



Federation of International
Civil Servants' Associations

COMMUNICATION

2026 Annual Review of Hardship Duty Stations – Africa

07/26

**Geneva
19 May 2026**

To: All Members

From: Oleksand Martynenko, FICSA Executive Committee Member

Dear colleagues,

I would like to take this opportunity to inform FICSA members about [the communication](#) that the International Civil Service Commission (ICSC) has recently disseminated to all UN Resident Coordinators (UNRCs) and HR focal points.

ICSC informed the UNRCs and HR focal points about the 2026 annual review of hardship duty stations. The purpose of the 2026 annual review is to evaluate the conditions of life and work of internationally recruited staff members in field duty stations that are based in **Africa**. In addition, the exercise will review duty stations that received either temporary or out-of-cycle classification. The list of all duty stations that will undergo review through 2026 is found in Annex I-III.

Please note that UNRCs of respective duty stations are responsible for the overall coordination and preparation of the responses to the questionnaire, as well as submitting the questionnaire to ICSC. However, ICSC emphasizes that all other agencies at the duty station must be involved in the process.

One questionnaire must be submitted for each duty station using the ICSC questionnaire form. (ICSC/HRPD/H/1/2012) that is available in English, French, and Spanish on the ICSC website: (<https://icsc.un.org/Home/DataMobility>).

The deadline for submitting a filled questionnaire is **31 July 2026**.

As per ICSC decisions at its 71st session, duty stations will be reviewed with or without a complete questionnaire. Therefore, it is in the interest of all internationally recruited staff of respective duty stations to participate in this exercise and support UNRC in the process.

FICSA is pleased to share its knowledge resources that can support colleagues at the duty stations to complete the questionnaire:

- 1) “Ask FICSA Expert” training sessions that are available in [English](#), [French](#) and [Spanish](#);
- 2) FAQ on ICSC questionnaire for hardship classification that are available in [English](#), [French](#), [Spanish](#) and [Arabic](#).

I would like to encourage FICSA members to liaise with their staff who are based in duty stations, as mentioned in Annex I-III to bring to their attention the information above. In addition, if you would like a dedicated session on ICSC hardship classification for colleagues in your duty station, please reach out to the FICSA Secretariat to discuss options.

Below are some reference documents for information purposes:

- [Current list of hardship duty stations](#)
- [Mobility and Hardship Booklet \(process\)](#)

In solidarity,

[FICSA Communications - FICSA](#)
