



NEW YORK

INTERNATIONAL CIVIL
SERVICE COMMISSIONCOMMISSION DE LA FONCTION
PUBLIQUE INTERNATIONALE

REFERENCE: ICSC 32-3

17 July 2020

To: UN Resident Coordinators
UNDP Resident Representatives
HR Directors of Participating Agencies
Staff Federations (CCISUA, FICSA, UNISERV)

From: Henrietta De Beer
Chief
Human Resources Policies Division

A handwritten signature in black ink, appearing to read 'H. De Beer', written over the printed name and title.

Subject: **2020 Annual Review of Hardship Duty Stations**
- Mandatory Submissions (Africa)

This memorandum calls for action no later than 25 August 2020.

1. The Working Group established by the ICSC for the review of conditions of life and work in hardship duty stations will hold its annual review meeting in November 2020. As you know, the Working Group considers duty stations by region on a mandatory basis every three year. This year's review will focus on:

- a. Mandatory Review of all active duty stations in **Africa - Annex I**;
- b. Duty stations on the ICSC *security watch list* - **Annex II** (see paragraph 5 below);
- c. Duty stations which received *transitional classifications* - **Annex III** (see paragraph 6); and
- d. Duty stations which were given *temporary classifications* - **Annex IV** (see paragraph 7).

2. As per the Commission's decisions at its seventy first session, all duty stations will be reviewed with or without completed questionnaires. Therefore, please make sure that questionnaires are submitted for all active duty stations. The hardship questionnaire should be sent to the **secretariat of the International Civil Service Commission (ICSC)** (see paragraph 12). The results of the revised classification of duty stations will have the effective date of 1 January 2021 and will be posted on the ICSC website in December 2020.
3. The duty stations listed in the attached annexes to which internationally recruited staff have been or will be assigned for one year or longer, are **required** to submit questionnaires. Please note, however, that it is **not** necessary to submit questionnaires where **international staff on short-term assignment, international staff in receipt of a daily subsistence allowance (DSA), United Nations Volunteers (UNVs), consultants, contractors under Special Service Agreements (SSAs) and locally recruited staff** are assigned.
4. It is imperative that special care be taken to submit questionnaires for **all active duty stations in the mandatory review (Annex I)**, in addition to the capital cities, including those at which conditions of life and work are considered to have remained the same since the previous review.
5. Duty stations which are on the **security watch list (Annex II)** are required to complete **only** the Resident Coordinator's comments (Part I), general information (Part II), and **Security Factors (Part III. F)** of the questionnaire and the certification pages (with all necessary signatures) and supplementing it with any additional comments, if any.
6. Please be informed that the **duty stations on transition (Annex III)** are being carefully monitored by the Working Group for potential reclassification and therefore, it is required to submit a full questionnaire for these duty stations to be reviewed at the 2020 annual review.
7. Duty stations that were given **temporary classifications** in 2020 (**Annex IV**) are required to submit full questionnaires. A temporary rating is only valid for a maximum period of one year and expires on the specified expiration date and automatically becomes **inactive**. Please be advised that no duty station is established until it is formally reviewed by the Working Group and the classification is promulgated by the Chairman of the Commission.
8. Please note that a temporary classification rating also becomes inactive when a duty station does not have any internationally recruited staff assigned to it. The ICSC secretariat should be informed by the Resident Coordinator when a duty station no longer has international staff or when deployments of international staff do not materialize as planned or when existing offices are closed.
9. Please ensure that the current questionnaire form is used - **ICSC/HRPD/H/1/2012**) available on the ICSC website (<https://icsc.un.org/Home/DataMobility>). A copy of the English version is attached for easy reference. **Annex V** provides a checklist to help you with this mandatory exercise.

10. Regarding the health section, please note that the part **G.1. Health Factors: Section 1** must be completed by the WHO representative or the United Nations examining physician. It is imperative that staff members and/or their spouses complete the part **G.2. Health Factors: Section 2** in order to provide their perspective on health at the duty station.

11. The lead agency must involve all other agencies at the duty station in the preparation of questionnaires; however, **only one questionnaire is to be submitted for each duty station**. Resident Coordinators are asked to indicate relativities among all active duty stations in the country and, if possible the region, and to **certify** the information provided by **signing** the questionnaires

12. The deadline for questionnaire submission is **25 August 2020**. In order to ensure that your submissions are properly considered, you are urged to adhere to this deadline as the non-submission or late submission of questionnaires could adversely affect the result of the overall entitlements to staff in those duty stations. The questionnaire should be sent via email to hrpdmail@un.org with copies to Ms. Shihana Mohamed (mohamedsh@un.org) and Mr. Ivan Cordeiro (cordeiroi@un.org). Please indicate the country name in the subject line. Should you need any policy advice or guidance, please contact us.

13. We very much appreciate the full collaboration of Resident Coordinators and staff in submitting well substantiated questionnaires in a timely manner.

cc: Chiefs of HR policy

Annex I

Duty stations in Africa scheduled for mandatory review

(* Duty station under temporary classification. Please see annex IV)

COUNTRY/AREA	DUTY STATION	CLASSIFICATION
ALGERIA	Algiers	B
ALGERIA	Tindouf	E
ALGERIA	Tlemcen	C
ANGOLA	Dundo	D
ANGOLA	Luanda	B
BENIN	Cotonou	B
BOTSWANA	Dukwi	D
BOTSWANA	Gaberone	A
BURKINA FASO*	Bobo-Dioulasso*	C
BURKINA FASO	Djibo	E
BURKINA FASO	Dori	D
BURKINA FASO	Fada	D
BURKINA FASO	Kaya	D
BURKINA FASO	Ouagadougou	C
BURKINA FASO	Ouahigouya	D
BURUNDI	Bujumbura	C
BURUNDI	Gitega	D
BURUNDI	Makamba	D
BURUNDI	Muyinga	D
BURUNDI	Ngozi	D
BURUNDI	Ruyigi	D
CAMEROON	Bamenda	D
CAMEROON	Batouri	D
CAMEROON	Bertoua	C
CAMEROON	Buea	D
CAMEROON	Djohong	E
CAMEROON	Douala	A
CAMEROON	Garoua	D
CAMEROON	Kousseri	D
CAMEROON	Maroua	E
CAMEROON	Meiganga	D
CAMEROON	Ngoundere	B
CAMEROON	Touboro	E
CAMEROON	Yaounde	B
CAPE VERDE	Praia	B
CENTRAL AFRICAN REP.	Bambari	E
CENTRAL AFRICAN REP.	Bangassou	E
CENTRAL AFRICAN REP.	Bangui	D

COUNTRY/AREA	DUTY STATION	CLASSIFICATION
CENTRAL AFRICAN REP.	Berberati	E
CENTRAL AFRICAN REP.	Birao	E
CENTRAL AFRICAN REP.	Bossangoa/Soumbe	E
CENTRAL AFRICAN REP.	Bouar	E
CENTRAL AFRICAN REP.	Bria	E
CENTRAL AFRICAN REP.	Kaga-bandoro	E
CENTRAL AFRICAN REP.	Mongoumba	E
CENTRAL AFRICAN REP.	Ndele	E
CENTRAL AFRICAN REP.	Obo	E
CENTRAL AFRICAN REP.	Paoua	E
CHAD	Abeche	E
CHAD	Am Djarass	E
CHAD	Baga Sola	E
CHAD	Bol	E
CHAD	Farchana	E
CHAD	Gore	E
CHAD	Gozbeida	E
CHAD	Guereda	E
CHAD	Iriba	E
CHAD	Koukou	E
CHAD	Mao	E
CHAD	Maro	E
CHAD	Moissala	E
CHAD	Mongo	E
CHAD	Moundou	E
CHAD	Ndjamena	D
COMOROS	Moroni/Grande Comore	D
CONGO	Betou	E
CONGO	Brazzaville	B
CONGO	Impfondo	D
CONGO	Pointe Noire	B
CONGO, DEM. REP.	Aba	E
CONGO, DEM. REP.	Aru	E
CONGO, DEM. REP.	Bandundu	D
CONGO, DEM. REP.	Baraka	E
CONGO, DEM. REP.	Beni	E
CONGO, DEM. REP.	Bili	E
CONGO, DEM. REP.	Bondo	E
CONGO, DEM. REP.	Bukavu	E
CONGO, DEM. REP.	Bunia	E
CONGO, DEM. REP.	Butembo	E
CONGO, DEM. REP.	Dungu	E
CONGO, DEM. REP.*	Faradje*	E

COUNTRY/AREA	DUTY STATION	CLASSIFICATION
CONGO, DEM. REP.	Gbadolite	E
CONGO, DEM. REP.	Gemena	E
CONGO, DEM. REP.	Goma	D
CONGO, DEM. REP.	Kabalo	E
CONGO, DEM. REP.	Kalemie	D
CONGO, DEM. REP.	Kamina	E
CONGO, DEM. REP.	Kananga	D
CONGO, DEM. REP.	Kindu	D
CONGO, DEM. REP.	Kinshasa	C
CONGO, DEM. REP.	Kisangani	D
CONGO, DEM. REP.	Libenge	E
CONGO, DEM. REP.	Lubumbashi	D
CONGO, DEM. REP.	Matadi	D
CONGO, DEM. REP.	Mbandaka	E
CONGO, DEM. REP.	Mboko	E
CONGO, DEM. REP.	Mbuji-Mayi	E
CONGO, DEM. REP.	Moanda	D
CONGO, DEM. REP.	Monga	E
CONGO, DEM. REP.	Nyunzu	E
CONGO, DEM. REP.	Tshikapa	E
CONGO, DEM. REP.	Uvira	E
CONGO, DEM. REP.	Zongo	E
COTE D IVOIRE	Abidjan	B
COTE D IVOIRE	Guiglo	D
DJIBOUTI	Ali-Sabieh	D
DJIBOUTI	Djibouti	C
DJIBOUTI	Obock	D
EGYPT	Alexandria	A
EGYPT	Cairo	A
EGYPT	Ismailia	B
EQUATORIAL GUINEA	Malabo	D
ERITREA	Asmara	D
ESWATINI	Mbabane	A
ETHIOPIA	Addis Ababa	B
ETHIOPIA	Assosa	D
ETHIOPIA	Awassa/Sidamo	D
ETHIOPIA	Bambasi	E
ETHIOPIA	Bule Hora	E
ETHIOPIA	Dilla	D
ETHIOPIA	Dire Dawa	D
ETHIOPIA	Dollo Addo	E
ETHIOPIA	Fugnido	E
ETHIOPIA	Gambella	E

COUNTRY/AREA	DUTY STATION	CLASSIFICATION
ETHIOPIA	Itang	E
ETHIOPIA	Jijiga	D
ETHIOPIA	Kebridehar	E
ETHIOPIA	Mekele	C
ETHIOPIA	Melkadida	E
ETHIOPIA	Nazareth	C
ETHIOPIA	Nekemte	D
ETHIOPIA	Semera	D
ETHIOPIA	Shire/Endaselassie	D
ETHIOPIA	Tongo	E
GABON	Libreville	A
GAMBIA	Banjul	B
GHANA	Accra	B
GHANA	Takoradi	B
GHANA	Tamale	B
GUINEA	Conakry	D
GUINEA	Kankan	D
GUINEA	Labe	D
GUINEA	Nzerekore	D
GUINEA BISSAU	Bafata	E
GUINEA BISSAU	Bissau	E
GUINEA BISSAU	Buba	E
KENYA	Alinjugur	E
KENYA	Dadaab	E
KENYA	Kakuma	E
KENYA	Mombasa	B
KENYA	Nairobi	B
LESOTHO	Maseru	C
LIBERIA	Gbarnga	E
LIBERIA	Monrovia	D
LIBERIA	Saclepea	E
LIBERIA	Voinjama	E
LIBERIA	Zwedru	E
LIBYA	Benghazi	E
LIBYA	Sebha	E
LIBYA	Tripoli	E
MADAGASCAR	Ambovombe	D
MADAGASCAR	Antananarivo	B
MADAGASCAR	Antsirabe	B
MADAGASCAR	Betroka	C
MADAGASCAR	Sambava	C
MADAGASCAR	Toamasina (Tamatave)	B
MADAGASCAR	Toliara (Tulear)	D

COUNTRY/AREA	DUTY STATION	CLASSIFICATION
MALAWI	Blantyre	B
MALAWI	Lilongwe	B
MALAWI	Mwanza	C
MALI	Bamako	D
MALI	Gao	E
MALI	Kidal	E
MALI	Menaka	E
MALI	Mopti	E
MALI	Sikasso	D
MALI	Tessalit	E
MALI	Tombouctou	E
MAURITANIA	Bassikounou	E
MAURITANIA	Nouadhibou	D
MAURITANIA	Nouakchott	D
MAURITIUS	Port Louis	A
MOROCCO	Rabat	A
MOZAMBIQUE	Beira	D
MOZAMBIQUE	Chimoio	C
MOZAMBIQUE	Maputo	B
MOZAMBIQUE	Nampula	C
MOZAMBIQUE*	Pemba*	D
NAMIBIA	Windhoek	A
NIGER	Abala	E
NIGER	Agades	E
NIGER	Diffa	E
NIGER	Maradi	E
NIGER	Niamey	C
NIGER	Ouallam	E
NIGER	Tahoua	D
NIGER	Tillabery	E
NIGER	Zinder	D
NIGERIA	Abuja	C
NIGERIA	Adikpo	D
NIGERIA	Akure (Ondo State)	D
NIGERIA	Bauchi	E
NIGERIA	Calabar	C
NIGERIA	Damaturu	D
NIGERIA	Enugu	C
NIGERIA	Ikom	D
NIGERIA	Kaduna	D
NIGERIA	Kano	C
NIGERIA	Katsina	D
NIGERIA	Lagos	C

COUNTRY/AREA	DUTY STATION	CLASSIFICATION
NIGERIA	Maiduguri	E
NIGERIA	Minna	D
NIGERIA*	Mubi*	D
NIGERIA	Ogoja	D
NIGERIA	Port Harcourt	C
NIGERIA	Sokoto	E
NIGERIA*	Takum*	D
NIGERIA	Yola	D
RWANDA	Gicumbi (Byumba)	C
RWANDA	Huye (Butare)	B
RWANDA	Kabarore	C
RWANDA	Karongi (Kibuye)	C
RWANDA	Kigali	A
RWANDA	Kirehe	C
RWANDA	Rubavu (Gisenye)	C
SAO TOME AND PRINCIPE	Sao Tome	B
SENEGAL	Dakar	A
SENEGAL	Kolda	C
SENEGAL	Ziguinchor	C
SEYCHELLES	Mahe/Port Victoria	A
SIERRA LEONE	Freetown	D
SIERRA LEONE	Kenema	E
SIERRA LEONE	Magburaka	D
SOMALIA	Baidoa	E
SOMALIA	Belet Uen	E
SOMALIA	Berbera	E
SOMALIA	Boosaaso (Bender Cassim)	E
SOMALIA	Dhobley	E
SOMALIA	Dhusamareeb	E
SOMALIA	Dolow	E
SOMALIA	Galkacyo	E
SOMALIA	Garowe	E
SOMALIA	Hargeisa	E
SOMALIA	Jowhar	E
SOMALIA	Kisimaio	E
SOMALIA	Mogadiscio	E
SOUTH AFRICA	Cape Town	A
SOUTH AFRICA*	Durban*	A
SOUTH AFRICA	Johannesburg	A
SOUTH AFRICA	Pretoria	A
SOUTH SUDAN, REPUBLIC OF	Aweil	E
SOUTH SUDAN, REPUBLIC OF	Bentiu	E

COUNTRY/AREA	DUTY STATION	CLASSIFICATION
SOUTH SUDAN, REPUBLIC OF	Bor	E
SOUTH SUDAN, REPUBLIC OF	Bunj (Maban)	E
SOUTH SUDAN, REPUBLIC OF	Gokmachar	E
SOUTH SUDAN, REPUBLIC OF	Jam-Jang	E
SOUTH SUDAN, REPUBLIC OF	Juba	E
SOUTH SUDAN, REPUBLIC OF	Kapoeta	E
SOUTH SUDAN, REPUBLIC OF	Kuajok	E
SOUTH SUDAN, REPUBLIC OF	Maban	E
SOUTH SUDAN, REPUBLIC OF	Malakal	E
SOUTH SUDAN, REPUBLIC OF	Melut	E
SOUTH SUDAN, REPUBLIC OF	Pibor	E
SOUTH SUDAN, REPUBLIC OF	Rumbek	E
SOUTH SUDAN, REPUBLIC OF	Torit	E
SOUTH SUDAN, REPUBLIC OF	Wau	E
SOUTH SUDAN, REPUBLIC OF	Wunrok	E
SOUTH SUDAN, REPUBLIC OF	Yambio	E
SOUTH SUDAN, REPUBLIC OF	Yei	E
SUDAN	Abu Jubaiha	E
SUDAN	Abyei	E
SUDAN	Damazine	D
SUDAN	Ed Daein	E
SUDAN	El Fasher	E
SUDAN	El Fula	E
SUDAN	El Gedaref	E
SUDAN	El Geneina	E
SUDAN	El Obeid	E
SUDAN	Golo (W. Darfur)	E
SUDAN	Kadugli	E
SUDAN	Kassala	E
SUDAN	Khartoum	C
SUDAN	Khashm El Girba	E
SUDAN	Khor Abeche	E
SUDAN	Korma	E
SUDAN	Kosti	E
SUDAN	Masteri (W. Darfur)	E
SUDAN	Mukjar	E
SUDAN	Nertiti	E
SUDAN	Nyala	E
SUDAN	Port Sudan	C
SUDAN	Saraf Umra (Omra)	E
SUDAN	Shaeria	E
SUDAN	Shangal Tobaye	E
SUDAN	Tawilla (Tawilah)	E

COUNTRY/AREA	DUTY STATION	CLASSIFICATION
SUDAN	Zalingei	E
TANZANIA, UNITED REP. OF	Arusha	B
TANZANIA, UNITED REP. OF	Dar es Salaam	B
TANZANIA, UNITED REP. OF	Kasulu	E
TANZANIA, UNITED REP. OF	Kibondo	E
TANZANIA, UNITED REP. OF	Kigoma	D
TANZANIA, UNITED REP. OF	Mpanda	E
TANZANIA, UNITED REP. OF	Zanzibar	C
TOGO	Lome	B
TUNISIA	Tunis	A
TUNISIA	Zarzis	A
UGANDA	Adjumani	E
UGANDA	Arua	D
UGANDA	Gulu	C
UGANDA	Hoima	D
UGANDA	Kampala	B
UGANDA	Kiryandongo	E
UGANDA	Kisoro	D
UGANDA	Kyaka II	E
UGANDA	Kyangwali	E
UGANDA	Lamwo	E
UGANDA	Mbarara	C
UGANDA	Moroto	E
UGANDA	Moyo	E
UGANDA	Nakivale	E
UGANDA	Rwamwanja	E
UGANDA	Yumbe	E
WESTERN SAHARA	Laayoune	D
ZAMBIA	Kawambwa	E
ZAMBIA	Lusaka	B
ZAMBIA	Nchelenge	E
ZAMBIA	Solwezi	C
ZIMBABWE	Harare	C
ZIMBABWE	Tongogara	D

Annex II

Duty stations on Security Watch List

COUNTRY/AREA	DUTY STATION	CLASSIFICATION
AFGHANISTAN	Bamyan	E
AFGHANISTAN	Faizabad	E
AFGHANISTAN	Gardez	E
AFGHANISTAN	Herat	E
AFGHANISTAN	Jalalabad	E
AFGHANISTAN	Kabul	E
AFGHANISTAN	Kandahar	E
AFGHANISTAN	Khowst	E
AFGHANISTAN	Kunduz	E
AFGHANISTAN	Maymana (Faryab)	E
AFGHANISTAN	Mazar-I-Sharif	E
AFGHANISTAN	Pul-i-Kumri	E
GAZA	Gaza Town	E
IRAQ	Baghdad	E
IRAQ	Kirkuk	E
IRAQ	Mosul	E
PAKISTAN	Karachi	D
PAKISTAN	Lahore	D
PAKISTAN	Peshawar	E
PAKISTAN	Quetta	E
SYRIAN ARAB REPUBLIC	Aleppo	E
SYRIAN ARAB REPUBLIC	Damascus	E
SYRIAN ARAB REPUBLIC	Deir-ez-Zor	E
SYRIAN ARAB REPUBLIC	Homs	E
SYRIAN ARAB REPUBLIC	Qamishli	E
SYRIAN ARAB REPUBLIC	Sweida	E
SYRIAN ARAB REPUBLIC	Tartous	E
UKRAINE	Donetsk	D
UKRAINE	Luhansk	D
YEMEN, REPUBLIC OF	Aden	E
YEMEN, REPUBLIC OF	Hodeidah	E
YEMEN, REPUBLIC OF	Ibb	E
YEMEN, REPUBLIC OF	Sa'ada	E
YEMEN, REPUBLIC OF	Sana'a	E

Annex III

List of duty stations on Transition for 2020 Annual Review

COUNTRY/AREA	DUTY STATION
FIJI	Suva
INDIA	Bhopal
INDIA	Calcutta
INDIA	Hyderabad
INDIA	Jaipur
INDIA	Lucknow
INDIA	Patna
TURKEY	Antakya
SAMOA	Apia

Annex IV

List of temporarily classified duty stations

COUNTRY/AREA	DUTY STATION	TEMPORARY HARDSHIP CLASSIFICATION
BURKINA FASO	Bobo-Dioulasso	C
CONGO, DEM. REP.	Faradje	E
COOK ISLANDS	Avarua	B
HONDURAS	Choluteca	B
HONDURAS	Ocotepeque	B
MEXICO	Ciudad Juarez	A
MOZAMBIQUE	Pemba	D
NIGERIA	Mubi	D
NIGERIA	Takum	D
PAPUA NEW GUINEA	Mendi	D
PAPUA NEW GUINEA	Tari	D
PAPUA NEW GUINEA	Wewak	D
PERU	Cusco (Cuzco)	A
SOUTH AFRICA	Durban	A
SYRIA	Latakia	E
TURKEY	Izmir	A
TUVALU	Funafuti	C
VENEZUELA	Valencia	D

Annex V

CHECKLIST SHEET FOR SUBMISSION OF HARDSHIP QUESTIONNAIRES

1. A hardship questionnaire needs to be completed for each **active duty station**. The questionnaire **ICSC/HRPD/H/1/2012** is available in **English, French and Spanish** on the ICSC website: (<https://icsc.un.org/Home/DataMobility>).
2. Provide a list of **all** duty stations in the country indicating whether they are active or inactive (confirm this information with all agencies at the duty stations).
3. Ensure that **all sections** of the questionnaire are completed in their entirety. It is always helpful when a **short narrative** about general conditions of life and work is provided under each section.
4. The section on **health** factors of the questionnaire (Part III G) must be completed by either the representative of World Health Organization or the United Nations examining physician.
5. G.2. Health Factors: Section 2, continues to be part of the Word questionnaire as it is to be completed by staff members and/or their spouses
6. Please do not reformat the questionnaire as the yes/no boxes tend to shift and could result in a loss of credit for these answers.
7. The page requiring certification must be **signed** by the Resident Coordinator , scanned and forwarded directly to ICSC.
8. Please keep copies of the completed questionnaire(s) for your records. You will receive a confirmation of receipt. Should you not receive it, please follow up with us to ensure that we received the completed questionnaire.
9. All completed questionnaires and related information should be sent via email to the ICSC secretariat to hrpdmail@un.org with copies to Ms. Shihana Mohamed (mohamedsh@un.org) and Mr. Ivan Cordeiro (cordeiroi@un.org) and indicating the country name in the subject line. Questionnaires may also be sent by mail to the attention of the Chief, Human Resources Policies Division, International Civil Service Commission (ICSC), Two United Nations Plaza, Room DC2-1086, New York, New York 10017 or by facsimile to (212) 963-0159. It is strongly urged that submissions be sent electronically whenever possible.

Annex I

Duty stations in Africa scheduled for mandatory review

(* Duty station under temporary classification. Please see annex IV)

	COUNTRY/AREA	DUTY STATION	CLASSIFICATION
1.	ALGERIA	Algiers	B
2.	ALGERIA	Tindouf	E
3.	ALGERIA	Tlemcen	C
4.	ANGOLA	Dundo	D
5.	ANGOLA	Luanda	B
6.	BENIN	Cotonou	B
7.	BOTSWANA	Dukwi	D
8.	BOTSWANA	Gaberone	A
9.	BURKINA FASO*	Bobo-Dioulasso*	C
10.	BURKINA FASO	Djibo	E
11.	BURKINA FASO	Dori	D
12.	BURKINA FASO	Fada	D
13.	BURKINA FASO	Kaya	D
14.	BURKINA FASO	Ouagadougou	C
15.	BURKINA FASO	Ouahigouya	D
16.	BURUNDI	Bujumbura	C
17.	BURUNDI	Gitega	D
18.	BURUNDI	Makamba	D
19.	BURUNDI	Muyinga	D
20.	BURUNDI	Ngozi	D
21.	BURUNDI	Ruyigi	D
22.	CAMEROON	Bamenda	D
23.	CAMEROON	Batouri	D
24.	CAMEROON	Bertoua	C
25.	CAMEROON	Buea	D
26.	CAMEROON	Djohong	E
27.	CAMEROON	Douala	A
28.	CAMEROON	Garoua	D
29.	CAMEROON	Kousseri	D
30.	CAMEROON	Maroua	E
31.	CAMEROON	Meiganga	D
32.	CAMEROON	Ngaoundere	B
33.	CAMEROON	Touboro	E
34.	CAMEROON	Yaounde	B
35.	CAPE VERDE	Praia	B
36.	CENTRAL AFRICAN REP.	Bambari	E
37.	CENTRAL AFRICAN REP.	Bangassou	E

	COUNTRY/AREA	DUTY STATION	CLASSIFICATION
38.	CENTRAL AFRICAN REP.	Bangui	D
39.	CENTRAL AFRICAN REP.	Berberati	E
40.	CENTRAL AFRICAN REP.	Birao	E
41.	CENTRAL AFRICAN REP.	Bossangoa/Soumbe	E
42.	CENTRAL AFRICAN REP.	Bouar	E
43.	CENTRAL AFRICAN REP.	Bria	E
44.	CENTRAL AFRICAN REP.	Kaga-bandoro	E
45.	CENTRAL AFRICAN REP.	Mongoumba	E
46.	CENTRAL AFRICAN REP.	Ndele	E
47.	CENTRAL AFRICAN REP.	Obo	E
48.	CENTRAL AFRICAN REP.	Paoua	E
49.	CHAD	Abeche	E
50.	CHAD	Am Djarass	E
51.	CHAD	Baga Sola	E
52.	CHAD	Bol	E
53.	CHAD	Farchana	E
54.	CHAD	Gore	E
55.	CHAD	Gozbeida	E
56.	CHAD	Guereda	E
57.	CHAD	Iriba	E
58.	CHAD	Koukou	E
59.	CHAD	Mao	E
60.	CHAD	Maro	E
61.	CHAD	Moissala	E
62.	CHAD	Mongo	E
63.	CHAD	Moundou	E
64.	CHAD	Ndjamena	D
65.	COMOROS	Moroni/Grande Comore	D
66.	CONGO	Betou	E
67.	CONGO	Brazzaville	B
68.	CONGO	Impfondo	D
69.	CONGO	Pointe Noire	B
70.	CONGO, DEM. REP.	Aba	E
71.	CONGO, DEM. REP.	Aru	E
72.	CONGO, DEM. REP.	Bandundu	D
73.	CONGO, DEM. REP.	Baraka	E
74.	CONGO, DEM. REP.	Beni	E
75.	CONGO, DEM. REP.	Bili	E
76.	CONGO, DEM. REP.	Bondo	E
77.	CONGO, DEM. REP.	Bukavu	E

	COUNTRY/AREA	DUTY STATION	CLASSIFICATION
78.	CONGO, DEM. REP.	Bunia	E
79.	CONGO, DEM. REP.	Butembo	E
80.	CONGO, DEM. REP.	Dungu	E
81.	CONGO, DEM. REP.*	Faradje*	E
82.	CONGO, DEM. REP.	Gbadolite	E
83.	CONGO, DEM. REP.	Gemena	E
84.	CONGO, DEM. REP.	Goma	D
85.	CONGO, DEM. REP.	Kabalo	E
86.	CONGO, DEM. REP.	Kalemie	D
87.	CONGO, DEM. REP.	Kamina	E
88.	CONGO, DEM. REP.	Kananga	D
89.	CONGO, DEM. REP.	Kindu	D
90.	CONGO, DEM. REP.	Kinshasa	C
91.	CONGO, DEM. REP.	Kisangani	D
92.	CONGO, DEM. REP.	Libenge	E
93.	CONGO, DEM. REP.	Lubumbashi	D
94.	CONGO, DEM. REP.	Matadi	D
95.	CONGO, DEM. REP.	Mbandaka	E
96.	CONGO, DEM. REP.	Mboko	E
97.	CONGO, DEM. REP.	Mbuji-Mayi	E
98.	CONGO, DEM. REP.	Moanda	D
99.	CONGO, DEM. REP.	Monga	E
100.	CONGO, DEM. REP.	Nyunzu	E
101.	CONGO, DEM. REP.	Tshikapa	E
102.	CONGO, DEM. REP.	Uvira	E
103.	CONGO, DEM. REP.	Zongo	E
104.	COTE D IVOIRE	Abidjan	B
105.	COTE D IVOIRE	Guiglo	D
106.	DJIBOUTI	Ali-Sabieh	D
107.	DJIBOUTI	Djibouti	C
108.	DJIBOUTI	Obock	D
109.	EGYPT	Alexandria	A
110.	EGYPT	Cairo	A
111.	EGYPT	Ismailia	B
112.	EQUATORIAL GUINEA	Malabo	D
113.	ERITREA	Asmara	D
114.	ESWATINI	Mbabane	A
115.	ETHIOPIA	Addis Ababa	B
116.	ETHIOPIA	Assosa	D
117.	ETHIOPIA	Awassa/Sidamo	D
118.	ETHIOPIA	Bambasi	E

	COUNTRY/AREA	DUTY STATION	CLASSIFICATION
119.	ETHIOPIA	Bule Hora	E
120.	ETHIOPIA	Dilla	D
121.	ETHIOPIA	Dire Dawa	D
122.	ETHIOPIA	Dollo Addo	E
123.	ETHIOPIA	Fugnido	E
124.	ETHIOPIA	Gambella	E
125.	ETHIOPIA	Itang	E
126.	ETHIOPIA	Jijiga	D
127.	ETHIOPIA	Kebridehar	E
128.	ETHIOPIA	Mekele	C
129.	ETHIOPIA	Melkadida	E
130.	ETHIOPIA	Nazareth	C
131.	ETHIOPIA	Nekemte	D
132.	ETHIOPIA	Semera	D
133.	ETHIOPIA	Shire/Endaselassie	D
134.	ETHIOPIA	Tongo	E
135.	GABON	Libreville	A
136.	GAMBIA	Banjul	B
137.	GHANA	Accra	B
138.	GHANA	Takoradi	B
139.	GHANA	Tamale	B
140.	GUINEA	Conakry	D
141.	GUINEA	Kankan	D
142.	GUINEA	Labe	D
143.	GUINEA	Nzerekore	D
144.	GUINEA BISSAU	Bafata	E
145.	GUINEA BISSAU	Bissau	E
146.	GUINEA BISSAU	Buba	E
147.	KENYA	Alinjugur	E
148.	KENYA	Dadaab	E
149.	KENYA	Kakuma	E
150.	KENYA	Mombasa	B
151.	KENYA	Nairobi	B
152.	LESOTHO	Maseru	C
153.	LIBERIA	Gbarnga	E
154.	LIBERIA	Monrovia	D
155.	LIBERIA	Saclepea	E
156.	LIBERIA	Voinjama	E
157.	LIBERIA	Zwedru	E
158.	LIBYA	Benghazi	E
159.	LIBYA	Sebha	E

	COUNTRY/AREA	DUTY STATION	CLASSIFICATION
160.	LIBYA	Tripoli	E
161.	MADAGASCAR	Ambovombe	D
162.	MADAGASCAR	Antananarivo	B
163.	MADAGASCAR	Antsirabe	B
164.	MADAGASCAR	Betroka	C
165.	MADAGASCAR	Sambava	C
166.	MADAGASCAR	Toamasina (Tamatave)	B
167.	MADAGASCAR	Toliara (Tulear)	D
168.	MALAWI	Blantyre	B
169.	MALAWI	Lilongwe	B
170.	MALAWI	Mwanza	C
171.	MALI	Bamako	D
172.	MALI	Gao	E
173.	MALI	Kidal	E
174.	MALI	Menaka	E
175.	MALI	Mopti	E
176.	MALI	Sikasso	D
177.	MALI	Tessalit	E
178.	MALI	Tombouctou	E
179.	MAURITANIA	Bassikounou	E
180.	MAURITANIA	Nouadhibou	D
181.	MAURITANIA	Nouakchott	D
182.	MAURITIUS	Port Louis	A
183.	MOROCCO	Rabat	A
184.	MOZAMBIQUE	Beira	D
185.	MOZAMBIQUE	Chimoio	C
186.	MOZAMBIQUE	Maputo	B
187.	MOZAMBIQUE	Nampula	C
188.	MOZAMBIQUE*	Pemba*	D
189.	NAMIBIA	Windhoek	A
190.	NIGER	Abala	E
191.	NIGER	Agades	E
192.	NIGER	Diffa	E
193.	NIGER	Maradi	E
194.	NIGER	Niamey	C
195.	NIGER	Ouallam	E
196.	NIGER	Tahoua	D
197.	NIGER	Tillabery	E
198.	NIGER	Zinder	D
199.	NIGERIA	Abuja	C

	COUNTRY/AREA	DUTY STATION	CLASSIFICATION
200.	NIGERIA	Adikpo	D
201.	NIGERIA	Akure (Ondo State)	D
202.	NIGERIA	Bauchi	E
203.	NIGERIA	Calabar	C
204.	NIGERIA	Damaturu	D
205.	NIGERIA	Enugu	C
206.	NIGERIA	Ikom	D
207.	NIGERIA	Kaduna	D
208.	NIGERIA	Kano	C
209.	NIGERIA	Katsina	D
210.	NIGERIA	Lagos	C
211.	NIGERIA	Maiduguri	E
212.	NIGERIA	Minna	D
213.	NIGERIA*	Mubi*	D
214.	NIGERIA	Ogoja	D
215.	NIGERIA	Port Harcourt	C
216.	NIGERIA	Sokoto	E
217.	NIGERIA*	Takum*	D
218.	NIGERIA	Yola	D
219.	RWANDA	Gicumbi (Byumba)	C
220.	RWANDA	Huye (Butare)	B
221.	RWANDA	Kabarore	C
222.	RWANDA	Karongi (Kibuye)	C
223.	RWANDA	Kigali	A
224.	RWANDA	Kirehe	C
225.	RWANDA	Rubavu (Gisenye)	C
226.	SAO TOME AND PRINCIPE	Sao Tome	B
227.	SENEGAL	Dakar	A
228.	SENEGAL	Kolda	C
229.	SENEGAL	Ziguinchor	C
230.	SEYCHELLES	Mahe/Port Victoria	A
231.	SIERRA LEONE	Freetown	D
232.	SIERRA LEONE	Kenema	E
233.	SIERRA LEONE	Magburaka	D
234.	SOMALIA	Baidoa	E
235.	SOMALIA	Belet Uen	E
236.	SOMALIA	Berbera	E
237.	SOMALIA	Boosaaso (Bender Cassim)	E
238.	SOMALIA	Dhobley	E
239.	SOMALIA	Dhusamareeb	E

	COUNTRY/AREA	DUTY STATION	CLASSIFICATION
240.	SOMALIA	Dolow	E
241.	SOMALIA	Galkacyo	E
242.	SOMALIA	Garowe	E
243.	SOMALIA	Hargeisa	E
244.	SOMALIA	Jowhar	E
245.	SOMALIA	Kisimaio	E
246.	SOMALIA	Mogadiscio	E
247.	SOUTH AFRICA	Cape Town	A
248.	SOUTH AFRICA*	Durban*	A
249.	SOUTH AFRICA	Johannesburg	A
250.	SOUTH AFRICA	Pretoria	A
251.	SOUTH SUDAN, REPUBLIC OF	Aweil	E
252.	SOUTH SUDAN, REPUBLIC OF	Bentiu	E
253.	SOUTH SUDAN, REPUBLIC OF	Bor	E
254.	SOUTH SUDAN, REPUBLIC OF	Bunj (Maban)	E
255.	SOUTH SUDAN, REPUBLIC OF	Gokmachar	E
256.	SOUTH SUDAN, REPUBLIC OF	Jam-Jang	E
257.	SOUTH SUDAN, REPUBLIC OF	Juba	E
258.	SOUTH SUDAN, REPUBLIC OF	Kapoeta	E
259.	SOUTH SUDAN, REPUBLIC OF	Kuajok	E
260.	SOUTH SUDAN, REPUBLIC OF	Maban	E
261.	SOUTH SUDAN, REPUBLIC OF	Malakal	E
262.	SOUTH SUDAN, REPUBLIC OF	Melut	E
263.	SOUTH SUDAN, REPUBLIC OF	Pibor	E
264.	SOUTH SUDAN, REPUBLIC OF	Rumbek	E
265.	SOUTH SUDAN, REPUBLIC OF	Torit	E
266.	SOUTH SUDAN, REPUBLIC OF	Wau	E

	COUNTRY/AREA	DUTY STATION	CLASSIFICATION
267.	SOUTH SUDAN, REPUBLIC OF	Wunrok	E
268.	SOUTH SUDAN, REPUBLIC OF	Yambio	E
269.	SOUTH SUDAN, REPUBLIC OF	Yei	E
270.	SUDAN	Abu Jubaiha	E
271.	SUDAN	Abyei	E
272.	SUDAN	Damazine	D
273.	SUDAN	Ed Daein	E
274.	SUDAN	El Fasher	E
275.	SUDAN	El Fula	E
276.	SUDAN	El Gedaref	E
277.	SUDAN	El Geneina	E
278.	SUDAN	El Obeid	E
279.	SUDAN	Golo (W. Darfur)	E
280.	SUDAN	Kadugli	E
281.	SUDAN	Kassala	E
282.	SUDAN	Khartoum	C
283.	SUDAN	Khashm El Girba	E
284.	SUDAN	Khor Abeche	E
285.	SUDAN	Korma	E
286.	SUDAN	Kosti	E
287.	SUDAN	Masteri (W. Darfur)	E
288.	SUDAN	Mukjar	E
289.	SUDAN	Nertiti	E
290.	SUDAN	Nyala	E
291.	SUDAN	Port Sudan	C
292.	SUDAN	Saraf Umra (Omra)	E
293.	SUDAN	Shaeria	E
294.	SUDAN	Shangal Tobaye	E
295.	SUDAN	Tawilla (Tawilah)	E
296.	SUDAN	Zalingei	E
297.	TANZANIA, UNITED REP. OF	Arusha	B
298.	TANZANIA, UNITED REP. OF	Dar es Salaam	B
299.	TANZANIA, UNITED REP. OF	Kasulu	E
300.	TANZANIA, UNITED REP. OF	Kibondo	E

	COUNTRY/AREA	DUTY STATION	CLASSIFICATION
301.	TANZANIA, UNITED REP. OF	Kigoma	D
302.	TANZANIA, UNITED REP. OF	Mpanda	E
303.	TANZANIA, UNITED REP. OF	Zanzibar	C
304.	TOGO	Lome	B
305.	TUNISIA	Tunis	A
306.	TUNISIA	Zarzis	A
307.	UGANDA	Adjumani	E
308.	UGANDA	Arua	D
309.	UGANDA	Gulu	C
310.	UGANDA	Hoima	D
311.	UGANDA	Kampala	B
312.	UGANDA	Kiryandongo	E
313.	UGANDA	Kisoro	D
314.	UGANDA	Kyaka II	E
315.	UGANDA	Kyangwali	E
316.	UGANDA	Lamwo	E
317.	UGANDA	Mbarara	C
318.	UGANDA	Moroto	E
319.	UGANDA	Moyo	E
320.	UGANDA	Nakivale	E
321.	UGANDA	Rwamwanja	E
322.	UGANDA	Yumbe	E
323.	WESTERN SAHARA	Laayoune	D
324.	ZAMBIA	Kawambwa	E
325.	ZAMBIA	Lusaka	B
326.	ZAMBIA	Nchelenge	E
327.	ZAMBIA	Solwezi	C
328.	ZIMBABWE	Harare	C
329.	ZIMBABWE	Tongogara	D

Annex II

Duty stations on Security Watch List

	COUNTRY/AREA	DUTY STATION	CLASSIFICATION
1.	AFGHANISTAN	Bamyan	E
2.	AFGHANISTAN	Faizabad	E
3.	AFGHANISTAN	Gardez	E
4.	AFGHANISTAN	Herat	E
5.	AFGHANISTAN	Jalalabad	E
6.	AFGHANISTAN	Kabul	E
7.	AFGHANISTAN	Kandahar	E
8.	AFGHANISTAN	Khowst	E
9.	AFGHANISTAN	Kunduz	E
10.	AFGHANISTAN	Maymana (Faryab)	E
11.	AFGHANISTAN	Mazar-I-Sharif	E
12.	AFGHANISTAN	Pul-i-Kumri	E
13.	GAZA	Gaza Town	E
14.	IRAQ	Baghdad	E
15.	IRAQ	Kirkuk	E
16.	IRAQ	Mosul	E
17.	PAKISTAN	Karachi	D
18.	PAKISTAN	Lahore	D
19.	PAKISTAN	Peshawar	E
20.	PAKISTAN	Quetta	E
21.	SYRIAN ARAB REPUBLIC	Aleppo	E
22.	SYRIAN ARAB REPUBLIC	Damascus	E
23.	SYRIAN ARAB REPUBLIC	Deir-ez-Zor	E
24.	SYRIAN ARAB REPUBLIC	Homs	E
25.	SYRIAN ARAB REPUBLIC	Qamishli	E
26.	SYRIAN ARAB REPUBLIC	Sweida	E
27.	SYRIAN ARAB REPUBLIC	Tartous	E
28.	UKRAINE	Donetsk	D
29.	UKRAINE	Luhansk	D
30.	YEMEN, REPUBLIC OF	Aden	E
31.	YEMEN, REPUBLIC OF	Hodeidah	E

	COUNTRY/AREA	DUTY STATION	CLASSIFICATION
32.	YEMEN, REPUBLIC OF	Ibb	E
33.	YEMEN, REPUBLIC OF	Sa'ada	E
34.	YEMEN, REPUBLIC OF	Sana'a	E

Annex III**List of duty stations on Transition for 2020 Annual Review**

COUNTRY/AREA	DUTY STATION
FIJI	Suva
INDIA	Bhopal
INDIA	Calcutta
INDIA	Hyderabad
INDIA	Jaipur
INDIA	Lucknow
INDIA	Patna
TURKEY	Antakya
SAMOA	Apia

Annex IV

List of temporarily classified duty stations

	COUNTRY/AREA	DUTY STATION	TEMPORARY HARDSHIP CLASSIFICATION
1.	BURKINA FASO	Bobo-Dioulasso	C
2.	CONGO, DEM. REP.	Faradje	E
3.	COOK ISLANDS	Avarua	B
4.	HONDURAS	Choluteca	B
5.	HONDURAS	Ocotepeque	B
6.	MEXICO	Ciudad Juarez	A
7.	MOZAMBIQUE	Pemba	D
8.	NIGERIA	Mubi	D
9.	NIGERIA	Takum	D
10.	PAPUA NEW GUINEA	Mendi	D
11.	PAPUA NEW GUINEA	Tari	D
12.	PAPUA NEW GUINEA	Wewak	D
13.	PERU	Cusco (Cuzco)	A
14.	SOUTH AFRICA	Durban	A
15.	SYRIA	Latakia	E
16.	TURKEY	Izmir	A
17.	TUVALU	Funafuti	C
18.	VENEZUELA	Valencia	D

Annex V

CHECKLIST SHEET FOR SUBMISSION OF HARDSHIP QUESTIONNAIRES

1. A hardship questionnaire needs to be completed for each **active duty station**. The questionnaire **ICSC/HRPD/H/1/2012** is available in **English, French and Spanish** on the ICSC website: (<https://icsc.un.org/Home/DataMobility>).
2. Provide a list of **all** duty stations in the country indicating whether they are active or inactive (confirm this information with all agencies at the duty stations).
3. Ensure that **all sections** of the questionnaire are completed in their entirety. It is always helpful when a **short narrative** about general conditions of life and work is provided under each section.
4. The section on **health** factors of the questionnaire (Part III G) must be completed by either the representative of World Health Organization or the United Nations examining physician.
5. G.2. Health Factors: Section 2, continues to be part of the Word questionnaire as it is to be completed by staff members and/or their spouses
6. Please do not reformat the questionnaire as the yes/no boxes tend to shift and could result in a loss of credit for these answers.
7. The page requiring certification must be **signed** by the Resident Coordinator, scanned and forwarded directly to ICSC.
8. Please keep copies of the completed questionnaire(s) for your records. You will receive a confirmation of receipt. Should you not receive it, please follow up with us to ensure that we received the completed questionnaire.
9. All completed questionnaires and related information should be sent via email to the ICSC secretariat to hrpdmail@un.org with copies to Ms. Shihana Mohamed (mohamedsh@un.org) and Mr. Ivan Cordeiro (cordeiroi@un.org) and indicating the country name in the subject line. Questionnaires may also be sent by mail to the attention of the Chief, Human Resources Policies Division, International Civil Service Commission (ICSC), Two United Nations Plaza, Room DC2-1086, New York, New York 10017 or by facsimile to (212) 963-0159. It is strongly urged that submissions be sent electronically whenever possible.