



21 January 2004

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**Information circular\***

To: Members of the staff  
From: The Assistant Secretary-General for Human Resources Management  
Subject: **Classification of duty stations and special entitlements for staff members serving at designated duty stations**

1. The purpose of the present information circular is to inform the staff of the classification of duty stations established by the International Civil Service Commission (ICSC) according to conditions of life and work and of the revised lists of duty stations designated by ICSC where special entitlements apply for eligible staff, as explained in paragraphs 6 to 10 below. The revised lists are set out in annexes II and III to the present circular. The revisions are effective 1 January 2004.

**I. Classification of duty stations**

2. All duty stations are placed by ICSC in one of six categories: H and A to E. The H category comprises headquarters duty stations and other duty stations in similar locations where the United Nations has no developmental or humanitarian programmes. The A to E categories comprise all other duty stations classified by order of difficulty of conditions of life and work. Annex I to the present circular contains the list of duty stations classified in the H category. Annex II contains the list of duty stations classified in the A to E categories.

**Mobility and hardship allowance**

3. The category of the duty station where a staff member is serving and/or has served, H and A to E, is one of the factors that determines whether the staff member is eligible for each of the three elements of the mobility and hardship allowance, namely, the mobility, the hardship and the non-removal elements. It is also a factor in determining the amount of the allowance. The relevant provisions on the matter are set out in staff rules 103.22 and 203.11 and in the administrative instruction on the mobility and hardship allowance.

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\* The present circular will be in effect until further notice.

### **Removal costs**

4. The category of the duty station is a factor in determining eligibility for removal costs under staff rule 107.27. Such costs are normally payable in the case of service at H duty stations when the appointment is for two years or more or the assignment to a new duty station is expected to be for two years or more. In those cases where removal costs are not payable, the staff member may be eligible for the non-removal element of the mobility and hardship allowance.

### **Special entitlements at designated duty stations**

5. The classification of duty stations in the A to E categories is linked to the special entitlements that are set out in the administrative instruction on special entitlements for staff members serving at designated duty stations.

## **II. Duty stations at which special entitlements may apply for eligible staff**

6. At duty stations classified in the A to E categories, which are listed in annex II to the present circular, one or more of the special entitlements set out in the administrative instruction on special entitlements for staff members serving at designated duty stations may apply, as indicated in paragraphs 7 to 9 below. The granting of these entitlements is subject to the conditions established in the applicable staff regulations and rules and the above-mentioned administrative instruction.

7. The category of each of the duty stations listed in annex II is indicated in the first column of the annex. At duty stations classified in the C, D and E categories, eligible staff are entitled to:

(a) Accelerated home leave travel, that is, home leave travel once in every 12 months; and

(b) Special terms for the exercise of the unaccompanied shipment entitlement of 50 kilograms or 0.31 cubic metres for travel on home leave, family visit or education grant so that the unused portion of the entitlement for one leg of the travel may be used to supplement the normal entitlement for the other leg of the travel.

8. The designated duty stations where eligible staff are entitled to additional education grant travel and an additional reimbursement for boarding costs under the education grant are indicated in the second column of annex II to the present circular.

9. The designated duty stations where eligible staff are entitled to additional shipment entitlements, namely, an annual shipment entitlement and a shipment on the birth or adoption of an infant, are indicated in the third column of annex II to the present circular.

10. Eligible staff members serving at duty stations in the countries listed in annex III to the present circular are entitled to reimbursement of the costs of basic medical examinations for accompanying eligible family members.

**11. The present circular supersedes information circular ST/IC/2003/10 and Add.1.**

## **Annex I**

### **List of countries where duty stations are classified in the H category**

(Effective 1 January 2000)

Australia  
Austria  
Belgium  
Canada  
Denmark  
Finland  
France\*  
Germany  
Greece  
Italy  
Japan  
Netherlands  
Norway  
Portugal  
Spain  
Sweden  
Switzerland  
United Kingdom of Great Britain and Northern Ireland  
United States of America

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\* Including Monaco.

## Annex II

## List of duty stations classified in the A to E categories

(Effective 1 January 2004, except where otherwise indicated)

<i>Duty station</i>	<i>Category</i>	<i>Additional education grant travel and reimbursement of boarding costs</i>	<i>Additional shipment of personal effects</i>
<b>Afghanistan</b>			
Bamyan	E	X	X
Faizabad	E	X	X
Herat	E	X	X
Jalalabad	E	X	X
Kabul	E	X	X
Kandahar	E	X	X
Mazar-e-Sharif	E	X	X
<b>Albania</b>			
Durres	C	X	X
Kukes	C	X	X
Shkoder	C	X	X
Tirana	C	X	X
Viore	C	X	X
<b>Algeria</b>			
Algiers	E	X	X
<b>Angola</b>			
Huambo <sup>a</sup>	D	X	X
Kuito Bie <sup>a</sup>	D	X	X
Lobito <sup>b</sup>	D	X	X
Luanda <sup>a,b</sup>	C	-	X
Lubango	D	X	X
Luena <sup>a</sup>	D	X	X
Malange	E	X	X
Menongue (Cuando Cubango)	E	X	X
N'dalatando	E	X	X
Saurimo (Lunda Sul Province) <sup>a</sup>	D	X	X
Sumbe (Cuanza Sul)	E	X	X
Sumbe (N'Gunza)	D	X	X
Uíge	E	X	X
<b>Argentina</b>			
Buenos Aires	A	-	-
<b>Armenia</b>			
Yerevan	D	X	X
<b>Azerbaijan</b>			
Baku <sup>a</sup>	B	X	

<i>Duty station</i>	<i>Category</i>	<i>Additional education grant travel and reimbursement of boarding costs</i>	<i>Additional shipment of personal effects</i>
<b>Bahamas</b>			
Nassau	A	X	-
<b>Bahrain</b>			
Manama	B	-	-
<b>Bangladesh</b>			
Cox's Bazaar	D	X	X
Dhaka	C	-	X
<b>Barbados</b>			
Bridgetown	A	-	-
<b>Belarus</b>			
Minsk <sup>a</sup>	A	X	-
<b>Belize</b>			
Belize City <sup>a</sup>	B	X	-
Belmopan <sup>a</sup>	B	X	X
<b>Benin</b>			
Abomey	C	X	X
Cotonou	B	X	-
Parakou	D	X	X
Porto Novo	B	X	-
<b>Bhutan</b>			
Thimphu	D	X	X
<b>Bolivia</b>			
Cochabamba	B	-	-
La Paz	B	-	-
<b>Bosnia and Herzegovina</b>			
Banja Luka	A	X	X
Bihać	B	X	X
Bijeljina	A	X	X
Goradze	B	X	X
Livno	A	X	X
Mostar	A	X	X
Sarajevo	A	X	-
Travnik	A	X	X
Trebinje	A	X	X
Tuzla	A	X	-
<b>Botswana</b>			
Gaborone	A	-	-
<b>Brazil</b>			
Brasília	A	-	-
Rio de Janeiro	A	-	-

<i>Duty station</i>	<i>Category</i>	<i>Additional education grant travel and reimbursement of boarding costs</i>	<i>Additional shipment of personal effects</i>
<b>Bulgaria</b>			
Sofia <sup>a</sup>	A	-	-
<b>Burkina Faso</b>			
Ouagadougou	B	-	-
<b>Burundi</b>			
Bujumbura	D	X	X
Cankuzo	C	X	X
Gitega	D	X	X
Ngozi	D	X	X
<b>Cambodia</b>			
Battambang	D	X	X
Phnom Penh	C	X	-
Pursat	E	X	X
Rattanakiri	E	X	X
Siem Reap	D	X	X
Sisophon	D	X	X
<b>Cameroon</b>			
Douala	B	X	-
Ngaoundéré	B	X	-
Yaoundé	B	X	-
<b>Cape Verde</b>			
Praia	C	X	X
<b>Central African Republic</b>			
Bangui	D	-	X
Bouar	E	X	X
Mbaïki	E	X	X
<b>Chad</b>			
N'Djamena	D	X	-
<b>Chile</b>			
Santiago	A	-	-
<b>China</b>			
Beijing	B	-	X
<b>Colombia</b>			
Apartado	C	X	X
Barrancabermeja	C	X	X
Barranquilla	B	X	-
Santa Fé de Bogotá	B	-	-
Cali	B	X	-
Cartagena	A	X	-
Medellin	B	-	-
Pasto	B	X	-

<i>Duty station</i>	<i>Category</i>	<i>Additional education grant travel and reimbursement of boarding costs</i>	<i>Additional shipment of personal effects</i>
Puerto Asis (Putumayo)	C	X	X
<b>Comoros</b>			
Moroni/Grande Comore	D	X	X
<b>Congo</b>			
Brazzaville	D	X	X
Pointe-Noire	B	X	-
<b>Costa Rica</b>			
Liberia	A	X	-
San José	A	-	-
<b>Côte d'Ivoire</b>			
Abidjan	C	X	-
Guiglo <sup>a</sup>	E	X	X
Tabou	E	X	X
<b>Croatia</b>			
Zagreb	A	X	-
<b>Cuba</b>			
Havana	B	X	X
<b>Cyprus</b>			
Nicosia	A	-	-
<b>Czech Republic</b>			
Prague	A	-	-
<b>Democratic People's Republic of Korea</b>			
Pyongyang	E	X	X
<b>Democratic Republic of the Congo</b>			
Bukavu	E	X	X
Goma	E	X	X
Kinshasa	C	X	X
Kisangani	E	X	X
Kisenge	E	X	X
Lubumbashi	D	X	X
Zongo	E	X	X
<b>Djibouti</b>			
Djibouti	C	-	-
<b>Dominican Republic</b>			
Santo Domingo	A	-	-
<b>Ecuador</b>			
Guayaquil <sup>a</sup>	A	-	-
Ibarra	A	X	-
Lago Agrio (Sucumbios)	B	X	X
Quito <sup>a</sup>	A	-	-

<i>Duty station</i>	<i>Category</i>	<i>Additional education grant travel and reimbursement of boarding costs</i>	<i>Additional shipment of personal effects</i>
<b>Egypt</b>			
Cairo	A	-	-
Ismailia	A	X	-
<b>El Salvador</b>			
San Salvador	B	-	-
<b>Equatorial Guinea</b>			
Acurenam	E	X	X
Malabo	D	X	X
<b>Eritrea</b>			
Asmara	C	X	X
Barentu	D	X	X
Dekemhare	C	X	X
Keren	C	X	X
Massawa	D	X	X
Teseney	E	X	X
<b>Ethiopia</b>			
Addis Ababa	C	X	X
Assosa	E	X	X
Dese	D	X	X
Dire Dawa	D	X	X
Gambella	E	X	X
Jijiga	E	X	X
Mekele	C	X	X
Mizan	E	X	X
Nazret	C	X	X
<b>Fiji</b>			
Suva	B	X	X
<b>Gabon</b>			
Franceville	D	X	X
Libreville	A	-	-
Tchibanga	D	X	X
<b>Gambia</b>			
Banjul	C	X	X
<b>Gaza</b>			
Gaza Town	D	X	X
<b>Georgia</b>			
Akhaltzikhe	D	X	X
Tbilisi <sup>a</sup>	C	X	X
<b>Ghana</b>			
Accra	B	X	-
Ho	C	X	X



<i>Duty station</i>	<i>Category</i>	<i>Additional education grant travel and reimbursement of boarding costs</i>	<i>Additional shipment of personal effects</i>
Takoradi	C	X	X
Tamale	C	X	X
<b>Guatemala</b>			
Chiquimula <sup>a</sup>	B	X	-
Guatemala City	B	-	-
Solola <sup>a</sup>	B	X	-
<b>Guinea</b>			
Conakry <sup>a</sup>	C	X	
Dabola	E	X	X
Kissisdougou	E	X	X
Nzerekore	D	X	X
<b>Guinea-Bissau</b>			
Bissau	E	X	X
Gabu	E	X	X
<b>Guyana</b>			
Georgetown	C	-	X
<b>Haiti</b>			
Cap Haitien	D	X	X
Port-au-Prince	D	-	-
<b>Honduras</b>			
Nacaome	C	X	X
San Pedro Sula	B	X	-
Santa Rosa de Copán	B	X	-
Tegucigalpa <sup>a</sup>	A	-	-
<b>Hong Kong, China</b>			
Hong Kong	A	-	-
<b>Hungary</b>			
Budapest	A	-	-
<b>India</b>			
Bhopal	D	X	X
Bhubaneswar	C	X	X
Bhuj	C	X	X
Calcutta	C	X	X
Chennai (Madras)	A	X	-
Hyderabad	B	-	X
Jaipur	B	X	X
Lucknow	C	X	X
Mumbai (Bombay)	A	-	-
New Delhi	B	-	-
Patna	C	X	X

<i>Duty station</i>	<i>Category</i>	<i>Additional education grant travel and reimbursement of boarding costs</i>	<i>Additional shipment of personal effects</i>
<b>Indonesia</b>			
Ambon (Maluku)	C	X	X
Banda Aceh	C	X	-
Jakarta	B	-	-
Jayapura (Irian Jaya)	D	X	X
Makassar	C	X	X
Semarang	B	X	-
Surabaya	A	X	-
Ternate	C	X	X
Tual	D	X	X
<b>Iran (Islamic Republic of)</b>			
Ahwaz	D	X	X
Kermanshah (Bakhtaran)	C	X	X
Mashad	D	X	X
Tehran	C	X	X
Zahedan	D	X	X
<b>Iraq</b>			
Arbil/Kirkuk	E	X	X
Baghdad	D	X	X
Dohuk	E	X	X
Mosul	E	X	X
Sulaymaniah	E	X	X
<b>Israel</b>			
Tiberias	A	X	-
<b>Jamaica</b>			
Kingston	B	-	X
Port Antonio	A	X	-
<b>Jerusalem</b>			
Jerusalem	C	X	-
<b>Jordan</b>			
Amman	A	-	-
<b>Kazakhstan</b>			
Almaty <sup>a</sup>	B	X	-
Astana	C	X	X
<b>Kenya</b>			
Dadaab	E	X	X
Kakuma	E	X	X
Lokichokio	E	X	X
Maralal	D	X	X
Mombasa	B	-	-
Nairobi <sup>a</sup>	C	-	X

<i>Duty station</i>	<i>Category</i>	<i>Additional education grant travel and reimbursement of boarding costs</i>	<i>Additional shipment of personal effects</i>
<b>Kiribati</b>			
Tarawa	D	X	X
<b>Kuwait</b>			
Kuwait City	B	-	-
<b>Kyrgyzstan</b>			
Bishkek <sup>a</sup>	C	X	X
<b>Lao People's Democratic Republic</b>			
Vientiane	C	X	X
<b>Latvia</b>			
Riga	A	X	-
<b>Lebanon</b>			
Bekaa-Baalbek <sup>a</sup>	B	X	X
Beirut <sup>a</sup>	A	-	-
Hermel	B	X	X
Naqoura <sup>a</sup>	B	X	X
Saida/Sidon <sup>a</sup>	B	X	X
Tyre (Sur) <sup>a</sup>	B	X	X
<b>Lesotho</b>			
Maseru	C	-	X
Mohale's Hoek	C	X	X
Oacha's Nek	D	X	X
Outhing	D	X	X
Thaba-Tseka	D	X	X
<b>Liberia</b>			
Monrovia	E	X	X
Voinjama	E	X	X
<b>Libyan Arab Jamahiriya</b>			
Sirte	C	X	X
Tripoli	B	X	X
<b>Lithuania</b>			
Vilnius	A	X	-
<b>Macao, China</b>			
Macao	A	X	-
<b>Madagascar</b>			
Ambato-Boeni	E	X	X
Antananarivo	C	-	X
Antsirabe	C	X	X
Fianarantsoa	D	X	X
Mahajanga (Majunga)	B	X	-
Tolanara (Fort Dauphin)	D	X	X
Toliara (Tulear)	C	X	X

<i>Duty station</i>	<i>Category</i>	<i>Additional education grant travel and reimbursement of boarding costs</i>	<i>Additional shipment of personal effects</i>
<b>Malawi</b>			
Blantyre	B	-	X
Lilongwe	B	-	X
<b>Malaysia</b>			
Kuala Lumpur	A	-	-
<b>Maldives</b>			
Malé	C	X	X
<b>Mali</b>			
Bamako	B	X	-
Bankass	E	X	X
Mopti	C	X	X
Segou	D	X	X
Tonka	E	X	X
<b>Malta</b>			
Valletta	A	-	-
<b>Mauritania</b>			
Nouakchott	C	X	X
<b>Mauritius</b>			
Port Louis	A	-	-
<b>Mexico</b>			
Mexico City	A	-	-
Tapachula, Chiapas	B	X	X
<b>Mongolia</b>			
Ulaanbaatar	E	X	X
<b>Montserrat</b>			
Montserrat	C	X	X
<b>Morocco</b>			
Casablanca	A	-	-
El Jadida	A	-	-
Rabat	A	-	-
Settat	A	X	-
Tangiers	A	X	-
<b>Mozambique</b>			
Beira	D	X	X
Chimoio	E	X	X
Maputo	C	X	-
Nampula	C	X	X
Pemba	D	X	X
Tete	D	X	X
Xai-Xai	D	X	X

<i>Duty station</i>	<i>Category</i>	<i>Additional education grant travel and reimbursement of boarding costs</i>	<i>Additional shipment of personal effects</i>
<b>Myanmar</b>			
Hakha	E	X	X
Maungdaw	E	X	X
Mong Pawk	E	X	X
Myitkyina	E	X	X
Sittwe	D	X	X
Yangon (Rangoon)	C	X	X
<b>Namibia</b>			
Oshakati	C	X	X
Rundu	D	X	X
Windhoek	A	X	-
<b>Nepal</b>			
Jhapa	D	X	X
Kathmandu	C	X	X
<b>Nicaragua</b>			
Managua	B	-	-
<b>Niger</b>			
Maradi	D	X	X
Mayahi	D	X	X
Niamey	C	X	X
<b>Nigeria</b>			
Abuja	C	X	-
Bauchi	D	X	X
Enugu	D	X	X
Kaduna	D	X	X
Lagos	D	X	X
<b>Oman</b>			
Muscat	B	-	-
<b>Pakistan</b>			
Islamabad	B	X	-
Karachi	C	X	-
Lahore	B	X	-
Peshawar	D	X	X
Quetta	E	X	X
Rawalpindi	B	X	-
<b>Panama</b>			
Panama City	A	-	-
Yaviza <sup>a</sup>	D	X	X
<b>Papua New Guinea</b>			
Arawa	E	X	X
Port Moresby <sup>a</sup>	D	X	X

<i>Duty station</i>	<i>Category</i>	<i>Additional education grant travel and reimbursement of boarding costs</i>	<i>Additional shipment of personal effects</i>
<b>Paraguay</b>			
Asunción	A	-	-
<b>Peru</b>			
Lima	B	-	-
<b>Philippines</b>			
Davao City	B	X	-
Manila	A	-	-
<b>Poland</b>			
Warsaw	A	-	-
<b>Qatar</b>			
Doha	B	X	-
<b>Republic of Korea</b>			
Seoul	A	-	-
<b>Republic of Moldova</b>			
Kishinev <sup>a</sup>	B	X	X
<b>Romania</b>			
Bucharest <sup>a</sup>	A	-	-
<b>Russian Federation</b>			
Moscow	A	-	-
Nazran	C	X	X
Vladikavkaz	D	X	X
<b>Rwanda</b>			
Byumba	C	X	X
Gisenye	C	X	X
Kibuye	C	X	X
Kigali	C	X	X
<b>Samoa</b>			
Apia	C	X	X
<b>Sao Tome and Principe</b>			
Sao Tome	D	X	X
<b>Saudi Arabia</b>			
Jeddah <sup>a</sup>	B	X	-
Rafha <sup>a</sup>	C	X	X
Riyadh <sup>a</sup>	B	-	-
<b>Senegal</b>			
Dakar	A	-	-
Kedougou	C	X	X
<b>Serbia and Montenegro</b>			
Belgrade	A	X	-
Kraljevo <sup>a</sup>	A	X	-
Novi Sad <sup>a</sup>	A	X	-

<i>Duty station</i>	<i>Category</i>	<i>Additional education grant travel and reimbursement of boarding costs</i>	<i>Additional shipment of personal effects</i>
Podgorica <sup>a</sup>	A	X	-
Pristina <sup>a</sup>	B	X	-
<b>Seychelles</b>			
Mahé/Port Victoria	A	-	-
<b>Sierra Leone</b>			
Bo	E	X	X
Freetown	E	X	X
Kailahun	E	X	X
Kenema	E	X	X
Koidu	E	X	X
Zimmi	E	X	X
<b>Slovakia</b>			
Bratislava <sup>a</sup>	A	-	-
<b>Slovenia</b>			
Ljubljana	A	X	-
<b>Solomon Islands</b>			
Honiara	D	X	X
<b>Somalia</b>			
Adalei	E	X	X
Hargeisa	E	X	X
<b>South Africa</b>			
Pretoria	A	-	-
<b>Sri Lanka</b>			
Batticaloa	E	X	X
Colombo	B	-	-
Jaffna	E	X	X
Kandy	B	X	-
Kilinochchi	E	X	X
Trincomalee	E	X	X
Vavuniya <sup>a</sup>	D	X	X
<b>Sudan</b>			
El Fasher	E	X	X
El Obeid	E	X	X
El Showak	E	X	X
Juba	E	X	X
Khartoum	D	-	-
Kosti	E	X	X
Port Sudan	D	X	-
Wau	E	X	X
<b>Suriname</b>			
Paramaribo <sup>a</sup>	B	X	-

<i>Duty station</i>	<i>Category</i>	<i>Additional education grant travel and reimbursement of boarding costs</i>	<i>Additional shipment of personal effects</i>
<b>Swaziland</b>			
Mbabane	A	X	-
<b>Syrian Arab Republic</b>			
Aleppo	B	X	X
Damascus <sup>a</sup>	B	X	X
Palmyra	C	X	X
<b>Tajikistan</b>			
Dushanbe	D	X	X
<b>Thailand</b>			
Ban Mae Sot	C	X	X
Bangkok	A	-	-
Kanchanaburi	A	X	-
Mae Hong Son	C	X	X
<b>The former Yugoslav Republic of Macedonia</b>			
Skopje <sup>a</sup>	A	X	-
<b>Timor-Leste</b>			
Baucau	D	X	X
Dili	D	X	X
<b>Togo</b>			
Lama Kara	C	X	X
Lomé <sup>a</sup>	B	X	-
<b>Tonga</b>			
Nuku Alofa	B	X	X
<b>Trinidad and Tobago</b>			
Port-of-Spain	A	-	-
<b>Tunisia</b>			
Gafsa	A	-	-
Tunis	A	-	-
<b>Turkey</b>			
Ankara	A	-	-
Van	B	X	X
<b>Turkmenistan</b>			
Ashgabad	D	X	X
<b>Uganda</b>			
Adjumani	E	X	X
Arua <sup>a</sup>	D	X	X
Entebbe	C	X	X
Gulu	E	X	X
Kampala	C	X	X
Mbarara	D	X	X



<i>Duty station</i>	<i>Category</i>	<i>Additional education grant travel and reimbursement of boarding costs</i>	<i>Additional shipment of personal effects</i>
<b>Ukraine</b>			
Kiev <sup>a</sup>	A	X	-
Simferopol	C	X	X
<b>United Arab Emirates</b>			
Abu Dhabi <sup>a</sup>	B	-	-
Al-Ain	B	-	-
Dubai	B	-	-
<b>United Republic of Tanzania</b>			
Arusha	C	X	X
Dar es Salaam	C	X	X
Isaka	E	X	X
Kasulu	E	X	X
Kibondo	E	X	X
Kigoma	E	X	X
Mwanza	C	X	X
Ngara	E	X	X
Zanzibar	C	X	X
<b>Uruguay</b>			
Montevideo	A	-	-
<b>Uzbekistan</b>			
Tashkent	C	X	X
<b>Vanuatu</b>			
Vila (Porta Vila)	B	X	X
<b>Venezuela</b>			
Caracas	A	-	-
Guasdalito	C	X	X
Machiques	C	X	X
San Cristobal	B	X	-
<b>Viet Nam</b>			
Ha Tinh	D	X	X
Haiphong	D	X	X
Hanoi	B	-	X
Ho Chi Minh City	B	X	X
Quang Ninh	D	X	X
Tuyen Quang	D	X	X
<b>West Bank</b>			
East Jerusalem	C	X	-
Elsewhere in West Bank	C	X	X

<i>Duty station</i>	<i>Category</i>	<i>Additional education grant travel and reimbursement of boarding costs</i>	<i>Additional shipment of personal effects</i>
<b>Yemen</b>			
Aden	D	X	X
Sana'a	D	-	X
Socotra	E	X	X
<b>Zambia</b>			
Kaoma	E	X	X
Kawambwa	E	X	X
Livingstone	A	X	-
Lusaka	C	X	X
Mongu	E	X	X
Mporokoso	D	X	X
Solwezi	D	X	X
<b>Zimbabwe</b>			
Beitbridge	C	X	X
Bulawayo	B	X	-
Harare	B	-	X
Masvingo	B	X	X
Mutare	B	X	X

<sup>a</sup> Denotes change in entitlement from previous year.

<sup>b</sup> Transitional classification.

## Annex III

### **Countries having duty stations that qualify for reimbursement by organizations of the costs of basic medical examinations for accompanying eligible family members, at 1 January 2004**

Afghanistan	Libyan Arab Jamahiriya
Albania	Madagascar
Algeria	Malawi
Angola	Maldives
Armenia	Mali
Azerbaijan	Mariana Islands
Bangladesh	Marshall Islands
Belize	Mauritania
Benin	Micronesia, Federated States of
Bhutan	Mongolia
Bolivia	Mozambique
Bosnia and Herzegovina	Myanmar
Burkina Faso	Nepal
Burundi	Nicaragua
Cambodia	Niger
Cameroon	Nigeria
Cape Verde	Pakistan
Central African Republic	Papua New Guinea
Chad	Republic of Moldova
Comoros	Romania
Congo	Rwanda
Cuba	Samoa
Democratic People's Republic of Korea	Sao Tome and Principe
Democratic Republic of the Congo	Senegal
Djibouti	Serbia and Montenegro
Equatorial Guinea	Sierra Leone
Eritrea	Solomon Islands
Ethiopia	Somalia
Gabon	Sudan
Gambia	Suriname
Georgia	Tajikistan
Ghana	The former Yugoslav Republic of
Guatemala	Macedonia
Guinea	Togo
Guinea-Bissau	Tokelau
Guyana	Tonga
Haiti	Turkmenistan
Honduras	Tuvalu
Iraq	Uganda
Kazakhstan	United Republic of Tanzania
Kiribati	Uzbekistan
Kyrgyzstan	Vanuatu
Lao People's Democratic Republic	Viet Nam
Lesotho	Yemen
Liberia	Zambia