



USAID
FROM THE AMERICAN PEOPLE

USAID Incentive Languages (At overseas posts as indicated)

A Mandatory Reference for ADS Chapter 438

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Category C USAID Incentive Languages (at overseas posts as indicated)

This list replaces all attachments and listings in USAID Agency Notices and ADS Chapters [414](#) and [459](#). This list may be revised as dictated by changes in **USAID** language program needs and the opening and closing of overseas posts. Changes and additions to the list must be approved by the Office of Human **Capital and Talent Management (HCTM)** Chief Human Capital Officer (CHCO), or designee.

Afrikaans (South Africa)	Luganda (Uganda)
Akan/Twi (Ghana, Cote d'Ivoire)	Macedonian (North Macedonia)
Albanian (Albania, Kosovo, North Macedonia)	Malagasy (Madagascar)
Amharic (Ethiopia)	Malayalam (India)
Arabic (Chad, Egypt, Iraq, Jordan, Lebanon, Mauritania, Morocco, Niger, Sudan, Syria, Israel, Tunisia, West Bank, Yemen)	*Mandingo (Gambia, Guinea, Mali)
Armenian (Armenia)	Marathi (India)
Azerbaijani (Azerbaijan)	Mongolian (Mongolia)
Bemba (Zambia)	Nepali (Nepal)
Bengali (Bangladesh)	Oromo (Ethiopia)
Bosnian (Bosnia)	Pashto (Afghanistan, Pakistan)
Burmese (Burma)	Persian Dari or Farsi (Afghanistan)
Belorussian (Belarus)	Pilipino/Filipino/Tagalog (Philippines)
Cambodian/Khmer (Cambodia)	Punjabi (Pakistan)
Croatian (Bosnia)	Quechua (Bolivia, Ecuador, Peru)
	Romanian (Moldova)
	Russian (Armenia, Azerbaijan, Belarus, Moldova, Kazakhstan, Kyrgyzstan, Tajikistan, Turkmenistan, Ukraine, Uzbekistan)
	Serbian (Serbia, Bosnia)
	Sinhala/Singhalese (Sri Lanka)

<p>Fula/Fulani (Guinea, Mali, Nigeria, Senegal)</p> <p>Ga (Ghana)</p> <p>Georgian (Georgia)</p> <p>Guarani (Paraguay)</p> <p>Gujarati (India)</p> <p>Hausa (Niger, Nigeria)</p> <p>Hebrew (Israel, West Bank)</p> <p>Hindi (India)</p> <p>Igbo/Ibo (Nigeria)</p> <p>Indonesian (Indonesia)</p> <p>Kinyarwanda (Rwanda)</p> <p>Kikongo (Angola, Democratic Republic of Congo)</p> <p>Kirundi (Burundi)</p> <p>Krio (Sierra Leone)</p> <p>* Kurdish (Iraq, Syria, Turkey)</p>	<p>Somali (Ethiopia, Kenya, Somalia)</p> <p>*Sotho/Sesotho (South Africa)</p> <p>Swahili (Burundi, Democratic Republic of Congo, Kenya, Mozambique, Rwanda, Uganda, Tanzania)</p> <p>Tajik (Afghanistan, Tajikistan)</p> <p>Tamil (Sri Lanka)</p> <p>Telugu (India)</p> <p>Thai (Thailand)</p> <p>Tigrinya (Ethiopia)</p> <p>Turkmen (Afghanistan, Turkmenistan)</p> <p>Ukrainian (Ukraine)</p> <p>Urdu (Pakistan, India)</p> <p>Uzbek (Afghanistan, Uzbekistan)</p>
<p>Kazakh (Kazakhstan)</p> <p>Kyrgyz (Kyrgyzstan)</p>	<p>Vietnamese (Vietnam)</p> <p>Visayan/Bisayan (Philippines)</p> <p>*Wolof (Senegal)</p> <p>*Yoruba (Nigeria)</p> <p>Zulu (South Africa)</p> <p>Xhosa (South Africa)</p>

* Indicates no reading requirement