



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 2021

TO: Recipients of Post Adjustment
Classification Memo

THROUGH: Mr. Larbi Djacta
Chairman, ICSC

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

SUBJECT: Mid-month post adjustment classification memo for March 2021

1. I am pleased to send you the post adjustment multipliers for March 2021. **Note that only duty stations with changes in post adjustment multiplier and rental subsidy thresholds as compared to the previous memo ICSC-PADJ-0321-01, dated 26 February 2021, 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 2021, are given in Table 1.

Table 1. Post adjustment multipliers for group I duty stations – March 2021

DUTY STATION	MULTIPLIER	DUTY STATION	MULTIPLIER
Australia	45.4	Greece	30.2
Austria	49.7	Hungary	27.8
Belgium	45.2	Ireland	51.3
Bulgaria	21.7	Italy, Brindisi	30.3
Canada, Montreal	46.4	Italy, Rome	36.5
Canada, Ottawa	56.0	Japan, Hiroshima	60.2
Canada, Toronto	63.7	Japan, Tokyo	83.7
Cyprus	26.6	Luxembourg	51.4
Czech Republic	44.9	Malta	35.0
Denmark	67.4	Monaco	53.0
Finland	44.0	Netherlands	47.4
France, Lyon and Elsewhere	49.4	Norway	50.7
France, Paris	53.0	Portugal, Guimaraes	10.0
French Guiana	40.7	Portugal, Lisbon	34.0
Germany, Berlin	41.7	Slovak Republic	29.5
Germany, Bonn	36.0	Slovenia, Republic of	39.5
Germany, Dresden	36.0	Spain	34.3
Germany, Frankfurt	41.4	Sweden	53.2
Germany, Hamburg	43.3	Switzerland	75.0
Germany, Munich	47.4	United Kingdom	71.3
Gibraltar	71.3		

3. In accordance with the provisions of *ICSC/CIRC/GEN/06/2020*, five duty stations were eligible for the special measure: Bulgaria, Croatia, Hungary, Poland and Romania. However, the measure was not applicable for any of the duty stations, as the post adjustment multipliers derived from using it turned out to be lower than those based on the 0.5 per cent rule.

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 2 below, are effective 1 March 2021.

Table 2. Changes to post adjustment multipliers for group II duty stations – March 2021

DUTY STATION	MULTIPLIER	DUTY STATION	MULTIPLIER
Albania	23.8	Lesotho	31.2
Algeria	34.2	Liberia	52.6
Azerbaijan	30.2	Lithuania	32.6
Bahrain	40.2	Madagascar	33.1
Bangladesh	41.9	Malawi	39.9
Belize	30.1	Malaysia	46.5
Benin	44.1	Mali	47.3
Bermuda	84.3	Mauritania	34.3
Bhutan	32.9	Mexico	41.5
Bosnia and Herzegovina	25.4	Mongolia	35.6
Botswana	27.1	Montenegro	25.0
British Virgin Islands	49.6	Morocco	32.0
Burkina Faso	36.0	Namibia	29.2
Burundi	41.6	Nepal	28.7
Cameroon	35.1	New Caledonia	46.4
Cape Verde	28.6	New Zealand	43.6
Central African Rep.	63.7	Nicaragua	34.2
Chad	57.2	Niger	40.4
Chile	39.9	Nigeria	42.4
China, Beijing	67.8	Pakistan	33.9
Colombia	27.7	Palau, Republic of	51.6
Comoros	47.8	Panama	39.2
Congo	65.0	Peru	34.6
Congo, Dem. Rep.	53.0	Philippines	48.2
Cook Islands	51.6	Rwanda	27.4
Costa Rica	33.5	Saint Helena	48.1
Cote d'Ivoire	43.6	Samoa	44.3
Djibouti	49.9	Sao Tome and Principe	42.2
Ecuador	33.9	Saudi Arabia	50
Egypt	30.6	Senegal	37.3
Equatorial Guinea	39.4	Serbia	33.1
Eritrea	52.0	Sierra Leone	48.7
Estonia	34.5	Singapore	76.2
Eswatini	18.7	Solomon Islands	53.7
Gabon	62.5	South Africa	26.8
Gambia	36.9	South Sudan, Republic of	60.2
Georgia, Republic of	20.3	Sri Lanka	31.8
Ghana	45.1	Tajikistan	28.0
Guatemala	34.7	Tanzania, United Rep. of	43.3

DUTY STATION	MULTIPLIER	DUTY STATION	MULTIPLIER
Guinea	42.9	Thailand	47.2
Guinea Bissau	34.3	The Republic of North Macedonia	27.9
Guyana	45.5	Timor-Leste	45.7
Honduras	35.0	Togo	47.9
India	34.2	Tonga	34.1
Indonesia	34.3	Trinidad and Tobago	42.7
Iran	44.3	Tunisia	34.1
Israel, Tel Aviv	76.5	Turkey, Gebze	24.1
Jerusalem, Jerusalem	67.1	Turkey, Istanbul	24.1
Jordan	44.0	Turkmenistan	61.2
Kazakhstan	27.1	Uganda	25.2
Kiribati	52.7	United Arab Emirates	63.6
Korea, Dem. Peo. Of	54.5	Uruguay	40.8
Korea, Republic of	64.7	Uzbekistan	28.7
Kuwait	41.8	Vanuatu	50.8
Kyrgyzstan	30.2	West Bank & the Gaza Strip, The	67.1
Lebanon	52.1	Zimbabwe	30.6

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, Table 3, 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 March 2021.

Table 3. List of group II duty stations subject to the application of the special measure

Angola **	Libya*
Argentina	Mauritius
Armenia	Mozambique
Belarus	Oman
Brazil	Papua New Guinea
Burkina Faso	Puerto Rico
Cayman Islands	Russian Federation
Dominican Republic	Seychelles***
Ethiopia	Somalia
Haiti	Sudan *
Iraq	Suriname**
Jamaica	Ukraine
Latvia	Zambia

* 10-point rule would have been triggered on 1 March 2021

** 10-point rule would have been triggered on 1 November 2020

*** 10-point rule would have been triggered on 1 July 2020

6. Based on the results of the most recent cost-of-living surveys for group II duty stations, the revised post adjustment multiplier listed in Table 4 is applicable effective 1 March 2021.

Table 4. Revised post adjustment multiplier as a result of cost-of-living surveys – March 2021

DUTY STATION	MULTIPLIER
Cambodia	37.5
Cuba	56.9
Qatar	56.8
St. Lucia	48.3

7. Based on the results of the most recent cost-of-living surveys, the revised applicable rental subsidy thresholds listed in Table 5 below, are effective 1 March 2021.

Table 5. duty stations with revised rental subsidy thresholds

<i>DUTY STATION</i>	<i>RENTAL SUBSIDY THRESHOLDS (PER CENT)</i>	
	<u>With Spouse/Single Parent Allowance</u>	<u>Without Spouse/Single Parent Allowance</u>
Cambodia	23	24
Cuba	25	27
St. Lucia	18	19

8. The waiver of the 40 per cent of rent limit on rental subsidy **is no longer applicable** for **Cambodia** effective 1 March 2021.

9. Due to sustained substantial inflation over the past six- and twelve-month periods, the one-month rule continued to be applicable for **Lebanon**. Under this rule, the post adjustment multiplier of **Lebanon** is 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 Table 6.

Table 6. Revised post adjustment multiplier as a result of the one-month rule – March 2021

DUTY STATION	MULTIPLIER
Lebanon	52.1

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 picking up the correct exchange rate. This issue has been resolved as of March 2021, and the post adjustment multipliers 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. The below table shows the monthly published and revised PAMs and the retroactive **PAM points payable to staff in the Republic of Korea based on their time at the duty station**.

Table 7: 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.

cc. Mr. Aldo Mantovani
Mr. Omar Abdi