty station	Type of survey	Date of survey	Survey materials received
Cambodia	Place-to-place	December 2020	January 2021
Cuba	Place-to-place	November 2020	December 2020
Qatar	Place-to-place	November 2020	December 2020
Saint Lucia	Housing	December 2020	December 2020

VII. Duty Stations with Personal Transitional Allowance (PTA)

5. 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 March 2021.

6. 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 five duty stations in Table 3, until the special measures are discontinued. 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 March 2021

Duty Station	Existing PTA	PTA starting date	All staff eligible from
Angola	9.1	1 March 2020	1 April 2020
Maldives	3.1	1 June 2020	1 June 2020
Qatar	11.1	1 October 2019	1 April 2020
Russian Federation	3.0	1 October 2019	1 April 2020
Zimbabwe	22.5	1 February 2020	1 April 2020

VIII. W40 Measure

7. The waiver of the 40 percent-of-rent limit on rental subsidies **is no longer applicable** for **Cambodia** effective 1 March 2021.

IX. One Month Rule

8. 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. Based on the application of the one-month rule, the applicable post adjustment multiplier for Lebanon effective 1 March 2021 is listed in the attached Consolidated Post Adjustment Circular.

9. In the case of Sudan, the substantial inflation that triggered the one-month rule was accompanied by significant depreciation of the local currency relative to the US dollar, and the combined effect of inflation and depreciation of the local currency resulted in a reduction in multiplier that triggered the 10-point rule. However, in accordance with the special measures outlined in ICSC/CIRC/GEN/05/2020, the post adjustment multiplier for Sudan, is frozen at its prevailing level to protect the net take-home pay (NTP) of staff at the duty station, effective 1 March 2021. Sudan will be reviewed on a monthly basis, in accordance with the one-month rule, and the result of such reviews will be implemented in accordance with the established special measures.

X. Retroactive pay for staff in the Professional and higher categories based in the Republic of Korea

10. The ICSC secretariat discovered a glitch in the template of the Integrated Data Management System (IDMS) for updating the housing index, limited to duty stations with a new housing survey under the 2016 round: the template was not applying the correct exchange rate. This issue has been resolved as of March 2021, and the post adjustment multipliers (PAMs) have been recalculated for **Republic of Korea** and **Belize**, the only two duty stations with housing-only surveys so far in the 2016 round.

11. Since the **exchange rate** for **Belize** was unchanged since the last place-to-place survey (August 2018), **there is no impact** on the **PAMs** published in the past for this duty station. However, for the **Republic of Korea**, the difference between the published and revised PAM is **+0.4 PAM points per month since November 2020**.

12. Therefore, eligible staff members serving in the Republic of Korea are entitled to retroactive salary payments, which can be effected by granting a one-time payment in extra PAM points, cumulated from November 2020 to February 2021, as specified in Table 4, effective 1 March 2021.

Table 4: Cumulative multiplier points to be paid retroactively for staff in the Professional and higher categories assigned to the Republic of Korea

Month	Published PAM	Revised PAM	Staff assigned to Korea Rep.	Cumulative PAM points to be retroactively paid
Nov-20	64.2	64.6	As of 1 November, 2020	1.6
Dec-20	64.2	64.6	As of 1 December, 2020	1.2
Jan-21	61.1	61.5	As of 1 January, 2021	0.8
Feb-21	61.1	61.5	As of 1 February, 2021	0.4

13. As shown in the table above, staff who joined the duty station by November 2020 should get a cumulative extra PAM points of 1.6 while those that joined only February 2021 should get 0.4 PAM points.

XI. CONSOLIDATED POST ADJUSTMENT CIRCULAR

Effective 1 March 2021 (Four Months Review)

(last updated 15 March 2021)

Country or area	Exchange rate	Post Adjustment (New York, March 1999 = 100)					Thresholds			
		Index	Multiplier	Change	Effective date	Reason for change	Rate		Change	Effective date
							With allowances	Without allowances		
Afghanistan	77.3	141.9	42.7		Nov-11		9	10		Jul-06
Albania	99.67	123.8	23.8	Y	Mar-21	FMR	16	17		Feb-09
Algeria /W40	131.78	134.2	34.2	Y	Mar-21	FMR	21	22		Nov-19
Angola /W40	635.762	135.1	47.7		Mar-20		18	19		Mar-20
Anguilla /W40 14/	2.7	149.6	49.7	Y	Mar-21	FMR	23	24		Oct-17
Antigua and Barbuda /W40 14/	2.7	149.6	49.7	Y	Mar-21	FMR	23	24		Oct-17
Argentina	89.751	134.4	35.9		Mar-20		26	28		Nov-18
Armenia	525.13	128.4	28.5		Jul-20		20	21		Nov-19
Aruba 12/	1.79	150.1	50.1	Y	Mar-21	A	27	29		Nov-14
Australia	1.289	141.8	45.4	Y	Mar-21	ER	24	25		Oct-19
Austria	0.837	150.1	49.7	Y	Mar-21	ER	18	19		May-14
Azerbaijan	1.699	130.2	30.2	Y	Mar-21	FMR	26	28		Feb-18
Bahamas	1	170.4	70.4	Y	Mar-21	FMR	32	34		Apr-13
Bahrain	0.377	140.2	40.2	Y	Mar-21	FMR	22	23		Aug-08
Bangladesh /W40	84.7764	141.9	41.9	Y	Mar-21	FMR	16	17		Apr-20
Barbados /W40	2	156.6	56.6	Y	Mar-21	FMR	19	20		Sep-05
Belarus	2.598	133.3	33.5		Mar-20		18	19		Sep-19
Belgium	0.837	141.2	45.2	Y	Mar-21	ER	17	18		Feb-15
Belize	2	130.1	30.1	Y	Mar-21	FMR	13	14		Sep-13
Benin	549.24	144.1	44.1	Y	Mar-21	FMR	19	20		Aug-20
Bermuda 16/	1	184.3	84.3	Y	Mar-21	L	35	37		Dec-17
Bhutan	72.42	132.9	32.9	Y	Mar-21	FMR	13	14		Aug-20
Bolivia /W40	6.909	126.6	26.6	Y	Mar-21	FMR	15	16		Oct-16
Bonaire /W40 14/	1	149.6	49.7	Y	Mar-21	FMR	23	24		Oct-17
Bosnia and Herzegovina /W40	1.638	125.4	25.4	Y	Mar-21	FMR	13	14		Jun-19
Botswana	10.846	127.1	27.1	Y	Mar-21	FMR	19	20		Jun-19
Brazil	5.453	122.1	27.5		Mar-20		19	20		Feb-21
British Virgin Islands /W40	1	147.4	49.6	Y	Mar-21	FMR	22	23		Jun-19
Bulgaria	1.638	120.9	21.7	Y	Mar-21	ER	16	17		Feb-15
Burkina Faso /W40	549.24	135.7	36.0		Feb-21		14	15		Feb-21
Burundi	1938.586	141.6	41.6	Y	Mar-21	FMR	13	14		Sep-20
Cambodia	4080	137.5	37.5	Y	Mar-21	PP	23	24	Y	Mar-21
Cameroon /W40	549.24	135.1	35.1	Y	Mar-21	FMR	15	16		Jul-15
Canada, Montreal	1.259	146.9	46.4	Y	Mar-21	ER	17	18		May-17
Canada, Ottawa	1.259	156.5	56.0	Y	Mar-21	L	18	19		May-17
Canada, Toronto	1.259	164.3	63.7	Y	Mar-21	L	20	21		May-17
Cape Verde	92.326	128.6	28.6	Y	Mar-21	FMR	16	17		Jul-11
Cayman Islands 17/	0.82	145.0	45.1		Mar-20		24	25		Dec-17

XI. CONSOLIDATED POST ADJUSTMENT CIRCULAR

Effective 1 March 2021 (Four Months Review)

(last updated 15 March 2021)

Country or area	Exchange rate	Post Adjustment (New York, March 1999 = 100)					Thresholds			
		Index	Multiplier	Change	Effective date	Reason for change	Rate		Change	Effective date
							With allowances	Without allowances		
Central African Rep. /W40	549.24	163.7	63.7	Y	Mar-21	FMR	17	18		Nov-17
Chad /W40	549.24	157.2	57.2	Y	Mar-21	FMR	16	17		Dec-19
Chile	708	139.9	39.9	Y	Mar-21	FMR	19	20		Aug-19
China, Beijing /W40	6.453	167.8	67.8	Y	Mar-21	FMR	23	24		Jan-18
China, Hong Kong (SAR)	7.754	213.6	113.0		Feb-21		19	20		Jun-12
China, Macao (SAR)	7.987	152.3	56.9		Jul-20		21	22		Jul-18
Colombia	3576	127.7	27.7	Y	Mar-21	FMR	20	21		Oct-20
Comoros	411.93	147.8	47.8	Y	Mar-21	FMR	14	15		Apr-19
Congo /W40	549.24	165.0	65.0	Y	Mar-21	FMR	7	7		Sep-19
Congo, Dem. Rep. /W40	1975.545	153.0	53.0	Y	Mar-21	FMR	25	27		Sep-19
Cook Islands 4/	1.386	151.4	51.6	Y	Mar-21	FMR	22	23		Oct-19
Costa Rica	608.1	133.5	33.5	Y	Mar-21	FMR	22	23		Oct-19
Cote d'Ivoire /W40	549.24	143.6	43.6	Y	Mar-21	FMR	15	16		Dec-12
Croatia, Republic of	6.19	142.0	45.7	Y	Mar-21	ER	8	9		Aug-19
Cuba	24	156.9	56.9	Y	Mar-21	PP	25	27	Y	Mar-21
Cyprus	0.837	124.0	26.6	Y	Mar-21	ER	18	19		Jun-19
Czech Republic	21.9	146.7	44.9	Y	Mar-21	ER	21	22		Sep-06
Denmark	6.227	166.8	67.4	Y	Mar-21	ER	25	27		Jun-19
Djibouti /W40	177	149.9	49.9	Y	Mar-21	FMR	16	17		Jan-15
Dominica /W40 14/	2.7	149.6	49.7	Y	Mar-21	FMR	23	24		Oct-17
Dominican Republic	57.689	121.6	28.8		Mar-20		21	22		Sep-13
Ecuador	1	133.9	33.9	Y	Mar-21	FMR	22	23		Feb-21
Egypt /W40	15.649	130.6	30.6	Y	Mar-21	FMR	19	20		Jul-18
El Salvador	1	126.3	26.3	Y	Mar-21	FMR	21	22		Nov-15
Equatorial Guinea	549.24	139.4	39.4	Y	Mar-21	FMR	19	20		Aug-19
Eritrea	15	152.0	52.0	Y	Mar-21	FMR	11	12		Dec-17
Estonia	0.837	134.5	34.5	Y	Mar-21	FMR	18	19		Feb-01
Eswatini	14.93	117.1	18.7	Y	Mar-21	FMR	11	12		Sep-03
Ethiopia /W40	39.95	139.0	40.6		Jul-20		20	21		Sep-18
Fiji /W40	2.02	138.9	38.9	Y	Mar-21	FMR	20	21		Sep-11
Finland	0.837	143.4	44.0	Y	Mar-21	ER	20	21		Feb-15
France, Lyon and Elsewhere	0.837	150.3	49.4	Y	Mar-21	L	17	18		Jul-01
France, Paris	0.837	153.9	53.0	Y	Mar-21	ER	21	22		Jan-04
French Guiana	0.837	140.2	40.7	Y	Mar-21	ER				
Gabon /W40	549.24	162.5	62.5	Y	Mar-21	FMR	18	19		Jun-19
Gambia	51.21	136.9	36.9	Y	Mar-21	FMR	16	17		Apr-20
Georgia, Republic of	3.308	120.3	20.3	Y	Mar-21	FMR	17	18		May-14
Germany, Berlin	0.837	140.7	41.7	Y	Mar-21	L	24	25		May-19

XI. CONSOLIDATED POST ADJUSTMENT CIRCULAR

Effective 1 March 2021 (Four Months Review)

(last updated 15 March 2021)

Country or area	Exchange rate	Post Adjustment (New York, March 1999 = 100)					Thresholds			
		Index	Multiplier	Change	Effective date	Reason for change	Rate		Change	Effective date
							With allowances	Without allowances		
Germany, Bonn	0.837	135.0	36.0	Y	Mar-21	ER	20	21		May-19
Germany, Dresden	0.837	135.0	36.0	Y	Mar-21	A	19	20		May-19
Germany, Frankfurt	0.837	140.4	41.4	Y	Mar-21	L	21	22		Aug-20
Germany, Hamburg	0.837	142.3	43.3	Y	Mar-21	L	21	22		May-19
Germany, Munich	0.837	146.4	47.4	Y	Mar-21	L	20	21		May-19
Ghana /W40	5.763	145.1	45.1	Y	Mar-21	FMR	26	28		Nov-19
Gibraltar 1/	0.716	171.2	71.3	Y	Mar-21	A				
Greece	0.837	127.5	30.2	Y	Mar-21	ER	17	18		May-19
Grenada /W40 14/	2.7	149.6	49.7	Y	Mar-21	FMR	23	24		Oct-17
Guatemala /W40	7.68	134.7	34.7	Y	Mar-21	FMR	16	17		Jan-09
Guinea	10085.88	142.9	42.9	Y	Mar-21	FMR	20	21		Feb-18
Guinea Bissau	549.24	134.3	34.3	Y	Mar-21	FMR	13	14		Nov-15
Guyana	208.2	145.5	45.5	Y	Mar-21	FMR	22	23		May-20
Haiti	74.342	166.1	73.0		Nov-20		24	25		Aug-19
Honduras	24.052	135.0	35.0	Y	Mar-21	FMR	23	24		Nov-19
Hungary	305.36	130.6	27.8	Y	Mar-21	ER	19	20		May-19
Iceland	125.15	135.4	36.2	Y	Mar-21	ER				
India /W40	72.42	134.2	34.2	Y	Mar-21	FMR	22	23		Dec-19
Indonesia /W40	14080	134.3	34.3	Y	Mar-21	FMR	24	25		Sep-11
Iran	245257	144.3	44.3	Y	Mar-21	FMR	30	32		Jun-20
Iraq	1440	130.8	33.7		Nov-19		14	15		May-02
Ireland	0.837	152.7	51.3	Y	Mar-21	ER	24	25		May-98
Israel, Tel Aviv /W40 22/	3.274	176.5	76.5	Y	Mar-21	L	25	27		Nov-19
Italy, Brindisi	0.837	129.2	30.3	Y	Mar-21	L	10	11		Nov-99
Italy, Rome	0.837	135.4	36.5	Y	Mar-21	ER	20	21		Jul-01
Jamaica /W40	150.253	143.1	43.3		Mar-20		24	25		Oct-17
Japan, Hiroshima	108.57	161.6	60.2	Y	Mar-21	L	13	14		Sep-19
Japan, Tokyo	108.57	185.4	83.7	Y	Mar-21	ER	22	23		Sep-19
Jerusalem /W40	3.274	167.1	67.1	Y	Mar-21	FMR	25	27		Nov-19
Jordan /W40	0.708	144.0	44.0	Y	Mar-21	FMR	20	21		Aug-17
Kazakhstan	414.8	127.1	27.1	Y	Mar-21	FMR	18	19		Sep-17
Kenya /W40	109.68	140.7	40.7		Mar-20		26	28		Feb-20
Kiribati	1.289	152.7	52.7	Y	Mar-21	FMR	11	12		Jan-20
Korea, Dem. Peo. Of	103.29	154.5	54.5	Y	Mar-21	FMR	10	11		Sep-15
Korea, Republic of	1107.53	164.7	64.7	Y	Mar-21	FMR	17	18		Nov-19
Kuwait /W40	0.302	141.8	41.8	Y	Mar-21	FMR	20	21		Aug-17
Kyrgyzstan	84.3	130.2	30.2	Y	Mar-21	FMR	15	16		Apr-20
Lao Peo. Dem. Rep. /W40	9345	133.8	33.8	Y	Mar-21	FMR	13	14		Oct-03

XI. CONSOLIDATED POST ADJUSTMENT CIRCULAR

Effective 1 March 2021 (Four Months Review)

(last updated 15 March 2021)

Country or area	Exchange rate	Post Adjustment (New York, March 1999 = 100)					Thresholds			
		Index	Multiplier	Change	Effective date	Reason for change	Rate		Change	Effective date
							With allowances	Without allowances		
Latvia 23/	0.837	136.3	38.3		Jul-20		18	19		Nov-19
Lebanon /W40	1507.5	152.1	52.1	Y	Mar-21	OMR	22	23		Sep-11
Lesotho /W40	14.93	131.2	31.2	Y	Mar-21	FMR	14	15		Jan-11
Liberia	172.673	152.6	52.6	Y	Mar-21	FMR	19	20		Jun-10
Libya	4.463	97.6	23.7		Nov-20		12	13		Nov-05
Lithuania	0.837	132.6	32.6	Y	Mar-21	FMR	17	18		Dec-03
Luxembourg	0.837	150.6	51.4	Y	Mar-21	ER	17	18		Dec-17
Madagascar	3741.83	133.1	33.1	Y	Mar-21	FMR	21	22		Dec-19
Malawi /W40	775	139.9	39.9	Y	Mar-21	FMR	23	24		Nov-19
Malaysia /W40	4.04	146.5	46.5	Y	Mar-21	FMR	19	20		Dec-19
Maldives	15	149.2	50.5		Jun-20		23	24		Jun-20
Mali /W40	549.24	147.3	47.3	Y	Mar-21	FMR	13	14		Sep-20
Malta	0.837	135.1	35.0	Y	Mar-21	ER	14	15		Oct-06
Marshall Islands 2/	1	151.8	52.0	Y	Mar-21	FMR	21	22		Jul-19
Mauritania /W40	35.88	134.3	34.3	Y	Mar-21	FMR	12	13		May-18
Mauritius /W40	39.327	134.8	36.1		Mar-20		20	21		Jan-20
Mexico	20.69	141.5	41.5	Y	Mar-21	FMR	21	22		Jul-19
Micronesia, Fed States of 2/	1	151.8	52.0	Y	Mar-21	FMR	23	24		Feb-07
Moldova /W40	17.353	131.7	31.7	Y	Mar-21	FMR	17	18		Apr-20
Monaco 3/	0.837	153.9	53.0	Y	Mar-21	A	21	22		Jan-04
Mongolia	2844	135.6	35.6	Y	Mar-21	FMR	21	22		Aug-19
Montenegro	0.837	125.0	25.0	Y	Mar-21	FMR	16	17		Dec-19
Morocco /W40	8.875	132.0	32.0	Y	Mar-21	FMR	19	20		Jan-19
Mozambique	74.45	133.4	37.9		Mar-20		27	29		Apr-20
Myanmar /W40	1413	140.0	40.0	Y	Mar-21	FMR	25	27		Dec-17
Namibia	14.93	129.2	29.2	Y	Mar-21	FMR	19	20		Jul-20
Nepal /W40	115.5	128.7	28.7	Y	Mar-21	FMR	12	13		Jan-14
Netherlands	0.837	145.7	47.4	Y	Mar-21	ER	24	25		Oct-19
New Caledonia	99.918	146.4	46.4	Y	Mar-21	FMR	16	17		Sep-05
New Zealand 26/	1.386	143.6	43.6	Y	Mar-21	L	24	25		Dec-20
Nicaragua	34.705	134.2	34.2	Y	Mar-21	FMR	25	27		Jun-20
Niger /W40	549.24	140.4	40.4	Y	Mar-21	FMR	10	11		Mar-09
Nigeria /W40	410.29	142.4	42.4	Y	Mar-21	FMR	21	22		Apr-20
The Republic of North Macedonia	50.053	127.9	27.9	Y	Mar-21	FMR	18	19		Jun-19
Norway	8.453	150.6	50.7		Feb-21		20	21		Jul-19
Oman	0.385	132.8	34.2		Jul-20		19	20		Feb-15
Pakistan	158.02	133.9	33.9	Y	Mar-21	FMR	18	19		Jun-19

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(last updated 15 March 2021)

Country or area	Exchange rate	Post Adjustment (New York, March 1999 = 100)					Thresholds			
		Index	Multiplier	Change	Effective date	Reason for change	Rate		Change	Effective date
							With allowances	Without allowances		
Palau, Republic of 4/	1	151.4	51.6	Y	Mar-21	FMR				
Panama /W40	1	139.2	39.2	Y	Mar-21	FMR	24	25		Aug-18
Papua New Guinea /W40	3.508	170.2	70.9		Mar-20		30	32		Feb-18
Paraguay /W40	6610	129.2	29.2	Y	Mar-21	FMR	17	18		Aug-20
Peru	3.643	134.6	34.6		Mar-20		21	22		Aug-17
Philippines /W40	48.618	148.2	48.2	Y	Mar-21	FMR	22	23		Oct-18
Poland	3.683	123.5	23.7	Y	Mar-21	ER	20	21		May-19
Portugal, Guimaraes	0.837	110.0	10.0	Y	Mar-21	L				
Portugal, Lisbon	0.837	134.0	34.0	Y	Mar-21	ER	20	21		Jan-05
Puerto Rico 13/	1	121.6	28.8		Mar-20					
Qatar	3.67	156.8	56.8	Y	Mar-21	PP	28	30		Oct-19
Romania	3.981	119.7	20.1	Y	Mar-21	ER	22	23		May-19
Russian Federation /W40	73.828	139.4	43.0		Mar-20		18	19		Oct-19
Rwanda /W40	975	127.4	27.4	Y	Mar-21	FMR	16	17		Apr-13
Saint Helena 5/	0.716	143.6	48.1	Y	Mar-21	L				
St. Lucia	2.7	148.3	48.3	Y	Mar-21	H	18	19	Y	Mar-21
Samoa	2.479	144.3	44.3	Y	Mar-21	FMR	17	18		Feb-21
Sao Tome and Principe /W40	20.194	142.2	42.2	Y	Mar-21	FMR	15	16		Jun-19
Saudi Arabia /W40	3.75	150.0	50.0	Y	Mar-21	FMR	21	22		Nov-17
Senegal /W40	549.24	137.3	37.3	Y	Mar-21	FMR	17	18		Jul-15
Serbia	95.98	133.1	33.1	Y	Mar-21	FMR	21	22		Jun-19
Seychelles	20.921	136.4	53.0		Mar-20		20	21		Jan-19
Sierra Leone /W40	10197	148.7	48.7	Y	Mar-21	FMR	19	20		May-18
Singapore	1.341	176.2	76.2	Y	Mar-21	FMR	23	24		Jul-19
Slovak Republic	0.837	130.3	29.5	Y	Mar-21	ER	16	17		Feb-12
Slovenia, Republic of 24/	0.837	136.3	39.5	Y	Mar-21	ER	14	15		Jan-20
Solomon Islands /W40	8.006	153.7	53.7	Y	Mar-21	FMR	18	19		Dec-07
Somalia 6/	24300	139.8	40.7		Jul-20		15	16		Sep-99
South Africa /W40	14.93	126.3	26.8	Y	Mar-21	FMR	19	20		Apr-17
South Sudan, Republic of /W40	177.37	160.2	60.2	Y	Mar-21	FMR	14	15		Sep-17
Spain	0.837	134.7	34.3	Y	Mar-21	ER	19	20		Nov-08
Sri Lanka	193.35	131.8	31.8	Y	Mar-21	FMR	26	28		Sep-17
St. Kitts and Nevis /W40 14/	2.7	149.6	49.7	Y	Mar-21	FMR	23	24		Oct-17
St. Vincent and the Grenadines /W40 14/	2.7	149.6	49.7	Y	Mar-21	FMR	23	24		Oct-17
Sudan /W40	376	136.6	74.0		Feb-21		22	23		Nov-19
Suriname	15.5	121.2	39.4		Jul-20		16	17		Oct-12
Sweden	8.486	151.7	53.2	Y	Mar-21	ER	26	28		Aug-19

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		Index	Multiplier	Change	Effective date	Reason for change	Rate		Change	Effective date
							With allowances	Without allowances		
Switzerland	0.926	174.6	75.0	Y	Mar-21	ER	21	22		Apr-06
Syrian Arab Republic 10/	1250	110.4	28.8		Jul-19		20	21		Jun-12
Tajikistan	11.293	128.0	28.0	Y	Mar-21	FMR	20	21		Sep-19
Tanzania, United Rep. of /W40	2312	143.3	43.3	Y	Mar-21	FMR	23	24		Mar-20
Thailand /W40	30.15	147.2	47.2	Y	Mar-21	FMR	22	23		Jul-19
Timor-Leste /W40	1	145.7	45.7	Y	Mar-21	FMR	15	16		Jul-11
Togo	549.24	147.9	47.9	Y	Mar-21	FMR	17	18		Jun-19
Tonga	2.253	134.1	34.1	Y	Mar-21	FMR	9	10		Jan-09
Trinidad and Tobago /W40	6.761	142.7	42.7	Y	Mar-21	FMR	26	28		Oct-08
Tunisia	2.699	134.1	34.1	Y	Mar-21	FMR	16	17		Nov-19
Turkey, Ankara	7.199	118.1	18.1	Y	Mar-21	FMR	17	18		Mar-20
Turkey, Gebze 19/	7.199	124.1	24.1	Y	Mar-21	L	18	19		Mar-20
Turkey, Istanbul 15/	7.199	124.1	24.1	Y	Mar-21	L	18	19		Mar-20
Turkmenistan	3.5	161.2	61.2	Y	Mar-21	FMR	11	12		Oct-19
Tuvalu 11/	1.289	148.1	48.1	Y	Mar-21	FMR				
Uganda /W40	3660	125.2	25.2	Y	Mar-21	FMR	24	25		May-14
Ukraine	28	131.2	32.2		Mar-20		16	17		Aug-19
United Arab Emirates	3.673	163.6	63.6	Y	Mar-21	FMR	32	34		Aug-11
United Kingdom	0.716	171.2	71.3	Y	Mar-21	ER	27	29		Feb-14
USA, El Paso 20/	1	143.7	43.2		Feb-21		12	13		Jul-19
USA, Miami 7/	1	142.5	42.1		Feb-21					
USA, New York	1	169.9	69.3		Feb-21		28	30		Apr-11
USA, San Diego 21/	1	162.6	62.0		Feb-21		27	29		Aug-19
USA, San Francisco 8/	1	161.3	60.7		Feb-21					
USA, Seattle 18/	1	142.9	42.4		Feb-21		22	23		Aug-18
USA, Washington D.C.	1	150.1	49.6		Feb-21		27	29		Apr-11
Uruguay /W40	42.948	140.8	40.8	Y	Mar-21	FMR	25	27		Dec-19
Uzbekistan /W40	10549	128.7	28.7	Y	Mar-21	FMR	21	22		Oct-19
Vanuatu	103.17	150.8	50.8	Y	Mar-21	FMR	15	16		Aug-12
Venezuela /W40 10/	1829671.79	82.7	63.9		Mar-18		27	29		Aug-12
Vietnam	23019	125.1	25.1	Y	Mar-21	FMR	21	22		Jul-17
West Bank & the Gaza Strip, The /W40 9/	3.274	167.1	67.1	Y	Mar-21	A	21	22		Sep-13
Yemen, Republic of 10/	580.06	119.6	24.2		Jul-19		12	13		Nov-10
Zambia	21.75	120.2	23.7		Mar-20		23	24		Feb-20
Zimbabwe /W40 25/	81.9	129.0	30.6	Y	Mar-21	FMR	16	17		Dec-18

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(last updated 15 March 2021)

Country or area	Exchange rate	Post Adjustment (New York, March 1999 = 100)					Thresholds			
		Index	Multiplier	Change	Effective date	Reason for change	Rate		Change	Effective date
							With allowances	Without allowances		

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.
- 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.

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

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

L'Eswatini	Eswatini	République démocratique populaire lao	Lao People's Democratic Republic (the)
Les Îles Cook	Cook Islands	République dominicaine	Dominican Republic (the)
Lesotho	Lesotho	République populaire démocratique de Corée	Democratic People's Republic of Korea (the)
Lettonie	Latvia	République slovaque	Slovak Republic*
Liban	Lebanon	République tchèque*	Czech Republic*
Libéria	Liberia	République-Unie de Tanzanie	United Republic of Tanzania (the)
Libye	Libya	Roumanie*	Romania*
Lituanie	Lithuania	Royaume-Uni de Grande- Bretagne et d'Irlande du Nord*	United Kingdom of Great Britain and Northern Ireland (the)*
Luxembourg*	Luxembourg*	Rwanda	Rwanda
Macédoine du Nord, la République de	North Macedonia, the Republic of	Sainte-Hélène	Saint Helena
Madagascar	Madagascar	Sainte-Lucie	Saint Lucia
Malaisie	Malaysia	Saint-Kitts-et-Nevis	Saint Kitts and Nevis
Malawi	Malawi	Saint-Vincent-et-les- Grenadines	Saint Vincent and the Grenadines
Maldives	Maldives	Samoa	Samoa
Mali	Mali	Sao Tomé-et-Principe	Sao Tome and Principe
Malte*	Malta*	Sénégal	Senegal
Maroc	Morocco	Serbie	Serbia
Maurice	Mauritius	Seychelles	Seychelles
Mauritanie	Mauritania	Sierra Leone	Sierra Leone
Mexique	Mexico	Singapour	Singapore
Micronésie (États fédérés de)	Micronesia (Federated States of)	Slovénie*	Slovenia*
Monaco*	Monaco*	Somalie	Somalia
Mongolie	Mongolia	Soudan	Sudan (the)
Monténégro	Montenegro	Soudan du Sud	South Sudan
Mozambique	Mozambique	Sri Lanka	Sri Lanka
Myanmar	Myanmar	Suède*	Sweden*
Namibie	Namibia	Suisse*	Switzerland*
Népal	Nepal	Suriname	Suriname
Nicaragua	Nicaragua	Tajikistan	Tajikistan
Niger	Niger (the)	Tchad	Chad
Nigéria	Nigeria	Thaïlande	Thailand
Norvège*	Norway*	Timor-Leste	Timor-Leste
Nouvelle-Calédonie	New Caledonia	Togo	Togo
Nouvelle-Zélande	New Zealand	Tonga	Tonga
Oman	Oman	Trinité-et-Tobago	Trinidad and Tobago
Ouganda	Uganda	Tunisie	Tunisia
Ouzbékistan	Uzbekistan	Turkménistan	Turkmenistan
Pakistan	Pakistan	Turquie	Turkey
Palaos	Palau	Tuvalu	Tuvalu
Panama	Panama	Ukraine	Ukraine
Papouasie-Nouvelle-Guinée	Papua New Guinea	Uruguay	Uruguay
Paraguay	Paraguay	Vanuatu	Vanuatu
Pays-Bas*	Netherlands (the)*	Venezuela	Venezuela (Bolivarian Republic of)
Pérou	Peru	Viet Nam	Viet Nam
Philippines	Philippines (the)	Yémen	Yemen
Pologne*	Poland*	Zambie	Zambia
Porto Rico	Puerto Rico	Zimbabwe	Zimbabwe
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)		
République démocratique du Congo	Democratic Republic of the Congo (the)	* Lieu d'affectation du groupe 1	* Group 1 duty station