

INTERNATIONAL CIVIL SERVICE
COMMISSIONCOMMISSION DE LA FONCTION
PUBLIQUE INTERNATIONALE

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Categorization of duty stations for the purpose of General Service salary surveys effective 1 January 2023

Country/Area	Duty Station	Category
Afghanistan	Kabul	IV
Albania	Tirana	III
Algeria	Algiers	II
Angola	Luanda	III
Antigua and Barbuda	Saint John's	V
Argentina	Buenos Aires	II
Armenia	Yerevan	III
Australia	Canberra	V
Azerbaijan	Baku	II
Bahamas	Nassau	V
Bahrain	Manama	V
Bangladesh	Dhaka	I
Barbados	Bridgetown	III
Belarus	Minsk	II
Belgium	Brussels	I
Belize	Belmopan	V
Benin	Cotonou	III
Bhutan	Thimphu	III
Bolivia (Plurinational State of)	La Paz	II
Bosnia and Herzegovina	Sarajevo	III
Botswana	Gaborone	IV
Brazil	Brasilia	II
Bulgaria	Sofia	II
Burkina Faso	Ouagadougou	IV
Burundi	Bujumbura	IV
Cabo Verde	Praia	IV
Cambodia	Phnom Penh	III
Cameroon	Yaoundé	IV
Central African Republic	Bangui	IV
Chad	N'Djamena	IV

Country/Area	Duty Station	Category
Chile	Santiago	I
China	Beijing	I
Colombia	Bogotá	II
Comoros	Moroni	IV
Congo	Brazzaville	IV
Costa Rica	San José	III
Côte d'Ivoire	Abidjan	III
Croatia	Zagreb	I
Cuba	Havana	I
Cyprus	Nicosia	II
Czechia	Prague	V
Democratic People's Republic of Korea	Pyongyang	V
Democratic Republic of the Congo	Kinshasa	IV
Denmark	Copenhagen	I
Djibouti	Djibouti	IV
Dominica	Roseau	V
Dominican Republic	Santo Domingo	II
Ecuador	Quito	II
Egypt	Cairo	I
El Salvador	San Salvador	II
Equatorial Guinea	Malabo	III
Eritrea	Asmara	IV
Estonia	Tallinn	V
Eswatini	Mbabane	IV
Ethiopia	Addis Ababa	III
Fiji	Suva	III
Finland	Helsinki	V
Gabon	Libreville	IV
Gambia	Banjul	IV
Georgia	Tbilisi	III
Germany	Bonn	I
Ghana	Accra	II
Greece	Athens	II
Grenada	Saint George's	V
Guatemala	Guatemala City	II
Guinea	Conakry	IV
Guinea-Bissau	Bissau	IV
Guyana	Georgetown	III
Haiti	Port-au-Prince	IV
Honduras	Tegucigalpa	II
Hungary	Budapest	I

Country/Area	Duty Station	Category
India	New Delhi	I
Indonesia	Jakarta	I
Iran	Tehran	II
Iraq	Baghdad	II
Ireland	Dublin	V
Israel	Israel base	V
Jamaica	Kingston	II
Japan	Tokyo	I
Jordan	Amman	III
Kazakhstan	Astana ¹	II
Kenya	Nairobi	III
Kiribati	Tarawa	V
Kosovo – United Nations-administered province of Serbia	Pristina	IV
Kuwait	Kuwait City	I
Kyrgyzstan	Bishkek	III
Lao People’s Democratic Republic	Vientiane	I
Latvia	Riga	V
Lebanon	Beirut	III
Lesotho	Maseru	IV
Liberia	Monrovia	IV
Libyan Arab Jamahiriya	Tripoli	III
Lithuania	Vilnius	V
Madagascar	Antananarivo	IV
Malawi	Lilongwe	IV
Malaysia	Kuala Lumpur	I
Maldives	Male	III
Mali	Bamako	IV
Malta	Valetta	V
Marshall Islands	Majuro	V
Mauritania	Nouakchott	IV
Mauritius	Port Louis	III
Mexico	Mexico City	I
Monaco	Monte Carlo	II
Mongolia	Ulaanbaatar	II
Montenegro	Podgorica	III
Morocco	Rabat	II
Mozambique	Maputo	IV
Myanmar	Yangon	III
Namibia	Windhoek	IV
Nepal	Kathmandu	III

Country/Area	Duty Station	Category
Netherlands	The Hague	I
Nicaragua	Managua	II
Niger	Niamey	IV
Nigeria	Abuja	II
North Macedonia	Skopje	IV
Norway	Oslo	V
Oman	Muscat	V
Pakistan	Islamabad	III
Panama	Panama City	II
Papua New Guinea	Port Moresby	III
Paraguay	Asunción	II
Peru	Lima	I
Philippines	Manila	I
Poland	Warsaw	V
Portugal	Lisbon	V
Qatar	Doha	V
Republic of Korea	Seoul	I
Republic of Moldova	Chisinau	III
Romania	Bucharest	II
Russian Federation	Moscow	I
Rwanda	Kigali	III
Samoa	Apia	III
Sao Tome and Principe	Sao Tome	IV
Saudi Arabia	Riyadh	I
Senegal	Dakar	III
Serbia	Belgrade	III
Seychelles	Victoria	V
Sierra Leone	Freetown	IV
Singapore	Singapore	V
Slovakia	Bratislava	V
Slovenia	Ljubljana	V
Solomon Islands	Honiara	V
Somalia	Mogadishu	IV
South Africa	Pretoria	III
Sri Lanka	Colombo	II
Sudan	Khartoum	IV
Suriname	Paramaribo	III
Sweden	Stockholm	V
Syrian Arab Republic	Damascus	IV
Tajikistan	Dushanbe	III
Thailand	Bangkok	I

Country/Area	Duty Station	Category
Timor-Leste	Dili	IV
Togo	Lomé	IV
Tonga	Nuku'alofa	V
Trinidad and Tobago	Port of Spain	III
Tunisia	Tunis	III
Türkiye	Ankara	II
Turkmenistan	Ashgabat	II
Uganda	Kampala	III
Ukraine	Kyiv	II
United Arab Emirates	Abu Dhabi	I
United Republic of Tanzania	Dar-es-Salaam	III
United States of America	Washington, D.C.	I
Uruguay	Montevideo	II
Uzbekistan	Tashkent	III
Vanuatu	Port Vila	III
Venezuela (Bolivarian Republic of)	Caracas	II
Viet Nam	Hanoi	I
Yemen	Sana'a	IV
Zambia	Lusaka	IV
Zimbabwe	Harare	IV

¹ Duty station changed from Almaty to Astana - revised 15 February 2023