



INTERNATIONAL CIVIL SERVICE
COMMISSION

COMMISSION DE LA FONCTION
PUBLIQUE INTERNATIONALE

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

Reference: ICSC-PADJ-0322-01

14 March 2022

TO: Recipients of Post Adjustment
Classification Memo

THROUGH: Mr. Larbi Djacta
Chairman

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

SUBJECT: Post adjustment classification memo for March 2022

1. I am pleased to send you the post adjustment multipliers for March 2022. **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 2022, are given in Table 1.

Table 1. Post adjustment multipliers for group I duty stations – March 2022

| DUTY STATION | MULTIPLIER | DUTY STATION | MULTIPLIER |
|----------------------------|-------------------|-----------------------|-------------------|
| Australia | 40.2 | Greece | 23.2 |
| Austria | 42.0 | Iceland | 31.3 |
| Belgium | 36.7 | Ireland | 47.7 |
| Canada, Montreal | 48.8 | Italy, Brindisi | 22.8 |
| Canada, Ottawa | 58.5 | Italy, Rome | 28.6 |
| Canada, Toronto | 66.4 | Japan, Hiroshima | 54.0 |
| China, Hong Kong (SAR) | 112.9 | Japan, Tokyo | 76.6 |
| Cyprus | 21.0 | Luxembourg | 45.0 |
| Czech Republic | 42.5 | Malta | 29.4 |
| Denmark | 60.1 | Monaco | 45.8 |
| Finland | 36.2 | Netherlands | 38.7 |
| France, Lyon and Elsewhere | 42.4 | Norway | 47.6 |
| France, Paris | 45.8 | Portugal, Guimaraes | 5.1 |
| French Guiana | 34.1 | Portugal, Lisbon | 28.0 |
| Germany, Berlin | 35.2 | Slovak Republic | 25.7 |
| Germany, Bonn | 29.7 | Slovenia, Republic of | 32.9 |
| Germany, Dresden | 29.7 | Spain | 29.3 |
| Germany, Frankfurt | 34.8 | Sweden | 39.6 |
| Germany, Hamburg | 36.7 | Switzerland | 74.6 |
| Germany, Munich | 40.6 | United Kingdom | 64.3 |
| Gibraltar | 64.3 | | |

3. In accordance with the provisions of the special measure, as outlined in **ICSC/CIRC/GEN/06/2020**, the post adjustment multipliers applicable for the following group I duty stations, with effect from 1 March 2022, are given in Table 2.

Table 2. Post adjustment multiplier for group I duty stations based on an application of the special measure – March 2022

| DUTY STATION | MULTIPLIER |
|----------------------|-------------------|
| Bulgaria | 18.0 |
| Croatia, Republic of | 37.8 |
| Hungary | 25.3 |
| Poland | 14.0 |
| Romania | 15.1 |

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 March 2022.

Table 3. Changes to post adjustment multipliers for group II duty stations – March 2022

| DUTY STATION | MULTIPLIER | DUTY STATION | MULTIPLIER |
|------------------------|-------------------|---------------------------------|-------------------|
| Afghanistan | 41.7 | Lesotho | 34.7 |
| Algeria | 40.0 | Libya | 37.4 |
| Angola | 73.4 | Lesotho | 34.7 |
| Anguilla | 50.0 | Libya | 37.4 |
| Antigua and Barbuda | 50.0 | Lithuania | 33.2 |
| Aruba | 55.4 | Malawi | 43.0 |
| Azerbaijan | 42.8 | Maldives* | 50.5 |
| Bahamas | 72.4 | Marshall Islands | 53.7 |
| Bahrain | 52.7 | Mauritania | 36.7 |
| Bangladesh | 46.0 | Mexico * | 42.8 |
| Barbados | 57.4 | Micronesia, Fed States of | 53.7 |
| Belize | 45.6 | Moldova | 37.6 |
| Bermuda | 86.5 | Mongolia | 42.7 |
| Bhutan | 34.1 | Mozambique | 38.4 |
| Bonaire | 50.0 | Namibia | 31.5 |
| British Virgin Islands | 49.9 | Nepal | 30.2 |
| Burundi | 43.6 | New Zealand | 45.1 |
| Cambodia | 38.5 | Nigeria | 50.7 |
| Cayman Islands | 54.0 | The Republic of North Macedonia | 27.9 |
| China, Beijing | 76.6 | Oman | 34.6 |
| Colombia | 29.3 | Pakistan | 34.9 |
| Congo, Dem. Rep. | 58.7 | Palau, Republic of | 52.4 |
| Cook Islands | 52.4 | Panama | 41.0 |
| Costa Rica | 33.7 | Papua New Guinea | 71.5 |
| Cuba | 57.8 | Paraguay | 30.6 |
| Dominica | 50.0 | Peru | 34.7 |
| Dominican Republic | 36.3 | Puerto Rico | 36.3 |
| Ecuador | 35.8 | Qatar* | 59.6 |
| Egypt | 36.0 | Rwanda | 35.5 |
| El Salvador | 32.4 | St. Lucia | 50.7 |
| Eritrea | 53.6 | Samoa | 47.4 |
| Eswatini | 22.6 | Sao Tome and Principe | 42.5 |
| Ethiopia | 54.9 | Singapore | 77.3 |
| Fiji | 39.6 | Solomon Islands | 56.3 |
| Gambia | 40.6 | Somalia | 48.5 |
| Georgia, Republic of | 22.7 | St. Kitts and Nevis | 50.0 |
| Grenada | 50.0 | St. Vincent and the Grenadines | 50.0 |

| DUTY STATION | MULTIPLIER | DUTY STATION | MULTIPLIER |
|---------------------|------------|----------------------|------------|
| Guatemala | 36.7 | Tajikistan | 34.2 |
| Guinea | 52.2 | Timor-Leste | 48.7 |
| Guyana | 51.1 | Turkmenistan | 93.9 |
| Honduras | 39.1 | Tuvalu | 48.9 |
| Indonesia | 36.5 | United Arab Emirates | 64.8 |
| Jamaica | 52.0 | Uruguay | 44.2 |
| Jordan | 45.9 | Zambia | 31.3 |
| Korea, Dem. Peo. Of | 55.6 | Zimbabwe * | 33.0 |
| Kuwait | 46.3 | | |

*indicates that duty station has existing PTA

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 at the duty stations, effective 1 March 2022.

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

| | |
|------------------------|--------------------------|
| Albania | Latvia 2/ |
| Argentina | Madagascar |
| Armenia | Malaysia |
| Belarus | Mauritius |
| Benin | Montenegro |
| Bosnia and Herzegovina | Morocco |
| Botswana | Myanmar |
| Brazil | New Caledonia |
| Burkina Faso | Nicaragua |
| Cameroon | Niger 1/ |
| Cape Verde | Philippines |
| Central African Rep. | Russian Federation 1/2/ |
| Chad | Saint Helena |
| Chile | Senegal |
| China, Macao (SAR) | Serbia |
| Comoros | Seychelles |
| Congo | Sierra Leone |
| Cote d Ivoire | South Africa |
| Equatorial Guinea | South Sudan, Republic of |
| Estonia | Sri Lanka |
| Ghana | Sudan |
| Guinea Bissau | Suriname |
| Haiti | Tanzania, United Rep. of |
| India | Thailand |
| Iran | Togo |
| Iraq | Trinidad and Tobago |
| Israel, Tel Aviv | Tunisia |
| Jerusalem, Jerusalem | Turkey, Ankara |
| Kazakhstan | Turkey, Gebze |

| | |
|--------------------|---------------------------------|
| Kenya | Turkey, Istanbul |
| Kiribati | Ukraine |
| Korea, Republic of | Vanuatu |
| Kyrgyzstan | West Bank & the Gaza Strip, The |
| Lao Peo. Dem. Rep. | |

1/ duty station has existing PTA

2/ 10-point rule would have been triggered on 1 March 2022

6. The post adjustment multipliers based on the results of the most recent cost-of-living surveys for the duty stations listed in Table 5 below, are effective 1 March 2022

**Table 5. Changes to post adjustment multipliers as a result of cost-of-living surveys –
March 2022**

| DUTY STATION | MULTIPLIER |
|--------------|------------|
| Bolivia | 29.8 |
| Gabon | 54.4 |
| Uganda | 35.1 |
| Vietnam | 34.4 |

7. Based on the most recent cost-of-living survey results, the revised applicable rental subsidy thresholds for the duty stations listed in Table 6 below, are effective 1 March 2022.

Table 6. Duty stations 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> |
| Bolivia | 17 | 18 |
| Vietnam | 19 | 20 |

8. The Gap Closure Measure was applied to cost-of-living survey results for the group II duty station listed in Table 7, along with its corresponding Personal Transitional Allowance (PTA). In accordance with the special measures outlined in *ICSC/CIRC/GEN/05/2020*, the PTA is applicable to both newly assigned and existing staff (staff already in the duty station

before 1 March 2022), and will **not be revised** until the **special measures are discontinued** or the cost of living evolution naturally closes the PTA gap, whichever happens first.

Table 7. Group II duty station subject to the application of the gap closure measure

| DUTY STATION | PTA |
|---------------------|------------|
| Gabon | 7.8 |

9. The waiver of the 40 per cent of rent limit on rental subsidies is **no longer applicable** for **Bolivia**, effective 1 March 2022.

10. The waiver of the 40 per cent of rent limit on rental subsidies is **now applicable** for **Vietnam**, effective 1 March 2022.

11. The Personal Transitional Allowance is **no longer applicable** for **Angola**, effective 1 March 2022.

12. Due to sustained substantial inflation over the past six- and twelve-month periods, the one-month rule is applicable for **Lebanon, Sudan** and **Suriname**. Under this rule, the post adjustment multipliers of **these duty stations** 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 2022 is listed in Table 8. However, the applicable post adjustment multipliers for **Sudan** and **Suriname** remained the same.

Table 8. Revised post adjustment multiplier as a result of the one-month rule – March 2022

| DUTY STATION | MULTIPLIER |
|---------------------|-------------------|
| Lebanon | 95.1 |

Cc. Mr. Boguslaw Winid
Mr. Omar Abdi