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Hybrid Operation in Darfur

Revised budget for the African Union-United Nations Hybrid Operation in Darfur for the period from 1 July 2014 to 30 June 2015

Report of the Secretary-General

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Summary

The present report contains the revised budget for the African Union-United Nations Hybrid Operation in Darfur (UNAMID) for the period from 1 July 2014 to 30 June 2015, amounting to \$1,206,524,100 (\$1,183,163,700 net).

Pursuant to Security Council resolution 2173 (2014), UNAMID will carry out its mandate in 2014/15 with the maximum authorized strength of 16,200 military personnel (including 260 military observers and 15,940 contingent personnel), 2,310 United Nations police officers and 2,380 formed police personnel, which will be drawn down to 15,845 military personnel (including 147 military observers and 15,698 contingent personnel), 1,583 individual police personnel and 1,820 formed police personnel, effective 1 April 2015. The revised budget provides for the phased draw down of civilian staff to a maximum strength of 1,027 international staff, 2,815 national staff, 169 United Nations Volunteers and 6 Government-provided personnel, inclusive of the Regional Service Centre in Entebbe, by 30 June 2015. UNAMID will implement the recommendations of the civilian staffing review undertaken in response to Assembly resolution 66/264, as well as the strategic review, resulting in a net reduction of 770 posts and positions (1 D-2, 2 D-1, 8 P-5, 17 P-4, 34 P-3, 20 P-2, 133 Field Service, 219 national General Service and 351 United Nations Volunteer) in the 2014/15 period. The revised budget also reflects the conversion of 22 international posts and 31 United Nations Volunteer positions to 53 national posts, effective 1 April 2015.

Within its mandate and deployed capabilities, UNAMID will focus its activities during the budget period on the achievement of the new strategic priorities set out for the Operation in Security Council resolution 2148 (2014): (a) the protection of civilians, the facilitation of the delivery of humanitarian assistance and the safety and security of humanitarian personnel; (b) the mediation between the Government of the Sudan and non-signatory armed movements on the basis of the Doha Document for Peace in Darfur while taking into account ongoing democratic transformation at the national level; and (c) support to the mediation of community conflict, including through measures to address its root causes, in conjunction with the United Nations country team.

The proposed budget of \$1,206,524,100 represents a reduction of \$129.7 million, or 9.7 per cent, compared with the appropriation of \$1,335,248,000 for the 2013/14 period. The decrease is mainly attributable to a reduction in the requirements for military and police personnel (\$70.2 million), owing to the drawdown of military contingents and United Nations police personnel in accordance with Security Council resolution 2173 (2014), and the lower cost of rations, as well as reduced requirements for operational costs (\$63.3 million), primarily due to the reconfiguration of air transportation assets, which is offset in part by additional requirements for civilian staff (\$4.7 million), owing mainly to increased requirements for common staff costs and the payment of termination indemnities.

The total resource requirements for UNAMID for the financial period from 1 July 2014 to 30 June 2015 have been linked to the Operation's objective through a number of results-based frameworks, organized by component (peace process; security; rule of law, governance and human rights; humanitarian liaison, recovery and development; and support). The human resources of the Operation in terms of the number of personnel have been attributed to the individual components, with the exception of the Operation's executive direction and management, which can be attributed to the Operation as a whole.

The explanations for variances in the levels of both human and financial resources have been linked, where applicable, to specific outputs planned by the Operation.

Financial resources

(Thousands of United States dollars. Budget year is from 1 July 2013 to 30 June 2014.)

Category	Expenditures ^a (2012/13)	Apportionment ^a (2013/14)	Cost estimates (2014/15)	Variance	
				Amount	Percentage
Military and police personnel	737 990.9	665 808.1	595 630.1	(70 178.0)	(10.5)
Civilian personnel	294 802.6	284 045.4	288 789.3	4 743.9	1.7
Operational costs	382 928.5	385 394.5	322 104.8	(63 289.7)	(16.4)
Gross requirements	1 415 722.0	1 335 248.0	1 206 524.1	(128 723.9)	(9.6)
Staff assessment income	23 095.6	23 392.7	23 360.4	(32.3)	(0.1)
Net requirements	1 392 626.4	1 311 855.3	1 183 163.7	(128 691.6)	(9.8)
Voluntary contributions in kind (budgeted)	—	—	—	—	—
Total requirements	1 415 722.0	1 335 248.0	1 206 524.1	(128 723.9)	(9.6)

^a Reflects the realignment of resources for Government-provided personnel from the operational costs group of expenditure to the civilian personnel group, and the realignment of resources for the self-sustainment of uniformed personnel from the operational costs group to the military and police personnel group.

Human resources^a

	<i>Military observers</i>	<i>Military contingents</i>	<i>United Nations police</i>	<i>Formed police units</i>	<i>Inter- national staff</i>	<i>National staff^c</i>	<i>Temporary position^d</i>	<i>United Nations Volunteers</i>	<i>Government- provided personnel</i>	<i>Total</i>
Executive direction and management										
Approved 2013/14	—	—	—	—	56	44	—	3	—	103
Proposed 2014/15 ^b	—	—	—	—	65	48	—	1	—	114
Components										
Peace process										
Approved 2013/14	—	—	—	—	98	154	22	17	—	291
Proposed 2014/15 ^b	—	—	—	—	94	157	6	5	—	262
Security										
Approved 2013/14	260	15 940	2 310	2 380	37	348	—	8	—	21 283
Proposed 2014/15	260	15 940	2 310	2 380	34	10	—	5	—	20 939
Rule of law, governance and human rights										
Approved 2013/14	—	—	—	—	81	157	—	39	6	283
Proposed 2014/15 ^b	—	—	—	—	61	85	—	13	6	165
Humanitarian liaison, recovery and development										
Approved 2013/14	—	—	—	—	23	18	—	8	—	49
Proposed 2014/15 ^b	—	—	—	—	19	18	—	—	—	37
Support ^e										
Approved 2013/14	—	—	—	—	869	2 245	3	445	—	3 562
Proposed 2014/15 ^b	—	—	—	—	672	2 363	98	145	—	3 278
Regional Service Centre in Entebbe										
Approved 2013/14	—	—	—	—	57	49	—	—	—	106
Proposed 2014/15 ^b	—	—	—	—	59	53	—	—	—	112
Total										
Approved 2013/14	260	15 940	2 310	2 380	1 221	3 015	25	520	6	25 677
Proposed 2014/15 ^b	260	15 940	2 310	2 380	1 004	2 734	104	169	6	24 907
Net change	—	—	—	—	(217)	(281)	79	(351)	—	(770)

^a Represents highest level of authorized/proposed strength.

^b Represents highest level of authorized strength effective 1 April 2015.

^c Includes National Professional Officers and national General Service staff.

^d Funded under general temporary assistance.

^e Includes one P-5 post (Senior Field Security Coordination Officer) funded through a cost-sharing arrangement with the United Nations country team.

The actions to be taken by the General Assembly are set out in section IV of the present report.

I. Mandate and planned results

A. Overall

1. The mandate of the African Union-United Nations Hybrid Operation in Darfur (UNAMID) was established by the Security Council in its resolution 1769 (2007). The most recent extension of the mandate was authorized by the Council in its resolution 2173 (2014), by which the Council extended the mandate until 30 June 2015.

2. The present report is submitted pursuant to General Assembly resolution 68/297, in which the Assembly authorized the Secretary-General to enter into commitments for the Operation in a total amount not exceeding \$639,654,200 for the period from 1 July to 31 December 2014, and endorsed the recommendation of the Advisory Committee on Administrative and Budgetary Questions that the Secretary-General be requested to submit a revised budget proposal for 2014/15, reflecting the decision of the Security Council on the renewal of the mandate of the Operation, by no later than the main part of the sixty-ninth session of the General Assembly ([A/68/782/Add.15](#), para. 25). In this regard, the present report supersedes the report of the Secretary-General on the budget of the Operation for the period from 1 July 2014 to 30 June 2015 ([A/68/754](#)). In addition to addressing the concerns raised by the Advisory Committee in its relevant report, the present report also reflects the implementation of the recommendations of the strategic review undertaken by UNAMID at the request of the Security Council in its resolution 2113 (2013).

3. The Operation is mandated to help the Security Council achieve an overall objective, namely, a lasting political solution and sustained security in Darfur. Within this overall objective, UNAMID will, during the budget period, contribute to a number of expected accomplishments by delivering related key outputs, shown in the frameworks below. These frameworks are organized according to components (peace process; security; rule of law, governance and human rights; humanitarian liaison, recovery and development; and support), all of which are derived from the mandate of the Operation.

4. The expected accomplishments would lead to the fulfilment of the Security Council's objective within the lifetime of the Operation and the indicators of achievement show a measurement of progress towards such accomplishments during the budget period. The human resources of UNAMID in terms of the number of personnel have been attributed to the individual components, with the exception of the Operation's executive direction and management, which can be attributed to the Operation as a whole. Variances in the number of personnel, compared to the 2013/14 budget, including reclassifications, have been explained under the respective components.

B. Planning assumptions and mission support initiatives

5. During the budget period, UNAMID will continue to streamline its activities towards the achievement of the new strategic priorities set out for the Operation in Security Council resolution 2148 (2014): (a) the protection of civilians, the facilitation of the delivery of humanitarian assistance and the safety and security of humanitarian personnel; (b) the mediation between the Government of the Sudan

and non-signatory armed movements on the basis of the Doha Document for Peace in Darfur, while taking into account ongoing democratic transformation at the national level; and (c) support to the mediation of community conflict, including through measures to address its root causes, in conjunction with the United Nations country team.

6. Since February 2014, in accordance with the new strategic priorities of the Operation outlined in the report of the Secretary-General dated 25 February 2014 (S/2014/138) and endorsed by the Security Council in its resolution 2148 (2014), UNAMID has undertaken a comprehensive assessment and review of its personnel and operational capacities and has taken concrete measures to refocus its activities and resources to achieve greater efficiency and cost-effectiveness. UNAMID has streamlined its activities towards the three new strategic priorities and discontinued all other tasks, following a comprehensive assessment and adjustment of its personnel and material capacities. The streamlining undertaken by the Operation builds upon the civilian staffing review, which was finalized in UNAMID in October 2013, pursuant to General Assembly resolution 66/264.

7. The Security Council, in its resolution 2113 (2013), had requested the Secretary-General to conduct, in close consultation with the African Union, and seeking perspectives from all relevant parties, a detailed and forward-looking review of progress made by UNAMID towards achieving its mandate, including in the light of major changes and developments in the situation in Darfur since the establishment of the Operation, progress towards its benchmarks and consequences for it. The Secretary-General, in his special report on the review of UNAMID dated 25 February 2014 (S/2014/138), summarized the results of the review, which identified major challenges faced by the Operation in the effective discharge of its mandate. The review identified three new strategic priorities for UNAMID that were eventually endorsed by the Council in its resolution 2148 (2014). In addition, the Secretary-General proposed that the benchmarks outlined in his report dated 16 October 2012 (S/2012/771) be adjusted to reflect the revised strategic priorities of the mission.

8. The Security Council, in its resolution 2148 (2014), also requested the Secretary-General to include in his next regular report to the Council on UNAMID specific information and operational recommendations as required on the cost-efficiency and reduction of the Operation's military, police and civilian components to maximize its effectiveness in the implementation of its revised strategic priorities. Accordingly, the Secretary-General, in his report to the Council on UNAMID (S/2014/279), provided information on the implementation of the strategic review mandated under Council resolution 2113 (2013), including the restructuring of the command and control of the police component and the reduction of 723 individual police officers, 4 formed police units, and 4 individual police; the reduction of the military component by 200 military observers, staff officers and liaison officers, following a review of their deployment and tasking; and the reduction of 65 civilian posts, in addition to the 19 posts already identified for reduction in the civilian staffing review conducted pursuant to General Assembly resolution 66/264.

9. In paragraph 4 of its resolution 2173 (2014), the Security Council welcomed the steps taken by UNAMID to implement the review conducted pursuant to resolution 2113 (2014) and requested continued swift and full implementation of the review, including the streamlining of all UNAMID components and alignment of activities to support achievement of its strategic priorities, and the discontinuation

of all other tasks not aligned to the Operation's strategic priorities; and requested a detailed update on the streamlining of the civilian component by 15 September 2014. Accordingly, in his letter to the President of the Security Council dated 16 September 2014 ([S/2014/670](#)), the Secretary-General indicated that, following the first phase of the strategic review, which focused on assessing uniformed personnel and a number of civilian sections (HIV/AIDS, gender, disarmament, demobilization and reintegration, child protection and rule of law), the second and third phases of the streamlining exercise would concentrate on the remaining substantive sections, as well as the mission support and security sections, which would result in a reduction of a further 1,055 posts, comprising 171 substantive, 591 mission support and 293 security posts. The Secretary-General further indicated that he intended to submit, for the consideration of the General Assembly, a phased reduction of an overall 1,139 posts, or 24 per cent of the approved civilian component of UNAMID, which would be implemented by the end of 2015, with the expectation that the majority of the downsizing would take place within the first six months. In that regard, the UNAMID budget reflects the reduction of 770 posts and positions in the 2014/15 period. The remaining 369 posts and positions will be proposed for abolishment, along with a further 59 posts to be nationalized in the context of the 2015/16 budget.

10. The revised strength authorized by the Security Council in its resolution 2173 (2014) comprises 15,845 military personnel, from the previous level of 16,200; 1,583 individual police officers, from the previous level of 2,310; and up to 1,820 formed police personnel, from the previous level of 2,380. UNAMID will reduce its deployment of uniformed personnel as follows: 113 military observers (estimated departures: 73 in December 2014, 33 in March 2015, and 7 in May 2015); 87 staff and military liaison officers (estimated departures: 48 in December 2013, 26 in March 2014, and 13 in May 2014); 155 troops (one heavy transport company), which was repatriated in August 2014; 727 individual police officers, of which 723 were already repatriated by May 2014; and 4 formed police units (560 personnel), which were repatriated by July 2014.

11. UNAMID overall planning in the 2014/15 period will be based on the following key assumptions: (a) the parties to the Doha Document for Peace in Darfur will continue to demonstrate their will and commitment to the implementation of its provisions; (b) the international community will continue to support and provide financial assistance to the implementation of the Doha Document; (c) peace mediation aimed at bringing on board the hold-out movements will start yielding results, including their participation in the national dialogue; (d) improved access and free movement of UNAMID and United Nations country team personnel and delivery of humanitarian assistance; (e) the civilian, military and police components of the Operation will be deployed as per the civilian deployment plan and the military and police concepts of operations; (f) the Government efforts to consolidate peace through the Darfur Regional Authority management will continue to yield results; and (g) there will be improved transparency and accountability in the rule of law and justice systems and in human rights.

12. The strategic review undertaken pursuant to Security Council resolution 2113 (2013) identified three main challenges facing UNAMID in the implementation of its mandate, namely (a) the cooperation and partnership of the Government of the Sudan in mandate implementation; (b) major shortfalls in several troop and police operational capabilities; and (c) the need for improved coordination and integration

structures within UNAMID and between UNAMID and the country team. To address these issues in the 2014/15 period, UNAMID continues to maintain liaison with the Government of the Sudan, which has taken positive steps in the issuance of visas, especially for uniformed personnel, and the deployment of contingent-owned equipment; however, freedom of movement remains a challenge for the Operation. Planning and implementation structures are being strengthened to enhance coordination, monitoring, and reporting of mission activities at all levels. Measures have been put in place to address the issue of access restrictions that impede UNAMID from fully implementing its mandate. These are submitted to the Government of the Sudan and are followed up on a monthly basis. UNAMID and the Department of Peacekeeping Operations are working closely with troop- and police-contributing countries to ensure that uniformed personnel have the skills and expertise required for mandated tasks, and that the appropriate level of self-sustainability and contingent-owned equipment is provided. Standard operating procedures to enhance the capacity for physical protection have also been revised, and force generation efforts at Headquarters have been increased to monitor the operational readiness of team sites as well as to develop guidelines for protection actions under different scenarios.

13. Unity of command and control and a single chain of command are reflected in the Operation's reporting structure, whereby the Joint Special Representative of the Chairperson of the African Union Commission and of the Secretary-General of the United Nations has overall authority over UNAMID, oversees the implementation of its mandate and is responsible for its management and functioning, with principal support provided by two deputy joint special representatives, the Force Commander and the Police Commissioner.

14. In order to better align the UNAMID structure with the demands of its mandate, while at the same time bringing it closer to the structures of other multidimensional operations and refining a number of aspects in the UNAMID chain of command and communication, it is proposed that the two deputies be renamed as follows: Principal Deputy Joint Special Representative and Deputy Joint Special Representative. The Principal Deputy Joint Special Representative will be responsible for civil affairs, human rights, political affairs, communications and public information and legal affairs. The Deputy Joint Special Representative will be responsible for protection strategy and coordination, humanitarian coordination, disarmament, demobilization and reintegration, child protection and rule of law.

15. With regard to multi-year projects, the construction of key buildings, such as offices and living quarters, has been completed. The outsourcing of major construction work will therefore be limited to a number of outstanding projects that are currently under way. In particular, provision is made in the 2014/15 budget for: (a) the construction of 7 remaining helipads, from the planned total of 34, to establish safe and smooth air operations throughout the mission area, helicopters being the only source of transportation to and from the team sites in Darfur (\$1,750,000); (b) the construction during the 2014/15 period, as a pilot project, of one solar power plant, of two planned for the 2014/15 and 2015/16 periods, which will each generate 120 kilowatts and provide a clean, independent and environmentally-friendly supply of power to two buildings located in the Operation's headquarters at El Fasher, and which will contribute to the reduction of carbon footprint by approximately 20 tons per year per power station plants (\$1,000,000); (c) the first phase of the construction of 3.5 km of asphalt road

connecting the super-camp with the airport terminal in El Geneina (\$919,000), while the remaining 50 per cent of the project, under the second phase, will be included in the 2015/16 budget period; and (d) the construction, upon the recommendation of the Board of Auditors, of two of six warehouses as part of the establishment of central warehousing covering engineering, supply, communications and information technology, and ground transportation requirements (\$170,000), while the remaining four warehouses will be constructed during the 2015/16 period.

16. With regard to continued efforts by UNAMID to use water resources and to properly dispose of waste, including hazardous materials, for greater sustainability, the Operation intends to construct (a) one sanitary landfill in El Geneina and 10 controlled tipping sites in 10 team sites for the safe disposal of solid wastes (\$1,500,000), which were budgeted and not undertaken in the 2013/14 period; (b) 12 boreholes using in-house capacity, which were also budgeted and not undertaken in the 2013/14 period, to reduce the Operation's dependence on local vendors for water (\$900,000); and (c) rainwater catchment systems on roofs (\$225,000).

17. With the aim of mitigating the environmental impact of its activities, UNAMID will continue to adopt environmentally friendly construction techniques, including by decreasing its reliance on timber and oven-fired bricks, and to make changes in terms of fuel consumption, for example, by greater reliance on solar power. All electric water heaters installed in ablution units will be replaced with 300 solar-powered water heaters already in stock, building upon the 216 water heaters installed in the 2013/14 period. The installation of 30 solar-powered pumps, complete with solar and control panels, will also be completed during the 2014/15 period as part of the environmental initiatives launched during the 2010/11 period. In addition, 400,000 trees, comprising 200,000 produced in-house and 200,000 outsourced, will be planted to achieve the mission target of 1,000,000 trees by December 2014.

18. During the 2014/15 budget period, to meet its air transportation requirements, UNAMID will continue to capitalize on the optimum utilization of regional strategic transport resources to support its troop rotations. Furthermore, the Operation is utilizing Transportation and Movements Integrated Control Centre air assets as required for the transportation of heavy cargo, which resulted in the reduction of one UNAMID MD-83 in February 2014. UNAMID will be operating its air movement requirements with an air fleet of 28 aircraft (5 fixed-wing and 23 rotary-wing) reflecting a reduction of 7 aircraft (4 fixed-wing and 3 rotary-wing), offset by the increase of one military utility helicopter, as compared to 2013/14 budget period. Reductions in fixed-wing aircraft include the early repatriation of one LJ-60 in January 2014, one MD-83 in February 2014, and the proposed reduction of two fixed-wing aircraft (one B1900 and one CRJ) on 1 December 2014.

19. In order to align the vehicle fleet with the deployed strength, the Operation plans to write off 137 light passenger vehicles and to transfer 582 light passenger vehicles to other operations to meet operational requirements, thereby reducing the total fleet strength from 1,689 (2013/14) to 1,000 light passenger vehicles (2014/15). Some of the vehicles may be deployed to other operations as the situation demands. For example, the United Nations Mission for Ebola Emergency Response (UNMEER) will receive 400 vehicles from UNAMID. The reduced vehicle fleet is based on the recommendations of the strategic review and takes into account the collocation of office premises and staff accommodations in the super-camps and at the team sites

throughout the mission area, and the requirement for an additional 30 medium-sized buses to provide a replacement shuttle service for civilian staff.

C. Regional mission cooperation

20. The Joint Special Representative will continue to maintain communication, including through visits and periodic meetings, with the heads of other missions in the region, particularly the United Nations Mission in South Sudan (UNMISS) and the United Nations Interim Security Force for Abyei (UNISFA), to ensure complementarity of efforts. To this end, UNAMID revived regular meetings between the military chiefs of staff of all three missions. In addition, the UNAMID Joint Operations Centre and Joint Mission Analysis Centre will maintain regular contact, including through the holding of meetings with counterparts in UNMISS and UNISFA to share information, improve situational awareness, and assess cross-border issues, with a view to ensuring a common understanding of the political and security situation as it affects Darfur. Within existing capacities, the Operation will share information regarding the Lord's Resistance Army with other missions in the region and with United Nations Headquarters.

21. The Operation will continue to work closely with bilateral and multilateral donors, embassies and the Government of Qatar in favour of increased donor support for humanitarian action, the return and reintegration of displaced populations and the transition to post-conflict recovery and reconstruction in Darfur. UNAMID will engage international stakeholders, including members of the African Union Peace and Security Council, the "friends of UNAMID" (Belgium, Canada, France, Germany, Italy, the United Kingdom of Great Britain and Northern Ireland and the United States of America), the "UNAMID Stakeholders Forum" (Burkina Faso, Canada, China, Egypt, Ethiopia, the European Union Delegation to the African Union, France, Japan, Kenya, the Netherlands, Nigeria, Rwanda, Senegal, South Africa, Uganda, the United Kingdom, the United Republic of Tanzania and the United States of America), the African Union Commission, the Special Envoys of the permanent members of the Security Council and the European Union and other key stakeholders based in Addis Ababa, to facilitate the provision of support and contributions to UNAMID operations and the Darfur peace process. The Joint Support and Coordination Mechanism in Addis Ababa will continue to provide advice and support to the African Union Commission for the resolution of strategic and operational challenges and to facilitate information-sharing, communication and coordination between the United Nations, the African Union and troop- and police-contributing countries on issues related to UNAMID operations. In the context of the streamlining of the strategic review, the Mechanism will undergo revision following the Comprehensive Staffing Review of the United Nations Office to the African Union and further consultations with the African Union.

22. In accordance with General Assembly resolution 64/269, the results-based-budgeting frameworks relating to the Regional Service Centre in Entebbe, as well as the UNAMID share for the Centre's post and non-post requirements for 2014/15 are reflected in the present report. The functions and related resources that were identified for transfer to the Regional Service Centre in Entebbe in 2012/13 and 2013/14 include check-in and check-out of field personnel; processing of education grants; operation of the Regional Training and Conference Centre; operation of the Transportation and Movement Integrated Control Centre; finance functions,

including aspects of field-based payroll, payments, cashier and accounts; and human resources functions, including international recruitment, post management, and time and attendance. In addition, information and communications technology functions and related resources have been identified for transfer to the Regional Service Centre for the establishment of a regional information and communications technology service. It is proposed that six more posts (1 D-1, 1 P-4, 3 Field Service and 1 national General Service) be redeployed from UNAMID to the Centre.

D. Partnerships, country team coordination and integrated missions

23. UNAMID will continue to increase and strengthen its coordination and collaboration with the United Nations country team. A revised integrated strategic framework to maximize United Nations resources dedicated to programmes of mutual concern has been finalized. Other measures include the implementation of revised standard operating procedures to enhance capacity for physical protection, in particular in respect of the military and police components, and to increase the robustness of the force and formed police units. A comprehensive revision of the mission concept of operations is also under way in support of the effective implementation of the Operation's strategic priorities. Furthermore, UNAMID, the United Nations Secretariat and the United Nations country team have developed a joint workplan on strategic priorities, which is monitored on a biweekly basis.

E. Results-based-budgeting frameworks

24. In order to facilitate the presentation of proposed changes in human resources, six categories of possible action with respect to staffing have been identified. A definition of the terminology with respect to the six categories is contained in annex I.A to the present report.

Executive direction and management

25. Overall mission direction and management are to be provided by the Office of the Joint Special Representative of the Chairperson of the African Union Commission and the Secretary-General. Under the Office of the Joint Special Representative is the Office of the Chief of Staff, which includes the Planning Unit; the Joint Operations Centre; and the Joint Mission Analysis Centre. The Office of the Principal Deputy Joint Special Representative, the Office of the Deputy Joint Special Representative and the Office of Legal Affairs are also included under executive direction and management, since outputs related to their responsibilities are reflected in more than one framework component.

26. Executive direction and management will ensure implementation of the mandate of the Security Council in accordance with the logistical, financial and administrative principles of the United Nations. It will pursue policies aimed at enhancing collaboration with other United Nations entities in order to promote a "One United Nations" approach to peacebuilding, recovery and the reconstruction of Darfur. It will also ensure the welfare, safety and security of all United Nations staff and property throughout the Operation's area of responsibility. Executive management will support the Joint Mediation Support Team, the African Union High-level Implementation Panel and the Implementation Follow-up Commission of

the Doha Document for Peace in Darfur to address, in a comprehensive and inclusive manner, the challenges of peace, justice and reconciliation in Darfur.

Table 1

Human resources: executive direction and management

	International staff						National staff ^a	United Nations Volunteers	Total
	USG-ASG	D-2-D-1	P-5-P-4	P-3-P-2	Field Service	Subtotal			
Office of the Joint Special Representative of the Chairperson of the African Union Commission and the Secretary-General									
Approved posts 2013/14	1	–	2	3	1	7	6	–	13
Proposed posts 2014/15 ^b	1	6	2	7	8	24	28	–	52
Net change	–	6	–	4	7	17	22	–	39
Office of the Chief of Staff (including the Planning Unit)									
Approved posts 2013/14	–	5	6	5	3	19	26	3	48
Proposed posts 2014/15 ^b	–	1	4	2	2	9	4	1	14
Net change	–	(4)	(2)	(3)	(1)	(10)	(22)	(2)	(34)
Office of Legal Affairs									
Approved 2013/14	–	1	3	3	1	8	3	–	11
Proposed 2014/15 ^b	–	–	2	2	1	5	4	–	9
Net change	–	(1)	(1)	(1)	–	(3)	1	–	(2)
Joint Operations Centre									
Approved posts 2013/14	–	–	4	4	1	9	3	–	12
Proposed posts 2014/15 ^b	–	–	4	4	1	9	3	–	12
Net change	–	–	–	–	–	–	–	–	–
Joint Mission Analysis Centre									
Approved posts 2013/14	–	–	3	2	–	5	3	–	8
Proposed posts 2014/15 ^b	–	–	3	2	–	5	3	–	8
Net change	–	–	–	–	–	–	–	–	–
Office of the Principal Deputy Joint Special Representative									
Approved posts 2013/14	1	–	3	2	2	8	3	–	11
Proposed posts 2014/15 ^b	1	–	3	1	2	7	3	–	10
Net change	–	–	–	(1)	–	(1)	–	–	(1)
Office of the Deputy Joint Special Representative									
Approved posts 2013/14	–	–	–	–	–	–	–	–	–
Proposed posts 2014/15 ^b	1	–	2	1	2	6	3	–	9
Net change	1	–	2	1	2	6	3	–	9

	International staff						National staff ^a	United Nations Volunteers	Total
	USG-ASG	D-2-D-1	P-5-P-4	P-3-P-2	Field Service	Subtotal			
Total									
Approved posts 2013/14	2	6	21	19	8	56	44	3	103
Proposed posts 2014/15 ^b	3	7	20	19	16	65	48	1	114
Net change	1	1	(1)	–	8	9	4	(2)	11

^a Includes National Professional Officers and national General Service staff.

^b Highest level of authorized strength effective 1 April 2015.

International staff: net increase of 9 posts (abolishment of 4 posts (1 D-1, 2 P-5 and 1 P-4), establishment of 8 posts (2 D-1 and 6 Field Service posts; redeployment of 6 posts (1 Assistant Secretary-General, 1 P-5, 1 P-4, 1 P-3 and 2 Field Service) from the Office of the Deputy Joint Special Representative (Operations and Management), and conversion of 1 P-3 post to a National Professional Officer post)

National staff: net increase of 4 posts (redemption of 3 national General Service staff posts from the Office of the Deputy Joint Special Representative (Operations and Management) and conversion of 1 P-3 post to a National Professional Officer post)

United Nations Volunteers: net decrease of 2 positions (abolishment)

27. A summary of the proposed changes in executive direction and management, effective 1 April 2015, is presented in the table below:

Office/section/unit	Type of proposed staffing change	Number of posts and positions	Post and position details	To/from
Office of the Joint Special Representative				
	Establishment	7	2 D-1, 5 Field Service	
	Redeployment	30	4 D-1, 3 P-3, 1 Field Service, 5 National Professional Officer, 17 national General Service	From the Office of the Chief of Staff
	Redeployment	1	1 P-3	From the Office of the Deputy Joint Special Representative
	Redeployment	1	1 Field Service	From the Rule of Law, Judicial System and Prison Advisory Section
Net change		39		
Office of the Chief of Staff				
	Abolishment	(4)	2 P-5, 2 United Nations Volunteer	
	Redeployment	(30)	4 D-1, 3 P-3, 1 Field Service, 5 National Professional Officer, 17 national General Service	To the Office of the Joint Special Representative
Net change		(34)		

<i>Office/section/unit</i>	<i>Type of proposed staffing change</i>	<i>Number of posts and positions</i>	<i>Post and position details</i>	<i>To/from</i>
Office of Legal Affairs				
	Abolishment	(2)	1 D-1, 1 P-4	
	Conversion	(1)	1 P-3	
		1	National Professional Officer	From P-3 to National Professional Officer
Net change		(2)		
Office of the Principal Deputy Joint Special Representative				
	Establishment	1	Field Service	
	Redeployment	8	1 ASG, 1 P-5, 1 P-4, 1 P-3, 1 Field Service, 3 national General Service	From the Office of the Deputy Joint Special Representative (Operations and Management)
Net change		9		
Office of the Deputy Joint Special Representative				
	Redeployment	(1)	P-3	To the Office of the Joint Special Representative
Net change		(1)		
Total change		11		

Office of the Joint Special Representative

28. A total of 30 posts are proposed for redeployment from the Office of the Chief of Staff to the Office of the Joint Special Representative (4 D-1, 3 P-3, 1 Field Service, 5 National Professional Officer and 17 national General Service). In accordance with the findings of the strategic review, and in order to better align responsibility and accountability in the Operation, it is proposed that the heads of office in the sectors report directly to the Joint Special Representative. It is therefore proposed that the three existing D-1 sector heads and support staff and an existing D-1 post of Principal Coordination Officer be redeployed to the Office of the Joint Special Representative from the Office of the Chief of Staff (4 D-1, 3 P-3, 1 Field Service, 5 National Professional Officer and 17 national General Service). Day-to-day coordination with the Joint Special Representative will be provided by the Principal Coordination Officer, supported by an existing post of Reporting Officer (P-3). In accordance with the political development in the Sudan, the structure of the sector offices will also be streamlined. Each will be headed by a Head of Office (D-1), supported by one P-3, one Field Service and one national General Service position; two additional D-1 posts for the heads of the new Sectors Central and East will be required. In addition, it is proposed that one P-3 post be redeployed from the Office of the Deputy Joint Special Representative, and one Field Service post be redeployed from the Rule of Law, Judicial System and Prison Advisory Section in the humanitarian liaison, recovery and development.

Office of the Chief of Staff

29. As the heads of office in the sectors will report directly to the Joint Special Representative, it is proposed that 32 related posts be redeployed to the Office of the Joint Special Representative (4 D-1, 3 P-3, 1 Field Service, 5 National Professional Officer and 17 national General Service).

Office of Legal Affairs

30. In line with the results of the civilian staffing review conducted in UNAMID in the 2013/14 period and the strategic review, it is proposed that the Office of Legal Affairs be headed at the P-5 level, effective 1 April 2015. The current D-1 level of the head of the Office is not commensurate with the workload, mission mandate and needs of the Operation and is therefore proposed for abolishment, along with one P-4 post of Legal Affairs Officer. One P-3 post of Legal Affairs Officer is proposed for conversion to a National Professional Officer post, which would be assigned in Khartoum to support coordination with Sudanese authorities.

Office of the Principal Deputy Joint Special Representative

31. It is proposed that the UNAMID structure be realigned with the demands of the Operation's mandate and that the Office of the Principal Deputy Joint Special Representative include responsibility for the Political Affairs Division, the Civil Affairs Section, the Human Rights Section, the Communication and Public Information Division and the Office of Legal Affairs. It is also proposed that the Office of the Deputy Joint Special Representative include the Rule of Law, Judicial System and Prison Advisory Section, the Protection of Civilians Section, the Child Protection Unit, the Gender Advisory Unit, the HIV/AIDS Unit, and the Disarmament, Demobilization and Reintegration Section.

Component 1: peace process

32. The peace process component encompasses activities to support the parties in the implementation of the Doha Document for Peace in Darfur and any subsequent agreements, as appropriate, and in working with the Joint African Union-United Nations Chief Mediator for Darfur and partners to support the parties in their efforts to achieve an inclusive and comprehensive peace. In this regard, the Operation will continue to collaborate with key United Nations agencies and funds, as well as local and international partners, in order to facilitate collective efforts in developing the modalities and mechanisms necessary to capacitate the Darfur Regional Authority.

33. The Operation will work to increase the inclusivity of the peace process among the major parties to the conflict, including in particular all non-signatory armed groups, using the Doha Document for Peace in Darfur as a basis for discussion. It will continue to support the efforts of the Joint Mediation Support Team to engage directly with government officials and non-signatory movements, encouraging them to cease hostilities and enter into peace negotiations. In addition, UNAMID will support the efforts of the African Union High-Level Implementation Panel and the Special Envoy for the Sudan and South Sudan in their efforts to facilitate an inclusive national dialogue as far as it relates to the situation in Darfur.

34. The Operation will provide both technical and logistical support for the implementation of the Doha Document for Peace in Darfur, in particular for the

conduct of Darfur-based internal dialogue and consultations in order to increase local ownership of the peace process, strengthen the Darfur Regional Authority and promote the establishment of additional peace and reconciliation enhancement mechanisms among the people of Darfur.

35. UNAMID will continue to strengthen its communications and public information strategy to promote a better understanding of the peace process, raise awareness of the Operation's mandate and priorities and to advocate the substantive work of the Operation. It will engage stakeholders through a wide range of media activities, including the publication of the monthly magazine *Voices of Darfur* and thematic magazines and the broadcasting of radio programmes, as well as through audiovisual and multimedia products directed at civil society. Pending the issuance of a radio licence, UNAMID will continue to rely on limited broadcast options on the Sudanese Al Salaam Radio station and relays by way of local state radio stations in Darfur.

<i>Expected accomplishments</i>	<i>Indicators of achievement</i>
1.1 Implementation of the provisions of the Doha Document for Peace in Darfur by the Darfur Regional Authority, in collaboration with the Government of the Sudan, and inclusion of all major Darfur stakeholders in the peace process	<p>1.1.1 Negotiations in collaboration with international and regional organizations, leading to the conclusion of an all-inclusive peace agreement in Darfur.</p> <p>1.1.2 Effective functioning of the organs and institutions of the Darfur Regional Authority</p> <p>1.1.3 Provisions of the Doha Document for Peace in Darfur, particularly power-sharing, wealth-sharing, permanent ceasefire and final security arrangements, children's concerns, internal dialogue and consultations are fully implemented</p>

Outputs

- Organization of six high-level consultations with the signatory parties to facilitate the implementation of the Doha Document for Peace in Darfur and any subsequent agreements, in particular the functioning of Darfur Regional Authority institutions envisaged in the Doha Document for Peace in Darfur
- Organization of six consultative meetings with the international community and regional partners on the Doha Document for Peace in Darfur priorities and implementation challenges
- Organization of quarterly consultations with the Government of the Sudan and signatory movements, the African Union, regional and international partners on the progress of mediation process
- Six high-level consultations/engagements with the African Union Commission and the African Union High-level Implementation Panel on issues related to the implementation of the Doha Document for Peace in Darfur, the conduct of the Darfur internal dialogue and consultations and the peace process in Darfur
- Organization of four meetings with non-signatory armed movements to engage them in the peace process
- Organization of six meetings of UNAMID, the African Union High-level Implementation Panel and the Special Envoy for the Sudan and South Sudan for the synchronization of mediation tracks in the Sudan in support of an inclusive national dialogue

- Four reports of the Secretary-General to the Security Council and of the Chairperson of the African Union Commission to the African Union Peace and Security Council on mandate implementation and the progress of the peace process
- Organization of quarterly meetings of the Implementation Follow-up Commission of the Doha Document for Peace in Darfur and the production of four reports to that Commission
- Organization of two meetings of the Doha Document for Peace in the Darfur Joint Commission and the production of 12 reports to the Joint Commission
- Provision of advice through monthly consultative meetings/forums between the Darfur Regional Authority and civil society organizations, local authorities, and local community leaders, including internally displaced persons, women and youth, to coordinate implementation of the Doha Document for Peace in Darfur and Darfur Regional Authority activities at the local level
- Organization of six meetings with the parties to the conflict, including the Government of the Sudan and armed groups, to advocate the integration of children's concerns into the peace process, peace agreements and the post-conflict recovery and reconstruction phases in pursuance of relevant Security Council resolutions on children and armed conflict
- Organization of five seminars for 200 women civil society representatives to monitor the implementation of the provisions on gender and women contained in the Doha Document for Peace in Darfur and subsequent agreements
- Public information campaigns to highlight the work of the Operation, including community outreach activities involving the distribution of public information material containing key messages and giveaways in support of the peace process, as follows: 10 thematic workshops for internally displaced persons, youth, women's groups and community leaders; 6 debates on peace-related topics on security and development; 12 theatre/drama events; 15 sports events; 15 music events; 2 open days in collaboration with other substantive sections; and 8 special/cultural events to heighten awareness of the work and activities carried out by the Operation through its components; six 30 to 90-second television public service announcements; 10 major support news videos (B-roll) for international and local media; 4 of 5 15-minute television/video documentaries; 52 weekly 30-minute episodes of a radio serial drama on the Operation's peacebuilding efforts; 10 radio public service announcements; 5 live radio broadcasts and promotional messages on Darfur state radio stations in support of the Operation's peacebuilding and outreach activities; 50 radio human interest news features relating to the peace process for broadcasting through United Nations Radio in Arabic and English; up to 3 hour-long daily radio programme packages broadcast live, through the Darfur Regional Authority, by the UNAMID Radio Unit
- Monthly magazines with news features and human interest stories related to the Operation's mandate; 1 weekly news bulletin; 1 published book on UNAMID; 2 annual magazines illustrating the work of the military and police components; 50 different event/campaign banners, 25 different thematic posters and 6 separate thematic booklets disseminated in large numbers to support information campaigns and raise awareness about mission activities; 1 annual calendar in 3 versions for 2015; 4 photographic projects, including photography books/exhibitions; 4 different sets of posters disseminated to raise awareness about the importance of women's participation in the peace process
- Daily updates of the Operation's website and 5 press briefings, distribution of news to and from the media and information updates on the mission's electronic publishing platforms in continuous support of the UNAMID mandate

External factors

Provision by national, regional and international actors of political and financial support for the Darfur Regional Authority; cooperation between the Darfur Regional Authority and the Government; willingness of Darfuri stakeholders to participate in the peace process; and progress on the national dialogue

Table 2

Human resources: component 1, peace process

	International staff							United Nations Volunteers	Total
	USG-ASG	D-2-D-1	P-5-P-4	P-3-P-2	Field Service	Subtotal	National staff ^a		
Political Affairs Division									
Approved posts 2013/14	–	1	9	7	1	18	16	–	34
Proposed posts 2014/15 ^b	–	1	9	9	4	23	19	–	42
Net change	–	–	–	2	3	5	3	–	8
Approved temporary positions ^b 2013/14	–	1	3	4	1	9	4	–	13
Proposed temporary positions ^b 2014/15	–	–	–	–	–	–	1	–	1
Net change		(1)	(3)	(4)	(1)	(9)	(3)	–	(12)
Subtotal									
Approved 2013/14	–	2	12	11	2	27	20	–	47
Proposed 2014/15 ^b	–	1	9	9	4	23	20	–	43
Net change		(1)	(3)	(2)	2	(4)	–	–	(4)
Communications and Public Information Division									
Approved posts 2013/14	–	1	6	9	7	23	58	8	89
Proposed posts 2014/15 ^b	–	1	5	9	3	18	58	1	77
Net change	–	–	(1)	–	(4)	(5)	–	(7)	(12)
Civil Affairs Section									
Approved posts 2013/14	–	1	9	22	2	34	70	9	113
Proposed posts 2014/15 ^b	–	1	9	19	2	31	70	4	105
Net change	–	–	–	(3)	–	(3)	–	(5)	(8)
Joint Mediation Support Team									
Approved posts 2013/14	–	–	–	1	2	3	1	–	4
Proposed posts 2014/15 ^b	–	–	–	1	1	2	1	–	3
Net change	–	–	–	–	(1)	(1)	–	–	(1)
Approved temporary positions ^c 2013/14	1	3	3	2	–	9	–	–	9
Proposed temporary positions ^c 2014/15	1	1	2	1	–	5	–	–	5
Net change	–	(2)	(1)	(1)	–	(4)	–	–	(4)

	International staff						National staff ^a	United Nations Volunteers	Total
	USG-ASG	D-2-D-1	P-5-P-4	P-3-P-2	Field Service	Subtotal			
Subtotal									
Approved 2013/14	1	3	3	3	2	12	1	–	13
Proposed 2014/15 ^b	1	1	2	2	1	7	1	–	8
Net change	–	(2)	(1)	(1)	(1)	(5)	–	–	(5)
Joint Support and Coordination Mechanism									
Approved posts 2013/14	–	1	3	3	–	7	1	–	8
Proposed posts 2014/15 ^b	–	1	3	3	–	7	1	–	8
Net change	–	–	–	–	–	–	–	–	–
Khartoum Liaison Office									
Approved posts 2013/14	–	1	5	5	2	13	8	–	21
Proposed posts 2014/15 ^b	–	1	5	5	2	13	8	–	21
Net change	–	–	–	–	–	–	–	–	–
Total									
Approved posts 2013/14	–	5	32	47	14	98	154	17	269
Proposed posts 2014/15 ^b	–	5	31	46	12	94	157	5	256
Net change	–	–	(1)	(1)	(2)	(4)	3	(12)	(13)
Approved temporary positions ^c 2013/14	1	4	6	6	1	18	4	–	22
Proposed temporary positions ^c 2014/15	1	1	2	1	–	5	1	–	6
Net change	–	(3)	(4)	(5)	(1)	(13)	(3)	–	(16)
Total									
Approved 2013/14	1	9	38	53	15	116	158	17	291
Proposed 2014/15 ^b	1	6	33	47	12	99	158	5	262
Net change	–	(3)	(5)	(6)	(3)	(17)	–	(12)	(29)

^a Includes National Professional Officers and national General Service staff.

^b Highest level of authorized strength effective 1 April 2015.

^c Funded under general temporary assistance.

International staff: net decrease of 4 posts (abolishment of 10 posts (1 D-2, 1 P-4, 3 P-3 and 5 Field Service posts), establishment of 2 Field Service posts; and conversion of 1 D-1, 2 P-3 and 1 Field Service general temporary assistance posts to temporary posts)

National staff: net increase of 3 posts (conversion of 3 general temporary assistance national General Service posts to temporary posts)

United Nations Volunteers: net decrease of 12 positions (abolishment)

36. A summary of the proposed staffing changes in component 1, peace process, effective 1 April 2015, is presented in the table below:

Office/section/unit	Type of proposed staffing change	Number of posts and positions	Post and position details	To/from
Political Affairs Division				
	Establishment	2	2 Field Service	
	Abolishment	(1)	1 D-2	
	Conversion	7	1 D-1, 2 P-3, 1 Field Service, 3 national General Service	From general temporary assistance
Net change		8		
Communications and Public Information Division				
	Abolishment	(12)	1 P-4, 4 Field Service, 7 United Nations Volunteer	
Net change		(12)		
Civil Affairs Section				
	Abolishment	(8)	3 P-3, 5 United Nations Volunteer	
Net change		(8)		
Joint Mediation Support Team				
	Abolishment	(1)	1 Field Service	
Net change		(1)		
Total change		(13)		

Political Affairs Division

37. The UNAMID Political Affairs Division provides political analysis and reporting to the mission leadership and supports the implementation of the Doha Document for Peace in Darfur. It will also play an important role in the Darfur internal dialogue and consultations over the next year. To this end, it engages with political stakeholders to provide the local, national and regional political context and analysis, as well as policy advice to the mission leadership on the implementation of the peace process in Darfur.

38. In line with the results of the civilian staffing review conducted in UNAMID during the first quarter of the 2013/14 period and the strategic review, the D-2 post of Director in the Political Affairs Division is proposed for abolishment. In addition, it is proposed that five international temporary assistance positions be discontinued effective 1 April 2015 (1 P-5, 2 P-4 and 2 P-3). In addition, four international posts and three national general temporary assistance positions, including the post of Head of Division at the D-1 level, are proposed for conversion to temporary posts (1 D-1, 2 P-3, 1 Field Service, 3 national General Service), in order to strengthen the presence of the Operation in the sector offices. Two subsections, headed at the P-5 level, will be created within the Division, one focusing on implementation of the Doha Document for Peace in Darfur, including the Darfur internal dialogue and consultations and the Implementation Follow-Up Commission, the Joint Commission, the Implementation Follow-Up Commission secretariat, and the other focusing on reporting, analysis and monitoring of Darfur and national politics. A stronger presence is proposed in the sector offices through the redeployment of existing resources, with 1 P-3 and 2 national General Service posts in each office, to closely monitor the political dynamics in all five states and the implementation of the Doha Document for Peace in Darfur. The political affairs staff in the Khartoum Liaison Office (1 P-5, 1 P-4 and 1 National Professional Officer) will interact with Parliament, Government officials, opposition parties and civil society and place Darfur in a wider national context and further the Darfur peace process within the proposed national dialogue.

Communications and Public Information Division

39. The abolishment of 12 posts and positions (1 P-4, 4 Field Service and 7 United Nations Volunteer) is proposed in the context of the reconfiguration of the Communications and Public Information Division. The streamlining of the staffing complement will better enable the Division to focus on the three new strategic priorities of the Operation. It is proposed that more Communications and Public Information staffing be assigned to the sector offices, as this will rejuvenate sector operations and increase output from the field, and allow the mission to retain its capacity to respond quickly and effectively to developing crises and situations. The assignment of staff to the sector offices will include multimedia and community outreach teams and will strengthen outreach efforts and interaction with the various stakeholders at grassroots levels. As part of its revised communication strategy, the Division will continue its engagement with the United Nations country team and national media outlets through increased presence in the Khartoum Liaison Office (one existing P-3). As a memorandum of understanding is being negotiated between the Darfur Regional Authority and UNAMID regarding air time on the Authority's radio, two national staff that had initially been recommended for abolishment will be retained by the civilian staffing review. The staffing for the Division includes the spokesperson, who has a direct reporting line to the Joint Special Representative.

Civil Affairs Section

40. Three Field Service posts are proposed for abolishment, as well as five United Nations Volunteer positions, given the difficulties experienced in obtaining visas for United Nations Volunteers.

Joint Mediation Support Team

41. In the Joint Mediation Support Team, three international general temporary assistance positions (2 D-1, 1 P-4 and 1 P-3) will be discontinued effective 1 April 2015, and one Field Service post is proposed for abolishment, effective 1 April 2015.

Component 2: security

42. Under the security component, UNAMID will contribute to the stabilization of the security conditions necessary for the safe and timely provision of humanitarian assistance to populations in need throughout Darfur. The Operation will monitor the compliance of the signatory parties with their obligations under the ceasefire and final security arrangements of the Doha Document for Peace in Darfur. As part of its efforts to promote peace at the grassroots level, irrespective of the status of the implementation of the Doha Document, the Operation will support traditional conflict resolution and reconciliation mechanisms, and build the capacity of civil society organizations in Darfur to manage and resolve conflict.

43. The main effort of the UNAMID military component will be to contribute to security through static and mobile patrols in high-risk areas in order to deter violence, protect civilians, assist humanitarian and development agencies and ensure the safety and security of United Nations and associated personnel. The military component will continue to maintain its presence in all five Darfur states at 34 team sites and be reconfigured to maintain sufficient troop presence in identified high-risk areas and potential flashpoints within the area of operations. Doing so will entail robust confidence-building patrolling, aerial reconnaissance with utility helicopters and the employment of sector and force reserves to ensure freedom of movement for civilians, humanitarian personnel and convoys, as well as to facilitate the return of internally displaced persons and refugees to their places of origin or resettlement. The military component will continue to support liaison officers deployed for better liaison and coordination with the local political authorities of the Government of the Sudan, as well as with the sector and force headquarters.

44. The UNAMID police component will continue to strengthen relations among internally displaced persons, communities and Government of the Sudan police personnel to ensure that camps for the internally displaced are protected. The police component will operate from five sectors (North, South, West, Central and East Darfur). It will continue to conduct community policing from 35 team sites to support activities aimed at mainstreaming gender perspectives into local police structures, policies and processes at established gender desks family and child protection units of the Government of the Sudan and conduct capacity-building training on crime prevention, reporting and investigations related to the protection of women and children and international police standard operating procedures for the Government of the Sudan police. In addition, the police component will maintain liaison with local authorities and police personnel of signatories to the Doha Document for Peace in Darfur, conduct training for community policing volunteers through the financial support of the United Nations country team, complement the force with visible security patrols 24 hours a day, 7 days a week, to enhance the security of camps for internally displaced persons and adjacent areas, and continue to monitor, observe and report on the parties' compliance with the ceasefire arrangements.

45. To promote the implementation of the ceasefire and final security arrangements of the Doha Document for Peace in Darfur, the Operation will continue to support the Ceasefire Commission, the Joint Commission and the Implementation Follow-up mechanisms. The Ceasefire Commission will continue to conduct verification missions with respect to locations of the signatory parties, monitor compliance with ceasefire arrangements and provide logistical support for the effective functioning of the Commission. The Operation, working through the Joint Commission, will encourage the signatory parties to commence the verification exercise regarding the forces of the Justice and Equality Movement and to proceed to the implementation of final security arrangements of the Doha Document for Peace in Darfur and integration of both Liberation and Justice Movement and Justice and Equality Movement-Sudan combatants into the Sudan Armed Forces. The remainder of the parties who have not qualified to be integrated into Sudan Armed Forces will proceed to the disarmament, demobilization and reintegration programme in line with the Doha Document for Peace in Darfur. Those provisions relate to, inter alia, limited arms control, civilian arms control, the disarmament and disbandment of armed militia groups, the disarmament, demobilization and reintegration of former combatants, and the enhancement of community police.

46. The Operation will continue to ensure that strategies for ensuring the physical security of communities in Darfur are informed by and reflect the views of Darfuri women. In addition, taking into account the Darfur context and the delayed implementation of the Doha Document for Peace in Darfur, the Operation will continue to pursue second-generation disarmament, demobilization and reintegration through reinsertion activities. Efforts to deal with ex-combatants and marginalized youth in communities and camps for internally displaced persons will be intensified through community-based labour-intensive projects throughout Darfur. UNAMID, together with United Nations partners, will maintain readiness to advise the Sudan Disarmament, Demobilization and Reintegration Commission in the planning and establishment of a comprehensive disarmament, demobilization and reintegration programme for former combatants, including children associated with armed forces and groups, and civilian arms control programmes as provided for in the Doha Document for Peace in Darfur.

47. The Operation will provide mine action services, including explosive ordnance disposal, survey, clearance, unexploded ordnance risk education; weapons and ammunition management and safety initiatives; and capacity-building for the national mine action authority and other relevant government partners to create a secure environment within which the peace process can make progress and afford increased protection to civilians. Further, the areas cleared of unexploded ordnances will facilitate delivery of humanitarian assistance, support return of internally displaced persons, free up land for agricultural use and cattle grazing for the local population and support broader development efforts in Darfur. Support will also be provided to victims of unexploded ordnance accidents.

<i>Expected accomplishments</i>	<i>Indicators of achievement</i>
2.1 Stable and secure environment in Darfur	<p>2.1.1 Reduced number of civilian fatalities as a result of intercommunal (inter-ethnic or intertribal) conflict (2012/13: 1,229; 2013/14: 1,059; 2014/15: 800)</p> <p>2.1.2 Reduced number of unexploded ordnance incidents (2012/13: 23; 2013/14: 20; 2014/15: 15)</p>

Outputs

- Organization of fortnightly meetings or as many as may be called by the Chair of the Ceasefire Commission and sub-ceasefire commissions at the sector level, to discuss issues related to violations of relevant peace agreements, the redeployment of forces and security arrangements, and the disarmament, demobilization and reintegration of former combatants, with priority given to women, children and disabled persons; to resolve disputes between the signatory parties; and to identify matters to be reported to the Joint Commission
- Provision of security services throughout the mission area to the United Nations country team, international and national non-governmental and humanitarian organizations and organizations associated with reconstruction and development processes, including protection, security briefings and evacuation support
- 255,500 troop-days provided by 4 company-size force/sector reserves ready to intervene throughout the mission area (175 troops per company for 4 companies for 365 days)
- 74,460 troop-days provided by the headquarters company to ensure static security, office clerks, and radio operators for the Operation headquarters (132 troops per 365 days); escorts to the senior management and VIP visitors (12 troops per team for 6 teams for 365 days)
- 1,675,350 troop mobile and foot patrol days to ensure the safety and protection of civilians; to monitor and verify intense conflicts, and the position, strength and movement of all forces engaged in the Darfur conflict; and to ensure the security of observers for 34 team sites (45 troops per patrol for 3 patrols per team site for 365 days)
- 1,079,670 troop-days to provide static security, command and control, administration and logistical support at team sites (72 troops to provide static security for 34 team sites for 365 days; and 15 troops to provide command and control, administration and logistical support for 34 team sites for 365 days)
- 3,840 air utility support-hours to provide highly mobile rapid protection in high-risk areas or where ground accessibility is limited; to support civilian and military transport helicopters and ground convoys; for patrolling, reconnaissance and oversight visits (8 military utility helicopters for 40 hours per helicopter per month for 12 months)
- 267,180 troop-days of convoy protection for mission/military operational as well as logistics and administrative convoys and in support of humanitarian convoys (humanitarian escorts: 20 troops per convoy for 3 convoys per day for 365 days (21,900); logistics and administrative escorts and standing convoys: 56 troops per convoy for 12 convoys per day for 365 days (245,280))
- 31,025 liaison officer-days for close liaison with the national and local authorities, other parties, tribal leaders and local communities to resolve conflict-related issues (85 officers for 365 days)
- 36,500 troop-days at centres in each of 5 temporary operating bases to secure areas for specific operational activities (logistics/distribution points and centres, weapons collection and storage points) (20 troops for 5 temporary operating bases for 365 days)

- 455,520 formed-police operational days for security patrols for the protection of internally displaced persons (96 personnel per formed police unit for 13 units for 365 days)
- 264,990 police operational days for security patrols to protect internally displaced persons, including through the implementation of community policing activities throughout Darfur (6 police personnel per patrol for 121 patrols for 365 days)
- 80 training courses for 3,600 community policing volunteers from camps for internally displaced persons to assist the Government of the Sudan police in maintaining public order; they include 40 training courses on community policing for 1,800 community policing volunteers and 40 courses on human rights and sexual and gender-based violence for 1,800 community policing volunteers (16 courses for 45 volunteers per course on community policing-related issues in the 5 sectors), financed through the United Nations country team
- Implementation of 15 quick-impact projects for developing the infrastructure of the Government of the Sudan police (telecommunications, refurbishment of police stations)
- Organization of 15 community livelihood support projects in support of the rehabilitation efforts of internally displaced persons and establishment of one Government of the Sudan police training centre in Sector East
- 20 outreach meetings with farmers and pastoralists to promote consultation and initiate dialogue to pre-empt clashes, defuse tensions and resolve conflicts on access to and management of natural resources
- 15 dialogues between farmers and pastoralist groups, in coordination with local authorities, ministries and the Darfur Regional Authority, to mitigate conflicts and promote peaceful coexistence
- Organization of monthly meetings with local peace and reconciliation committees to de-escalate conflicts, monitor implementation of signed local peace agreements/cessation of hostilities
- 20 consultation meetings with key relevant actors/groups, in coordination with the Darfur Regional Authority, local authorities and native administration and tribal leaders, in preparation for a mediation conference to facilitate the signing of a local peace agreement to resolve intertribal conflict
- 5 conflict resolution/mediation conferences between tribes, in coordination with the Darfur Regional Authority, local authorities and key tribal/community actors, to facilitate the signing of a local peace agreement and/or cessation of hostilities
- 5 sensitization campaigns to disseminate the outcomes of recently signed local peace agreements to the community level, including youth, women and internally displaced persons
- 20 meetings with the local community leaders, representatives of the native administration, government authorities and the Darfur Regional Authority to monitor the implementation of recently signed local peace agreements
- Provision of advice through monthly meetings with the Darfur Regional Authority Truth, Justice and Reconciliation Commission to collaborate on its activities related to addressing the root causes of conflict, together with the United Nations country team, and provide necessary technical and logistics support
- 15 seminars for local organization to improve their capacity to implement quick-impact projects
- Organization of 5 community dialogues for 200 male community leaders, including imams, focusing on the physical security of women and of their communities
- Organization of quarterly meetings with the Ceasefire Commission to provide advice on the provisions on gender and women contained in the Doha Document for Peace in Darfur and to monitor their implementation

- 5 training sessions on conflict-related sexual violence prevention and response and on advocacy skills for 200 members of the women's protection network in camps for internally displaced persons in the five states of Darfur
- Provision of emergency response and clearance of 30 targets of explosive ordnance disposal in recorded dangerous areas in Darfur
- Training of 100 Sudanese police officers to undertake unexploded ordnance spot tasks in all five sectors of Darfur
- Provision of educational sessions on the risks posed by explosive remnants of war to Darfuris throughout the five states, utilizing a variety of outlets
- Provision of training on the International Ammunition Technical Guidelines and the International Small Arms Control Standards to 20 persons selected from the relevant national authorities

*Expected accomplishments**Indicators of achievement*

2.2 Disarmament, demobilization and reintegration of ex-combatants in Darfur

2.2.1 Increased number of ex-combatants and community members participate in reinsertion projects (2012/13: 0; 2013/14: 6,000; 2014/15: 7,000)

Outputs

- Organization of 12 meetings with the Sudan Disarmament, Demobilization and Reintegration Commission and relevant authorities, in collaboration with the United Nations country team, to provide policy and operational advice on the implementation of a disarmament, demobilization and reintegration plan and on civilian and community arms control initiatives and complementary measures for Darfur, including the implementation of community-based labour-intensive projects in support of violence reduction
- Coordination of reinsertion activities, including community-based labour-intensive projects, for 7,000 ex-combatants and community members to contribute to community security through the provision of short-term work opportunities
- Public information events and messages for 7,000 ex-combatants and community members promoting peaceful community relations and delivered in conjunction with labour-intensive projects
- Provision of logistics to the Darfur Security Arrangements Implementation Commission and relevant authorities, in cooperation with the United Nations Children's Fund, to support the release, identification, verification, family tracing and reunification, and reinsertion of children associated with armed forces and groups

External factors

Troop- and police-contributing countries continue to provide military and police personnel at current capabilities and provide the remainder of the assets approved by the Security Council and the African Union Peace and Security Council; Governments of neighbouring countries maintain the integrity of their borders with the Sudan; the Government of the Sudan and parties to the conflict cooperate and support the implementation of the mandate of the Operation; and donors provide funds in support of the disarmament, demobilization and reintegration process; clashes, civilian fatalities and displacement may be caused by factors and complexities beyond intertribal conflicts, such as the clashes between the Government of the Sudan and the rebel groups, and political dynamics; requisite willingness of relevant parties (inter-communal) to come to an agreement to cease hostilities and the Government to support such interventions; necessary funding to facilitate logistics and travel of parties to disseminate peace messages at the local level across Darfur

Category	Total
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Subtotal, civilian staff									
Approved posts 2013/14	1	5	17	10	4	37	348	8	393
Proposed posts 2014/15	1	5	15	9	4	34	10	5	49
Net change	–	–	(2)	(1)	–	(3)	(338)	(3)	(344)
Total (I-V)									
Approved 2013/14	–	–	–	–	–	–	–	–	21 283
Proposed 2014/15	–	–	–	–	–	–	–	–	20 939
Net change	–	–	–	–	–	–	–	–	(344)

^a Includes National Professional Officers and national General Service staff.

International staff: net decrease of 3 posts (abolishment of 1 P-5, 1 P-4 and 1 P-2)

National staff: decrease of 338 posts (abolishment of 213 national General Service posts and redeployment of 122 national General Service posts to the Conference Management and Translation Section)

United Nations Volunteers: net decrease of 3 positions (abolishment)

48. A summary of the proposed staffing changes in component 2, security, effective 1 April 2015, is presented in the table below:

Office/section/unit	Type of proposed staffing change	Number of posts and positions	Post and position details	To/from
Police Division				
	Abolishment	(209)	national General Service	
	Redeployment	(122)	national General Service	To the Conference Management and Translation Section
Net change		(331)		
Disarmament, Demobilization and Reintegration Section				
	Abolishment	(10)	1 P-5, 1 P-4, 1 P-2, 4 national General Service, 3 United Nations Volunteer	
	Redeployment	(3)	national General Service	To the Conference Management and Translation Section
Net change		(13)		
Total change		(344)		

Police Division

49. It is proposed that 122 national General Service posts of language assistant be redeployed to the Conference Management and Translation Unit in the Office of the Deputy Director of Mission Support. A total of 209 national General Service posts of language assistant are proposed for abolishment, as a result of expected efficiencies derived from the pooling of human resources for language assistant

services for use by all substantive offices under the Training Section in the Office of the Deputy Director of Mission Support.

Disarmament, Demobilization and Reintegration Section

50. It is proposed that 10 posts in the Disarmament, Demobilization and Reintegration section be abolished. It is also proposed that three national General Service posts of language assistant be redeployed from the Disarmament, Demobilization and Reintegration Section to the Conference Management and Translation Unit in the Office of the Deputy Director of Mission Support.

Component 3: rule of law, governance and human rights

51. Under the component on the rule of law, governance and human rights, the Operation, in collaboration with the United Nations country team and international and local non-governmental organizations, will support initiatives to strengthen the rule of law, taking into account international laws and best practice, and will focus its strategic intervention in line with national priorities. UNAMID will support the improvement of the Sudanese criminal justice system, including the prison system, to facilitate a stable and protective environment in line with the priority of protection of civilians established by the Security Council in resolution 2173 (2014) to safeguard the legal rights of civilians. It will work with national authorities to harmonize customary laws with the formal legal system and improve the adjudicatory skills of customary court judges to resolve and mediate conflicts over land and other resources. Access to justice in communities will be improved through technical support to paralegal networks, which will function to give information on legal rights and refer victims to the formal legal system. In addition, UNAMID will work with the United Nations country team to monitor criminal trials to ensure compliance with international legal standards and identify skills and knowledge gaps for interventions. It will support the strengthening of the existing state legal aid scheme as part of the broader objective of enhancing access to justice for vulnerable groups, including women, children and detainees. The Operation will support transitional justice mechanisms such as the Justice, Truth and Reconciliation Commission and the Special Court for Darfur Crimes by providing technical and logistical assistance towards their establishment and proper functioning, including the protection of victim and witness.

52. UNAMID will continue to monitor, investigate, advocate and document activities on human rights-related issues of concern, including sexual and gender-based violence. It will also continue to monitor human rights in the administration of justice, address impunity for human rights violations and abuses, build the human rights capacity of both state and non-state institutions, and provide support to the work of special procedures mandate holders of the Human Rights Council, such as the independent expert on the situation of human rights in the Sudan, including Darfur. UNAMID will sustain efforts to mainstream human rights into the peace and political processes pertaining to strategies for the protection of civilians and humanitarian responses. In addition, it will maintain a platform for constructive dialogue with the Government of the Sudan and engage with international partners, armed movements, the United Nations country team and key national stakeholders to address human rights concerns.

53. With the financial support of the United Nations country team, the Operation will assist in building the capacity of local government institutions through the provision of advice and technical assistance to the Government of the Sudan and civil society representatives, with a view to promoting an inclusive, transparent and accountable civil administration in accordance with the principles of good governance. In the light of the role that competition for natural resources plays in incidents of conflict in Darfur, the Operation will assist, in particular, the civil administration and community leaders with the governance of access to land and other natural resources.

54. The Operation will place greater emphasis on providing technical support to state governments, so as to facilitate the implementation of gender mainstreaming policies, particularly in the areas of political representation, policy reforms on land use and sexual and gender-based violence. The Operation will contribute to the implementation of Security Council resolutions on children in armed conflict and maintain a dialogue with the armed forces and armed groups aimed at securing commitments to implement plans to end the recruitment and use of child soldiers and other grave violations against children.

<i>Expected accomplishments</i>	<i>Indicators of achievement</i>
3.1 Effective, representative and inclusive governance by national and local government institutions	<p>3.1.1 Increase in the number and representational diversity of participants in the wider consultations between the Darfur Regional Authority commissions and the local stakeholders (2013/14: 0; 2014/15: 240; 2015/16: 500)</p> <p>3.1.2 Increase in the percentage of the representation of Darfuri women in state and national government institutions (2012/13: 15 per cent; 2013/14: 35 per cent; 2014/15: 38 per cent)</p>
<i>Outputs</i>	
<ul style="list-style-type: none"> • Organization of monthly meetings with the Darfur Regional Authority on the functioning and operations of the transitional government bodies in the Doha Document for Peace in Darfur (e.g. the Darfur Reconstruction and Development Fund, the Darfur Land Commission and the Compensation Commission, Justice, Truth and Reconciliation Commission) • Organization of monthly meetings with the state land commissions and the Darfur Land Commission on land use and land tenure, traditional and historical rights to land (such as <i>hawakeer</i>, which refers to traditional land tenure rights and migration routes) and natural resources management, with a view to addressing root causes of conflict in Darfur • Organization of a survey on the implementation of Security Council resolution 1325 (2000) that uses prevention, participation, protection, recovery and development as indicators 	

<i>Expected accomplishments</i>	<i>Indicators of achievement</i>
3.2 Enhanced capacity of rule of law actors and of security, justice and prison institutions to tackle impunity and improve the delivery of judicial services	<p>3.2.1 Increase in the number of judicial actors, including the Special Court for Darfur Crimes, trained in international standards in the administration of justice and in prosecutions (2012/13: 0; 2013/14: 0; 2014/15: 50)</p> <p>3.2.2 Implementation of 20 per cent of the five-year strategic plan activities for prisons by government prison authorities, including infrastructure assessed by the National Prison Development Committee</p> <p>3.2.3 Increase in the number of legal aid desks in prisons (2012/13: 1; 2013/14: 1; 2014/15: 3)</p> <p>3.2.4 Increase in mediation and conflict resolution workshop for judges using training modules validated by the Judicial Training Institute (2012/13: 0; 2013/14: 0; 2014/15: 3)</p>

Outputs

- Organization of 4 meetings with the National Prisons Development Committee and the state prisons development committees in the five states of Darfur on the implementation of prison system reforms
- Provision of technical assistance to the prison system in Darfur for the development of a strategic training framework and associated training curriculum for Government of the Sudan prison staff
- Organization of 60 meetings with the directors of prisons to provide advice and mentoring towards strengthening the management of prison institutions in Darfur
- Establishment of two legal aid desks in prisons in Sector South and Sector West, in collaboration with the United Nations Development Programme (UNDP)
- Organization of 52 meetings with the judiciary, prosecutors and the Bar Association to provide advice on dealing with cases in accordance with the applicable rules and principles of fair trial, as well as international legal and human rights standards
- Organization of 3 workshops for the judiciary and community actors on rural court mapping and verification and providing a training curriculum on mediation and conflict resolution skills
- Organization of 3 awareness-raising sessions workshops for community paralegals in community centres to strengthen their capacity to respond to and report cases of sexual and gender-based violence
- Organization of 3 sensitization sector workshops on combating violence against women for 120 rule of law actors (prosecutors, judges, lawyers and prison officers)
- Deployment of 1 staff member from the Justice and Corrections Standing Committee to provide technical expertise and support to the Operation and national authorities
- Organization, in collaboration with UNDP, of a workshop for justice actors, including the judiciary, prosecutions, bar associations and non-governmental organizations on the review of the existing legal aid system

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- Establishment of a comprehensive victim and witness support programme
 - Organization of a seminar with the Justice, Truth and Reconciliation Commission on a legal framework and features to make it effective using best practices and lesson learned
 - One report to the Government of the Sudan on findings and recommendations based on monitoring criminal cases to establish application of domestic laws and international legal standards
 - Organization of 3 meetings, including 1 regional conference with the members of the Special Court for Darfur Crimes to provide technical and logistical support for improved functioning of the Special Court to deal with serious crimes
 - Organization of 3 meetings with the Chief Justice of the Sudan to establish a common vision for rule of law activities in Darfur
 - Provision of 5 one-month training sessions on human rights and prison duties for the newly recruited prison staff in Darfur, 1 two-week management course for 30 middle-level managers, 1 phase two “train the trainers” course for 33 Government of the Sudan prison officers for one month, financed by the United Nations country team
 - 5 quick-impact projects in the prison and justice sectors to improve justice and prison infrastructures and capacity-building
 - Establishment of 6 co-location centres with the Government of the Sudan police, 2 in Sector North and 1 in each remaining sector, comprising 4 desks (i.e., a family and child protection desk, a crime monitoring desk, a human rights desk and a community policing desk) to build the capacity of the Government of the Sudan police by co-locating 2 police officers at every desk for 8 hours a day, 5 days a week, for 52 weeks
 - Organization of 150 reform and restructuring workshops comprising 5 workshops with the Government of the Sudan/movement police officers to monitor and evaluate overall activities on community policing; 75 workshops for community policing volunteers on gender-based violence, sexual harassment and human rights to facilitate family and child protection in Darfur; 70 joint workshops for prosecutors, judges, medical personnel, Sudanese law enforcement officials and armed forces personnel on gender-based violence, sexual harassment and human rights violations, particularly those committed against women and children
 - Organization of 864 safety coordination meetings for the Government of the Sudan police, internally displaced persons and humanitarian agencies at 36 team sites throughout Darfur
 - Provision of 28 courses for 700 police of the signatories to the Doha Document for Peace in Darfur and subsequent agreements comprising 8 courses on community policing for 200 movement police officers, 12 courses on human rights and sexual and gender-based violence for 300 movement police officers and 8 courses on middle-level management for 200 movement police officers
 - Provision of 78 basic and advanced training courses for 3,160 Government of the Sudan police officers, comprising 10 courses on basic training for 400 non-commissioned officers (police ethics and basic skills, law subjects); 10 courses on crime scene management for 400 police officers; 10 courses on sexual and gender-based violence for 400 police officers; 10 courses on criminal investigation for 400 police officers; 10 specialized courses on human trafficking, money-laundering, combating drugs, cybercrime and environmental crime for 300 officers; 8 courses on computer skills for 160 officers; 5 courses on public order management for 500 police officers; 5 courses on the detention and treatment of suspects for 200 police officers; 5 courses on leadership for 200 police officers; and 5 courses on community policing for 200 police officers, financed by the United Nations country team
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*Expected accomplishments**Indicators of achievement*

3.3 Progress towards the promotion and protection of human rights in Darfur

3.3.1 Adoption by the Government and/or oversight and legislative bodies of at least two new strategies for the promotion and protection of human rights, including transitional justice and women's rights, in Darfur (2012/13: 6; 2013/14: 2; 2014/15: 2)

3.3.2 Compliance of national and regional laws, policies and/or initiatives with principles and standards of international human rights and humanitarian law (emergency act, 2007; National Intelligence and Security Service Act, 2010; Child Act, 2010; Criminal Act, 1991; and Criminal Procedure Act, 1991)

3.3.3 Increase in the number of responses in Darfur (investigations, prosecutions, adjudications, compensations and institutional reforms) to human rights violations by the Government (2012/13: 139; 2013/14: 250; 2014/15: 275)

3.3.4 Increased percentage of projects governed by non-United Nations security entities that comply or accept the application of the United Nations due diligence policy for programme evaluation (2012/13: 0 per cent; 2013/14: 20 per cent; 2014/15: 25 per cent)

Outputs

- Advice and support to Government's Advisory Council for human rights in Darfur through 1 workshop on the joint human rights cooperation framework, 2 meetings of the Darfur Human Rights Forum with key national and international stakeholders, and 12 meetings of the state human rights subforums at the local level to address key human rights concerns, financed by the United Nations country team
- Advice to state committees through 12 meetings and 4 workshops on combating violence against women, the implementation of their workplans, prevention strategies, responses to sexual and gender-based violence and institutional development
- Advice to the National Parliamentary Committee on human rights and the state legislatures in Darfur through 15 meetings and 5 workshops on the conformity of existing laws with international human rights standards
- Organization of 420 field visits to monitor and report on the human rights situation, comprising 240 monitoring and fact-finding visits to locations of alleged violations and local communities, and 180 follow-up visits to relevant local authorities on actions taken and progress made
- Advice and technical assistance to the Government of the Sudan through 120 judicial monitoring missions to enhance its capacity to provide justice to victims of human rights violations and to promote accountability in Darfur

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- Technical advice to humanitarian aid commissions, state government line ministries and internally displaced persons through 10 workshops and 240 meetings to address the human rights situation of internally displaced persons, including that of vulnerable groups among them, issues related to sexual and gender-based violence and the safe, voluntary and dignified return of internally displaced persons to their places of origin or to another place of their choice
 - Organization of 5 community awareness-raising campaigns on human rights (1 on International Women's Day, 1 for 16 Days of Activism against Gender Violence, 1 on Africa Human Rights Day, 1 on the International Day of Persons with Disabilities and 1 on Human Rights Day)
 - Technical assistance to the stakeholders of the Doha Document for Peace in Darfur and any subsequent agreements through 10 workshops and 25 meetings on the implementation of the human rights and transitional justice provisions of the agreements
 - Technical assistance to the Darfur transitional justice forum through 3 workshops for its empowerment to fight impunity, promote reconciliation, develop knowledge of human rights and build the skills and capacity of key stakeholders, including civil society
 - With the support of the United Nations country team, provision of 18 training courses for prosecutors, judges, medical personnel, Sudanese Armed Forces personnel, law enforcement officials, armed movements and rural/traditional mechanisms on the administration of justice, including corrections and impunity issues, international human rights standards and combating violence against women and children
 - Technical assistance to Government of the Sudan police training centres and the Judges' Training Centre through 4 workshops on human rights promotion and their human rights curricula
 - Reprinting of 10,000 human rights educational materials, 1,800 posters, 100 illustrated flipcharts and 1,000 human rights bags to raise awareness about relevant national and international human rights instruments among local communities
 - Increased integration of human rights standards and principles, including the human rights due diligence policy on United Nations support to non-United Nations security forces through monthly meetings on policies and programmes with United Nations partners, including from the Darfur Protection Cluster Group
 - Advice and support to the National Human Rights Commission through 2 training sessions and 4 meetings on the effective implementation of its human rights protection mandate
 - Implementation of 4 quick-impact projects to promote human rights within the formal education and judicial systems
 - Consultation and coordination with the Office of the United Nations High Commissioner for Human Rights and with the African Union on special procedures mandate holders on matters pertaining to human rights advocacy
 - Organization of 5 workshops for 200 prosecutors, judges, medical personnel and military and law enforcement officials (police, staff of national intelligence and security services and prison officers)
 - Organization of 2 round tables for 40 women who are potential mediators on customary laws affecting women
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<i>Expected accomplishments</i>	<i>Indicators of achievement</i>
3.4 Progressive elimination of grave violations committed by the parties to the conflict	<p>3.4.1 Action plans elaborated, signed and implemented by parties to the conflict to put an end to the recruitment and use of child soldiers and other grave violations against children (2012/13: 0; 2013/14: 6; 2014/15: 7)</p> <p>3.4.2 Increase in the number of child protection committees in Darfur that are trained to raise awareness about child rights and child protection at the community level to enable communities to take responsibility for the protection of children (2012/13: 9; 2013/14: 18; 2014/15: 27)</p>
<i>Outputs</i>	
<ul style="list-style-type: none"> • Establishment of dialogue with the parties to the conflict to obtain commitment to action plans to end the recruitment and use of child soldiers and other violations in pursuance of Security Council resolutions 1539 (2004), 1612 (2005), 1882 (2009), 1998 (2011) and 2068 (2012) • Organization of 6 meetings with the leadership of the parties to the conflict to negotiate and provide advice and support for the drafting and implementation of action plans • Organization of 36 training sessions on child rights and child protection to benefit at least 1,500 national child protection stakeholders, including members of civil society organizations, community policing volunteers, Government of the Sudan institutions and established child protection committees and focal points, financed by the United Nations country team • 4 reports on mainstreaming and capacity-building and 4 reports on violations committed against children submitted to the Special Representative of the Secretary-General for Children and Armed Conflict and the Working Group of the Security Council on Children and Armed Conflict • Organization of 160 monitoring missions to field locations and camps for internally displaced persons to follow up on and verify allegations of grave violations committed against children • Organization of 4 training sessions on child rights and child protection benefiting members of parties to the conflict in order to build their capacity and knowledge on 6 grave child rights violations and international norms and standards 	
<i>External factors</i>	
<p>The Government of the Sudan is committed to prison and justice sector reform in Darfur and is willing to provide the necessary funding through national budgetary allocations. The national parliament continues with the legislative reforms and adopts legislation in compliance with international human rights standards. Donors provide funds in support of rule of law, governance and human rights capacity-building initiatives</p>	

Table 4

Human resources: component 3, rule of law, governance and human rights

I. Civilian staff	International staff						National staff ^a	United Nations Volunteers	Total
	USG-ASG	D-2-D-1	P-5-P-4	P-3-P-2	Field Service	Subtotal			
Child Protection Unit									
Approved posts 2013/14	–	–	2	4	–	6	18	6	30
Proposed posts 2014/15	–	–	2	3	–	5	12	3	20
Net change	–	–	–	(1)	–	(1)	(6)	(3)	(10)
Gender Advisory Unit									
Approved 2013/14	–	–	2	6	1	9	19	5	33
Proposed 2014/15	–	–	2	4	1	7	16	–	23
Net change				(2)		(2)	(3)	(5)	(10)
Human Rights Section									
Approved 2013/14	–	1	10	33	1	45	89	28	162
Proposed 2014/15	–	1	10	23	1	35	47	10	92
Net change	–	–	–	(10)	–	(10)	(42)	(18)	(70)
Rule of Law, Judicial System and Prison Advisory Section									
Approved 2013/14	–	1	9	7	4	21	31	–	52
Proposed 2014/15	–	1	6	4	3	14	10	–	24
Net change	–	–	(3)	(3)	(1)	(7)	(21)	–	(28)
Subtotal, civilian staff									
Approved posts 2013/14	–	2	23	50	6	81	157	39	277
Proposed posts 2014/15		2	20	34	5	61	85	13	159
Net change	–	–	(3)	(16)	(1)	(20)	(72)	(26)	(118)
II. Government-provided personnel									
Approved 2013/14									6
Proposed 2014/15									6
Net change									–
Total (I-II)									
Approved 2013/14	–	2	23	50	6	81	157	39	283
Proposed 2014/15		2	20	34	5	61	85	13	165
Net change	–	–	(3)	(16)	(1)	(20)	(72)	(26)	(118)

^a Includes National Professional Officers and national General Service staff.

International staff: net decrease of 20 posts (abolishment of 19 posts (3 P-4, 8 P-3 and 8 P-2) and redeployment of 1 Field Service post to the Office of the Joint Special Representative)

National staff: net decrease of 72 posts (abolishment of 27 posts (4 National Professional Officer and 23 national General Service) and redeployment of 45 national General Service posts to the Conference Management and Translation Section, Office of the Director of Mission Support)

United Nations Volunteers: net decrease of 26 positions (abolishment)

55. A summary of the proposed changes in component 3, rule of law, governance and human rights, effective 1 April 2015, is presented in the table below:

<i>Office/section/unit</i>	<i>Type of proposed staffing change</i>	<i>Number of posts and positions</i>	<i>Post and position details</i>	<i>To/from</i>
Child Protection Unit				
	Abolishment	(10)	1 P-3, 6 national General Service, 3 United Nations Volunteer	
Net change		(10)		
Gender Advisory Unit				
	Abolishment	(10)	1 P-3, 1 P-2, 3 national General Service, 5 United Nations Volunteer	
Net change		(10)		
Human Rights Section				
	Abolishment	(28)	4 P-3, 6 P-2, 18 United Nations Volunteer	
	Redeployment	(42)	42 national General Service	To the Conference Management and Translation Section, Office of the Director of Mission Support
Net change		(70)		
Rule of Law, Judicial System and Prison Advisory Section				
	Abolishment	(24)	3 P-4, 2 P-3, 1 P-2, 4 National Professional Officer, 14 national General Service	
	Redeployment	(1)	1 Field Service	To the Office of the Joint Special Representative
	Redeployment	(3)	3 national General Service	To the Conference Management and Translation Section, Office of the Director of Mission Support
Net change		(28)		
Total change		(118)		

Human Rights Section

56. The Human Rights Section has adopted a more flexible organizational structure that enables the Section to be more mobile and responsive to current and upcoming crises. To this end, the section remains operational at Headquarters, in all five sector offices and at eight team sites with mobile teams conducting two missions per week, on average, to other team sites and hotspots. It is proposed that 42 national General Service posts of language assistant be redeployed to the Conference Management and Translation Section in the Office of the Deputy Director of Mission Support.

Rule of Law, Judicial System and Prison Advisory Section

57. A total of 24 posts are proposed for abolishment (3 P-4, 2 P-3, 1 P-2, 4 National Professional Officer, 14 national General Service) in the Rule of Law, Judicial System and Prison Advisory Section. It is proposed that one Field Service post be redeployed to the Office of the Joint Special Representative, and that three national General Service posts of language assistant be redeployed to the Conference Management and Translation Section in the Office of the Director of Mission Support.

Component 4: humanitarian liaison, recovery and development

58. Within the humanitarian liaison, recovery and development component, the Operation will work closely with the United Nations country team in the Sudan on: the coordination and monitoring of issues related to the protection of civilians; the provision of humanitarian assistance to vulnerable populations and the expansion of humanitarian space; the return and reintegration of displaced populations, or on the local integration of such populations into places of their choice; a gradual transition from focusing primarily on humanitarian aid to focusing on post-conflict recovery and reconstruction; support for women's participation in post-conflict recovery and development and on their socioeconomic empowerment; and on the identification of implementing partners to provide assistance to victims of explosive remnants of war. In particular, within this component, UNAMID will continue to focus on supporting the expansion of humanitarian access and the provision of humanitarian assistance in remote and isolated areas by contributing to the establishment of favourable security conditions.

59. In close collaboration with the Resident and Humanitarian Coordinator for the Sudan, the Operation will carry out its work in coordination and full consultation with the United Nations country team and other international and non-governmental actors, including bilateral and multilateral donors. In that connection, it will participate in the Darfur Protection Cluster Group, led by the Office of the United Nations High Commissioner for Refugees (UNHCR), and in the work of the joint United Nations country team-UNAMID working groups to identify and undertake joint activities in support of the implementation of the Doha Document for Peace in Darfur. This will be done with a special focus on supporting the work of the Darfur Regional Authority on recovery, reconstruction, livelihoods and environment as well as on durable solutions, voluntary returns and reintegration, in order to contribute to the creation of a safe, secure and stable environment conducive to the normalization of life in Darfur. The Operation will coordinate its civilian, military, police and logistics support with the United Nations country team to facilitate the timely and unimpeded delivery of humanitarian assistance throughout Darfur. The Operation

will also continue to support the United Nations country team in finding durable solutions for displaced populations in Darfur. In addition, it will coordinate its technical and logistics support with the United Nations country team for the implementation of the Darfur Development Strategy and continue to collaborate with United Nations partner agencies to ensure that socioeconomic programmes effectively involve and benefit Darfuri women.

<i>Expected accomplishments</i>	<i>Indicators of achievement</i>
4.1 Sustained secure environment that enables the delivery of humanitarian assistance and the restoration of livelihoods	<p>4.1.1 Donors provide funding for recovery and development on the basis of the commitments made during the international donors conference for reconstruction and development in Darfur (2012/13: not applicable; 2013/14: 40 per cent; 2014/15: 60 per cent)</p> <p>4.1.2 Increased number of recovery and rehabilitation projects funded through the Peace and Stability Fund and other funds (2012/13: 26; 2013/14: 45; 2014/15: 50)</p> <p>4.1.3 Increased delivery of humanitarian assistance in areas where access has been restricted or intermittent (2012/13: 20 villages; 2013/14: 40 villages; 2014/15: 50 villages)</p>

Outputs

- Organization of monthly meetings with the United Nations country team and the Darfur Regional Authority and fortnightly meetings with the humanitarian country team to provide advice on humanitarian, early recovery and protection of civilian issues and participation in ad hoc committee meetings with donors on humanitarian affairs
- Advice to the parties to the conflict through monthly meetings in each of the five states of Darfur to facilitate the timely and unhindered delivery of humanitarian assistance to populations in need in areas under their control
- Organization of 5 capacity-building workshops for 200 women civil society organization representatives on gender mainstreaming, financed by the United Nations country team
- Training on microfinance and project management to equip women to implement 5 income-generating activities in Darfur for 200 beneficiaries, financed by the financial support of the United Nations country team

<i>Expected accomplishments</i>	<i>Indicators of achievement</i>
4.2 Darfuri civilians living free from fear of attack or harassment and internally displaced persons and refugees voluntarily returning to their homes or resettling in safe and secure environments	4.2.1 Decisions taken and implemented within the joint protection group having a direct and positive impact on the protection of civilians throughout Darfur (2012/13: not applicable; 2013/14: 24; 2014/15: 30)

<i>Expected accomplishments</i>	<i>Indicators of achievement</i>
	4.2.2 Increase in the number of internally displaced persons and refugees voluntarily leaving camps to return or resettle (2012/13: 81,000; 2013/14: 1,000,000; 2014/15: 200,000)
<i>Outputs</i>	
<ul style="list-style-type: none"> • Reinforcement of early warning mechanisms, through timely identification and reporting, and of their linkages with rapid response mechanisms, to protect civilians under imminent threat • Organization of monthly meetings of the joint protection group and participation in the monthly meetings of the Darfur Protection Cluster Group on threats and issues related to the protection of civilians • Coordination of logistical and security support for 300 inter-agency needs assessment, verification and/or humanitarian aid delivery field missions to areas of return • Advice to state authorities, United Nations agencies and non-governmental organizations through monthly meetings of return and reintegration working groups on returnees' protection and humanitarian needs and priorities 	
<i>External factors</i>	
Bilateral and multilateral donors provide extrabudgetary funding for relief and recovery activities. The parties to the conflict commit to and fully implement the provisions of the Doha Document for Peace in Darfur and subsequent agreements related to humanitarian assistance, humanitarian access, the protection of civilians and early recovery and development	

Table 5

Human resources: component 4, humanitarian liaison, recovery and development

	International staff						National staff ^a	United Nations Volunteers	Total
	USG-ASG	D-2-D-1	P-5-P-4	P-3-P-2	Field Service	Subtotal			
Protection Strategy and Coordination Division									
Approved posts 2013/14	–	1	–	1	1	3	3	–	6
Proposed posts 2014/15	–	–	–	–	–	–	–	–	–
Net change	–	(1)	–	(1)	(1)	(3)	(3)	–	(6)
Humanitarian and Recovery Assistance Liaison Unit									
Approved posts 2013/14	–	–	7	13	–	20	15	8	43
Proposed posts 2014/15	–	–	–	–	–	–	–	–	–
Net change	–	–	(7)	(13)	–	(20)	(15)	(8)	(43)
Protection of Civilians Section									
Approved posts 2013/14	–	–	–	–	–	–	–	–	–

	<i>International staff</i>						<i>National staff^a</i>	<i>United Nations Volunteers</i>	<i>Total</i>
	<i>USG-ASG</i>	<i>D-2-D-1</i>	<i>P-5-P-4</i>	<i>P-3-P-2</i>	<i>Field Service</i>	<i>Subtotal</i>			
Proposed posts 2014/15	–	1	6	10	2	19	18	–	37
Net change	–	1	6	10	2	19	18	–	37
Total									
Approved 2013/14	–	1	7	14	1	23	18	8	49
Proposed 2014/15	–	1	6	10	2	19	18	–	37
Net change	–	–	(1)	(4)	1	(4)	–	(8)	(12)

^a Includes National Professional Officers and national General Service.

International staff: net decrease of 4 posts (abolishment of 1 P-5, 2 P-3, 2 P-2 posts and establishment of 1 Field Service post)

United Nations Volunteers: net decrease of 8 positions (abolishment)

60. A summary of the proposed changes in component 4, humanitarian liaison, recovery and development, effective 1 April 2015, is presented in the table below:

<i>Office/section/unit</i>	<i>Type of proposed staffing change</i>	<i>Number of posts and positions</i>	<i>Post and position details</i>	<i>To/from</i>
Protection Strategy and Coordination Division				
	Abolishment	(1)	1 P-3	
	Redeployment	(5)	1 D-1, 1 Field Service, 1 National Professional Officer, 2 national General Service	To Protection of Civilians Section
Net change		(6)		
Humanitarian and Recovery Assistance Liaison Unit				
	Abolishment	(12)	1 P-5, 1 P-3, 2 P-2, 8 United Nations Volunteer	
	Redeployment	(31)	6 P-4, 8 P-3, 2 P-2, 9 National Professional Officer, 6 national General Service	
Net change		(43)		
Protection of Civilians Section				
	Establishment	1	Field Service	
	Redeployment	4	1 D-1, 1 National Professional Officer, 2 national General Service	From the Protection Strategy and Coordination Division
	Redeployment	32	6 P-4, 8 P-3, 2 P-2, 1 Field Service, 9 National Professional Officer, 6 national General Service	From the Humanitarian and Recovery Assistance Liaison Unit
Net change		37		
Total change		(12)		

Protection of Civilians Section

61. A total of 36 existing posts will be redeployed from the Protection Strategy and Coordination Division (1 D-1, 1 Field Service, 1 National Professional Officer and 2 national General Service) and from the Humanitarian and Recovery Assistance Liaison Unit (6 P-4, 8 P-3, 2 P-2, 9 National Professional Officer and 6 national General Service), which will be abolished, to establish the new Protection of Civilians Section, with effect from 1 April 2015. The establishment of one new Field Service post in the Protection of Civilians Section is proposed. It is also proposed that each sector headquarters be staffed with three existing Protection of Civilians Section posts (1 P-4, 1 P-3 and 1 National Professional Officer) to adequately cover the coordination, advisory and support role and contribute to the analysis, planning, coordination and reporting on integrated protection of civilians operations. To further strengthen early warning, coordination and reporting at the headquarters level, one P-3 will be placed in the Joint Operations Centre.

Component 5: support

62. The support component reflects the work of the Operation's Mission Support Division, the Security and Safety Section, the Conduct and Discipline Team and the HIV/AIDS Unit. During the budget period, the support component will provide effective and efficient logistical, administrative and security services in support of the implementation of the Operation's mandate through the delivery of related outputs and the introduction of service improvements, as well as the realization of efficiency gains. UNAMID will provide support to 147 military observers, 15,698 military contingent personnel, 1,583 formed police personnel and 1,820 United Nations police officers and, effective 1 April 2015, to a level of 945 international staff (exclusive of 59 international staff redeployed or reassigned to the Regional Service Centre in Entebbe) and 2,681 national staff (exclusive of 53 national staff redeployed or reassigned to the Centre), including 104 temporary positions, 169 United Nations Volunteers and 6 Government-provided personnel. Actual budgetary provision, however, is based on a phased drawdown of the uniformed strength and civilian staffing and will incorporate projected delayed deployment factors of uniformed personnel and vacancy rates of civilian personnel. The range of support will comprise the implementation of conduct and discipline and HIV/AIDS programmes, personnel administration, finance services, health care, maintenance and construction of office and accommodation facilities, establishment of an information and communications technology infrastructure, air and surface transport operations, supply and resupply operations and the provision of legal and security services Operation-wide.

63. In line with the results of the civilian staffing review conducted in UNAMID in the 2013/14 period and the strategic review, and paying particular attention to the feasibility of nationalizing Field Service posts and of improving the ratio of substantive to support staff, UNAMID will effect a reduction of 770 posts and positions in 2014/15 and, in accordance with the letter from the Secretary-General to the President of the Security Council dated 2 September 2014 ([S/2014/670](#)) calling for a phased reduction of the civilian staffing to be implemented by the end of 2015, additional reductions will be proposed in the context of the 2015/16 budget.

64. Efforts will continue to be made to outsource some services, such as cleaning and warehousing, with the aim of reducing administrative costs associated with hiring and supervising and to increase both the quality and the reliability of services.

65. In order to align the vehicle fleet with the deployed strength and on the basis of the decision of the UNAMID Vehicle Establishment Committee and the results of the strategic review, UNAMID will reduce its light vehicle fleet from 1,689 light passenger vehicles in 2013/14 to 1,000 such vehicles by 30 June 2015. In order to provide effective transportation for its staff, UNAMID will replace 30 minibuses and acquire an additional 30 medium-sized buses to create a pool of shuttle buses. The Operation plans to write off 137 light passenger vehicles during the 2014/15 period and to remove 582 such vehicles from active operation. Some of those vehicles may be transferred to other operations, as needed (e.g. UNMEER is in the process of acquiring 400 vehicles from UNAMID). To ensure that all vehicles remain at an optimum operational level, UNAMID will continue to maintain five vehicle workshops, including 34 repair facilities in team sites throughout the mission area.

66. UNAMID will continue to implement a robust, reliable and secure information and communications technology environment to support core business activities by strengthening, stabilizing and improving the existing infrastructure and maintaining the integrity of services provided to mission clients. The Operation will continue to provide virtual private network services to allow for secure and reliable remote access on the Internet to internal information and communications technology services, including applications, messaging and other standard systems and services of the Department of Field Support and the Department of Peacekeeping Operations. UNAMID will continue to deploy unified communications solutions that will enable users to identify, locate and communicate with one another seamlessly over various devices, including desktop computers, cell phones, handheld devices and mobile computing devices such as smartphones and tablets. Furthermore, in an effort to maximize its resources, UNAMID will continue to expand its videoconferencing services, move towards a complete virtualization of servers and a virtual desktop infrastructure environment, as well as cloud computing services, thereby reaching new levels of efficiency.

67. UNAMID will continue to enhance preventive health measures through awareness-raising campaigns. It will continue to conduct predeployment screening and immunization activities, with a view to reducing the cost of treating uniformed personnel in contracted hospitals. The enhanced diagnostic capabilities of United Nations-owned medical facilities will continue to improve service delivery and drugs will be restricted to first- and second-line therapies, with limitations on specialty drugs.

<i>Expected accomplishments</i>	<i>Indicators of achievement</i>
5.1 Increased efficiency and effectiveness of logistical, administrative and security support to the Operation	<p>5.1.1 Reduced percentage of unliquidated obligations carried forward from the previous budget period (2012/13: 11 per cent; 2013/14: 5 per cent; 2014/15: 3 per cent)</p> <p>5.1.2 Reduced number of days required to fully carry out a technical evaluation in the requisitioning process (2012/13: 15 days; 2013/14: 12 days; 2014/15: 10 days)</p> <p>5.1.3 Reduced percentage of warehousing reserved stock (2012/13: 18 per cent; 2013/14: 12.5 per cent; 2014/15: 10 per cent)</p>

Outputs

Service improvements

- Reduction in the ceiling of the per-person rate for rations through continuous reduction in air deliveries and improved warehouse management in the regions
- More efficient passenger check-in, easier baggage recording and tracing, transparency in seat allocation and improved accountability
- Reduced requests for special flights, shorter travel time between locations, increased availability of staff at their places of work
- Installation and operation of advanced electronic fuel management systems for monitoring and control of fuel usage at all fuel receiving and dispensing points
- Installation and operation of electronic rations management tool for the monitoring, control and management of food rations
- Mobilization of a fuel distribution point at the Sortoni team site

Military, police and civilian personnel

- Emplacement, rotation and repatriation of an average strength, inclusive of the delayed deployment factors, of 13,367 military contingent personnel, 199 military observers, 1,450 United Nations police officers and 1,799 formed police personnel
- Verification, monitoring and inspection of contingent-owned equipment and self-sustainment for military and police personnel
- Storage and supply of 11.5 tons of rations, 285,200 combat rations and 851,025 litres water for military contingents and formed police personnel in 84 locations
- Administration of a monthly average of 4,261 civilian staff (excluding 106 civilian personnel redeployed to the Regional Service Centre in Entebbe and including temporary positions and vacancy rates), comprising 954 international staff, 2,898 national staff and 239 United Nations Volunteers

Facilities and infrastructure

- Maintenance of 32 military, 13 formed police units and 22 enabling units sites; repair of 71 camps of military, formed police and enabling units; maintenance of and repair of 33 individual police premises; and maintenance and repair of 42 civilian staff premises in 42 locations
- Provision and maintenance of equipment and supplies in support of a monthly average (excluding 106 civilian personnel redeployed to the Regional Service Centre in Entebbe and including vacancy rates and delayed deployment factors), of 4,261 civilian personnel (including 32 temporary positions), 1,450 United Nations police personnel, 199 military observers and 399 staff officers
- Construction of remaining 7 helipads (at 6 team sites and 1 in El Fasher super-camp); first phase at 50 per cent of total funds for a 3.5 km asphalt road connecting El-Geneina super-camp with the airport terminal; and construction of a pilot solar power plant and hard-wall warehouse projects in El Fasher super-camp
- Maintenance and renovation of 35 km of asphalt road, 20 km of gravel road and 16 bridges
- Sanitation services for all premises, including sewage and garbage collection and disposal
- Operation and maintenance of 292 United Nations-owned and 111 contingent-owned water purification plants in 40 locations
- Operation and maintenance of 1,828 United Nations-owned and 554 contingent-owned generators in 48 locations
- Storage and supply of 40.0 million litres of petrol, oil and lubricants for generators
- Maintenance and renovation of 248 storage facilities for petroleum, oil and lubricants for generators, grounds, and air transportation, at 34 locations

Ground transportation

- Operation and maintenance of 2,051 United Nations-owned vehicles and attachments, including 27 armoured vehicles, 861 items of workshop and miscellaneous equipment through 5 main workshops and 29 repair facilities at 34 locations
- Supply of 6.8 million litres of petrol, oil and lubricants for ground transportation
- Operation of a daily shuttle service 7 days a week for an average of 3,900 United Nations personnel per day from their accommodation to the mission area

Air transportation

- Operation of 5 fixed-wing aircraft and 23 rotary-wing aircraft, including 4 medium utility military helicopters, at 31 locations covering 27 helipads (upgrading of one helipad in El Sireaf, as compared to the 2013/14 budget period), and 4 airports (El Fasher, Nyala, El Geneina, Khartoum. There are no UNAMID flights to Entebbe airport)
- Supply of 15.7 million litres of petrol, oil and lubricants for air operations

Communications

- Support and maintenance of a satellite network consisting of 4 Earth station hubs to provide voice, fax, video and data communications

- Support and maintenance of 98 very small aperture terminal systems, 143 telephone exchanges and 153 microwave links
- Support and maintenance of 3,020 high-frequency, 786 very-high-frequency and 10,700 ultra-high-frequency repeaters and transmitters

Information technology

- Support and maintenance of 34 physical servers, 437 virtual servers, 5,599 desktop computers, 3,457 laptop computers, 920 printers and 619 digital senders in 37 locations
- Support and maintenance of 40 local area networks and wide area networks for 6,100 users in 37 locations

Medical

- Operation and maintenance of 1 level III hospital, 3 level II hospitals, 6 level I clinics and 67 medical facilities, as well as emergency and first aid stations, in 76 locations for all mission personnel, staff of other United Nations agencies and the local civil population in emergency cases
- Maintenance of mission-wide land and air evacuation arrangements for all United Nations locations, including to 3 level IV hospitals in 3 locations (Dubai, Nairobi and Cairo)
- Operation and maintenance of 5 HIV voluntary confidential counselling and testing facilities for all mission personnel and provision of an HIV awareness-raising programme, including peer education, for all mission personnel

Security

- Provision of security services 24 hours a day, 7 days a week, throughout the mission area
- 24-hour close protection for senior mission staff and visiting high-level officials
- Mission-wide site security risk assessment, including residential surveys
- Conduct of information sessions on security awareness and contingency plans for all mission staff and induction security training and primary fire training/drills for all new mission staff

External factors

Suppliers of goods and services will be able to deliver as contracted. The security situation in the mission area will allow freedom of movement. No activities will occur that would result in mine contamination or recontamination of known safe areas

Table 6

Human resources: component 5, support

	International staff						National staff ^a	United Nations Volunteers	Total
	USG- ASG	D-2- D-1	P-5- P-4	P-3- P-2	Field Service	Subtotal			
Conduct and Discipline Team									
Approved posts 2013/14	–	1	5	6	1	13	14	–	27
Proposed posts 2014/15 ^b	–	–	3	6	1	10	10	–	20
Net change	–	(1)	(2)	–	–	(3)	(4)	–	(7)
HIV/AIDS Unit									
Approved posts 2013/14	–	–	2	–	–	2	17	3	22
Proposed posts 2014/15 ^b	–	–	1	–	–	1	6	–	7
Net change	–	–	(1)	–	–	(1)	(11)	(3)	(15)
Office of the Deputy Joint Special Representative (Operations Management)									
Approved posts 2013/14	1	–	3	1	1	6	4	–	10
Proposed posts 2014/15 ^b	–	–	–	–	–	–	–	–	–
Net change	(1)	–	(3)	(1)	(1)	(6)	(4)	–	(10)
Office of the Director of Mission Support									
Approved posts 2013/14	–	1	7	10	21	39	89	19	147
Proposed posts 2014/15 ^b	–	1	7	10	20	38	94	13	145
Net change	–	–	–	–	(1)	(1)	5	(6)	(2)
Office of the Deputy Director of Mission Support									
Approved posts 2013/14	–	1	12	19	77	109	193	69	371
Proposed posts 2014/15 ^b	–	1	13	17	48	79	265	18	362
Net change	–	–	1	(2)	(29)	(30)	72	(51)	(9)
Operations and Services									
Approved posts 2013/14	–	1	13	33	81	128	488	60	676
Proposed posts 2014/15 ^b	–	1	14	29	81	125	553	40	718
Net change	–	–	1	(4)	–	(3)	65	(20)	42
Approved temporary positions ^c 2013/14	–	–	1	1	1	3	–	–	3
Proposed temporary positions ^c 2014/15 ^b	–	–	–	3	15	18	80	–	98
Net change	–	–	(1)	2	14	15	80	–	95
Subtotal									
Approved 2013/14	–	1	14	34	82	131	488	60	679
Proposed 2014/15 ^b	–	1	14	32	96	143	633	40	816
Net change	–	–	–	(2)	14	12	145	(20)	(137)

	International staff						National staff ^a	United Nations Volunteers	Total
	USG-ASG	D-2-D-1	P-5-P-4	P-3-P-2	Field Service	Subtotal			
Supply Chain Management									
Approved posts 2013/14	–	1	17	36	195	249	619	123	991
Proposed posts 2014/15 ^b	–	1	11	23	163	198	607	29	834
Net change	–	–	(6)	(13)	(32)	(51)	(12)	(94)	(157)
Geospatial Information and Telecommunications Technology Service									
Approved posts 2013/14	–	1	7	11	123	142	98	171	411
Proposed posts 2014/15 ^b	–	–	4	4	53	61	105	45	211
Net change	–	(1)	(3)	(7)	(70)	(81)	7	(126)	(200)
Security and Safety Section									
Approved posts 2013/14	–	–	6	29	146	181	723	–	904
Proposed posts 2014/15 ^b	–	–	6	27	127	160	723	–	883
Net change	–	–	–	(2)	(19)	(21)	–	–	(21)
Total									
Approved posts 2013/14	1	6	72	145	645	869	2 245	445	3 559
Proposed posts 2014/15 ^b	0	4	59	116	493	672	2 363	145	3 180
Net change	(1)	(2)	(13)	(29)	(152)	(197)	118	(300)	(379)
Approved temporary positions ^c 2013/14	–	–	1	1	1	3	–	–	3
Proposed temporary positions ^c 2014/15 ^b	–	–	–	3	15	18	80	–	98
Net change	–	–	(1)	2	14	15	80	–	95
Total									
Approved 2013/14	1	6	73	146	646	872	2 245	445	3 562
Proposed 2014/15 ^b	–	4	59	119	508	690	2 443	145	3 278
Net change	(1)	(2)	(14)	(37)	(138)	(182)	(198)	(300)	(284)

^a Includes National Professional Officers and national General Service staff.

^b Represents highest level of authorized strength effective 1 April 2015.

^c Funded under general temporary assistance.

International staff: net decrease of 182 posts and positions (1 Assistant Secretary-General, 2 D-1, 4 P-5, 10 P-4, 18 P-3, 9 P-2 and 138 Field Service)

National staff: net increase of 198 posts and positions (17 National Professional Officer and 181 national General Service posts)

United Nations Volunteers: net decrease of 300 positions

68. A summary of the proposed changes in the Conduct and Discipline Team and in the HIV/AIDS Unit, effective 1 April 2015, is presented in the table below:

<i>Office/section/unit</i>	<i>Type of proposed staffing change</i>	<i>Number of posts and positions</i>	<i>Post and position details</i>	<i>To/from</i>
Conduct and Discipline Team	Abolishment	(7)	1 D-1, 1 P-4, 5 national General Service	
	Conversion	(1)	1 P-4	
	Conversion	1	1 National Professional Officer	Conversion to National Professional Officer
Net change		(7)		
HIV/AIDS Unit	Abolished	(15)	1 P-5, 4 National Professional Officer, 7 national General Service, 3 United Nations Volunteer	
Net change		(15)		

Conduct and Discipline Team

69. In the context of the strategic review, seven Conduct and Discipline posts are proposed for abolishment (1 D-1, 1 P-4 and 5 national General Service), in view of the regionalization of oversight of the Conduct and Discipline Team and the transfer of strategic and oversight tasks to the UNMISS Conduct and Discipline Unit in Entebbe, which is headed at the D-1 level. As the current oversight role of the Chief of the Conduct and Discipline Team of UNAMID in support of the United Nations Support Office for the African Union Mission in Somalia, the Regional Service Centre in Entebbe and the United Nations Office at Nairobi is not economical with regard to the distances covered, it is proposed that this section be headed by an existing post at the P-5 level. In addition, it is proposed that one P-4 post of Conduct and Discipline Officer be converted to National Professional Officer.

HIV/AIDS Unit

70. In accordance with the findings of the strategic review, 15 posts in the HIV/AIDS Unit (1 P-5, 4 National Professional Officer, 7 national General Service, 3 United Nations Volunteer) are proposed for abolishment. The HIV/AIDS Unit will still deliver its outputs and meet its mandated tasks through the application of technology-enabled solutions, such as broadcast training for new contingent personnel, and enabling the reduced HIV/AIDS team to focus on the counselling aspects of their tasks.

Office of the Director of Mission Support

International staff: net decrease of 1 post (abolishment)

National staff: net increase of 5 posts (conversion to 3 National Professional Officer and 2 national General Service posts)

United Nations Volunteers: net decrease of 6 positions (1 abolishment and conversion of 5 positions to national posts)

71. A summary of the proposed changes in the Office of the Director of Mission Support, effective 1 April 2015, is presented in the table below:

<i>Office/section/unit</i>	<i>Type of proposed staffing change</i>	<i>Number of posts and positions</i>	<i>Post and position details</i>	<i>To/from</i>
Budget Section				
	Redeployment	(2)	1 P-4, 1 P-3	To Risk Management and Compliance Unit
Net change		(2)		
Water and Environment Protection Unit				
	Abolishment	(2)	1 Field Service, 1 United Nations Volunteer	
	Conversion	(5)	5 United Nations Volunteer	Conversion to National Professional Officer and national General Service posts
	Conversion	5	3 National Professional Officer, 2 national General Service	Conversion from United Nations Volunteer positions
Net change		(2)		
Risk Management and Compliance Unit				
	Redeployment	2	1 P-4, 1 P-3	From Budget Section
Net change		2		
Total change		(2)		

Risk Management and Compliance Unit

72. It is proposed that two international posts be redeployed from the Budget Section to establish a Risk Management and Compliance Unit in the Office of the Director of Mission Support (1 P-4 and 1 P-3).

Water and Environment Protection Unit

73. It is proposed that two international posts and positions in the Water and Environment Protection Unit (1 Field Service, 1 United Nations Volunteer) be abolished. In addition, it is proposed that five United Nations Volunteer positions be converted to three National Professional Officer posts and two national General Service posts.

Office of the Deputy Director of Mission Support

International staff: net decrease of 30 posts (abolishment of 6 posts and redeployment of 24 posts)

National staff: net increase of 72 posts (redeployment of 69 posts and conversion of 3 United Nations Volunteer positions to 1 National Professional Officer and 2 national General Service posts)

United Nations Volunteers: net decrease of 3 positions (conversion of 3 positions to national posts)

74. A summary of the proposed changes in the Office of the Deputy Director of Mission Support, effective 1 April 2015, is presented in the table below:

<i>Office/section/unit</i>	<i>Type of proposed staffing change</i>	<i>Number of posts and positions</i>	<i>Post and position details</i>	<i>To/from</i>
Immediate Office of the Deputy Director of Mission Support	Redeployment	(50)	1 P-4, 15 FS, 28 national General Service, 6 United Nations Volunteer	To Centralized Warehousing, Receiving and Inspection and Property Disposal Section, Supply Chain Management
Net change		(50)		
Contracts Management Section	Abolishment	(13)	1 P-3, 1 P-2, 2 Field Service, 9 United Nations Volunteer	
Net change		(13)		
Property Management Section	Redeployment	61	1 P-5, 4 P-3, 1 P-2, 22 Field Service, 1 National Professional Officer, 23 national General Service, 9 United Nations Volunteer	From Property Management and Centralized Warehousing, Supply Chain Management
	Redeployment	1	1 P-4	From Receiving and Inspection in the Immediate Office of the Deputy Director of Mission Support
	Redeployment	1	1 P-4	From Office of the Chief, Geospatial Information and Telecommunications Technology Service
	Conversion	(3)	3 United Nations Volunteer	
	Conversion	3	1 National Professional Officer, 2 national General Service	Conversion from United Nations Volunteer
Net change		63		
Conference Management and Translation Section	Redeployment	122	122 national General Service (Language Assistants)	From Police Division
	Redeployment	3	3 national General Service (Language Assistants)	From Disarmament, Demobilization and Reintegration Section
	Redeployment	42	42 national General Service (Language Assistants)	From Human Rights Section
	Redeployment	3	3 national General Service (Language Assistants)	From Rule of Law, Judicial System and Prison Advisory Section
Net change		170		
Sectors	Abolishment	(20)	2 Field Service, 18 United Nations Volunteer	
	Redeployment	(1)	1 P-5	To Centralized Warehousing, Receiving and Inspection and Property Disposal Section

<i>Office/section/unit</i>	<i>Type of proposed staffing change</i>	<i>Number of posts and positions</i>	<i>Post and position details</i>	<i>To/from</i>
	Redeployment	(158)	5 P-3, 32 Field Service, 2 National Professional Officer, 92 national General Service, 27 United Nations Volunteer	Engineering Section
Net change		(179)		
Total change		(9)		

Immediate Office of the Deputy Director of Mission Support

75. It is proposed that 50 posts and positions be redeployed to the Centralized Warehousing, Receiving and Inspection and Property Disposal Section in Supply Chain Management (1 P-4, 15 Field Service, 28 national General Service and 6 United Nations Volunteer).

Contracts Management Section

76. The Contracts Management Section provides policy guidelines, quality control through key performance indicators and engages in local contract dispute resolution. In addition, the unit trains staff in different functional areas in quality assurance and contract compliance matters.

Property Management Section

77. It is proposed that 61 posts from the former Property Management and Centralized Warehousing Section in Supply Chain Management be redeployed to the new Property Management Section in the Office of the Deputy Director for Mission Support (1 P-5, 4 P-3, 1 P-2, 22 Field Service, 21 national General Service and 12 United Nations Volunteer). It is also proposed that one P-4 post from the Immediate Office of the Deputy Director of Mission Support and one P-4 post from the Office of the Chief, Geospatial Information and Telecommunications Technology Service be redeployed to the new section. It is further proposed that three United Nations Volunteer positions be converted to one National Professional Officer post and two national General Service posts.

Conference Management and Translation Section

78. It is proposed that 170 national General Service posts of language assistant be redeployed to the Conference Management and Translation Section in the Office of the Deputy Director of Mission Support. In view of the reduction in the authorized strength of uniformed personnel, a reduced total of 175 language assistants will cater to the needs of the entire Operation. With a view to instituting a more systematic and equitable use of language assistants, UNAMID proposes to establish pooled resources at every team site, sector headquarters and at the mission headquarters. Three language assistants will be assigned to each team site, five for each sector headquarters, with a reserve of five language assistants in each sector, while UNAMID headquarters will maintain a pool of 20 language assistants, which will also meet unforeseen requirements. It is proposed that the posts be redeployed from the Police Division (122 national General Service), where 209 national General Service

posts are proposed for abolishment; the Disarmament, Demobilization and Reintegration Section (3 national General Service); the Human Rights Section (42 national General Service); and the Rule of Law, Judicial System and Prison Advisory Section (3 national General Service).

Sectors

79. A total of 159 posts and positions are proposed for redeployment from the sectors, effective 1 April 2015. They comprise one P-5 to be reassigned to the Centralized Warehousing, Receiving and Inspection and Property Disposal Section in Supply Chain Management, and 158 posts and positions to be reassigned to the Engineering Section under Operations and Management (5 P-3, 32 Field Service, 2 National Professional Officers, 92 national General Service and 27 United Nations Volunteer). UNAMID was initially established with its headquarters in El Fasher and with Sector North, Sector South and Sector West, with sector headquarters at El Fasher, Nyala and El Geneina, respectively. UNAMID proposes to align the three UNAMID military sectors with the five Darfur states and to establish two additional sectors, comprising Sector Central and Sector East in the new sector headquarters in Zalingie and El Daein, respectively.

Operations and Services

International staff: net decrease of 3 posts (abolishment of 17 posts, establishment of 2 posts, inward redeployment of 47 posts, conversion of 18 posts to general temporary assistance and conversion of 17 international posts to national posts)

National staff: net increase of 65 posts (redemption of 105 posts, conversion of 80 posts to general temporary assistance positions, and conversion of United Nations Volunteers to 1 National Professional Officer and 2 national General Service posts)

United Nations Volunteers: net decrease of 20 positions (abolishment of 24 positions, outward redeployment of 27 positions and conversion of 23 positions to national posts)

80. A summary of the proposed changes in the Office of Operations and Services, effective 1 April 2015, is presented in the table below:

<i>Office/section/unit</i>	<i>Type of proposed staffing change</i>	<i>Number of posts and positions</i>	<i>Post and position details</i>	<i>To/from</i>
Office of the Chief of Operations and Services				
	Redeployment	(12)	1 P-4, 3 Field Service, 8 national General Service	To Mail/Pouch and Archive Unit, Geospatial Information and Telecommunications Technology
Net change		(12)		
Procurement Section, Operations and Services				
	Redeployment	33	1 P-5, 1 P-4, 2 P-3, 10 Field Service, 19 national General Service	From Procurement Section, Supply Chain Management
	Conversion	(1)	1 Field Service	
	Conversion	1	1 national General Service	Conversion to National Professional Officer
Net change		33		

<i>Office/section/unit</i>	<i>Type of proposed staffing change</i>	<i>Number of posts and positions</i>	<i>Post and position details</i>	<i>To/from</i>
Human Resources Section				
	Redeployment	(6)	2 national General Service, 4 United Nations Volunteer	To United Nations Volunteer Programme
Net change		(6)		
Medical and Public Health Safety Section				
	Abolishment	(34)	6 P-3, 1 P-2, 5 Field Service, 22 United Nations Volunteer	
Net change		(34)		
Staff Counselling and Welfare Section				
	Establishment	2	1 P-3, 1 Field Service	
	Conversion	(3)	3 United Nations Volunteer	
	Conversion	3	3 National Professional Officer	Conversion to National Professional Officer
Net change		2		
United Nations Volunteer Programme				
	Redeployment	6	2 national General Service, 4 United Nations Volunteer	From Human Resources Section
Net change		6		
Engineering Section				
	Abolishment	(7)	2 P-3, 3 Field Service, 2 United Nations Volunteer	
	Redeployment	158	5 P-3, 32 Field Service, 2 National Professional Officer, 92 national General Service, 27 United Nations Volunteer	From Sectors under the Office of the Deputy Director for Mission Support
	Conversion	(98)	3 P-3, 15 Field Service, 80 national General Service	To general temporary assistance
	Conversion	(36)	16 Field Service, 20 United Nations Volunteer	Conversion to national posts
	Conversion	13	13 National Professional Officer	Conversion from international posts and positions
	Conversion	23	23 national General Service	Conversion from international posts and positions
Net change		53		
Total change		42		

Office of the Chief, Operations and Services

81. It is proposed that 12 posts be redeployed from the Office of the Chief of Operations and Services to the Mail, Pouch and Archive Unit in the Geospatial

Information and Telecommunications Technology Service (1 P-4, 3 Field Service and 8 national General Service).

Procurement Section, Operations and Services

82. It is proposed that the Procurement Section be redeployed from Supply Chain Management to Operations and Services and that 33 posts (1 P-5, 1 P-4, 2 P-3, 10 Field Service, 19 national General Service) be redeployed from Supply Chain Management. It is further proposed that one Field Service post be converted to a National Professional Officer post.

Medical and Public Health Safety Section

83. It is proposed that 12 posts and 22 United Nations Volunteer positions in the Medical and Public Health Safety Section be abolished.

Staff Counselling and Welfare Section

84. It is proposed that two new posts (1 P-3 and 1 Field Service) be established in the Staff Counselling and Welfare Section and that three United Nations Volunteer positions be converted to National Professional Officer posts.

United Nations Volunteer Programme

85. It is proposed that two national General Service posts and four United Nations Volunteer positions be redeployed to the United Nations Volunteers Programme from the Human Resources Section.

Engineering Section

86. It is proposed that five posts (2 P-3, 3 Field Service) and two United Nations Volunteer positions in the Engineering Section be abolished. It is also proposed that 158 posts and positions (5 P-3, 32 Field Service, 2 National Professional Officer, 92 national General Service and 27 United Nations Volunteer) be redeployed from sectors under the Office of the Deputy Director of Mission Support to the Engineering Section Operations and Services). It is further proposed that 98 posts and positions (3 P-3, 15 Field Service and 80 national General Service) be converted to general temporary assistance positions. It is proposed that 16 Field Service posts and 20 United Nations Volunteer positions be converted to 13 National Professional Officer posts and 23 national General Service posts.

Geospatial Information and Telecommunications Technology Service

International staff: net decrease of 81 posts (abolishment of 79 posts, outward redeployment of 2 posts)

National staff: net increase of 7 posts (redeployment)

United Nations Volunteers: net decrease of 126 positions (abolishment)

87. A summary of the proposed changes in the Geospatial Information and Telecommunications Technology Service, effective 1 April 2015, is presented in the table below:

<i>Office/section/unit</i>	<i>Type of proposed staffing change</i>	<i>Number of posts and positions</i>	<i>Post and position details</i>	<i>To/from</i>
Office of the Chief, Geospatial Information and Telecommunications Technology Service				
	Abolishment	(22)	1 P-4, 1 P-3, 14 Field Service, 6 United Nations Volunteer	
	Redeployment	(2)	1 D-1, 1 P-4	To the Regional Service Centre in Entebbe
	Redeployment	(1)	1 P-4	To the Property Management Section, Office of the Deputy Director of Mission Support
	Redeployment	1	1 P-5	From Information Technology Section
Net change		(24)		
Communications Section				
	Abolishment	(138)	52 Field Service, 86 United Nations Volunteer	
	Redeployment	(4)	3 Field Service, 1 national General Service	To the Regional Service Centre in Entebbe
Net change		(142)		
Information Technology Section				
	Abolishment	(32)	1 P-3, 31 United Nations Volunteer	
	Redeployment	(1)	P-5	To Office of the Chief, Geospatial Information and Telecommunications Technology Service
Net change		(33)		
Mail, Pouch and Archive Unit				
	Redeployment	12	1 P-4, 3 Field Service, 8 national General Service	From Office of the Chief, Operations and Services
Net change		12		
Geographic Information System Section				
	Abolishment	(13)	1 P-4, 2 P-3, 3 P-2, 4 Field Service, 3 United Nations Volunteer	
Net change		(13)		
Total change		(199)		

Office of the Chief, Geospatial Information and Telecommunications Technology Service

88. It is proposed that 16 posts and positions (1 P-4, 1 P-3, 14 Field Service, 6 United Nations Volunteer) in the Office of the Chief, Geospatial Information and Telecommunications Technology Service be abolished. It is also proposed that two posts (1 D-1 and 1 P-4) be redeployed to the Regional Service Centre in Entebbe.

Communications Section

89. It is proposed that 138 posts and positions (52 Field Service, 86 United Nations Volunteer) in the Communications Section be abolished, effective 1 April 2015 and that 4 posts of Communications Assistant (1 Field Service and 3 national General Service) be redeployed to the Regional Service Centre in Entebbe.

Information Technology Section

90. It is proposed that 32 posts and positions in the Information Technology Section (1 P-3, 31 United Nations Volunteer) be abolished, effective 1 April 2015 and that one P-5 level post be redeployed to the Regional Service Centre in Entebbe.

Mail, Pouch and Archive Unit

91. It is proposed that 12 posts (1 P-4, 3 Field Service, 8 national General Service) be redeployed from the Office of the Chief, Operations and Services, effective 1 April 2015, to establish the Mail, Pouch and Archive Unit in the Geospatial Information and Telecommunications Technology Service.

Geospatial Information Systems Section

92. It is proposed that 13 international posts and positions (1 P-4, 2 P-3, 3 P-2, 4 Field Service, and 3 United Nations Volunteer) in the UNAMID Geospatial Information Systems Section be abolished, effective 1 April 2015, in the context of the consolidation and centralization of geospatial functions in the Global Service Centre in Brindisi.

Supply Chain Management

International staff: net decrease of 51 posts (abolishment of 33 posts, establishment of 8 posts, outward redeployment of 26 posts, conversion of 18 posts to general temporary assistance and conversion of 17 international posts to national posts)

National staff: net decrease of 12 posts (redeployment)

United Nations Volunteers: net decrease of 94 positions (abolishment of 88 positions and outward redeployment 6 positions)

93. A summary of the proposed changes in Supply Chain Management, effective 1 April 2015, is presented in the table below:

Office/section/unit	Type of proposed staffing change	Number of posts and positions	Post and position details	To/from
Aviation Section				
	Abolishment	(10)	1 P-4, 1 P-3, 2 P-2, 2 Field Service, 4 United Nations Volunteer	
Net change		(10)		
Movement Control Section				
	Abolishment	(8)	1 P-5, 1 P-4, 3 Field Service, 3 United Nations Volunteer	
Net change		(8)		
Supply Section				
	Establishment	8	8 Field Service	
	Abolishment	(9)	1 P-5, 1 P-3, 7 United Nations Volunteer	
Net change		(1)		
Transport Section				
	Abolishment	(93)	1 P-3, 18 Field Service, 74 United Nations Volunteer	
Net change		(93)		
Procurement Section (moved to Operations and Services)				
	Abolishment	(1)	1 P-3	
	Redeployment	(33)	1 P-5, 1 P-4, 2 P-3, 10 Field Service, 19 national General Service	To Procurement Section, Operations and Services
Net change		(34)		
Property Management and Centralized Warehousing				
	Redeployment	(61)	1 P-5, 4 P-3, 1 P-2, 22 Field Service, 21 national General Service, 12 United Nations Volunteer	To Property Management Section, Office of the Deputy Director of Mission Support
Net change		(61)		
Centralized Warehousing, Receiving and Inspection and Property Disposal Section				
	Redeployment	50	1 P-4, 15 Field Service, 28 national General Service, 6 United Nations Volunteer	From Immediate Office of the Deputy Director of Mission Support
Net change		50		
Total change		(157)		

Aviation Section

94. It is proposed that 10 international posts and positions (1 P-4, 1 P-3, 2 P-2, 2 Field Service, 4 United Nations Volunteer) in the UNAMID Aviation Section be abolished, effective 1 April 2015, in connection with the reduction in the size of the aviation fleet by four fixed-wing and three rotary-wing aircraft in the 2014/15 period.

Movement Control Section

95. It is proposed that 8 international posts and positions (1 P-5, 1 P-4, 3 Field Service, 3 United Nations Volunteer) in the UNAMID Movement Control Section be abolished, effective 1 April 2015 and that the Office be headed by an existing P-4 post in the 2014/15 period.

Supply Section

96. It is proposed that nine international posts and positions (1 P-5, 1 P-3, 7 United Nations Volunteer) in the UNAMID Supply Section be abolished, effective 1 April 2015, and that eight new Field Service posts be established.

Ground Transportation Section

97. It is proposed that 93 international posts and positions (1 P-3, 18 Field Service, 74 United Nations Volunteer) in the UNAMID Ground Transportation Section be abolished, effective 1 April 2015, in view of the reduction in the size of the vehicle fleet from 1,689 light passenger vehicles on 30 June 2013 to a projected total of 1,000 such vehicles on 30 June 2014, and the planned reduction in uniformed and civilian personnel.

Centralized Warehousing, Receiving and Inspection and Property Disposal Section

98. It is proposed that 50 international posts and positions (1 P-4, 15 Field Service, 28 national General Service, 6 United Nations Volunteer) be redeployed from the Office of the Deputy Director of Mission Support to establish the UNAMID Centralized Warehousing, Receiving and Inspection and Property Disposal Section in Supply Chain Management, effective 1 April 2015.

Security and Safety Section*International staff: net decrease of 21 posts (abolishment)*

99. It is proposed that 21 posts (2 P-2 and 19 Field Service) in the UNAMID Security and Safety Section, be abolished, effective 1 April 2015.

F. Regional Service Centre in Entebbe

100. The results-based budgeting framework for the Regional Service Centre in Entebbe reflects indicators of achievement and outputs for the five peacekeeping operations and three special political missions that will be receiving services from the Centre for the four initial projects that were identified for transfer to it in 2012/13. These are: check-in and check-out of field personnel; processing of education grants; operation of a regional training and conference centre; and the operation of the Transportation and Movement Integrated Control Centre. The

framework also reflects the following finance and human resources functions that have been identified for transfer to the Regional Service Centre in Entebbe to improve service delivery and achieve economies of scale: aspects of field-based payroll, payments, cashier, accounts, and international recruitment, post management, and time and attendance.

<i>Expected accomplishments</i>	<i>Indicators of achievement</i>
5.2 Effective and efficient check-in/check-out support to clients	<p>5.2.1 Maintenance of the time required for check-in (2012/13: 89.3 per cent completed in 2 days; 2013/14: more than 98 per cent completed in 2 days and 100 per cent completed in 7 days; 2014/15: more than 98 per cent completed in 2 days and 100 per cent completed in 7 days)</p> <p>5.2.2 Maintenance of the time required for international personnel check-outs (2012/13: 99.3 per cent completed in 1 day; 2013/14: more than 98 per cent completed in 1 day and 100 per cent completed in 5 days; 2014/15: more than 98 per cent completed in 1 day and 100 per cent completed in 5 days)</p> <p>5.2.3 Sustained level of services by maintaining a short time for uniformed personnel check-outs (2012/13: 98 per cent completed in 3 days; 2013/14: more than 98 per cent completed in 3 days and 100 per cent completed in 7 days; 2014/15: more than 98 per cent completed in 3 days and 100 per cent completed in 7 days)</p>

Outputs

- Check-in and check-out of 553 civilian personnel from UNAMID
- Check-in and check-out of 2,240 uniformed personnel from UNAMID

<i>Expected accomplishments</i>	<i>Indicators of achievement</i>
5.3 Effective and efficient education grant processing support to clients	<p>5.3.1 Sustained level of services by maintaining a short time for processing education grant claims during the peak period (July-October) (2012/13: 46 per cent in less than 7 weeks; 2013/14: more than 96 per cent in less than 6 weeks; 2014/15: 96 per cent in 6 weeks)</p> <p>5.3.2 Sustained level of services by maintaining a short time for processing education grant claims during the off-peak period (November-June) (2012/13: 70.3 per cent in less than 4 weeks; 2013/14: more than 96 per cent in less than 3 weeks; 2014/15: 96 per cent in 3 weeks)</p>

5.3.3 Sustained level of services by reducing time for the payment of education grant claims during the peak period (July-October) (2012/13: not applicable; 2013/14: less than 12 per cent; 2014/15: 96 per cent in 1 week)

5.3.4 Sustained level of services by reducing time for the payment of education grant claims during the off-peak period (November-June) (2012/13: not applicable; 2013/14: not applicable; 2014/15: 96 per cent in 3 days)

5.3.5 Reduction in the average number of education grant claims returned to missions (2012/13: 4 per cent; 2013/14: less than 12 per cent; 2014/15: less than 11 per cent)

Outputs

- Processing of 2,048 education grant claims from UNAMID

Expected accomplishments

5.4 Effective and efficient Regional Training and Conference Centre support to clients

Indicators of achievement

5.4.1 Sustained level of services in the operation of the Regional Training and Conference Centre (2012/13: 6,391 participants in events organized by the Regional Service Centre in Entebbe; 2013/14: 6,000 participants; 2014/15: 6,000 participants)

5.4.2 Maintenance of the response time to training requests received by the Regional Training and Conference Centre (2012/13: 47 per cent within 24 hours; 2013/14: 98 per cent within 24 hours; 2014/15: 98 per cent within 24 hours)

5.4.3 Sustained level of customer satisfaction received from training participants (2012/13: 28 per cent of customers satisfied or more than satisfied; 2013/14: 99 per cent of customers satisfied or more than satisfied; 2014/15: 99 per cent of customers satisfied or more than satisfied)

Outputs

- 250 regional training sessions and conferences held with the participation of 2,799 staff from UNAMID

Expected accomplishments

5.5 Effective and efficient regional troop and police movement support to client missions

Indicators of achievement

5.5.1 Timely coordination of regional troop and police movement flights by the Transportation and Movements Integrated Control Centre (2012/13: 839 flights; 2013/14: 1,179 flights; 2014/15: 555 flights)

5.5.2 Reduction in the time required to provide a transportation solution for troop and police movement (2012/13: not applicable; 2013/14: 96 per cent within 5 days and 100 per cent within 14 days; 2014/15: 95 per cent within 5 days and 100 per cent within 10 days)

Outputs

- Coordination of 12 troop and police movement flights using United Nations long-term charter aircraft for UNAMID
- 420 troops and police moved for UNAMID

Expected accomplishments

Indicators of achievement

5.6 Effective and efficient support to regional air and surface transportation requirements from client missions

5.6.1 Regional flights operated on schedule (2012/13: not applicable; 2013/14: not applicable; 2014/15: at least 75 per cent operated on time)

5.6.2 Reduction in the time required to provide other transportation solutions (2012/13: not applicable; 2013/14: not applicable; 2014/15: 95 per cent within 5 days and 100 per cent within 10 days)

5.6.3 70 per cent of passengers and cargo capacity utilization (2012/13: not applicable; 2013/14: not applicable; 2014/15: 70 per cent)

5.6.4 80 per cent of flight hours utilization against budgeted hours (2012/13: not applicable; 2013/14: not applicable; 2014/15: 80 per cent)

Outputs

- 312 regional flights in support of UNAMID
- 10 surge (ad hoc) flights conducted in support of UNAMID
- 13,985 passengers transported on the integrated regional flight schedule in support of UNAMID
- 136,557 kg of cargo transported in support of UNAMID
- 810 flight hours undertaken in support of UNAMID

Expected accomplishments

Indicators of achievement

5.7 Effective and efficient finance services to clients

5.7.1 Maintenance of the time required to pay valid vendor invoices (2012/13: 86.8 per cent within 28 days; 2013/14: 98 per cent within 27 days; 2014/15: 98 per cent within 27 days)

5.7.2 Maintenance of the time required to process personnel claims (2012/13: 89 per cent within 28 days; 2013/14: 98 per cent within 21 days; 2014/15: 98 per cent within 21 days)

5.7.3 Maintain prompt payment discounts obtained from vendors (2012/13: not applicable; 2013/14: not applicable; 2014/15: 100 per cent of prompt payment discounts obtained for applicable vendor invoices)

5.7.4 Reduction in the time taken to process electronic bank transfers (2012/13: 97 per cent within 3 days; 2013/14: 97 per cent within 3 days; 2014/15: 98 per cent within 3 days)

5.7.5 Maintenance of the time to process staff monthly payroll and pay other allowances (2012/13: 99.8 per cent within 5 days; 2013/14: 98 per cent within 5 days; 2014/15: 98 per cent within 5 days)

5.7.6 Sustained customer satisfaction rate for finance services (2012/13: 13 per cent for claims services, 21 per cent for payroll services, 16 per cent for vendor services; 2013/14: 80 per cent; 2014/15: 80 per cent)

Outputs

- Monthly financial statements prepared in compliance with International Public Sector Accounting Standards (IPSAS)
- Payment of 23,323 personnel claims from UNAMID
- Payment of 1,286 international staff from UNAMID
- Payment of 3,363 national staff from UNAMID
- Payment of 8,319 uniformed personnel from UNAMID
- Payment of 598 United Nations Volunteers from UNAMID
- Payment of 1,800 individual contractors from UNAMID
- Payment of 1,260 vendors from UNAMID

Expected accomplishments

Indicators of achievement

5.8 Effective and efficient human resources services to clients

5.8.1 Maintenance of the time taken to complete induction/offer management requests from client missions within delegated authorities (2012/13: not applicable; 2013/14: not applicable; 2014/15: 98 per cent of induction cases completed within 90 days)

5.8.2 Maintenance of the time taken to approve staff entitlements and benefits (2012/13: not applicable; 2013/14: 98 per cent within 14 days; 2014/15: 98 per cent within 14 days)

5.8.3 Maintenance of the time taken to pay entitlements travel (2012/13: not applicable; 2013/14: 98 per cent within 14 days; 2014/15: 98 per cent within 14 days and 100 per cent within 20 days)

5.8.4 Maintenance of the time taken to pay assignment grants (2012/13: not applicable; 2013/14: 98 per cent within 5 days; 2014/15: 98 per cent within 5 days)

5.8.5 Contract extensions completed on time for payroll on all recommendations and ePerformance documents received from client missions (2012/13: not applicable; 2013/14: 100 per cent; 2014/15: 100 per cent)

5.8.6 Maintenance of the time for final separation action and finalization of time and attendance records of separating staff (2012/13: not applicable; 2013/14: 98 per cent within 30 days; 2014/15: 98 per cent within 30 days)

5.8.7 Maintenance of the time for issuance of tickets for official travel (2012/13: not applicable; 2013/14: 98 per cent within 7 days; 2014/15: 98 per cent within 7 days)

5.8.8 Compliance with the requirement to purchase tickets for individual travellers 16 calendar days in advance of commencement of official travel (2012/13: not applicable; 2013/14: 75 per cent; 2014/15: 75 per cent)

5.8.9 Maintenance of customer satisfaction rate for human resources services (2012/13: 15 per cent for recruitment and induction services, 40 per cent for travel services and 48 per cent for staff services; 2013/14: 90 per cent; 2014/15: 90 per cent)

Outputs

- Issuance of 424 offers for international positions from UNAMID
- Extension of 4,485 contracts for national and international staff from UNAMID
- Approval of 14,951 entitlements and benefits for UNAMID
- 8,061 airline tickets issued including civilian staff and uniformed personnel for UNAMID

Expected accomplishments

5.9 Effective and efficient information technology support to client missions

Indicators of achievement

5.9.1 Improvement of telephone billing services through the establishment of a regional structure and standardization (2012/13: not applicable; 2013/14: not applicable; 2014/15: 97 per cent of telephone bills sent within 7 days of receipt of user-verified invoice, 100 per cent within 15 days of receipt of user-verified invoice)

5.9.2 Improvement of network performance in the missions through centralized management and monitoring at the technology centre (2012/13: not applicable; 2013/14: not applicable; 2014/15: 99 per cent network uptime per month)

5.9.3 Sustained response time to incidents and service requests (2012/13: not applicable; 2013/14: not applicable; 2014/15: 100 per cent of all incidents and service requests are responded to within 3 hours)

5.9.4 Service level compliance for incident resolution (2012/13: not applicable; 2013/14: not applicable; 2014/15: 90 per cent of all incidents will be resolved according to the priority assigned to them (critical incidents: the resolution target is 3 hours; high-priority incidents: the resolution target is 6 hours; medium-priority incidents: the resolution target is 12 hours; low-priority incidents: the resolution time is 48 hours))

5.9.5 Service level compliance for service fulfilment (2012/13: not applicable; 2013/14: not applicable; 2014/15: 90 per cent of all requests for service will be resolved according to the priority assigned to them (critical incidents: the resolution target is 2 hours; high-priority incidents: the resolution target is 4 hours; medium-priority incidents: the resolution target is 24 hours; low-priority incidents: the resolution target is 48 hours))

5.9.6 Increased client satisfaction rating for regional information and communications technology services (2012/13: not applicable; 2013/14: not applicable; 2014/15: 90 per cent customer satisfaction)

Outputs

- Effective management of 7,924 telephone accounts in support of UNAMID

External factors

- System failures (commercial leased circuits; Entebbe support base infrastructure)
 - Power failures
-

Table 7

Human resources: Regional Service Centre in Entebbe

	International staff						National staff ^a	United Nations Volunteers	Total
	USG-ASG	D-2-D-1	P-5-P-4	P-3-P-2	Field Service	Subtotal			
Regional Service Centre Team									
Deployed posts 2013/14	–	1	–	–	–	1	–	–	1
Proposed posts 2014/15	–	1	–	–	–	1	–	–	1
Net change	–	–	–	–	–	–	–	–	–
Education grant									
Deployed posts 2013/14	–	–	–	–	2	2	1	–	3
Proposed posts 2014/15	–	–	–	–	2	2	1	–	3
Net change	–	–	–	–	–	–	–	–	–
Regional Training and Conference Centre									
Deployed posts 2013/14	–	–	–	–	1	1	2	–	3
Proposed posts 2014/15	–	–	–	–	1	1	2	–	3
Net change	–	–	–	–	–	–	–	–	–
Transportation and Movements Integrated Control Centre									
Deployed posts 2013/14	–	–	3	–	1	4	–	–	4
Proposed posts 2014/15	–	–	3	–	1	4	–	–	4
Net change	–	–	–	–	–	–	–	–	–
Finance Section									
Deployed posts 2013/14	–	–	3	3	12	18	23	–	41
Proposed posts 2014/15	–	–	3	3	12	18	23	–	41
Net change	–	–	–	–	–	–	–	–	–
Human Resources Section									
Deployed posts 2013/14	–	–	2	4	24	30	19	–	49
Proposed posts 2014/15	–	–	2	4	21	27	22	–	49
Net change	–	–	–	–	(3)	(3)	3	–	–
Information Technology Section									
Deployed posts 2013/14	–	–	–	–	–	–	4	–	4
Proposed posts 2014/15	–	1	1	–	3	5	5	–	10
Net change	–	1	1	–	3	5	1	–	6

	International staff						National staff ^a	United Nations Volunteers	Total
	USG-ASG	D-2-D-1	P-5-P-4	P-3-P-2	Field Service	Subtotal			
Logistics									
Deployed posts 2013/14	–	–	1	–	–	1	–	–	1
Proposed posts 2014/15	–	–	1	–	–	1	–	–	1
Net change	–	–	–	–	–	–	–	–	–
Total									
Deployed posts 2013/14	–	1	9	7	40	57	49	–	106
Proposed posts 2014/15	–	2	10	7	40	59	53	–	112
Net change	–	1	1	–	–	2	4	–	6

^a Includes National Professional Officers and national General Service staff.

International staff: net increase of 2 posts (redeployment of 1 D-1, 1 P-4 and 3 Field Service posts and conversion of 3 Field Service posts to national posts)

National staff: increase of 4 posts (redeployment of 1 national General Service post and conversion of 1 National Professional Officer and 2 national General Service posts to national posts)

101. It is proposed that five international posts (1 D-1, 1 P-4 and 3 Field Service) and one national General Service post be redeployed to the Regional Service Centre in Entebbe to support the operation of a regional information and communications technology service to allow the Centre to realize the improvements and efficiencies identified for information technology functions, including telephone billing, regional network security and geospatial information systems. In addition, it is proposed that three Field Service posts be converted into one National Professional Officer and two national General Service posts in the Human Resources Section.

II. Financial resources

A. Overall

(Thousands of United States dollars. Budget year is 1 July to 30 June.)

Category	Expenditures ^a (2012/13)	Apportionment ^a (2013/14)	Cost estimates (2014/15)	Variance	
				Amount	Percentage
	(1)	(2)	(3)	(4)=(3)-(2)	(5)=(4)÷(2)
Military and police personnel					
Military observers	12 961.3	10 301.9	9 378.9	(923.0)	(9.0)
Military contingents	505 196.8	459 450.5	455 295.0	(4 155.5)	(0.9)
United Nations police	144 697.7	123 836.3	68 222.8	(55 613.5)	(44.9)
Formed police units	75 135.1	72 219.4	62 733.4	(9 486.0)	(13.1)
Subtotal	737 990.9	665 808.1	595 630.1	(70 178.0)	(10.5)
Civilian personnel					
International staff	214 757.5	196 473.6	202 172.3	5 698.7	2.9
National staff	54 839.8	60 923.4	70 201.1	9 277.7	15.2
United Nations Volunteers	20 956.4	21 974.6	13 059.8	(8 914.8)	(40.6)
General temporary assistance	3 926.7	4 367.3	3 024.2	(1 343.1)	(30.8)
Government-provided personnel	322.2	306.5	331.9	25.4	8.3
Subtotal	294 802.6	284 045.4	288 789.3	4 743.9	1.7
Operational costs					
Civilian electoral observers	—	—	—	—	—
Consultants	619.1	189.7	347.0	157.3	82.9
Official travel	7 102.7	5 028.5	6 023.0	994.5	19.8
Facilities and infrastructure	101 203.2	96 835.9	94 991.1	(1 844.8)	(1.9)
Ground transportation	18 924.4	14 987.8	16 600.4	1 612.6	10.8
Air transportation	180 350.2	196 410.8	125 857.1	(70 553.7)	(35.9)
Naval transportation	—	—	—	—	—
Communications	18 330.3	21 918.2	25 613.3	3 695.1	16.9
Information technology	19 655.5	13 697.4	18 360.8	4 663.4	34.0
Medical	2 355.7	1 805.1	1 063.7	(741.4)	(41.1)
Special equipment	—	—	—	—	—
Other supplies, services and equipment	32 639.0	32 521.1	31 248.4	(1 272.7)	(3.9)
Quick-impact projects	1 748.3	2 000.0	2 000.0	—	—
Subtotal	382 928.4	385 394.5	322 104.8	(63 289.7)	(16.4)
Gross requirements	1 415 721.9	1 335 248.0	1 206 524.1	(128 723.9)	(9.6)
Staff assessment income	23 095.6	23 392.7	23 360.4	(32.3)	(0.1)
Net requirements	1 392 626.3	1 311 855.3	1 183 163.7	(128 691.6)	(9.8)
Voluntary contributions in kind (budgeted)	—	—	—	—	—
Total requirements	1 415 721.9	1 335 248.0	1 206 524.1	(128 723.9)	(9.6)

^a Reflects the realignment of resources for Government-provided personnel from the operational costs group to the civilian personnel group of expenditure, and the realignment of resources for the self-sustainment of uniformed personnel from the operational costs group to the military and police personnel group of expenditure.

B. Non-budgeted contributions

102. The estimated value of non-budgeted contributions for the period from 1 July 2014 to 30 June 2015 is as follows:

(Thousands of United States dollars)

<i>Category</i>	<i>Estimated value</i>
Status-of-forces agreement ^a	15 023.7
Voluntary contributions in kind (non-budgeted)	—
Total	15 023.7

^a Includes value of land contributed by the Government of the Sudan (\$12,099,858) and services in accordance with the status-of-forces agreement, including: landing rights at airports (\$1,463,051) and airport fees and embarkation/disembarkation fees (\$1,460,760).

C. Efficiency gains

103. The revised cost estimates for the period from 1 July 2014 to 30 June 2015 take into account the following efficiency initiatives:

(Thousands of United States dollars)

<i>Category</i>	<i>Amount</i>	<i>Initiative</i>
Air transportation	26 141.5	Reduction of 1 LJ-60 fixed-wing, 1 MD-83 fixed-wing and 1 Mi-8 MTV rotary-wing aircraft as a result of the reconfiguration of the existing aviation fleet, taking into account the composition of assets deployed in the Transportation and Movements Integrated Control Centre and neighbouring missions
Other freight and related costs	814.5	Reduction related to the use of a new container-loading system that allows for trucks to be loaded and offloaded without using a heavy forklift from a third-party contractor, resulting in savings of \$2,121 per convoy for 32 convoys per month during 2014/15
Total	26 956.0	

D. Vacancy factors

104. The revised cost estimates for the period from 1 July 2014 to 30 June 2015 take into account the following vacancy factors:

(Percentage)

<i>Category</i>	<i>Actual 2012/13</i>	<i>Budgeted 2013/14</i>	<i>Projected 2014/15</i>
Military and police personnel			
Military observers	11.5	22	5
Military contingents	18.4	2	10
United Nations police	30.2	5	5
Formed police units	15.6	5	2.5
Civilian personnel			
International staff	15.5	16	15
National staff			
National Officers	20.5	30	20
National General Service staff	13.0	13	1
United Nations Volunteers	27.1	27	10
Temporary positions ^a			
International staff	27.3	27	45
National staff	13.3	17	15
Government-provided personnel	8.3	15	10
Civilian electoral observers	11.5	22	–

^a Funded under general temporary assistance.

105. The proposed vacancy factors are based on the Operation's experience to date and take into account its challenges in relation to the generation and deployment to Darfur of military and police personnel and the recruitment of suitable civilian staff. Due consideration has been given to historical levels of incumbency, current vacancy rates and difficulties in recruiting staff in the light of the delays in the issuance of visas. With regard to the civilian staffing vacancy rates, due consideration has been given to the recommendations of the strategic review carried out pursuant to Security Council resolution 2113 (2013) that could impact the Operation's capacities.

E. Contingent-owned equipment: major equipment and self-sustainment

106. Requirements for the period from 1 July 2014 to 30 June 2015 are based on standard reimbursement rates for major equipment, wet-lease and self-sustainment in the total amount of \$157,502.4, as follows:

(Thousands of United States dollars)

<i>Category</i>	<i>Estimated amount</i>			
Major equipment				
Military contingents	75 080.4			
Formed police units	13 028.8			
Subtotal	88 109.2			
Self-sustainment				
Military contingents	62 132.5			
Formed police units	7 260.7			
Subtotal	69 393.2			
Total	157 502.4			
<i>Mission factors</i>	<i>Percentage</i>	<i>Effective date</i>	<i>Last review date</i>	
A. Applicable to mission area				
Extreme environmental conditions factor	2.6	1 January 2008	–	
Intensified operational conditions factor	3.8	1 January 2008	–	
Hostile action/forced abandonment factor	3.3	1 January 2008	–	
B. Applicable to home country				
Incremental transportation factor	0-3.0			

F. Training

107. The estimated resource requirements for training for the period from 1 July 2014 to 30 June 2015 are as follows:

(Thousands of United States dollars)

<i>Category</i>	<i>Estimated amount</i>
Consultants	
Training consultants	154.9
Official travel	
Official travel, training	2 202.0
Other supplies, services and equipment	
Training fees, supplies and services	1 875.3
Total	4 232.2

108. The number of participants planned for the period from 1 July 2014 to 30 June 2015, compared to previous periods, is as follows:

(Number of participants)

	<i>International staff</i>			<i>National staff</i>			<i>Military and police personnel</i>		
	<i>Actual 2012/13</i>	<i>Planned 2013/14</i>	<i>Proposed 2014/15</i>	<i>Actual 2012/13</i>	<i>Planned 2013/14</i>	<i>Proposed 2014/15</i>	<i>Actual 2012/13</i>	<i>Planned 2013/14</i>	<i>Proposed 2014/15</i>
Internal	263	929	897	138	720	4 828	41	212	89
External ^a	317	328	189	106	101	115	23	22	18
Total	580	1 257	1 086	244	821	4 943	64	234	107

^a Includes the United Nations Logistics Base at Brindisi, Italy, and outside the mission area.

109. The planned training programme for the 2014/15 period, geared towards the continuous upgrading of the leadership, management and organizational development skills, as well as at strengthening the substantive and technical capacity of the Operation's personnel, will involve 6,136 participants, comprising 1,086 international, 4,943 national and 107 military and police personnel. The areas of training will include aviation safety and operations, information and communications technology, administration, the rule of law, the peace process, the protection of civilians, human rights, humanitarian issues, disarmament, demobilization and reintegration, security, medical services, procurement, property management, transport, engineering, and financial management and budget preparation. The training of various categories of staff will enhance services, improve technical and professional skills and ensure better support for the various components of the Operation.

G. Disarmament, demobilization and reintegration

110. The estimated resource requirements for disarmament, demobilization and reintegration for the period from 1 July 2014 to 30 June 2015 are as follows:

(Thousands of United States dollars)

<i>Category</i>	<i>Estimated value</i>
Other supplies, services and equipment	
Other services	2 000.0
Total	2 000.0

111. The estimate of \$2,000,000 proposed under "other services" includes the provision of labour-intensive income-generating projects for at-risk youth to support reductions in banditry and crime in communities, including camps for internally displaced persons. On the basis of a second-generation disarmament, demobilization and reintegration approach, it is expected that during the 2014/15 financial period an estimated 7,000 ex-combatants and youth will participate in community-based labour-intensive projects. Such projects are aimed at addressing community security through the provision of short-term work and training opportunities and through public information activities to promote peaceful community relations. The Operation's role in the provision of disarmament, demobilization and reinsertion support for the

demobilization of ex-combatants is reflected in the outputs under expected accomplishment 2.2 of the results-based-budgeting frameworks in section E above.

H. Mine detection and mine-clearing services

112. The estimated resource requirements for mine detection and mine-clearing services for the period from 1 July 2014 to 30 June 2015 are as follows:

(Thousands of United States dollars)

<i>Category</i>	<i>Estimated value</i>
Other supplies, services and equipment	
Mine detection and mine-clearing services	9 119.9
Total	9 119.9

113. The provision for mine detection and mine-clearing services encompasses funding for temporary international and national positions at an estimated cost of \$3,158,300; contracts for route assessment and explosive-ordnance disposal at an estimated cost of \$3,897,800; risk education, data-gathering and coordination, and capacity-building with the National Mine Action Centre, at an estimated cost of \$798,000; travel at an estimated cost of \$209,500; and other operating costs, including the acquisition of equipment, fuel, insurance, maintenance of vehicles and communications equipment, administrative costs and supplies, estimated at \$380,800. The provision also includes the management and service support fee of an implementing partner of \$675,500.

I. Quick-impact projects

114. The estimated resource requirements for quick-impact projects for the period from 1 July 2014 to 30 June 2015, compared to previous periods, are as follows:

(Thousands of United States dollars)

<i>Period</i>	<i>Amount</i>	<i>Number of projects</i>
1 July 2012 to 30 June 2013 (actual)	1 748.2	99
1 July 2013 to 30 June 2014 (approved)	2 000.0	80
1 July 2014 to 30 June 2015 (proposed)	2 000.0	80

115. Since the inception of the quick-impact projects, UNAMID has gained the trust and confidence of its national counterparts and beneficiaries, thus attracting a higher level of demand for such projects. The projects have been positively received and continue to deepen ongoing dialogue with the population and key actors in the peace process. An improvement in the security situation, coupled with the continued availability of resources should allow UNAMID to use the projects as a bridge to foster community dialogue, reconciliation and peaceful coexistence. There continues to be a need to demonstrate in tangible terms the Operation's commitment to the

Darfuri early recovery process by way of improved access to rural and remote areas, strengthening of the rule of law institutions and local governance, the reconciliation of civil society and the creation of short-term employment opportunities in vulnerable communities. Quick-impact projects will continue to serve as a way to assist in sustaining and consolidating the relationship between UNAMID and the local population. They will facilitate the creation of the enabling environment needed to build the confidence of internally displaced persons and the population at large. The projects will also strengthen the partnership with civil society and non-governmental organizations and bring about tangible benefits for a population that expects to see immediate gains.

116. The quick-impact projects planned for 2014/15 comprise 25 projects for the empowerment of underrepresented groups of the population (through women's development centres, youth centres and community centres), 14 projects on health (construction of voluntary counselling and testing centres, furnishing of medical facilities), 23 projects on education (furnishing, upgrading and/or equipping existing schools), 3 projects on early recovery and livelihoods (installation of water pumps), 10 projects on water and sanitation (installation of water yards, provision of water points) and 5 projects on environmental protection (installation of solar panels to various institutions).

J. Regional Service Centre in Entebbe: financial resources

117. The results-based-budgeting framework for the Regional Service Centre in Entebbe reflects indicators of achievement and outputs for the functions that have been identified for transfer to the Centre: check-in and check-out of field personnel; processing of education grants; operation of the Regional Training and Conference Centre; operation of the Transportation and Movement Integrated Control Centre; finance functions (aspects of field-based payroll, payments, cashier, accounts); human resources functions (international recruitment, post management and time and attendance); and operation of a regional information and communications technology service.

Category	Apportionment (2013/14) (1)	Cost estimates (2014/15) (2)	Variance	
			Amount (3)=(1)-(2) (3)	Percentage (4)=(3)÷(1) (4)
Civilian personnel				
International staff	8 428.7	7 974.8	453.9	5.4
National staff	688.5	975.0	(286.5)	(41.6)
United Nations Volunteers	—	—	—	—
General temporary assistance	—	—	—	—
Subtotal	9 117.2	8 949.8	167.4	1.8
Operational costs				
Government-provided personnel	—	—	—	—
Civilian electoral observers	—	—	—	—
Consultants	130.6	93.9	36.7	28.1

Category	Apportionment (2013/14) (1)	Cost estimates (2014/15) (2)	Variance	
			Amount (3)=(1)-(2) (3)	Percentage (4)=(3)÷(1) (4)
Official travel	73.8	49.6	24.2	32.8
Facilities and infrastructure	2 610.9	3 134.9	(524.0)	(20.1)
Ground transportation	59.3	61.8	(2.5)	(4.2)
Air transportation	—	—	—	—
Naval transportation	—	—	—	—
Communications	443.0	417.9	25.1	5.7
Information technology	470.5	653.9	(183.4)	(39.0)
Medical	30.2	18.9	11.3	37.4
Special equipment	—	—	—	—
Other supplies, services and equipment	44.0	63.7	(19.7)	(44.8)
Quick-impact projects	—	—	—	—
Subtotal	3 862.3	4 494.6	(632.3)	(16.4)
Gross requirements	12 979.5	13 444.4	(464.9)	(3.6)
Staff assessment income	906.5	909.3	(2.8)	(0.3)
Net requirements	12 073.0	12 535.10	(462.1)	(3.8)
Voluntary contributions in kind (budgeted)	—	—	—	—
Total requirements	12 979.5	13 444.4	(464.9)	(3.6)

III. Analysis of variances¹

118. The standard terminology applied with respect to the analysis of resources variances in the present section are defined in annex I.B of the present report. The terminology used remains the same as in previous reports.

	Variance	
Military observers	(\$923.0)	(9.0%)

- **Mandate: change in scale/scope of mandate**

119. The reduced resource requirement is attributed to the lower average monthly deployment of 199 military observers in the 2014/15 period, compared with an average monthly deployment of 250 observers in 2013/14, and to the decrease in the applicable mission subsistence allowance rate.

¹ Resource variance amounts are expressed in thousands of United States dollars. Analysis is provided for variances of at least plus or minus 5 per cent or \$100,000.

	<i>Variance</i>	
Military contingents	(\$4 155.5)	(0.9%)

- **Mandate: change in scale/scope of mandate**

120. The variance is mainly attributable to the application of a delayed deployment factor of 10 per cent, compared to 2 per cent applied in 2013/14 for military contingents and lower requirements for rations, owing to a reduced average cost per unit of \$6.84, compared with the average cost per unit of \$10.59 applied in 2013/14, and to the drawdown of military contingent personnel in accordance with Security Council resolution 2173 (2014). The reduced requirements are offset in part by additional requirements for contingent-owned equipment.

	<i>Variance</i>	
United Nations police	(\$55 613.5)	(44.9%)

- **Mandate: change in scale/scope of mandate**

121. The variance is mainly attributable to the drawdown of United Nations police to 1,583 officers, from the previous level of 2,310, in accordance with Security Council resolution 2173 (2014).

	<i>Variance</i>	
Formed police units	(\$9 486.0)	(13.1%)

- **Mandate: change in scale/scope of mandate**

122. The main factors contributing to the variance is the reduction in the authorization level of formed police personnel to 1,820, from the previous level of 2,380, in accordance with Security Council resolution 2173 (2014), and the reduced requirement for rations owing to a reduced average cost per unit of \$6.84, compared with the average cost per unit of \$10.59 applied in 2013/14. The reduced requirements are partially offset by the additional requirements for the freight for contingent-owned equipment, owing to the repatriation of formed police units in the 2014/15 period.

	<i>Variance</i>	
International staff	\$5 698.7	2.9%

- **Management: reduced outputs and inputs**

123. The variance is attributable to the payment of termination indemnities and higher requirements for common staff costs, which is offset by the net reduction of 217 international posts, as a result of the implementation of the recommendations of the comprehensive civilian staffing review and the strategic review.

	<i>Variance</i>	
National staff	\$9 277.7	15.2%

• **Management: reduced inputs and outputs**

124. The variance is attributable to the conversion, effective 1 April 2015, of 56 international posts and positions to national posts (53 in UNAMID and 3 in the Regional Service Centre in Entebbe), a provision for the payment of termination indemnities, and the reduction in the vacancy rate for national General Service posts to 1 per cent, compared to 13 per cent in the 2013/14 period. The reduced requirements are offset in part by the net reduction of 281 posts, owing to the abolishment of 257 posts, and to the net conversion of 24 posts to general temporary assistance positions.

	<i>Variance</i>	
United Nations Volunteers	(\$8 914.8)	(40.6%)

• **Management: reduced inputs and outputs**

125. The variance is mainly attributable to the reduction of 351 United Nations Volunteer positions, owing to the abolishment of 320 positions and the conversion of 31 international positions to national posts, as a result of the implementation of the recommendations of the comprehensive civilian staffing review and the strategic review.

	<i>Variance</i>	
General temporary assistance	(\$1 343.1)	(30.8%)

• **Management: increased inputs and outputs**

126. The variance is mainly attributable to the increase in the vacancy factor from 27 to 45 per cent in 2014/15, and to the proposed abolishment of 12 general temporary assistance positions, comprising five positions in the Political Affairs Division (1 P-5, 2 P-4 and 2 P-3), four positions in Joint Mediation Support (2 D-1, 1 P-4, 1 P-3) and three positions under the support component (1 P-4, 1 P-3 and 1 Field Service), offset by the proposed conversion of 18 international and 80 national posts to general temporary assistance positions in the Engineering Section (3 P-3, 15 Field Service, 80 national General Service). In addition, the revised budget reflects the conversion of four international and three national general temporary assistance positions to posts in the Political Affairs Division (1 D-1, 2 P-3, 1 Field Service and 3 national General Service).

	<i>Variance</i>	
Government-provided personnel	\$25.4	8.3%

• **Management: increased inputs and outputs**

127. The variance is attributable to the increase in the applicable mission subsistence allowance, and the application of the lower vacancy factor of 10 per cent, compared to 15 per cent in the 2013/14 period.

	<i>Variance</i>	
Consultants	\$157.3	82.9%

• **Management: increased inputs and outputs**

128. The variance is mainly attributable to the increased requirements for training consultants to build the professional capacity of national staff pursuant to the recommendations of the comprehensive civilian staffing review, and to encourage their growth in managerial and technical functions within the Operation.

	<i>Variance</i>	
Official travel	\$994.5	19.8%

• **Management: increased inputs and outputs**

129. The variance is mainly attributable to the increased within-mission travel for operational visits by engineering, geospatial information and telecommunications technology staff and for uniformed personnel, as well as increased requirements to enable national staff to travel to the Regional Service Centre in Entebbe to attend learning and development programmes in line with the capacity-building programme.

	<i>Variance</i>	
Facilities and infrastructure	(\$1 844.8)	(1.9%)

• **Management: reduced outputs and inputs**

130. The variance is mainly attributable to lower requirements for construction services, as the construction programme for the Operation has been largely completed, with the exception of a number of projects delayed from the 2013/14 period, reduced requirements for acquisition of office furniture and equipment and for maintenance services and supplies. The reduced requirements are offset by additional requirements for petrol, oil and lubricants, owing to the increase of 28 per cent in the maintenance and operation fee incorporated into the turnkey fuel contract.

	<i>Variance</i>	
Ground transportation	\$1 612.6	10.8%

• **Management: increased inputs and outputs**

131. The increased requirement is attributable to the planned acquisition of 30 minibuses, following the planned transfer of 582 light passenger vehicles in the 2014/15 period, which is partly offset by reduced requirements for liability insurance, spare parts and petrol oil and lubricants, owing to the lower number of vehicles to be used by the Operation.

	<i>Variance</i>	
Air transportation	(\$70 553.7)	(35.9%)

- **Management: reduced outputs and inputs**

132. The variance is mainly attributable to the reconfiguration of the UNAMID aviation fleet resulting in: (a) the net reduction of six aircraft (four fixed wing and two helicopters), (b) the lower rental cost of newly received contracts (\$20 million), and (c) reductions in fuel requirements.

	<i>Variance</i>	
Communications	\$3 695.1	16.9%

- **Management: additional inputs and outputs**

133. The variance is mainly attributable to an allocation of indirect costs to support Umoja and other information technology systems in the field. In addition, the revised 2014/15 budget reflects the new chart of accounts, which reclassified assets and their related spare parts, as well as some of the services provided by third-party technicians, under information technology, rather than under communications.

	<i>Variance</i>	
Information technology	\$4 663.4	34.0%

- **Management: additional inputs and outputs**

134. The variance is mainly attributable to an allocation of indirect costs to support Umoja and other information technology systems in the field (see paragraph 133 above).

	<i>Variance</i>	
Medical	(\$741.4)	(41.4%)

- **Management: reduced outputs and inputs**

135. The variance is mainly attributable to the improved capacity of UNAMID hospitals to attend cases that were previously referred to hospitals in Khartoum and to specialized hospitals outside the mission area, and to the drawdown of uniformed and civilian personnel.

	<i>Variance</i>	
Other supplies, services and equipment	(\$1 272.7)	(3.9%)

- **Management: reduced outputs and inputs**

136. The variance is attributable to lower freight costs following the closure of Port Sudan and the utilization of UNAMID assets to deliver freight to the Operation, and lower requirements for mine action services and for uniforms, flags and decals, owing to the drawdown in uniformed personnel. The reduced requirements are partly

offset by additional requirements for training fees, supplies and services, in connection with national capacity-building, and for personnel protection gear, owing to a broader range of such gear required by the Operation in the 2014/15 period.

IV. Actions to be taken by the General Assembly

137. The actions to be taken by the General Assembly in connection with the financing of the Operation:

(a) Appropriation of the amount of \$1,206,524,100 for the maintenance of the Operation for the 12-month period from 1 July 2014 to 30 June 2015, inclusive of the amount of \$639,654,200 previously authorized for the period from 1 July to 31 December 2014 under the terms of General Assembly resolution 68/297;

(b) Taking into account the amount of \$639,654,200 previously assessed on Member States for the period from 1 July to 31 December 2014 under the terms of General Assembly resolution 68/297, assessment among Member States of the additional amount of \$566,869,900 for the six-month period from 1 January to 30 June 2015.

V. Summary of follow-up action taken to implement the decisions and requests of the General Assembly in its resolution 67/248 and requests and recommendations of the Advisory Committee on Administrative and Budgetary Questions endorsed by the General Assembly

A. General Assembly

Cross-cutting issues

(Resolution 67/284)

<i>Decision/request</i>	<i>Action taken to implement decision/request</i>
Requests the Secretary-General to take steps to ensure that all personnel adhere fully to the security procedures in place (para. 9)	The Operation continues to ensure that all security measures are in place to protect Operation personnel, installations and properties from all aspects of criminality. To ensure the safety of personnel and properties, UNAMID continues to observe a curfew for mission personnel that allows no movement of UNAMID vehicles between 7 p.m. and 7 a.m. The curfew is enforced by military and police personnel to ensure compliance. Other measures in place are the restricted access controls and round-the-clock guarding by Operation security personnel in all UNAMID compounds and installations, and the enforcement of compliance with minimum operating residential security standards at all rented UNAMID accommodations. In addition, UNAMID continues to provide predeployment and induction training for all mission personnel to increase awareness about basic security operations and personal protection. To ensure the safety and security of the Operation's leadership and VIP visitors, round-the-clock personnel protection by armed security guards is provided. As an additional security measure, UNAMID has transferred a large number of international civilian staff and uniformed personnel to accommodations in the Operation's super-camps and team sites, with round-the-clock security services. To complement the security measures put in place by the Operation, the host Government provides a large number of armed police personnel stationed near UNAMID key premises to guard the Operation's assets and personnel. Joint regular patrols with formed-police units take place to deter banditry and any other attacks.

<i>Decision/request</i>	<i>Action taken to implement decision/request</i>
Further requests the Secretary-General to ensure that future budget submissions contain sufficient information, explanation and justification of the proposed resource requirements relating to operational costs in order to allow Member States to take well-informed decisions (para. 13)	UNAMID acknowledges the request of the General Assembly and will continue to ensure that sufficient information and justification are provided in budget submissions. To ensure full compliance with the request, UNAMID has put in place a mechanism whereby budget proposals undergo thorough screening and vetting by the budget steering committee, headed by the Joint Special Representative, and the budget steering subcommittee, chaired by the Deputy Director of Mission Support. This is in addition to the initial screening conducted by the Budget Section with the self-accounting units on their resource requirements and planning assumptions and is further complemented by the checks conducted at United Nations Headquarters on the Operation's budget submissions.
	This mechanism will continue to ensure that all budget submissions undergo thorough screening and vetting so as to capture all necessary information and reflect the Operation's budgetary requirements and that sound and proper justifications are provided on all budget proposals, especially with regard to operational costs.
Requests the Secretary-General to ensure that all procurement projects for the Organization are in full compliance with relevant provisions (para. 15)	UNAMID will continue to ensure that all procurement proceedings are conducted in full compliance with the provisions of the United Nations Procurement Manual.

B. Advisory Committee on Administrative and Budgetary Questions

Financing of UNAMID

([A/68/782/Add.15](#))

<i>Request/recommendation</i>	<i>Action taken to implement request/recommendation</i>
The Secretary-General should be requested to submit a revised budget proposal for 2014/15 reflecting the decision of the Security Council on the renewal of the mandate of the Operation no later than the main part of the sixty-ninth session of the General Assembly (para. 25)	The revised proposals for the 2014/15 period have been developed in accordance with Security Council resolution 2148 (2014). The details of the revised programme of work are contained in the revised 2014/15 budget proposal document.

*Request/recommendation**Action taken to implement request/recommendation*

The Advisory Committee recalls that in paragraph 29 of its resolution 64/243, relating to the programme budget, the General Assembly requested that, where possible, the indicators of achievement used should measure achievements in the implementation of the programmes of the Organization and not those of individual Member States. The Advisory Committee maintains the view that expected accomplishments should reflect what could realistically be achieved by the mission itself and activities for which the mission could be held accountable (see [A/66/718](#), para. 10) (para. 5)

UNAMID will ensure that indicators of achievement and expected accomplishments continue to be based on realistic assumptions.

The Advisory Committee expects that the outstanding claims will be settled expeditiously (para. 8)

UNAMID will ensure that all outstanding claims are paid expeditiously and in a timely manner.

The Advisory Committee takes note of the proposed restructuring of the Mission Support Division and trusts that the new organizational structure will enhance efficiency and effectiveness in service delivery. The Committee recommends that the Secretary-General be requested to report on the results of this initiative in the relevant performance report (para. 23)

UNAMID will provide information on the results of the impact of the restructuring of the Mission Support Division in the 2013/14 performance report, as requested.

While recognizing the challenges faced by the Operation, the Advisory Committee recalls its earlier stated position that the continuing requirement for posts that have been vacant for two years or longer should be reviewed and the posts proposed for retention or abolishment (see [A/66/718/Add.16](#)) (para. 48)

UNAMID has put in place a system to provide an ageing analysis of all vacant posts so as to determine their status.

While welcoming the establishment of the project management group to oversee all construction and engineering projects, the Advisory Committee notes that the timely implementation of projects remains an issue of concern. The Committee therefore recommends the strengthening of the group's oversight role and functions in order to achieve its intended benefits (para. 53)

UNAMID has established a subcommittee comprising staff from the Procurement Section, the Contract Management Section and the Engineering Section to monitor major construction projects. Standard operating procedures have been developed that empower the project management group to review and approve the engineering construction plan.

Taking into account the planned reductions in both uniformed and civilian personnel, the Advisory Committee expects that the Operation will take steps to align its holdings of information technology equipment with standard ratios and that any holdings in excess of the standard ratios will be justified in the relevant performance report (para. 63)

UNAMID has taken steps to address the issue, including by withdrawing excess information technology equipment in use and writing off any obsolete items. In the 2014/15 budget, consideration is given to the reduction in civilian and uniformed personnel and the corresponding reduction in information technology equipment to bring the UNAMID information technology ratio in line with the standard ratio. Any excess equipment held in 2013/14 will be reported in the 2013/14 performance report.

*Request/recommendation**Action taken to implement request/recommendation*

The Advisory Committee stresses the important role played by quick-impact projects in strengthening the link between the missions and local populations, and therefore expresses its concern that the continued delays in the implementation of the projects could have an adverse impact on the achievement of the Operation's objectives in that regard. The Committee urges UNAMID to intensify its efforts to implement the new management structure and processes in order to enhance the timely delivery of projects to the beneficiary communities (para. 66)

The Advisory Committee is concerned at the low implementation rate for these projects and requests the Secretary-General to intensify his efforts in searching for a workable means of expediting the rate of their implementation (para. 67)

While taking note of the specific circumstances of UNAMID, the Advisory Committee reiterates the Board's view that the practice of raising obligations in the last month of the financial year may be an indicator of inadequate budget management (see [A/67/5 \(Vol. II\)](#), chap. II, para. 15) (para. 69)

The Advisory Committee commends the progress made in the implementation of IPSAS, particularly in the management of property and equipment, and expects that the Operation will maintain this effort until it achieves full compliance (para. 73)

A new structure for managing quick-impact projects has been established and operational since 2012. In accordance with this structure, the heads of offices in the sectors are responsible for the general management of quick-impact projects. In addition, a sector-based implementation follow-up team is responsible for monitoring the implementation of ongoing and newly implemented quick-impact projects to ensure the progress of each project. An effective monitoring mechanism is in place for ongoing projects that takes into account adherence to policy directives and guidelines of the Department of Peacekeeping Operations.

Each year, UNAMID organizes 15 workshops (3 in each of the five sectors) on quick-impact projects. The workshops, which are directed at the implementing partners, substantive sections, the military and the police, are aimed at reinforcing skills in project management, monitoring, financial reporting and record-keeping. These workshops have increased efficiency in terms of project delivery and thereby enhanced the desired impact on beneficiary communities. In addition, UNAMID conducts a pre-audit exercise on a yearly basis on all approved quick-impact projects in the five sectors to ensure that the procedures put in place under the new governance and implementation structure are being adhered to in an efficient manner for the successful implementation of the approved projects.

UNAMID has instituted a mechanism whereby self-accounting units are requested to prepare an acquisition plan to ensure that they conduct procurement in accordance with the plan. Furthermore, the Operation has established the end of February as the deadline for raising all procurement requisitions.

UNAMID will make every effort to ensure that all efforts will continue to be made to ensure the proper and effective implementation of IPSAS.

<i>Request/recommendation</i>	<i>Action taken to implement request/recommendation</i>
<p>The Advisory Committee takes note of the savings anticipated as a result of prompt payment discounts and requests UNAMID to report on these savings in the relevant performance report. Furthermore, given the scale of procurement activities undertaken across United Nations peacekeeping operations, the Committee expects all missions to take full advantage of such discounts where they are available and, where they do not exist, to use their leverage to obtain them (para. 78)</p>	<p>UNAMID will continue to ensure early and judicious settlement of invoices so as to obtain prompt payment discounts. The Operation will also communicate with other missions to generate interest in early payment systems.</p>
<p>The Advisory Committee commends the initiative taken by UNAMID to reduce the environmental impact of its operations. Given the scale and breadth of its activities, the Committee urges UNAMID to consider further initiatives such as materials recycling and other improved waste-management practices (para. 79)</p>	<p>UNAMID acknowledges the recommendation and has taken additional initiatives, including wastewater recycling, the conversion of food waste into fertilizer and the digging of sanitary landfills and controlled tipping sites aimed at reducing the negative impact on the environment of its operation in Darfur. To address the negative impacts associated with the generation of wastewater, the mission procured 159 sophisticated wastewater treatment plants that treat sewage wastewater and recycle it so that it can be used to flush toilets, wash cars and fight fires, as well as in construction and tree planting. This has reduced the quantity of wastewater poured on the ground and, in turn, reduced the negative impact on the environment. Furthermore, the mission has adopted an initiative involving the disposal of solid waste in an appropriate manner to prevent environmental pollution and degradation, the conversion of food waste into organic fertilizer and the use of juice boxes, plastic bags and plastic bottles are used in tree nurseries as part of the production of 500 seedlings a week. Shredded paper is used to produce briquettes, which are used as fuel instead of firewood; by extension, briquettes contribute to reducing the number of trees that are cut, promoting environmental greening and helping to combat the encroachment of deserts. A total of 284 energy-saving stoves, which use the briquettes produced from recycled paper, have been constructed and are used in the Abu Shouk and Dar Al Salam camps for internally displaced persons in El Fasher. UNAMID also constructed sanitary landfills and controlled tipping sites to dispose of solid wastes generated at the large sector Headquarters and at the team sites, while medical waste such as oil is collected and disposed of by a contractor. Other materials, such as scrap metals, electronic waste and car-acid lead batteries, are incinerated.</p>

Annex I

Definitions

A. Terminology related to proposed changes in human resources

The following terminology has been applied with respect to proposed changes in human resources (see sect. I):

- **Post establishment.** A new post is proposed to be established when additional resources are necessary and when it is not possible to redeploy resources from other offices or otherwise accommodate specific activities from within existing resources
- **Post reassignment.** An approved post that was intended to cover a certain function is proposed to implement other priority mandated activities unrelated to the original function. While a post reassignment may involve a change of location or office, it does not change the category or level of the post
- **Post redeployment.** An approved post is proposed to be redeployed to cover comparable or related functions in another office
- **Post reclassification.** An approved post is proposed to be reclassified (upgraded or downgraded) when the duties and responsibilities of the post have changed substantially
- **Post abolishment.** An approved post is proposed to be abolished if it is no longer needed to implement the activities for which it was approved or to implement other priority mandated activities within the mission
- **Post conversion.** Three possible options for post conversion are as follows:
 - Conversion of general temporary assistance positions to posts: approved positions financed under general temporary assistance are proposed for conversion to posts if the functions being performed are of a continuing nature.
 - Conversion of individual contractors or individuals on procurement contracts to national staff posts: taking into account the continuing nature of certain functions, in line with section VIII, paragraph 11, of General Assembly resolution 59/296, individual contractors or individuals on procurement contracts are proposed for conversion to national staff posts
 - Conversion of international staff posts to national staff posts: approved international staff posts are proposed for conversion to national staff posts

B. Terminology related to variance analysis

Section III of the present report indicates the single largest contributing factor of each resource variance according to specific standard options encompassed in the four standard categories listed below:

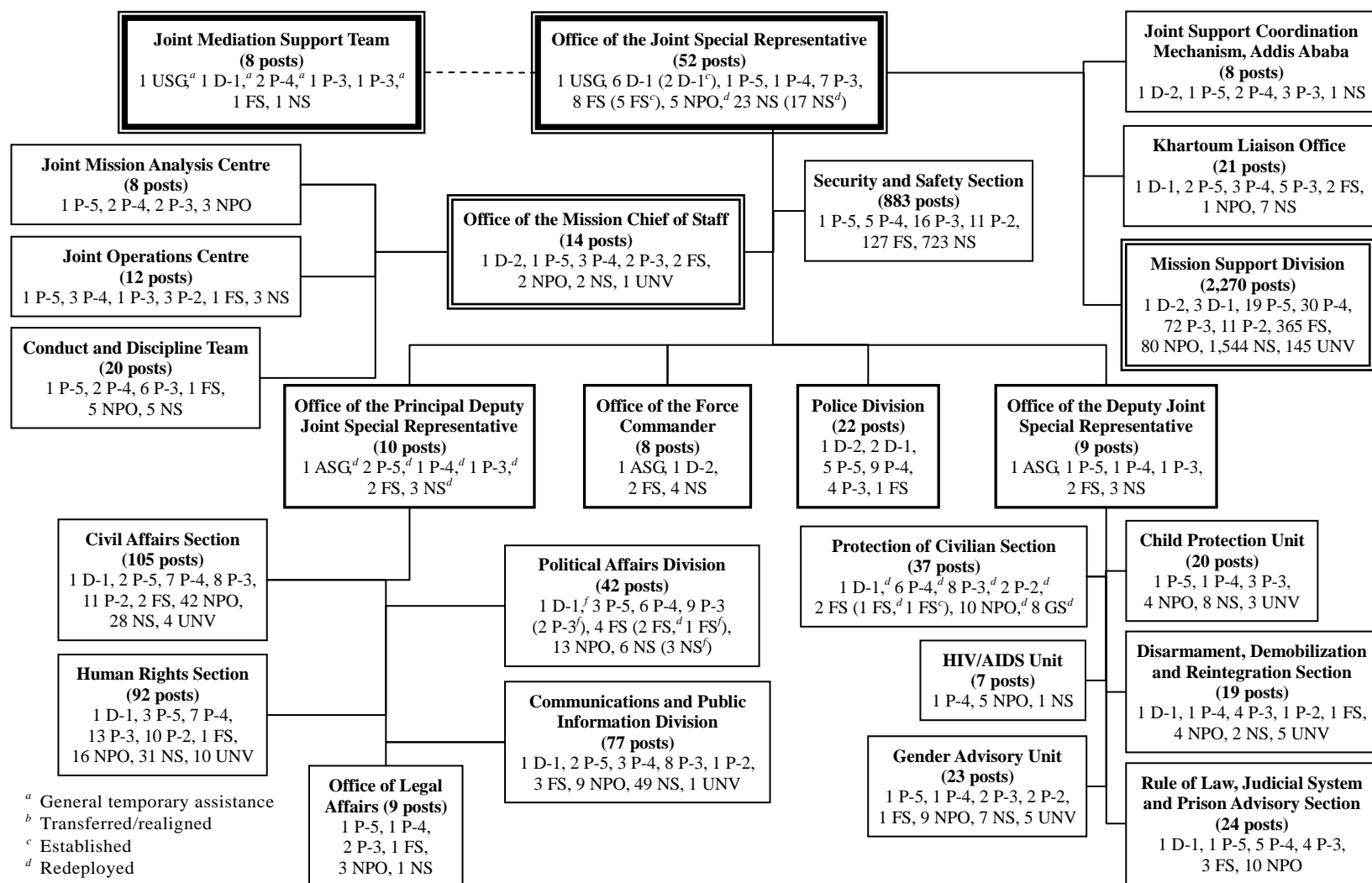
- **Mandate:** variances caused by changes in the scale or scope of the mandate, or changes in the expected accomplishments as driven by the mandate

- **External:** variances caused by parties or situations external to the United Nations
- **Cost parameters:** variances caused by United Nations regulations, rules and policies
- **Management:** variances caused by management actions to achieve planned results more effectively (e.g. by reprioritizing or adding certain outputs) or efficiently (e.g. by taking measures to reduce personnel or operational inputs while maintaining the same level of outputs) and/or from performance-related issues (e.g. by having underestimated the costs or quantities of inputs required to produce a certain level of outputs, or by delayed recruitment)

Annex II

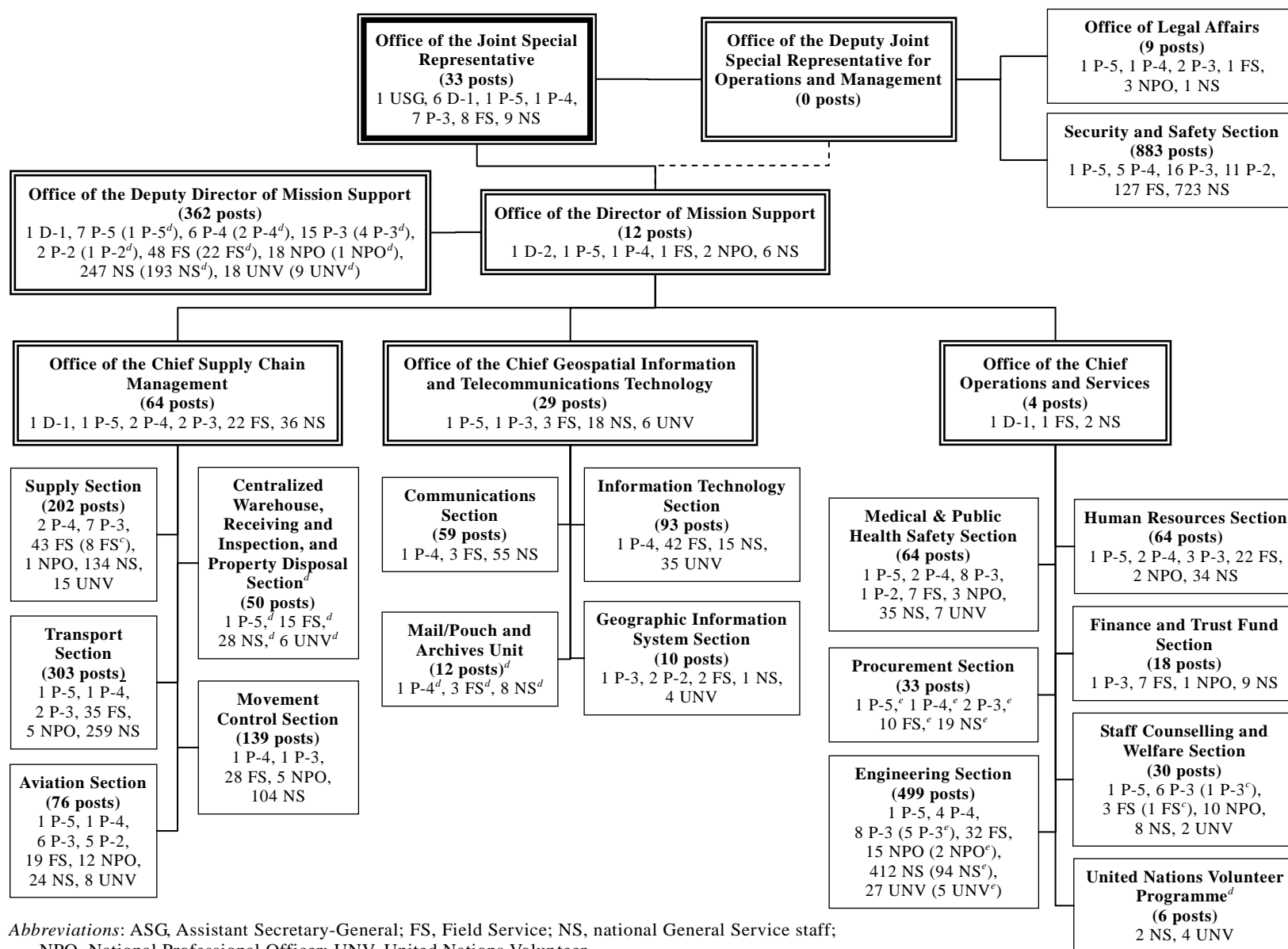
Organization charts

A. Substantive and administrative offices

^a General temporary assistance^b Transferred/reassigned^c Established^d Redeployed^e Reassigned^f Converted^g Reclassified

Abbreviations: USG, Under-Secretary-General; ASG, Assistant Secretary-General; FS, Field Service; NS, national General Service staff; NPO, National Professional Officer; UNV, United Nations Volunteer

B.1 Mission Support Division

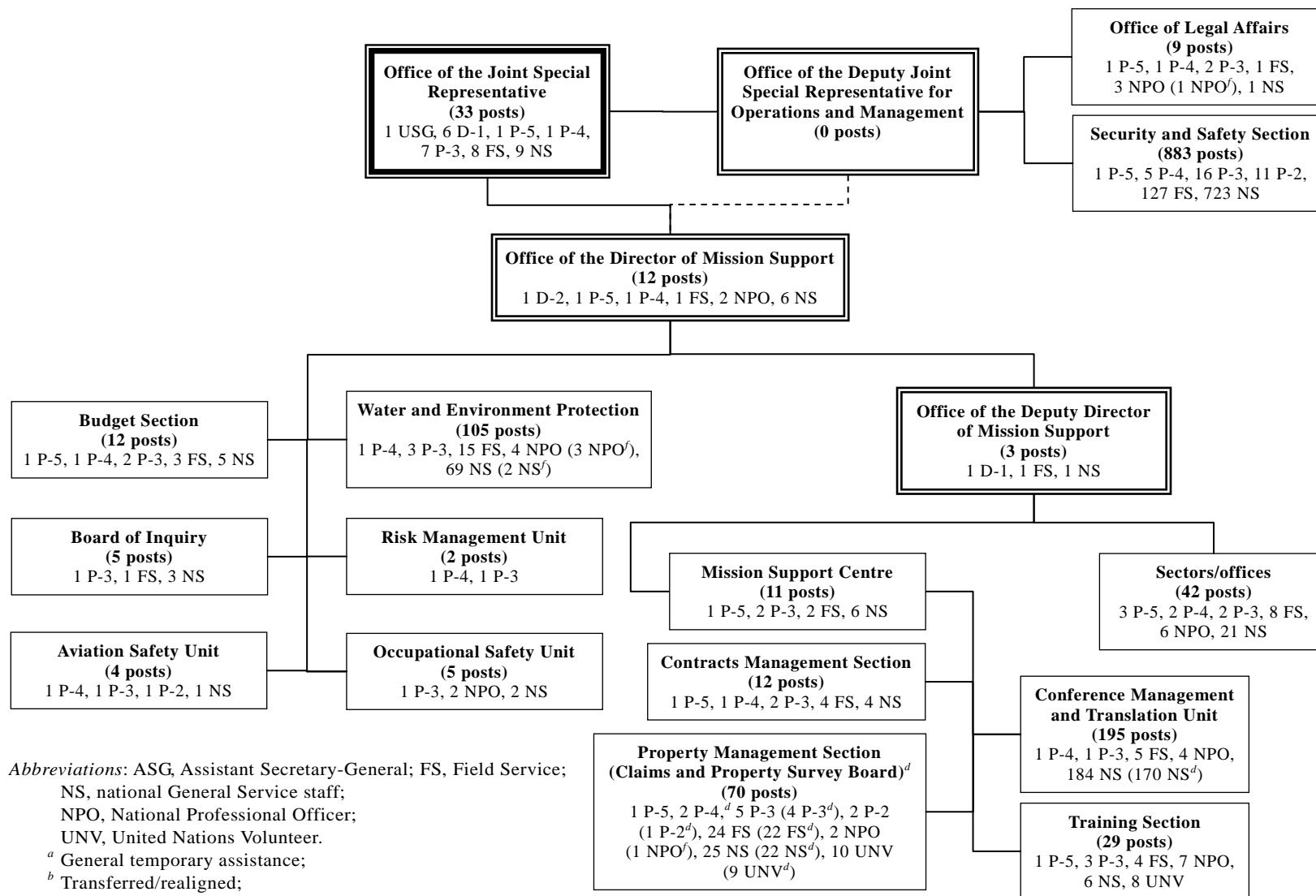


Abbreviations: ASG, Assistant Secretary-General; FS, Field Service; NS, national General Service staff;

NPO, National Professional Officer; UNV, United Nations Volunteer.

^a General temporary assistance; ^b Transferred/realigned; ^c Established; ^d Redeployed; ^e Reassigned; ^f Converted; ^g Reclassified.

B.2 Office of the Director of Mission Support



Abbreviations: ASG, Assistant Secretary-General; FS, Field Service;

NS, national General Service staff;

NPO, National Professional Officer;

UNV, United Nations Volunteer.

^a General temporary assistance;

^b Transferred/realigned;

^c Established;

^d Redeployed;

^e Reassigned;

^f Converted;

^g Reclassified.

