



General Assembly

Distr.: General
20 April 2005

Original: English

Fifty-ninth session

Fifth Committee

Agenda items 77, 108 and 123

Comprehensive review of the whole question of peacekeeping operations in all their aspects

Programme budget for the biennium 2004-2005

Administrative and budgetary aspects of the financing of the United Nations peacekeeping operations

Comprehensive review on a strategy to eliminate future sexual exploitation and abuse in United Nations peacekeeping operations

Programme budget implications of draft resolution A/C.4/59/L.20

Statement submitted by the Secretary-General in accordance with rule 153 of the rules of procedure of the General Assembly

Summary

The Special Political and Decolonization Committee (Fourth Committee), in its draft resolution entitled “Comprehensive review on a strategy to eliminate future sexual exploitation and abuse in United Nations peacekeeping operations” (A/C.4/59/L.20), endorsed the proposals, recommendations and conclusions of the Special Committee on Peacekeeping Operations regarding the comprehensive report on sexual exploitation and abuse by United Nations peacekeeping personnel prepared by Prince Zeid Ra’ad Zeid Al-Husseini (A/59/710).

The Special Committee on Peacekeeping Operations, having considered the report, made several recommendations and conclusions (see A/59/19/Add.1, sect. II).

The present report outlines the budgetary implications and/or consequential changes in the proposed programme budget for the biennium 2004-2005 and the proposed programme budget for the biennium 2006-2007, as well as the budgets for the support account for peacekeeping operations, the United Nations Organization Mission in the Democratic Republic of the Congo, the United Nations Operation in Côte d'Ivoire, the United Nations Operation in Burundi, the United Nations Mission in Liberia, the United Nations Stabilization Mission in Haiti, the United Nations Mission in Sierra Leone and the United Nations Mission in the Sudan for the period from 1 July 2005 to 30 June 2006.

I. Introduction

1. At its 28th meeting, on 18 April 2005, the Special Political and Decolonization Committee (Fourth Committee), in adopting its draft resolution entitled “Comprehensive review on a strategy to eliminate future sexual exploitation and abuse in United Nations peacekeeping operations” (A/C.4/59/L.20), endorsed the proposals, recommendations and conclusions of the Special Committee on Peacekeeping Operations regarding the report prepared by Prince Zeid Ra’ad Zeid Al-Husseini (A/59/710).

2. The Special Committee on Peacekeeping Operations, having considered the report, made several recommendations and conclusions (see A/59/19/Add.1, sect. II).

II. Organizational issues

3. The recommendations contained in the report of the Special Committee call for numerous actions to be taken by the Department of Peacekeeping Operations, the troop-contributing countries, Member States and the Secretariat. The financial implications of the actions described in section II.A, B, F to K and N are considered in the present report.

4. The implementation of the recommendation contained in paragraph 28 of the report of the Special Committee relating to the capacity to address misconduct necessitates the creation of Personnel Conduct Units at Headquarters and in the peacekeeping missions. The Personnel Conduct Units would provide a full-time, dedicated capacity to address misconduct issues relating to all categories of peacekeeping personnel. The primary aim would be to strengthen the capacity of the Department of Peacekeeping Operations and the missions to minimize and effectively manage acts of misconduct and to enforce United Nations standards of conduct. The following would be the key tasks of the Personnel Conduct Units:

(a) At Headquarters, the Unit would report to the Director of Change Management (D-2) in the Office of the Under-Secretary-General, Department of Peacekeeping Operations, and would provide policy guidance to senior management at Headquarters and in the field missions. The Unit would also undertake a review of the guidelines and directives relating to misconduct and develop strategies to help prevent, identify and respond effectively to misconduct by all categories of peacekeeping personnel. In support of the efforts undertaken by the Units in the field missions, the Personnel Conduct Unit at Headquarters would also ensure that the Department’s disciplinary procedures were adequately disseminated to and understood by field staff, develop required awareness-raising and training materials on personnel conduct and Department of Peacekeeping Operations disciplinary procedures, and provide technical advice to Personnel Conduct Officers/Units in peacekeeping operations on addressing personnel misconduct in the field;

(b) The capacity at Headquarters would monitor compliance in field missions with Department of Peacekeeping Operations policies, strategies, procedures and guidelines on personnel conduct and would maintain records, in a manner consistent with United Nations rules and regulations, on personnel conduct issues;

(c) In the field missions, the Personnel Conduct Unit would report to the Chief of Staff and have direct access to the Special Representative of the Secretary-General. The Chief of the Unit would make recommendations on how to prevent, identify and respond to misconduct by all categories of mission personnel. The Unit would ensure that the provision of training on United Nations standards of conduct included specific training on sexual exploitation and abuse;

(d) In the missions, the Personnel Conduct Units would establish mechanisms to receive complaints relating to personnel misconduct, as well as review and verify facts and forward complaints about alleged personnel misconduct and develop and implement other measures to identify such misconduct, as appropriate;

(e) In providing a response to misconduct, the Personnel Conduct Units in the missions would provide technical guidance to preliminary investigations and boards of inquiry on Department of Peacekeeping Operations disciplinary procedures and guidelines and would liaise with Headquarters on follow-up to investigations into personnel misconduct;

(f) With regard to records management and reporting, the Units would establish a data management system that records all allegations of personnel misconduct and permits the tracking of progress in investigations. The Units would monitor the implementation and effectiveness of all missions' efforts to address misconduct and produce reports on misconduct by category of peacekeeping personnel;

(g) In support of public information efforts, the Units would develop measures to inform the population of the host country of the United Nations standards of conduct and complaint mechanisms established in the mission. The Units would also inform the host population of outcomes of investigations and disciplinary measures taken against peacekeeping personnel;

(h) The Units would also liaise with Headquarters, including the Department of Management and other United Nations and non-governmental organization initiatives to ensure coherence with the efforts of missions to address misconduct and compliance with organizational policies, procedures and guidelines on personnel misconduct. The Office of Human Resources Management has core responsibility for the development of organizational human resources policy and for providing authoritative advice on the application and/or interpretation of rules Secretariat-wide, including in the Department of Peacekeeping Operations and in peacekeeping and other field missions. In addition, the Office has sole responsibility for initiating and conducting disciplinary proceedings;

(i) Although the Personnel Conduct Units would be located in the Office of the Chief of Staff, a liaison office may be established in other parts of the mission area, if required.

III. Estimated requirements for the Department of Peacekeeping Operations, the Department of Management and the peacekeeping missions for the period from 1 July 2005 to 30 June 2006

A. Overview

Human resources requirements

Grade	Personnel Conduct Units			Other positions			Total		
	Requirement	Proposed in budget	Balance	Requirement	Proposed in budget	Balance	Requirement	Proposed in budget	Balance
D-1	4	3	1	—	—	—	4	3	1
P-5	6	4	2	—	—	—	6	4	2
P-4	16	9	7	1	1	—	17	10	7
P-3	4	3	1	1	—	1	5	3	2
P-2	6	2	4	—	—	—	6	2	4
Field Service	8	3	5	—	—	—	8	3	5
National Officer	8	4	4	—	—	—	8	4	4
General Service (Other level)	2	2	—	—	—	—	2	2	—
National General Service	9	3	6	—	—	—	9	3	6
Total	63	33	30	2	1	1	65	34	31

5. A total of 63 posts are required in the United Nations Organization Mission in the Democratic Republic of the Congo (MONUC) (14 posts), the United Nations Operation in Côte d'Ivoire (UNOCI) (7 posts), the United Nations Operation in Burundi (ONUB) (7 posts), the United Nations Mission in Liberia (UNMIL) (7 posts), the United Nations Stabilization Mission in Haiti (MINUSTAH) (7 posts), the United Nations Mission in Sierra Leone (UNAMSIL) (3 posts), the United Nations Mission in the Sudan (UNMIS) (10 posts) and at Headquarters (8 posts) to implement the recommendations contained in paragraphs 11 and 28 of the report of the Special Committee.

6. Of that number, 33 posts have been included in the proposed budgets of the respective missions and of the support account for the period from 1 July 2005 to 30 June 2006 as follows:

- MONUC: 11 posts (to be included in the Mission's forthcoming 2005/06 budget)
- UNOCI: 1 post
- ONUB: 1 post
- UNMIL: 1 post
- MINUSTAH: 1 post
- UNMIS: 10 posts (to be included in the Mission's forthcoming 2005/06 budget)
- Headquarters: 8 posts

Financial resource requirements

(In thousands of United States dollars)

Category	Personnel Conduct Units			Other			Total		
	Requirement	Proposed in budget	Balance	Requirement	Proposed in budget	Balance	Requirement	Proposed in budget	Balance
Posts	7 295.8	4 026.7	3 269.1	173.3	95.8	77.5	7 469.1	4 122.5	3 346.6
General temporary assistance	—	—	—	191.6	95.8	95.8	191.6	95.8	95.8
Official travel	5.7	5.7	—	70.0	—	70.0	75.7	5.7	70.0
Facilities and infrastructure	251.8	251.8	—	56.5	28.3	28.2	308.3	280.1	28.2
Communications	9.6	9.6	—	2.9	1.2	1.7	12.5	10.8	1.7
Information technology	27.2	27.2	—	6.8	3.4	3.4	34.0	30.6	3.4
Total	7 590.1	4 321.0	3 269.1	501.1	224.5	276.6	8 091.2	4 545.5	3 545.7

7. A total amount of \$8,091,200 is required to implement the recommendations contained in paragraphs 11, 24 and 28 of the report of the Special Committee.

8. Of that amount, \$4,545,500 has been included in the proposed 2005/06 budgets of the missions and the support account.

9. The detailed requirements for Headquarters and the field missions are provided below.

B. Headquarters: training, data management and capacity to address misconduct

Human resource requirements

Grade	Personnel Conduct Units			Other positions			Total		
	Requirement	Proposed in budget	Balance	Requirement	Proposed in budget	Balance	Requirement	Proposed in budget	Balance
D-1	1	1	—	—	—	—	1	1	—
P-5	1	1	—	—	—	—	1	1	—
P-4	3	3	—	1	1	—	4	4	—
P-3	—	—	—	1	—	1	1	—	1
P-2	1	1	—	—	—	—	1	1	—
General Service (Other level)	2	2	—	—	—	—	2	2	—
Total	8	8	—	2	1	1	10	9	1

Financial resource requirements

(In thousands of United States dollars)

Category	Personnel Conduct Units			Other			Total		
	Requirement	Proposed in budget ^a	Balance	Requirement	Proposed in budget ^a	Balance	Requirement	Proposed in budget ^a	Balance
Posts	699.9	699.9	—	173.3	95.8	77.5	873.2	795.7	77.5
General temporary assistance	—	—	—	191.6	95.8	95.8	191.6	95.8	95.8
Official travel	5.7	5.7	—	35.0	—	35.0	40.7	5.7	35.0
Facilities and infrastructure	251.8	251.8	—	56.5	28.3	28.2	308.3	280.1	28.2
Communications	9.6	9.6	—	2.9	1.2	1.7	12.5	10.8	1.7
Information technology	27.2	27.2	—	6.8	3.4	3.4	34.0	30.6	3.4
Total	994.2	994.2	—	466.1	224.5	241.6	1 460.3	1 218.7	241.6

^a Support account budget (A/59/730).

10. The Special Committee, in paragraph 11 of its report, called upon the Department of Peacekeeping Operations to review HIV/AIDS training to ensure that the prohibitions in Secretary-General's bulletin ST/SGB/2003/13 were fully included. In the proposed budget for the support account (A/59/730), one HIV/AIDS Adviser position (P-4) is requested to review the training activities in support of the departmental policy on HIV/AIDS.

11. In paragraph 28 of its report, the Special Committee recommended strengthening capacity in the Department of Peacekeeping Operations, with due attention to avoiding duplication of resources and functions, to address all cases of misconduct, including sexual exploitation and abuse, to provide prompt advice to missions, to ensure the coherent application of United Nations procedures and to provide guidance and advice for all categories of civilian and uniformed personnel.

12. The Special Committee recommended, in paragraph 24 of its report, that the Secretary-General establish a data-collection and management system at Headquarters and in the field to track allegations of sexual exploitation and abuse and responses of missions to those allegations. The database would be designed and implemented by the Communications and Information Technology Service of the Office of Mission Support, Department of Peacekeeping Operations, using existing resources. Travel costs relating to the installation and implementation of the data-collection and management system in the field missions would require an additional \$70,000.

13. The Department of Peacekeeping Operations is proposing in the 2005/06 support account budget the creation of a Personnel Conduct Unit at Headquarters to be located in the Office of the Under-Secretary-General, for Peacekeeping Operations. The Unit would comprise eight posts, as follows:

- One Chief (D-1)
- One Senior Policy Adviser (P-5)
- Three Disciplinary Officers (P-4)
- One Reports Officer (P-2)
- One Administrative Assistant (General Service (Other level))
- One Data Entry Clerk (General Service (Other level))

14. The proposed Unit would provide a comprehensive response by ensuring the prevention and identification of misconduct, the compliance and enforcement of United Nations standards of conduct and follow-up on cases of misconduct on the part of United Nations personnel in the missions.

15. In addition to the capacity to be created in the Department of Peacekeeping Operations, the Division for Organizational Development, Office of Human Resources Management, proposes to employ one Legal Adviser (P-4) in the Administrative Law Unit in order to promptly address cases of sexual exploitation and abuse referred to the Office of Human Resources Management by the peacekeeping mission. The post is proposed to be funded from general temporary assistance for 12 months. Requirements for six months are included in the proposed 2005/06 support account budget; the Division for Organizational Development has proposed that funding for an additional six months of general temporary assistance at the P-4 level also be included in that budget.

16. In addition, the Office of Human Resources Management proposes one additional Legal Officer (P-3) for the Policy Support Unit in the Division for Organizational Development to provide prompt policy and legal advice to the proposed Personnel Conduct Unit at Headquarters in order to ensure that the application of United Nations procedures in the missions is consistent with overall organizational human resources policies. The position will also provide support in the development of policies and guidelines to address sexual exploitation and abuse issues.

Analysis of financial resource requirements

	<i>Requirement</i>	<i>Proposed in budget</i>	<i>Balance</i>
Posts	\$873.2	\$795.7	\$77.5

17. The amount of \$873,200 provides for the salary, common staff costs and staff assessment for the eight posts proposed in the Personnel Conduct Unit, as well as the HIV/AIDS Adviser (P-4) and the Legal Officer (P-3) posts. A delayed recruitment factor of 50 per cent has been applied to the requirements for all the posts. The posts in the Personnel Conduct Unit and the HIV/AIDS Adviser post are included in the proposed 2005/06 support account budget for a total of \$795,700.

18. The requirement relating to the Legal Officer post is not included in the proposed 2005/06 support account budget. Therefore, an additional amount of \$77,500 will be required in that budget.

	<i>Requirement</i>	<i>Proposed in budget</i>	<i>Balance</i>
General temporary assistance	\$191.6	\$95.8	\$95.8

19. A total amount of \$191,600 is requested for general temporary assistance for a Legal Officer at the P-4 level for 12 months. A provision for six months, amounting to \$95,800, has already been included in the support account budget for 2005/06; a further provision of \$95,800 for 6 additional months will be required.

	<i>Requirement</i>	<i>Proposed in budget</i>	<i>Balance</i>
Official travel	\$40.7	\$5.7	\$35.0

20. Provision of \$40,700 is requested for the travel of staff in the Personnel Conduct Unit and the Communications and Information Technology Service.

21. In the Personnel Conduct Unit, the amount of \$5,700 is requested for a three-day workshop on disciplinary issues for Personnel Conduct Officers to be held in New York. This requirement is included in the proposed 2005/06 support account budget.

22. In the Communications and Information Technology Service, provision of \$35,000 is requested for staff to travel to the field missions for the installation and implementation of the data-collection and management system. This requirement will be absorbed within the proposed 2005/06 support account budget. The outcome will be reported in the performance report for that period.

	<i>Requirement</i>	<i>Proposed in budget</i>	<i>Balance</i>
Facilities and infrastructure	\$308.3	\$280.1	\$28.2

23. The amount of \$308,300 provides for the rental of premises (\$106,000), alterations and improvements (\$141,900), rental of office equipment (\$1,000), office supplies (\$1,700) and furniture (\$57,700), based on standard costs, for the posts in the Personnel Conduct Unit, the HIV/AIDS Adviser post in the Department of Peacekeeping Operations and the Legal Officer post in the Division for Organizational Development. A total of \$280,100 is included in the proposed 2005/06 support account budget, and an additional amount of \$28,200 will be required.

	<i>Requirement</i>	<i>Proposed in budget</i>	<i>Balance</i>
Communications	\$12.5	\$10.8	\$1.7

24. The amount of \$12,500 provides for commercial communications (\$10,500) based on past performance and for communications equipment (\$2,000) based on standard costs. Of that amount, \$10,800 is included in the proposed 2005/06 support account budget; an additional amount of \$1,700 will be required.

	<i>Requirement</i>	<i>Proposed in budget</i>	<i>Balance</i>
Information technology	\$34.0	\$30.6	\$3.4

25. The amount of \$34,000 provides for one desktop computer and one printer for the 10 posts (\$22,000) and the maintenance of information technology equipment (\$12,000) using Information Technology Services Division service-level agreement type A. Of that amount, \$30,600 is included in the proposed 2005/06 support account budget; an additional amount of \$3,400 will be required.

C. Peacekeeping missions: capacity to address misconduct

1. United Nations Organization Mission in the Democratic Republic of the Congo

Human resource requirements

<i>Grade</i>	<i>Personnel Conduct Units</i>		<i>Balance</i>
	<i>Requirement</i>	<i>Proposed for 2005/06</i>	
D-1	1	1	—
P-5	1	1	—
P-4	2	1	1
P-3	3	3	—
P-2	—	—	—
Field Service	2	1	1
National Officer	2	2	—
National General Service	3	2	1
Total	14	11	3

Financial resource requirements

(In thousands of United States dollars)

<i>Category</i>	<i>Personnel Conduct Units</i>			<i>Other</i>			<i>Total</i>		
	<i>Requirement</i>	<i>Proposed in budget</i>	<i>Balance</i>	<i>Requirement</i>	<i>Proposed in budget</i>	<i>Balance</i>	<i>Requirement</i>	<i>Proposed in budget</i>	<i>Balance</i>
Civilian personnel	1 553.6	1 353.0	200.6	—	—	—	1 553.6	1 353.0	200.6
Official travel	—	—	—	35.0	—	35.0	35.0	—	35.0
Total	1 553.6	1 353.0	200.6	35.0	—	35.0	1 588.6	1 353.0	235.6

26. The establishment of a Personnel Conduct Unit in MONUC will require 14 posts, as follows:

- Chief (D-1)
- Deputy Chief (P-5)
- Personnel Conduct Officer (P-4)
- Liaison Officer (P-4)
- Operations/Reporting Officer (P-3)
- Programme Officers (2 P-3)
- Personnel Conduct Officers (2 National Officers)
- Data Entry Assistant (Field Service)
- Administrative Assistant (Field Service)
- Translators (2 National General Service)
- Office Assistant/Driver (National General Service)

27. The Mission will propose in its forthcoming 2005/06 budget a total of 11 posts (1 D-1, 1 P-5, 1 P-4, 3 P-3, 1 Field Service, 2 National Officers and 2 National General Service) to meet its preliminary requirements to address misconduct.

Analysis of financial resource requirements

	<u>Requirement</u>	<u>Proposed in budget</u>	<u>Balance</u>
Civilian personnel	\$1 553.6	\$1 353.0	\$200.6

28. The amount of \$1,553,600 provides for salaries, common staff costs, staff assessment and mission subsistence allowance, where applicable, for the 14 posts. A vacancy factor of 15 per cent, a mission-specific average salary cost and a common staff cost percentage have been applied. Of that amount the Mission, after further consultations, will include a provision of \$1,353,000 for 11 new posts in its forthcoming 2005/06 budget and will attempt to absorb the cost of the remaining 3 posts within its 2005/06 budget. The outcome will be reported in the performance report for the same period.

	<u>Requirement</u>	<u>Proposed in budget</u>	<u>Balance</u>
Official travel	\$35.0	—	\$35.0

29. A provision of \$35,000 is requested for staff in the Communications and Information Technology Service to travel to the field missions for the installation and implementation of the data collection and management system. The Mission will endeavour to absorb this requirement within its proposed 2005/06 budget. The outcome will be reported in the performance report for the same period.

2. United Nations Operation in Côte d'Ivoire

Human resource requirements

<i>Grade</i>	<i>Personnel Conduct Units</i>		<i>Balance</i>
	<i>Requirement</i>	<i>Proposed in budget</i>	
P-5	1	—	1
P-4	2	1	1
P-3	—	—	—
P-2	1	—	1
Field Service	1	—	1
National Officer	1	—	1
National General Service	1	—	1
Total	7	1	6

Financial resource requirements

(In thousands of United States dollars)

<i>Category</i>	<i>Requirement</i>	<i>Proposed in budget</i>	<i>Balance</i>
Civilian personnel	806.9	192.1	614.8
Total	806.9	192.1	614.8

30. The establishment of a dedicated capacity to address personnel misconduct in UNOCI will require a total of seven posts, as follows:

- Chief (P-5)
- Personnel Conduct Officer (P-4)
- Liaison Officer (P-4)
- Reports Officer (P-2)
- Personnel Conduct Officer (National Officer)
- Administrative Assistant (Field Service)
- Office Assistant/Driver (National General Service)

31. Of those posts, the Mission currently has one P-4 post approved in the Legal Adviser's Office in the context of the 2004/05 financial period. It is proposed to continue the post during the period 2005/06.

Analysis of financial resource requirements

	<i>Requirement</i>	<i>Proposed in budget</i>	<i>Balance</i>
Civilian personnel	\$806.9	\$192.1	\$614.8

32. The amount of \$806,900 provides for salaries, common staff costs, staff assessment and mission subsistence allowance, where applicable, for the seven posts. A vacancy factor of 15 per cent, a mission-specific average salary cost and a common staff cost percentage have been applied. Of that amount, the Mission has included \$192,100 in its proposed 2005/06 budget. The Mission will attempt to absorb the remaining cost of \$614,800 for the additional six posts within its proposed 2005/06 budget. The outcome will be reported in the performance report for the same period.

3. United Nations Operation in Burundi

Human resource requirements

<i>Grade</i>	<i>Personnel Conduct Units</i>		<i>Balance</i>
	<i>Requirement</i>	<i>Proposed in budget</i>	
P-5	1	1	—
P-4	2	—	2
P-3	—	—	—
P-2	1	—	1
Field Service	1	—	1
National Officer	1	—	1
National General Service	1	—	1
Total	7	1	6

Financial resource requirements

(In thousands of United States dollars)

<i>Category</i>	<i>Requirement</i>	<i>Proposed in budget</i>	<i>Balance</i>
Civilian personnel	850.7	219.0	631.7
Total	850.7	219.0	631.7

33. The establishment of a dedicated capacity to address personnel misconduct in ONUB will require a total of seven posts, as follows:

- Chief (P-5)
- Personnel Conduct Officer (P-4)
- Liaison Officer (P-4)
- Reports Officer (P-2)

- Personnel Conduct Officer (National Officer)
- Administrative Assistant (Field Service)
- Office Assistant/Driver (National General Service)

Of those seven posts, the Mission has included a P-5 post in its proposed 2005/06 budget.

Analysis of financial resource requirements

	<i>Requirement</i>	<i>Proposed in budget</i>	<i>Balance</i>
Civilian personnel	\$850.7	\$219.0	\$631.7

34. The amount of \$850,700 provides for the salaries, common staff costs, staff assessment and mission subsistence allowance, where applicable, for the seven posts. A vacancy factor of 5 per cent, a mission-specific average salary cost and a common staff cost percentage have been applied. Of that amount, the Mission has included \$219,000 in its proposed 2005/06 budget. The Mission will attempt to absorb the remaining cost of \$631,700 for the additional six posts within its proposed 2005/06 budget. The outcome will be reported in the performance report for the same period.

4. United Nations Mission in Liberia

Human resource requirements

<i>Grade</i>	<i>Personnel Conduct Units</i>		<i>Balance</i>
	<i>Requirement</i>	<i>Proposed in budget</i>	
D-1	1	—	1
P-5	—	1	(1)
P-4	2	—	2
P-3	—	—	—
P-2	1	—	1
Field Service	1	—	1
National Officer	1	—	1
National General Service	1	—	1
Total	7	1	6

Financial resource requirements

(In thousands of United States dollars)

<i>Category</i>	<i>Requirement</i>	<i>Proposed in budget</i>	<i>Balance</i>
Civilian personnel	916.1	181.6	734.5
Total	916.1	181.6	734.5

35. The establishment of a dedicated capacity to address personnel misconduct in UNMIL will require a total of seven posts, as follows:

- Chief (D-1)
- Personnel Conduct Officer (P-4)
- Liaison Officer (P-4)
- Reports Officer (P-2)
- Personnel Conduct Officer (National Officer)
- Administrative Assistant (Field Service)
- Office Assistant/Driver (National General Service)

36. The Mission has included one Personnel Conduct Officer (P-5) located in the Office of the Special Representative of the Secretary-General in its proposed 2005/06 budget.

Analysis of financial resource requirements

	<i>Requirement</i>	<i>Proposed in budget</i>	<i>Balance</i>
Civilian personnel	\$916.1	\$181.6	\$734.5

37. The amount of \$916,100 provides for the salaries, common staff costs, staff assessment and mission subsistence allowance, where applicable, for the seven posts. A vacancy factor of 10 per cent, a mission-specific average salary cost and a common staff cost percentage have been applied. Of that amount, the Mission has included \$181,600 in its proposed 2005/06 budget. The Mission will attempt to absorb the remaining cost of \$734,500 for the additional six posts within its proposed 2005/06 budget. The outcome will be reported in the performance report for the same period.

5. United Nations Stabilization Mission in Haiti

Human resource requirements

<i>Grade</i>	<i>Personnel Conduct Units</i>		<i>Balance</i>
	<i>Requirement</i>	<i>Proposed in budget</i>	
P-5	1	—	1
P-4	2	1	1
P-3	—	—	—
P-2	1	—	1
Field Service	1	—	1
National Officer	1	—	1
National General Service	1	—	1
Total	7	1	6

Financial resource requirements

(In thousands of United States dollars)

<i>Category</i>	<i>Requirement</i>	<i>Proposed in budget</i>	<i>Balance</i>
Civilian personnel	883.9	175.9	708.0
Total	883.9	175.9	708.0

38. The establishment of a dedicated capacity to address personnel misconduct in MINUSTAH will require a total of seven posts, as follows:

- Chief (P-5)
- Personnel Conduct Officer (P-4)
- Liaison Officer (P-4)
- Reports Officer (P-2)
- Personnel Conduct Officer (National Officer)
- Administrative Assistant (Field Service)
- Office Assistant/Driver (National General Service)

39. The Mission has included in its proposed 2005/06 budget one P-4 post to support its efforts in addressing misconduct on the part of mission personnel.

Analysis of financial resource requirements

	<i>Requirement</i>	<i>Proposed in budget</i>	<i>Balance</i>
Civilian personnel	\$883.9	\$175.9	\$708.0

40. A provision of \$883,900 is required for the salaries, common staff costs, staff assessment and mission subsistence allowance, where applicable, for the seven posts. A vacancy factor of 5 per cent, a mission-specific average salary cost and a common staff cost percentage have been applied. Of that amount, the Mission has included \$175,900 in its proposed 2005/06 budget. The Mission will attempt to absorb the remaining cost of \$708,000 for the additional six posts within its proposed 2005/06 budget. The outcome will be reported in the performance report for the same period.

6. United Nations Mission in Sierra Leone

Human resource requirements

<i>Grade</i>	<i>Personnel Conduct Units</i>		<i>Balance</i>
	<i>Requirement</i>	<i>Proposed in budget</i>	
P-5	1	—	1
P-4	—	—	—
P-3	1	—	1
National General Service	1	—	1
Total	3	—	3

Financial resource requirements

(In thousands of United States dollars)

<i>Category</i>	<i>Requirement</i>	<i>Proposed in budget</i>	<i>Balance</i>
Civilian personnel	379.6	—	379.6
Total	379.6	—	379.6

41. The establishment of a dedicated capacity to address personnel misconduct in UNAMSIL will require a total of three posts, as follows:

- Personnel Conduct Officer (P-5)
- Operations/Reporting Officer (P-3)
- Office Assistant/Driver (National General Service)

42. The Mission did not include any of the above requirements in its liquidation budget.

Analysis of financial resource requirements

	<i>Requirement</i>	<i>Proposed in budget</i>	<i>Balance</i>
Civilian personnel	\$379.6	—	\$379.6

43. A provision of \$379,600 is required for the salaries, common staff costs, staff assessment and mission subsistence allowance, where applicable, for the three posts. A vacancy factor of 10 per cent, a mission-specific average salary cost and a common staff cost percentage have been applied in relation to the provision for international posts. For the provision relating to the National General Service post, a vacancy factor of 5 per cent has been applied. The Mission did not include any provision in its liquidation budget for the period ending 30 June 2006. A provision of \$379,600 is required for the proposed 2005/06 budget of the Mission.

7. United Nations Mission in the Sudan

Human resource requirements

<i>Grade</i>	<i>Personnel Conduct Units</i>		<i>Balance</i>
	<i>Requirement</i>	<i>Proposed in budget</i>	
D-1	1	1	—
P-4	3	3	—
P-3	—	—	—
P-2	1	1	—
Field Service	2	2	—
National Officer	2	2	—
National General Service	1	1	—
Total	10	10	—

Financial resource requirements

(In thousands of United States dollars)

<i>Category</i>	<i>Requirement</i>	<i>Proposed in budget</i>	<i>Balance</i>
Civilian personnel	1 205.2	1 205.2	—
Total	1 205.2	1 205.2	—

44. The establishment of a dedicated capacity to address personnel misconduct in UNMIS will require a total of 10 posts, as follows:

- Chief (D-1)
- Personnel Conduct Officers (2 P-4)
- Liaison Officer (P-4)
- Reports Officer (P-2)

- Personnel Conduct Officers (2 National Officers)
- Administrative Assistant (2 Field Service)
- Office Assistant/Driver (National General Service)

45. The Mission will include the above requirement in its forthcoming proposed 2005/06 budget.

Analysis of financial resource requirements

	<i>Requirement</i>	<i>Proposed in budget</i>	<i>Balance</i>
Civilian personnel	\$1 205.2	\$1 205.2	—

46. A provision of \$1,205,200 is required for the salaries, common staff costs, staff assessment and mission subsistence allowance, where applicable, for the 10 posts. An average peacekeeping salary standard and common staff cost percentage were applied to the provision relating to international posts.

47. The Mission will include the requirement of \$1,205,200 in its forthcoming proposed 2005/06 budget.

IV. Estimated requirements for the Department of Peacekeeping Operations, the Department of Management and the peacekeeping missions for period from 1 July 2006 to 30 June 2007

A. Headquarters

Human resource requirements

48. The requirement at Headquarters to sustain the capacity to address misconduct, support the policy of the Department of Peacekeeping Operations on HIV/AIDS and support the functions relating to the development of human resources policies in the Office of Human Resources Management will necessitate the continuation of the nine posts proposed in the 2005/06 budget, the continuation of the Legal Officer (P-3) post in the Policy Support Unit of the Division for Organizational Development reflected in paragraph 16 of the present report and the establishment of a Legal Officer (P-4) post in the Administrative Law Unit of the Division.

Financial resource requirements

49. The total financial resources required for the continuation in 2006/07 of the 10 posts proposed in 2005/06 and the establishment of the P-4 Legal Officer post will be \$1,949,500. This requirement represents the post and non-post resources at full cost for all 11 posts.

B. Peacekeeping missions

Human resource requirements

50. In order to fully meet the requirements proposed in paragraph 5 above and to create a dedicated capacity in the United Nations Mission in Kosovo, the United Nations Mission in Ethiopia and Eritrea, the United Nations Mission for the Referendum in Western Sahara, the United Nations Observer Mission in Georgia, the United Nations Interim Force in Lebanon (comprising also the United Nations Peacekeeping Force in Cyprus, the United Nations Disengagement Observer Force, the United Nations Truce Supervision Organization and the Office of the United Nations Special Coordinator for the Middle East Peace Process), and the United Nations Mission of Support in East Timor, subject to a decision of the Security Council on a United Nations presence in Timor-Leste after 20 May 2005, 74 posts are required.

Financial resource requirements

51. The total financial resources required for the 74 posts in the 2006/07 period are \$9,096,300.

V. Programme budget implications for the bienniums 2004-2005 and 2006-2007

52. Implementation of the recommendations of the Special Committee on Peacekeeping Operations and its Working Group contained in its report (A/59/19/Add.1) could also lead to wider implications across the Secretariat beyond the Headquarters offices and field operations described in the present report. In this regard, given the complexity of the issues involved, detailed analysis of these recommendations will be carried out jointly by all departments and offices concerned. At this stage, any additional requirements in 2005 would be reported in the context of the second performance report on the programme budget for the biennium 2004-2005. For the biennium 2006-2007, related requirements, if any, would be considered in the context of the revised estimates for the proposed programme budget for the biennium 2006-2007 to be submitted to the General Assembly at its sixtieth session. Further requirements pertaining to special political missions would be included in the relevant budgets to be submitted as charges against the provision for such missions in the proposed programme budget for 2006-2007.

VI. Estimated requirements for which funding will be sought from extrabudgetary resources

53. In paragraph 10 of its report, the Special Committee recommends that the Department of Peacekeeping Operations make available, on induction and throughout the mission assignment, training on the required standards of conduct and, in particular, on the detailed prohibitions set out in the Secretary-General's bulletin referred to in paragraph 10 above. The implementation of this recommendation calls for: (a) development of a training module; (b) expertise to

build training capacity; and (c) a training workshop. The financial requirements for the implementation of this recommendation are estimated at \$306,000, for which extrabudgetary funding will be sought.

54. In addition to the requirements for the Department of Peacekeeping Operations, the Office for the Coordination of Humanitarian Affairs requires an amount of \$50,000 to implement the recommendation on training referred to above. Funding for this requirement will be sought from extrabudgetary resources.

55. The implementation of paragraph 40 of the report of the Special Committee will necessitate the employment of five legal experts for a period of three months, estimated at \$170,100, for which extrabudgetary funding will be sought.

VII. Recommendations for which the budgetary implications will be presented to the General Assembly after its fifty-ninth session

56. The recommendations for which the budgetary implications will be presented to the General Assembly after its fifty-ninth session are as follows:

(a) A comprehensive review, including a cost-benefit analysis, of the welfare and recreational needs of all categories of peacekeeping personnel to include, *inter alia*, a review of the rules on rest and recreation, including classification of duty stations as family or non-family for United Nations civilian staff; the need for welfare officers and stress counsellors, bearing in mind existing capabilities already deployed; development of minimum standards of welfare and recreational facilities for all categories of personnel; and a review of the effectiveness of the system of welfare payments; proposals should be made to the General Assembly during its sixtieth session (A/59/19/Add.1, para. 20);

(b) The classification of duty stations as family or non-family for United Nations civilian staff will be addressed in the context of the revised conditions of service in the field missions (*ibid.*);

(c) A review of the provision of welfare and recreational facilities with troop-contributing countries during the predeployment assessment conducted by the Force Generation Service and the monitoring by the Department of Peacekeeping Operations of the provision of such facilities in missions using existing monitoring mechanisms, while troops are deployed (*ibid.*, para. 23);

(d) The establishment of a professional and independent investigative capacity with the necessary expertise, within the administrative authority of the United Nations, bearing in mind General Assembly resolution 59/287, to investigate allegations of sexual exploitation and abuse and other allegations of misconduct of a similar grave nature where complex investigative techniques are needed (*ibid.*, para. 30);

(e) The establishment of an effective outreach programme to explain the Organization's policy against sexual exploitation and abuse as well as effective mechanisms to enable individuals to make complaints in a confidential setting (*ibid.*, para. 32);

(f) A comprehensive strategy for assisting victims of sexual exploitation and abuse, including means for financial compensation (*ibid.*, para. 34).

VIII. Action to be taken by the General Assembly

A. Headquarters

57. The action to be taken by the General Assembly with respect to Headquarters is as follows:

(a) Approval of the requirements of \$1,122,900 for the post and non-post resources relating to eight posts in the Personnel Conduct Unit and the post of the HIV/AIDS Adviser for the 12-month period from 1 July 2005 to 30 June 2006, as proposed in the support account budget for the same period (A/59/730);

(b) Approval of general temporary assistance for six months at the P-4 level in the amount of \$95,800 for the functions of a Legal Officer (P-4) in the Administrative Law Unit of the Division for Organizational Development of the Office of Human Resources Management, as proposed in the support account budget for the period 2005/06;

(c) Approval of six additional months of general temporary assistance at the P-4 level in the amount of \$95,800 for the functions of a Legal Officer (P-4) in the Administrative Law Unit of the Division for Organizational Development, to be included in the support account budget for the period 2005/06;

(d) Approval of an additional Legal Officer (P-3) post in the Policy Support Unit of the Division for Organizational Development, along with related post and non-post resources of \$110,800, to be included in the support account for the period 2005/06.

B. Peacekeeping missions

58. The action to be taken by the General Assembly with respect to peacekeeping missions is as follows:

(a) In MONUC, approval of the amount of \$1,353,000 for 11 posts to be included in the Mission's forthcoming budget for the period from 1 July 2005 to 30 June 2006 and the establishment of the 3 additional posts (1 P-4, 1 Field Service and 1 National General Service) required for the same period;

(b) In UNOCI, approval of the amount of \$192,100 for the P-4 post proposed in the Mission's budget for the period from 1 July 2005 to 30 June 2006 and the establishment of the six additional posts (1 P-5, 1 P-4, 1 P-2, 1 Field Service, 1 National Officer and 1 National General Service) required for the same period;

(c) In ONUB, approval of the amount of \$219,000 for the P-5 post proposed in the Mission's budget for the period from 1 July 2005 to 30 June 2006 and the establishment of the six additional posts (2 P-4, 1 P-2, 1 Field Service, 1 National Officer and 1 National General Service) required for the same period;

(d) For UNMIL, approval of the amount of \$181,600 for the P-5 post proposed in the Mission's budget for the period from 1 July 2005 to 30 June

2006, the upgrade of the Personnel Conduct Officer (P-5) post proposed in the Mission's 2005/06 budget to the D-1 level and the establishment of the additional six posts (2 P-4, 1 P-2, 1 Field Service, 1 National Officer and 1 National General Service) required for the same period;

(e) For MINUSTAH, approval of the amount of \$175,900 for the P-4 post proposed in the Mission's budget for the period from 1 July 2005 to 30 June 2006 and the establishment of the additional six posts (1 P-5, 1 P-4, 1 P-2, 1 Field Service, 1 National Officer and 1 National General Service) required for the same period;

(f) For UNAMSIL, approval of the establishment of three posts (1 P-5, 1 P-3 and 1 National General Service) for an amount of \$379,600 for the period from 1 July 2005 to 30 June 2006;

(g) For UNMIS, approval of the establishment of 10 posts (1 D-1, 3 P-4, 1 P-2, 2 Field Service, 2 National Officers and 1 National General Service) for an amount of \$1,205,200 to be included in the Mission's forthcoming budget for the period from 1 July 2005 to 30 June 2006.
