

**2017 Annual Review of Hardship Duty Stations - Mandatory Submissions****AFRICA**

Deadline for submission of questionnaires is 15 August 2017

1. Duty stations are reviewed once every three years in accordance with a cycle based on geographical region. In this way, countries in all regions of the world know in advance the year of their review. If a duty station experiences a difficult or volatile security situation or another kind of precipitating event, it may be reviewed more frequently (i.e. duty stations on security watch list).

- **2017 – Africa**
- 2018 – Latin America/Caribbean/ Commonwealth of Independent States/Middle East
- 2019 – Asia and the Pacific

2. The 2017 annual review meeting will be held in the fall 2017. Duty stations to be reviewed include the following:

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

3. “*A Guide to the Mobility and Hardship Scheme and Related Arrangements*” booklet, available on the ICSC website (<http://icsc.un.org/resources/hrpd/mah/MOBILITYENG.pdf>), outlines the review process, roles and responsibilities, various field allowances, and other useful information.

4. As per the Commission’s decisions at its 71st session, all duty stations will be reviewed with or without completed questionnaires. Therefore, all active duty stations under review are urged to submit complete questionnaires. 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 2018 unless otherwise specified, and will be posted on the ICSC website in December 2017.

5. The duty stations listed in these annexes to which internationally recruited staff have been or will be assigned, for one year or longer, are **required** to submit questionnaires. It is **not** necessary to submit questionnaires where **only locally-recruited staff** or **United Nations Volunteers** are assigned. 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**, even those at which conditions of life and work are considered to have remained the same since the previous review. The Resident Coordinator/Representative needs to inform the ICSC of **all duty stations** in the country, identifying **those** that are currently **inactive**, or in other words, where there are no international staff members with appointments of one year or more.

6. Duty stations which are on the **security watch** list (**Annex II**) are required to complete 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. In addition to security, if a duty station wishes to have other factors reviewed, a request must be sent to the ICSC Chairman outlining the reasons for an out-of-cycle review for his consideration.

7. 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 2017 Annual Review.

8. Duty stations that were given **temporary classifications** in 2016-2017 are required to submit a full questionnaire. A temporary classification rating assigned for new duty stations is only valid for the approved period (maximum of one year) and therefore, it expires on the specified expiration date and automatically becomes **inactive**. In addition, a temporary classification rating becomes inactive when a duty station does not have any internationally recruited staff assigned to it any longer. A temporary classification is subject to a subsequent review by the Working Group, based on the submission of a questionnaire by the duty station within a year. Therefore, all temporary duty stations listed in **Annex IV** should submit **a full questionnaire** to be reviewed at the 2017 annual review, if there is any international staff assigned to these duty stations. Otherwise, the ICSC secretariat should be informed by the Resident Coordinator/Representative 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. 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.

9. **Annex V** provides a checklist to help you with the mandatory exercise.

10. The current questionnaire form must be used - **ICSC/HRPD/H/1/2012**) available on the ICSC website (<http://icsc.un.org/secretariat/hrpd.asp?include=mah>). 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/ Representatives 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

11. The full collaboration of Resident Coordinators/Representatives and staff in submitting well substantiated questionnaires in a timely manner is highly appreciated.

12. The deadline for questionnaire submission is **15 August 2017**. In order to ensure that the submissions are properly considered, duty stations are urged to adhere to this deadline. The questionnaire should be sent via email to Ms. Danijela Milic at milicd@un.org and copied to Hrpdmail@un.org indicating the country name in the subject line. Should you need any policy advice or guidance, please contact Ms. Milic.

Annex I

Active duty stations in Africa: 2017 Mandatory Review

Country/Area Name	Duty Station	Entitlements		Region
Name	Name	Classification	Add. Edu. Grant Travel	Name
ALGERIA	Algiers	B	X(F)	Africa
ALGERIA	Tindouf	E	X	Africa
ANGOLA	Kuito Bie	C	X	Africa
ANGOLA	Luanda	C	X(F)	Africa
ANGOLA	Lubango	C	X	Africa
BENIN	Cotonou	B	X(F)	Africa
BOTSWANA	Dukwi	D	X	Africa
BOTSWANA	Gaberone	A	X	Africa
BURKINA FASO	Djibo	E	X	Africa
BURKINA FASO	Dori	D	X	Africa
BURKINA FASO	Ouagadougou	C	X(E)	Africa
BURUNDI	Bujumbura	D	X	Africa
BURUNDI	Gitega	D	X	Africa
BURUNDI	Makamba	D	X	Africa
BURUNDI	Muyinga	D	X	Africa
BURUNDI	Ngozi	D	X	Africa
BURUNDI	Ruyigi	D	X	Africa
CAMEROON	Batouri	D	X	Africa
CAMEROON	Bertoua	C	X	Africa
CAMEROON	Djohong	E	X	Africa
CAMEROON	Douala	A	X	Africa
CAMEROON	Garoua	C	X(F)	Africa
CAMEROON	Maroua	C	X	Africa
CAMEROON	Meiganga	D	X	Africa
CAMEROON	Yaounde	B	X(F)	Africa
CAPE VERDE	Praia	B	X(F)	Africa
CENTRAL AFRICAN REP.	Bambari	E	X	Africa
CENTRAL AFRICAN REP.	Bangassou	E	X	Africa
CENTRAL AFRICAN REP.	Bangui	D	X	Africa
CENTRAL AFRICAN REP.	Berberati	E	X	Africa
CENTRAL AFRICAN REP.	Birao	E	X	Africa
CENTRAL AFRICAN REP.	Bossangoa/Soumbe	E	X	Africa
CENTRAL AFRICAN REP.	Bouar	E	X	Africa
CENTRAL AFRICAN REP.	Bria	E	X	Africa
CENTRAL AFRICAN REP.	Kaga-bandoro	E	X	Africa
CENTRAL AFRICAN REP.	Ndele	E	X	Africa
CENTRAL AFRICAN REP.	Obo	E	X	Africa
CENTRAL AFRICAN REP.	Paoua	E	X	Africa
CHAD	Abeche	E	X	Africa
CHAD	Am Djarass	E	X	Africa

Country/Area Name	Duty Station	Entitlements		Region
Name	Name	Classification	Add. Edu. Grant Travel	Name
CHAD	Ati	E	X	Africa
CHAD	Baga Sola	E	X	Africa
CHAD	Bahai	E	X	Africa
CHAD	Bir Nahr	E	X	Africa
CHAD	Bol	E	X	Africa
CHAD	Farchana	E	X	Africa
CHAD	Gore	E	X	Africa
CHAD	Gozbeida	E	X	Africa
CHAD	Guereda	E	X	Africa
CHAD	Hadjer Hadid	E	X	Africa
CHAD	Haraze	E	X	Africa
CHAD	Iriba	E	X	Africa
CHAD	Koukou	E	X	Africa
CHAD	Mao	E	X	Africa
CHAD	Maro	E	X	Africa
CHAD	Mongo	E	X	Africa
CHAD	Moundou	E	X	Africa
CHAD	Moussoro	E	X	Africa
CHAD	Ndjamena	D	X	Africa
CHAD	Sarh	E	X	Africa
COMOROS	Moroni/Grande Comore	C	X	Africa
CONGO	Betou	E	X	Africa
CONGO	Brazzaville	C	X(F)	Africa
CONGO	Impfondo	D	X	Africa
CONGO	Pointe Noire	B	X(F)	Africa
CONGO, DEM. REP.	Ango Ango	E	X	Africa
CONGO, DEM. REP.	Aru	E	X	Africa
CONGO, DEM. REP.	Bandundu	E	X	Africa
CONGO, DEM. REP.	Beni	E	X	Africa
CONGO, DEM. REP.	Bili	E	X	Africa
CONGO, DEM. REP.	Bukavu	E	X	Africa
CONGO, DEM. REP.	Bunia	E	X	Africa
CONGO, DEM. REP.	Butembo	E	X	Africa
CONGO, DEM. REP.	Dongo	E	X	Africa
CONGO, DEM. REP.	Doruma (Darouma)	E	X	Africa
CONGO, DEM. REP.	Dungu	E	X	Africa
CONGO, DEM. REP.	Gbadolite	D	X	Africa
CONGO, DEM. REP.	Gemena	E	X	Africa
CONGO, DEM. REP.	Goma	E	X	Africa
CONGO, DEM. REP.	Kabalo	E	X	Africa
CONGO, DEM. REP.	Kalemie	E	X	Africa
CONGO, DEM. REP.	Kamina	D	X	Africa
CONGO, DEM. REP.	Kananga	D	X	Africa
CONGO, DEM. REP.	Kindu	E	X	Africa

Country/Area Name	Duty Station	Entitlements		Region
Name	Name	Classification	Add. Edu. Grant Travel	Name
CONGO, DEM. REP.	Kinshasa	C	X(E&F)	Africa
CONGO, DEM. REP.	Kisangani	D	X	Africa
CONGO, DEM. REP.	Libenge	E	X	Africa
CONGO, DEM. REP.	Lubumbashi	D	X	Africa
CONGO, DEM. REP.	Mahagi	E	X	Africa
CONGO, DEM. REP.	Matadi	D	X	Africa
CONGO, DEM. REP.	Mbandaka	E	X(F)	Africa
CONGO, DEM. REP.	Mboko	E	X	Africa
CONGO, DEM. REP.	Mbuji-Mayi	E	X	Africa
CONGO, DEM. REP.	Moanda	D	X	Africa
CONGO, DEM. REP.	Uvira	E	X	Africa
CONGO, DEM. REP.	Zongo	E	X	Africa
COTE D IVOIRE	Abengoura	D	X	Africa
COTE D IVOIRE	Abidjan	B		Africa
COTE D IVOIRE	Bondoukou	E	X	Africa
COTE D IVOIRE	Bouake	D	X	Africa
COTE D IVOIRE	Daloa	D	X	Africa
COTE D IVOIRE	Duekoue	D	X	Africa
COTE D IVOIRE	Guiglo	D	X	Africa
COTE D IVOIRE	Korhogo	E	X	Africa
COTE D IVOIRE	Man	D	X	Africa
COTE D IVOIRE	San Pedro	D	X	Africa
COTE D IVOIRE	Tabou	C	X	Africa
COTE D IVOIRE	Toulepleu	E	X	Africa
COTE D IVOIRE	Yamoussoukro	C	X	Africa
DJIBOUTI	Ali-Sabieh	D	X	Africa
DJIBOUTI	Djibouti	C	X(F)	Africa
DJIBOUTI	Obock	D	X	Africa
EGYPT	Alexandria	A		Africa
EGYPT	Cairo	A		Africa
EGYPT	Ismailia	A	X(A)	Africa
EQUATORIAL GUINEA	Malabo	D	X(F)	Africa
ERITREA	Asmara	C	X(E)	Africa
ERITREA	Massawa	D	X	Africa
ETHIOPIA	Addis Ababa	B		Africa
ETHIOPIA	Assosa	D	X	Africa
ETHIOPIA	Awassa/Sidamo	D	X	Africa
ETHIOPIA	Bambasi	E	X	Africa
ETHIOPIA	Dese	D	X	Africa
ETHIOPIA	Dire Dawa	D	X	Africa
ETHIOPIA	Dollo Addo	E	X	Africa
ETHIOPIA	Fugnido	E	X	Africa
ETHIOPIA	Gambella	E	X	Africa
ETHIOPIA	Gode	E	X	Africa

Country/Area Name	Duty Station	Entitlements		Region
Name	Name	Classification	Add. Edu. Grant Travel	Name
ETHIOPIA	Itang	E	X	Africa
ETHIOPIA	Jijiga	E	X	Africa
ETHIOPIA	Mekele	C	X	Africa
ETHIOPIA	Nazareth	C	X	Africa
ETHIOPIA	Nyien-Yan (Ningnang)	E	X	Africa
ETHIOPIA	Semera	D	X	Africa
ETHIOPIA	Shire/Endaselassie	D	X	Africa
ETHIOPIA	Tongo	E	X	Africa
GABON	Libreville	A	X(F)	Africa
GAMBIA	Banjul	B	X(E)	Africa
GHANA	Accra	A		Africa
GHANA	Takoradi	B	X	Africa
GHANA	Tamale	B	X	Africa
GUINEA	Conakry	D	X(F)	Africa
GUINEA	Kankan	E	X	Africa
GUINEA	Nzerekore	E	X	Africa
GUINEA BISSAU	Bafata	E	X	Africa
GUINEA BISSAU	Bissau	D	X	Africa
GUINEA BISSAU	Buba	E	X	Africa
KENYA	Alinjgur	E	X	Africa
KENYA	Dadaab	E	X	Africa
KENYA	Garissa	E	X	Africa
KENYA	Kakuma	E	X	Africa
KENYA	Kapenguria	D	X	Africa
KENYA	Marsabit	D	X	Africa
KENYA	Mombasa	B	X(E)	Africa
KENYA	Nairobi	B		Africa
LESOTHO	Maseru	C	X	Africa
LIBERIA	Bopolu	E	X	Africa
LIBERIA	Buchanan	E	X	Africa
LIBERIA	Cestos City (River Cess)	E	X	Africa
LIBERIA	Fishtown	E	X	Africa
LIBERIA	Gbarnga	E	X	Africa
LIBERIA	Greenville	E	X	Africa
LIBERIA	Harper(Maryland Cnty)	E	X	Africa
LIBERIA	Kakata	E	X	Africa
LIBERIA	Monrovia	D	X	Africa
LIBERIA	Robertsport	E	X	Africa
LIBERIA	Tubmanburg	E	X	Africa
LIBERIA	Voinjama	E	X	Africa
LIBERIA	Zwedru	E	X	Africa
MADAGASCAR	Antananarivo	B	X(F)	Africa

Country/Area Name	Duty Station	Entitlements		Region
Name	Name	Classification	Add. Edu. Grant Travel	Name
MADAGASCAR	Antsirabe	A	X(F)	Africa
MADAGASCAR	Fort-Dauphin	B	X(F)	Africa
MADAGASCAR	Mahajanga (Majunga)	C	X(F)	Africa
MADAGASCAR	Morondava	D	X(F)	Africa
MADAGASCAR	Sambava	C	X	Africa
MADAGASCAR	Toamasina (Tamatave)	B	X(F)	Africa
MADAGASCAR	Toliara (Tulear)	C	X(F)	Africa
MALAWI	Blantyre	B	X	Africa
MALAWI	Lilongwe	C	X	Africa
MALAWI	Mwanza	C	X	Africa
MALAWI	Ntchisi	C	X	Africa
MALI	Bamako	C	X	Africa
MALI	Gao	E	X	Africa
MALI	Kayes	E	X	Africa
MALI	Kidal	E	X	Africa
MALI	Koulikoro	D	X	Africa
MALI	Menaka	E	X	Africa
MALI	Mopti	E	X	Africa
MALI	Sikasso	D	X	Africa
MALI	Tessalit	E	X	Africa
MALI	Tombouctou	E	X	Africa
MAURITANIA	Bassikounou	E	X	Africa
MAURITANIA	Nema	E	X	Africa
MAURITANIA	Nouakchott	D		Africa
MAURITIUS	Port Louis	A		Africa
MOROCCO	Rabat	A		Africa
MOZAMBIQUE	Beira	D	X	Africa
MOZAMBIQUE	Chimoio	C	X	Africa
MOZAMBIQUE	Maputo	B	X	Africa
MOZAMBIQUE	Nampula	D	X	Africa
NAMIBIA	Windhoek	A	X(E)	Africa
NIGER	Abala	E	X	Africa
NIGER	Agades	E	X	Africa
NIGER	Diffa	E	X	Africa
NIGER	Maradi	E	X	Africa
NIGER	Niamey	C	X(F)	Africa
NIGER	Ouallam	E	X	Africa
NIGER	Tahoua	D	X	Africa
NIGER	Tillabery	E	X	Africa
NIGER	Zinder	D	X	Africa
NIGERIA	Abuja	C	X(E)	Africa
NIGERIA	Akure (Ondo State)	D	X	Africa
NIGERIA	Bauchi	E	X	Africa

Country/Area Name	Duty Station	Entitlements		Region
Name	Name	Classification	Add. Edu. Grant Travel	Name
NIGERIA	Damaturu	D	X	Africa
NIGERIA	Enugu	C	X	Africa
NIGERIA	Kaduna	D	X	Africa
NIGERIA	Kano	D	X	Africa
NIGERIA	Katsina	D	X	Africa
NIGERIA	Lagos	C		Africa
NIGERIA	Maiduguri	D	X	Africa
NIGERIA	Minna	D	X	Africa
NIGERIA	Port Harcourt	C	X(F)	Africa
NIGERIA	Sokoto	E	X	Africa
NIGERIA	Yola	D	X	Africa
RWANDA	Butare	C	X	Africa
RWANDA	Byumba	C	X	Africa
RWANDA	Gisenye	C	X	Africa
RWANDA	Kibuye	C	X	Africa
RWANDA	Kigali	A	X	Africa
RWANDA	Kirehe	C	X	Africa
SAO TOME AND PRINCIPE	Sao Tome	B	X	Africa
SENEGAL	Dakar	A		Africa
SENEGAL	Ziguinchor	C	X(F)	Africa
SEYCHELLES	Mahe/Port Victoria	A		Africa
SIERRA LEONE	Freetown	D	X	Africa
SIERRA LEONE	Kabala	E	X	Africa
SIERRA LEONE	Kambia	E	X	Africa
SIERRA LEONE	Kenema	E	X	Africa
SIERRA LEONE	Kono	E	X	Africa
SIERRA LEONE	Magburaka	E	X	Africa
SIERRA LEONE	Makeni	E	X	Africa
SIERRA LEONE	Matru Jong	E	X	Africa
SIERRA LEONE	Moyamba	E	X	Africa
SIERRA LEONE	Port Loko	E	X	Africa
SIERRA LEONE	Pujehun	E	X	Africa
SOMALIA	Baidoa	E	X	Africa
SOMALIA	Belet Uen	E	X	Africa
SOMALIA	Berbera	E	X	Africa
SOMALIA	Boosaaso (Bender Cassim)	E	X	Africa
SOMALIA	Dolow	E	X	Africa
SOMALIA	Galkacyo	E	X	Africa
SOMALIA	Garowe	E	X	Africa
SOMALIA	Hargeisa	E	X	Africa
SOMALIA	Kisimaio	E	X	Africa
SOMALIA	Mogadiscio	E	X	Africa
SOUTH AFRICA	Cape Town	A	X(E)	Africa
SOUTH AFRICA	Johannesburg	A		Africa

Country/Area Name	Duty Station	Entitlements		Region
Name	Name	Classification	Add. Edu. Grant Travel	Name
SOUTH AFRICA	Musina	B	X	Africa
SOUTH AFRICA	Pretoria	A		Africa
SOUTH SUDAN, REPUBLIC OF	Aweil	E	X	Africa
SOUTH SUDAN, REPUBLIC OF	Bentiu	E	X	Africa
SOUTH SUDAN, REPUBLIC OF	Bor	E	X	Africa
SOUTH SUDAN, REPUBLIC OF	Bunj (Maban)	E	X	Africa
SOUTH SUDAN, REPUBLIC OF	Ezo	E	X	Africa
SOUTH SUDAN, REPUBLIC OF	Gokmachar	E	X	Africa
SOUTH SUDAN, REPUBLIC OF	Jam-Jang	E	X	Africa
SOUTH SUDAN, REPUBLIC OF	Juba	E	X	Africa
SOUTH SUDAN, REPUBLIC OF	Kapoeta	E	X	Africa
SOUTH SUDAN, REPUBLIC OF	Kuajok	E	X	Africa
SOUTH SUDAN, REPUBLIC OF	Malakal	E	X	Africa
SOUTH SUDAN, REPUBLIC OF	Melut	E	X	Africa
SOUTH SUDAN, REPUBLIC OF	Mingkaman	E	X	Africa
SOUTH SUDAN, REPUBLIC OF	Pibor	E	X	Africa
SOUTH SUDAN, REPUBLIC OF	Rumbek	E	X	Africa
SOUTH SUDAN, REPUBLIC OF	Torit	E	X	Africa
SOUTH SUDAN, REPUBLIC OF	Wau	E	X	Africa
SOUTH SUDAN, REPUBLIC OF	Wunrok	E	X	Africa
SOUTH SUDAN, REPUBLIC OF	Yambio	E	X	Africa
SOUTH SUDAN, REPUBLIC OF	Yei	E	X	Africa
SOUTH SUDAN, REPUBLIC OF	Yirol	E	X	Africa
SUDAN	Abyei	E	X	Africa
SUDAN	Damazine	D	X	Africa
SUDAN	Ed Daein	E	X	Africa
SUDAN	El Fasher	E	X	Africa
SUDAN	El Geneina	E	X	Africa
SUDAN	El Obeid	E	X	Africa
SUDAN	El Sireaf (N. Darfur)	E	X	Africa
SUDAN	Forobaranga	E	X	Africa
SUDAN	Habila	E	X	Africa
SUDAN	Kabkabiya	E	X	Africa
SUDAN	Kadugli	E	X	Africa

Country/Area Name	Duty Station	Entitlements		Region
Name	Name	Classification	Add. Edu. Grant Travel	Name
SUDAN	Kassala	E	X	Africa
SUDAN	Khartoum	C	X(E)	Africa
SUDAN	Khashm El Girba	E	X	Africa
SUDAN	Khor Abeche	E	X	Africa
SUDAN	Korma	E	X	Africa
SUDAN	Kosti	E	X	Africa
SUDAN	Kutum	E	X	Africa
SUDAN	Labado	E	X	Africa
SUDAN	Malha (Malha Wells)	E	X	Africa
SUDAN	Mellit (Mallit)	E	X	Africa
SUDAN	Merawi	E	X	Africa
SUDAN	Morni	E	X	Africa
SUDAN	Mukjar	E	X	Africa
SUDAN	Nertiti	E	X	Africa
SUDAN	Nyala	E	X	Africa
SUDAN	Port Sudan	C	X	Africa
SUDAN	Saraf Umra (Omra)	E	X	Africa
SUDAN	Shaeria	E	X	Africa
SUDAN	Shangal Tobaye	E	X	Africa
SUDAN	Sortony	E	X	Africa
SUDAN	Tawilla (Tawilah)	E	X	Africa
SUDAN	Tine (W. Darfur)	E	X	Africa
SUDAN	Um Baro (W. Darfur)	E	X	Africa
SUDAN	Um Kaddada	E	X	Africa
SUDAN	Zalingei	E	X	Africa
SUDAN	Zam Zam	E	X	Africa
SWAZILAND	Mbabane	A	X(E)	Africa
TANZANIA, UNITED REP. OF	Arusha	B	X(E)	Africa
TANZANIA, UNITED REP. OF	Dar es Salaam	B	X(E)	Africa
TANZANIA, UNITED REP. OF	Kasulu	E	X	Africa
TANZANIA, UNITED REP. OF	Kibondo	D	X	Africa
TANZANIA, UNITED REP. OF	Kigoma	E	X	Africa
TANZANIA, UNITED REP. OF	Moshi	C	X(E)	Africa
TANZANIA, UNITED REP. OF	Mpanda	E	X	Africa
TANZANIA, UNITED REP. OF	Tabora	C	X	Africa
TANZANIA, UNITED REP. OF	Zanzibar	C	X	Africa
TOGO	Lome	B		Africa
TUNISIA	Tunis	A		Africa
TUNISIA	Zarzis	A	X(F)	Africa
UGANDA	Adjumani	E	X	Africa
UGANDA	Arua	C	X	Africa
UGANDA	Bundibugyo	D	X	Africa
UGANDA	Gulu	C	X	Africa
UGANDA	Hoima	E	X	Africa

Country/Area Name	Duty Station	Entitlements		Region
Name	Name	Classification	Add. Edu. Grant Travel	Name
UGANDA	Kaabong	E	X	Africa
UGANDA	Kampala	B	X(E)	Africa
UGANDA	Kiryandongo	D	X	Africa
UGANDA	Kisoro	D	X	Africa
UGANDA	Kitgum	D	X	Africa
UGANDA	Kotido	E	X	Africa
UGANDA	Kyaka II	E	X	Africa
UGANDA	Kyangwali	D	X	Africa
UGANDA	Lira	D	X	Africa
UGANDA	Mbarara	C	X	Africa
UGANDA	Moroto	E	X	Africa
UGANDA	Nakivale	E	X	Africa
UGANDA	Pader	E	X	Africa
UGANDA	Rwamwanja	E	X	Africa
UGANDA	Soroti	C	X	Africa
UGANDA	Yumbe	D	X	Africa
WESTERN SAHARA	Laayoune	C	X	Africa
ZAMBIA	Kaoma	D	X	Africa
ZAMBIA	Lusaka	A	X(E)	Africa
ZAMBIA	Solwezi	D	X	Africa
ZIMBABWE	Harare	C		Africa

Annex II

Duty Stations on Security Watch List

Country/Area Name	Duty Station	Entitlements		
		Classification	Add. Edu. Grant Travel	
AFGHANISTAN	Bamyan	E	X	Asia/Pacific
AFGHANISTAN	Faizabad	E	X	Asia/Pacific
AFGHANISTAN	Farah	E	X	Asia/Pacific
AFGHANISTAN	Gardez	E	X	Asia/Pacific
AFGHANISTAN	Herat	E	X	Asia/Pacific
AFGHANISTAN	Jalalabad	E	X	Asia/Pacific
AFGHANISTAN	Kabul	E	X	Asia/Pacific
AFGHANISTAN	Kandahar	E	X	Asia/Pacific
AFGHANISTAN	Khowst	E	X	Asia/Pacific
AFGHANISTAN	Kunduz	E	X	Asia/Pacific
AFGHANISTAN	Maymana (Faryab)	E	X	Asia/Pacific
AFGHANISTAN	Mazar-I-Sharif	E	X	Asia/Pacific
AFGHANISTAN	Pul-i-Kumri	E	X	Asia/Pacific
GAZA	Gaza Town	E	X	Middle East
IRAQ	Arbil/Erbil	D	X	Middle East
IRAQ	Baghdad	E	X	Middle East
IRAQ	Kirkuk	E	X	Middle East
IRAQ	Tikrit	E	X	Middle East
IRAQ	Zummar	E	X	Middle East
PAKISTAN	Islamabad	D	X(E)	Asia/Pacific
PAKISTAN	Karachi	D	X(E)	Asia/Pacific
PAKISTAN	Lahore	D	X(E)	Asia/Pacific
PAKISTAN	Peshawar	E	X	Asia/Pacific
PAKISTAN	Quetta	E	X	Asia/Pacific
SYRIAN ARAB REPUBLIC	Aleppo	E	X	Middle East
SYRIAN ARAB REPUBLIC	Damascus	E	X	Middle East
SYRIAN ARAB REPUBLIC	Daraa	E	X	Middle East
SYRIAN ARAB REPUBLIC	Homs	E	X	Middle East
SYRIAN ARAB REPUBLIC	Qamishli	E	X	Middle East
SYRIAN ARAB REPUBLIC	Tartous	E	X	Middle East
UKRAINE	Donetsk	D	X	CIS/Europe
UKRAINE	Luhansk	D	X	CIS/Europe
YEMEN, REPUBLIC OF	Aden	E	X	Middle East
YEMEN, REPUBLIC OF	Ahwar	E	X	Middle East
YEMEN, REPUBLIC OF	Amran	E	X	Middle East
YEMEN, REPUBLIC OF	Haradh	E	X	Middle East
YEMEN, REPUBLIC OF	Hodeidah	E	X	Middle East
YEMEN, REPUBLIC OF	Ibb	E	X	Middle East
YEMEN, REPUBLIC OF	Kharaz	E	X	Middle East
YEMEN, REPUBLIC OF	Maifaa	E	X	Middle East
YEMEN, REPUBLIC OF	Sa'ada	E	X	Middle East
YEMEN, REPUBLIC OF	Sana'a	E	X	Middle East
YEMEN, REPUBLIC OF	Seiyun	E	X	Middle East

Annex III

List of duty stations on Transition for 2017 Annual Review

Country	Duty Station	Deadline for submission of a questionnaire
Bangladesh	Cox's Bazaar	15 August 2017
Bangladesh	Rangamati	15 August 2017
Cuba	Havana	15 August 2017
Nepal	Kathmandu	15 August 2017

Annex IV

List of Temporarily classified duty stations

Country	Duty Station	Temporary Classification	Add. Edu. Grant Travel
Algeria	Tlemcen	C	X
Cameroon	Ngaoundere	B	X
Congo, DR	Isiro	E	X
Congo, DR	Nyunzu	E	X
Ethiopia	Jimma	C	X
Ethiopia	Kebridehar	E	X
Guatemala	Santa Elena	B	X
Somalia	Baledogle	E	X
Somalia	Dhobley	E	X
Sudan	El Fula	E	X

Notes:

- *Additional Education Grant Travel (EGT) will be discontinued once the revised education grant scheme is introduced as of the school year in progress on 1 January 2018.*

Annex V

CHECKLIST SHEET FOR SUBMISSION OF HARDSHIP QUESTIONNAIRES

1. A questionnaire needs to be completed for each **active duty station**. This questionnaire **ICSC/HRPD/H/1/2012** is available in **English, French and Spanish** on the ICSC website: (<http://icsc.un.org/secretariat/hrpd.asp?include=mah>). Click on “Hardship Classification” then on “Hardship Questionnaire Forms” to access the questionnaire.
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. Provide country **maps** for all duty stations.
4. 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, in particular, regarding housing section;
5. Ensure that **security descriptions** are compatible with actual security indicators reported to the United Nations Department of Safety and Security (UNDSS).
6. 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.
7. 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.
8. The page requiring certification must be **signed** by the Resident Coordinator/ Representative, scanned and forwarded directly to ICSC.
9. 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.
10. All completed questionnaires and related information should be sent by email to the ICSC secretariat via email to **Ms. Danijela Milic** (milicd@un.org) with copies to Mr. Ivan Cordeiro (Cordeiroi@un.org) and Hrpdmail@un.org 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.