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Financing of the United Nations Multidimensional Integrated Stabilization Mission in the Central African Republic

Budget performance for the period from 1 July 2020 to 30 June 2021 and proposed budget for the period from 1 July 2022 to 30 June 2023 for the United Nations Multidimensional Integrated Stabilization Mission in the Central African Republic

Report of the Advisory Committee on Administrative and Budgetary Questions

Appropriation for 2020/21	\$937,711,700
Expenditure for 2020/21	\$936,317,800
Unencumbered balance for 2020/21	\$1,393,900
Appropriation for 2021/22	\$1,036,595,600
Projected expenditure for 2021/22 ^a	\$1,036,557,100
Projected underexpenditure for 2021/22	\$38,500
Proposal submitted by the Secretary-General for 2022/23	\$1,087,084,900
Adjustment recommended by the Advisory Committee for 2022/23	(\$4,722,200)
Recommendation of the Advisory Committee for 2022/23	\$1,082,362,700

^a Estimates as at 31 March 2022.



I. Introduction

1. During its consideration of the financing of the United Nations Multidimensional Integrated Stabilization Mission in the Central African Republic (MINUSCA) ([A/76/572](#) and [A/76/708](#) (advance version)), the Advisory Committee on Administrative and Budgetary Questions met with representatives of the Secretary-General, who provided additional information and clarification, concluding with written responses received on 14 April 2022. The comments and recommendations of the Committee on cross-cutting issues related to peacekeeping operations are contained in its report ([A/76/760](#)), and those pertaining to the findings and recommendations of the Board of Auditors on the United Nations peacekeeping operations for the period from 1 July 2020 to 30 June 2021 can be found in its related report ([A/76/735](#)).

II. Budget performance report for the period from 1 July 2020 to 30 June 2021

2. By its resolution [74/284](#) and decision 74/571, the General Assembly appropriated an amount of \$937,711,700 gross (\$922,843,400 net) for the maintenance of the Mission for the period from 1 July 2020 to 30 June 2021. Expenditure for the period totalled \$936,317,800 gross (\$920,602,700 net), reflecting a budget implementation rate of 99.9 per cent. The resulting unencumbered balance of \$1,393,900, in gross terms, represents 0.1 per cent of the overall level of resources approved for the financial period.

3. The unencumbered balance of \$1,393,900 of the overall level of resources approved for 2020/21 reflects lower-than-budgeted expenditure under military and police personnel (\$11,606,300, or 2.4 per cent) and civilian personnel (\$5,162,100, or 2.4 per cent), offset in part by higher requirements under operational costs (\$15,374,500, or 6.3 per cent). Summary information on the redeployments (\$15,418,400, or 1.6 per cent) from groups I and II to group III is provided in section III.B of the report of the Secretary-General on the budget performance of the Mission for 2020/21 ([A/76/572](#)). A detailed analysis of variances is provided in section IV of that report.

4. The Advisory Committee was informed that the unliquidated obligations amounted to \$185,924,500 as at 30 June 2021, compared with \$159,475,000 as at 30 June 2020. **The Advisory Committee notes that the level of unliquidated obligations increased by \$26,449,500, or 16.6 per cent, for 2020/21, compared with the 2019/20 financial period.**

Matters pertaining to the report of the Board of Auditors

5. In considering the reports of the Secretary-General on the financing of MINUSCA, the Advisory Committee also had before it the report of the Board of Auditors on the accounts of the United Nations peacekeeping operations for the financial period ended 30 June 2021 ([A/76/5 \(Vol. II\)](#)). The Board made observations and recommendations pertaining to MINUSCA with regard to: (a) deficiencies in inventory management (lack of determination of stock levels; lack of declaration of ageing stock as surplus; new acquisition of items already in stock); and (b) persistent deficiencies in fuel management ((*ibid.*, paras. 130, 134 and 136–138); see paras. 35 and 36 below). **The Advisory Committee concurs with the recommendations of the Board of Auditors and trusts that the recommendations will be implemented in a timely manner.**

III. Information on performance for the current period

6. With regard to current and projected expenditure for the period from 1 July 2021 to 30 June 2022, the Advisory Committee was informed that, as at 31 March 2022, expenditure amounted to \$840,308,000. At the end of the current financial period, total expenditure is projected at \$1,036,557,100 against the appropriation of \$1,036,595,600, leaving an underexpenditure of \$38,500.

7. The Advisory Committee was also informed that, as at 7 March 2022, a total of \$7,460,199,000 had been assessed on Member States in respect of MINUSCA since its inception. Payments received as at the same date amounted to \$7,032,838,000, leaving an outstanding balance of \$427,361,000. Updated information received by the Committee, upon enquiry, indicated that outstanding assessed contributions to the Mission amounted to \$358,436,500 as at 1 April 2022. As at 7 March 2022, the cash available to the Mission amounted to \$364,547,000, which was sufficient to cover the three-month operating reserve of \$152,757,000 (excluding reimbursements to troop- and police-contributing countries). **The Advisory Committee recalls that the General Assembly has repeatedly urged all Member States to fulfil their financial obligations, as set out in the Charter of the United Nations, on time, in full and without conditions.**

8. The Advisory Committee was informed that claims for the reimbursement of troop costs and contingent-owned equipment had been settled up to September 2021, leaving outstanding balances of \$54,523,000 and \$42,652,000, respectively, as at 31 December 2021. With regard to death and disability compensation, as at 28 February 2022, an amount of \$6,863,000 had been paid to settle 186 claims since the inception of the Mission, with 18 claims pending. **The Advisory Committee trusts that all outstanding claims will be settled expeditiously.**

IV. Proposed budget for the period from 1 July 2022 to 30 June 2023

A. Mandate and planning assumptions

9. The mandate of the Mission was established by the Security Council in its resolution [2149 \(2014\)](#) and extended most recently, until 15 November 2022, in its resolution [2605 \(2021\)](#). In the same resolution, the Council included reinforced and expanded tasks for the Mission (see [A/76/708](#), para. 5). The planning assumptions and mission support initiatives of the Mission for the 2022/23 period are summarized in section I.B of the report of the Secretary-General on the proposed budget for the Mission for the period ([A/76/708](#)).

Electoral support

10. It is indicated in the budget proposal that, on the basis of the lessons learned from the presidential election of 27 December 2020 and several rounds of legislative elections held in 2021, MINUSCA will continue to provide integrated support to the National Electoral Authority in preparation for the local elections at the municipal and regional levels, with the first and second rounds of local elections expected to be held in September 2022 and January 2023, respectively (*ibid.*, para. 8). Upon enquiry, the Advisory Committee was informed that the National Electoral Authority was facing a six-month delay in launching operations mainly due to the lack of financial resources. As a result, the Authority announced in March 2022 that it was working on a revised calendar, by which local elections would be postponed by a few months, even though voting would still take place during the 2022 and 2023 calendar years. The Mission would

adjust its planning accordingly for the provision of the technical, logistical, operational and security support required under Security Council resolution 2605 (2021).

11. With regard to the staffing capacity of the Mission Electoral Affairs Service beyond the 2022/23 budget period, the Advisory Committee was informed, upon enquiry, that MINUSCA was expected to provide support for the entire electoral cycle, which included the pre-electoral, electoral and post-electoral phases, and for the different voting rounds. After the 2022–2023 electoral period, it was envisaged that the Mission would progressively downscale the staffing capacity of the Service in line with the progress expected to be made in the local elections process, with the discontinuation of a number of general temporary assistance positions in the Service. The Committee was also informed that any proposal would continue to be aligned with the electoral mandate of the Mission and that, as part of a transition plan, the potential downscaling would retain a minimal staffing capacity to ensure the continued capacity-building of and support for the National Electoral Authority and the Government in planning the next general elections.

B. Resource requirements

12. The total resource requirements in an amount of \$1,087,084,900 requested for the 2022/23 period represents an increase of \$50,489,300, or 4.9 per cent, compared with the provision of \$1,036,595,600 approved for the 2021/22 period (see table below).

Financial resources

(Thousands of United States dollars)

Category	Apportionment (2020/21)	Expenditure (2020/21)	Apportionment (2021/22)	Cost estimates (2022/23)	Variance	
					Amount	Percentage
Military and police personnel	479 285.4	467 679.1	576 938.4	605 014.4	28 076.0	4.9
Civilian personnel	214 387.0	209 224.9	221 795.3	228 668.0	6 872.7	3.1
Operational costs	244 039.3	259 413.8	237 861.9	253 402.5	15 540.6	6.5
Gross requirements	937 711.7	936 317.8	1 036 595.6	1 087 084.9	50 489.3	4.9

Note: Detailed information on the financial resources proposed and an analysis of variances are provided in sections II and III of the proposed budget (A/76/708).

1. Military and police personnel

Category	Authorized 2021/22 ^a	Authorized and proposed 2022/23	Variance
Military observers	169	155	(14)
Military contingent personnel	14 231	14 245	14
United Nations police officers	600	600	–
Formed police unit personnel	2 420	2 420	–

^a Representing the highest level of authorized strength.

13. The proposed resources for military and police personnel for 2022/23 reflect an increase of \$28,076,000, or 4.9 per cent, compared with the apportionment for 2021/22. The proposed increases are mainly due to increased requirements, relating to the military observers (\$551,500), military contingents (\$20,072,800), United Nations police (\$5,341,500) and formed police units (\$2,110,200) (see A/76/708, paras. 129–133).

14. The increased requirements proposed for military contingents is attributed to various factors, including higher costs for rations due to, inter alia, mobilization costs for the anticipated establishment of a new rations contract effective March 2023 (A/76/708, para. 130). Upon enquiry, the Advisory Committee was informed that the proposed provision for mobilization in the amount of \$5 million was intended to cover the cost of constructing and equipping a new food warehouse on land provided to the United Nations under the new rations contract. It was indicated to the Committee that the amount of \$5 million was a conservative estimate, as it was based on the costs incurred in 2018 in a mission of similar size but adjusted for the difference in the level of uniformed personnel. The financial evaluation of the bids was in progress and the actual cost would only be known in the next few months, once the contract was awarded.

15. It is indicated that the increased requirements under military observers for 2022/23 are attributed, among other factors, to the application of higher rates of mission subsistence allowance based on the revised rates effective 1 January 2022, compared with the rates applied in the approved budget for the 2021/22 period (A/76/708, para. 129). Upon enquiry, the Advisory Committee was informed that administrative instruction ST/AI/2021/2 had introduced a new methodology for the determination of mission subsistence allowance rates that was based on actual cost-of-living data collected by the International Civil Service Commission (ICSC), while the previous methodology – adopted at a time when internationally recruited staff members were still eligible for mission subsistence allowance, prior to the 2009 contractual reform – relied on input from recipients on the ground. Under the new methodology, mission subsistence allowance rates are established for a full calendar year and based on the cost-of-living data applicable on 1 December of the preceding year. The rates for each country or mission area for the period from 1 January to 31 December 2022 were published in December 2021 in information circular ST/IC/2021/15 and ST/IC/2021/15/Amend.1. It was indicated to the Committee that the differences in reductions or increases in the rates between countries and mission areas were the result of the application of the new methodology. The changes to the mission subsistence allowance rates in MINUSCA are shown in the table below.

Comparative analysis of mission subsistence allowance rates

<i>Description</i>	<i>Old rates</i>	<i>New rates</i>	<i>Increase</i>	<i>Percentage</i>
First 30 days – Accommodation	69	101	32	46
First 30 days – Meals	45	71	26	58
First 30 days – Incidentals	17	26	9	53
Total mission subsistence allowance for the first 30 days	131	198	67	51
After 30 days – Accommodation	69	77	8	12
After 30 days – Meals	45	53	8	18
After 30 days – Incidentals	17	20	3	18
Total mission subsistence allowance after 30 days	131	150	19	15

16. The Advisory Committee recalls that, in its resolution 2566 (2021), the Security Council decided to increase the authorized size of the military component of MINUSCA by 2,750 and its police component by 940 from the levels authorized in paragraph 27 of resolution 2552 (2020). Upon enquiry, the Committee was informed that the deployment of the additional personnel had experienced some delays compared with the deployment schedule that formed the basis for the approved budget for the 2021/22 period. The deployed military contingents were from the

Peacekeeping Capability Readiness System. The Committee requested and received an update on the phased deployment schedule for the additional uniformed personnel (see table below). The Committee was also provided with information on the financial resources related to the deployment of uniformed personnel authorized by the Council in its resolution [2566 \(2021\)](#) for the 2020/21, 2021/22 and 2022/23 financial periods.

Deployment schedule

Category	Authorized strength	Actual deployment								Projected deployment			
		July 2021	Aug. 2021	Sept. 2021	Oct. 2021	Nov. 2021	Dec. 2021	Jan. 2022	Feb. 2022	Mar. 2022	Apr. 2022	May 2022	June 2022
Military contingents	2 750	40	315	378	378	393	466	466	656	656	893	1 181	2 383
United Nations police	200	59	83	128	148	150	150	150	153	153	164	175	200
Formed police units	740	80	80	120	200	200	200	200	200	218	380	560	740
Total	3 690	179	478	626	726	743	816	816	1 009	1 027	1 437	1 916	3 323

17. The Advisory Committee recommends the approval of the proposals of the Secretary-General for military and police personnel.

2. Civilian personnel

Category	Approved 2021/22	Encumbered as at 28 February 2022	Proposed 2022/23	Variance
Posts				
International staff	694	588	732	38
National staff ^a	604	576	614	10
Temporary positions	69	56	32	(37)
United Nations Volunteers	281	266	294	13
Government-provided personnel	108	101	108	–
Total	1 756	1 587	1 780	24

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

18. The proposed resources for civilian personnel for 2022/23 represent an increase of \$6,872,700, or 3.1 per cent, attributable to higher requirements under international staff, national staff and United Nations Volunteers, as explained in the proposed budget (see [A/76/708](#), paras. 135–139). The proposed staffing changes includes the following: a net increase of 24 posts and positions, comprising 26 establishments, 2 abolishments, 3 reassignments, 1 reclassification and 38 conversions (see paras. 19–26 below).

Comments and recommendations on post resources

Establishment

19. It is proposed to establish a total of 26 posts and positions for the 2022/23 period, comprising 12 posts (1 P-3, 6 Field Service and 5 National Professional Officer), 1 P-4 position and 13 United Nations Volunteer positions, as follows:

(a) Office of the Deputy Special Representative of the Secretary-General (Political) (Mine Action Service): one P-4 temporary position of Programme Management Officer, to reflect the head of mine action component on the Mission staffing table, which has been budgeted under other supplies, services and equipment with the United Nations Office for Project Services (UNOPS). The proposed new approach, in response to the recommendations of the Office of Internal Oversight Services and the Board of Auditors, will ensure that the Mine Action Service directly leads in threat assessment, programme design, monitoring and representation with partners (A/76/708, table 3 and paras. 53 and 54). Upon enquiry, the Advisory Committee was informed that, for all Mine Action Service programmes, each Programme Management Officer post in a peacekeeping operation or special political mission was classified through a UNOPS classification process concluded in 2020. The Committee further discusses the matters in its report on cross-cutting issues related to peacekeeping operations (A/76/760);

(b) Conduct and Discipline Service:¹ three posts (National Professional Officer) and one position (United Nations Volunteer) of Associate Conduct and Discipline Officer, to proactively strengthen the Mission's preventive measures to contain the recent rise of cases of sexual exploitation and abuse and to prevent any potential rise of cases with the deployment of 3,690 additional uniformed personnel authorized by the Security Council in its resolution 2566 (2021) (A/76/708, table 5 and paras. 58 and 59). The proposed staffing changes for 2022/23 for the Conduct and Discipline Service include four new posts (3 National Professional Officer, 1 United Nations Volunteer), one reassignment (P-3 from one long-vacant post in security) and two conversions (from general temporary assistance positions to posts) (see paras. 22 (b), 26 (b), 48 and 49 below);

(c) Human Rights Division:² two posts (National Professional Officer) of Associate Human Rights Officer, to strengthen the Mission field presence in Bambari and Bria (with the proposed abolishment of two posts (national General Service) of Administrative Assistant in Bambari and Bria) and to monitor and report on human rights violations committed by all parties to the conflict in a timely manner. It is indicated that, following the presidential and legislative elections held in December 2020, the human rights situation has sharply deteriorated and is characterized by a general climate of insecurity exposing civilians to grave violations of human rights and international humanitarian law (A/76/708, table 8 and paras. 69–73);

(d) Security Section:³ six posts (Field Service) of Information Technology Assistant, which would form a new Information Technology Security Unit, to be operated under the leadership of an Information Systems Officer (see para. 22 (c) below). To respond to a significant increase in the number of thefts and other security incidents on its premises, the Mission has installed closed-circuit television cameras and established a central control room, as well as recruited six international individual contractual personnel as Information Technology Assistants deployed in various locations to ensure that the system is fully functional and operational on a 24/7 basis. The current arrangement is not sustainable given the continuing nature of the functions (A/76/708, table 13 and paras. 91–94). Upon enquiry, the Advisory Committee was informed that,

¹ The approved staffing establishment of the Conduct and Discipline Service comprises 19 posts and positions (1 D-1, 1 P-5, 3 P-4, 4 P-3 (including 1 general temporary assistance position), 2 Field Service, 2 National Professional Officer (including 1 general temporary assistance position), 1 national General Service and 5 United Nations Volunteer positions).

² The approved staffing establishment of the Office of the Human Rights Division comprises 72 posts and positions (1 D-1, 1 P-5, 9 P-4, 11 P-3, 5 P-2, 2 Field Service, 14 National Professional Officer, 7 national General Service and 22 United Nations Volunteer positions).

³ The approved staffing establishment of the Security Section comprises 217 posts (1 P-4, 12 P-3, 94 Field Service and 110 national General Service) and three United Nations Volunteer positions.

for the 2020/21 period, the total annual cost for the six international individual contractual personnel was \$445,034, or approximately \$74,172 per contractual personnel;

(e) Facilities and Engineering Management Section:⁴ one post (P-3) of Waste Management Officer and 12 positions (United Nations Volunteer) of Field Engineer (ibid., table 16 and paras. 100–102). In anticipation of the full deployment of the additional authorized 3,690 uniformed personnel, the Mission is in the process of: (i) constructing 15 new camps; (ii) upgrading 25 existing camps to accommodate additional personnel; and (iii) requalifying some of the Mission 52 temporary operating bases into permanent operating bases, which will entail the construction of more adequate accommodation and maintenance (see para. 20 below).

20. With regard to the proposed 12 United Nations Volunteer positions of Field Engineer, the Advisory Committee was informed, upon enquiry, that, compared with other missions with a similar size of military and formed police personnel, MINUSCA had the lowest number of civilian personnel in the Facilities and Engineering Management Section, resulting in the highest ratio of 1 Facilities and Engineering personnel for every 153 military and formed police personnel (compared with 1:105 for MINUSMA, 1:57 for the United Nations Organization Stabilization Mission in the Democratic Republic of the Congo and 1:50 for the United Nations Mission in South Sudan). The Committee was also informed that all of the proposed 12 United Nations Volunteer positions are international positions (see also para. 30 below). MINUSCA currently has 236 International United Nations Volunteers and 45 National United Nations Volunteers. The decision of the Mission to propose International or National United Nations Volunteers is guided by the need to find personnel with the requisite skills to support its mandate and in line with relevant rules and regulations on human resources. United Nations Volunteers are also a means to boost diversity in Mission personnel: globally, in 2021, 53 per cent of United Nations Volunteers were women, 85 per cent were from the global South and they represented 173 nationalities. It was indicated to the Committee that priority was given to National United Nations Volunteer positions, as they possessed intimate knowledge of the local culture, language, terrain and networks. However, in many cases, international positions were deemed the most appropriate modality, specifically in highly technical areas where local expertise was limited, both in substantive and mission support functions, as well as where the sensitive nature of the role required strict neutrality.

21. Taking into account the need to support national capacity-building, the Advisory Committee recommends that of the 12 International United Nations Volunteer positions proposed for 2022/23, 5 positions be established as National United Nations Volunteer positions and 7 as International United Nations Volunteer positions. Furthermore, the Committee trusts that the Mission will monitor the ongoing construction projects and evaluate the continuing requirements on the ground for the 12 United Nations Volunteer positions of Field Engineer. In addition, taking into consideration the number of posts in the Facilities and Engineering Management Section, the Committee recommends that the proposed P-3 post of Waste Management Officer be established as a general temporary position at this stage.

⁴ The approved staffing establishment of the Facilities and Engineering Management Section comprises 109 posts and positions (1 P-5, 3 P-4, 2 P-3, 34 Field Service (including 9 general temporary assistance positions), 4 National Professional Officer, 44 national General Service (including 6 general temporary assistance positions) and 21 United Nations Volunteer positions).

Reassignment

22. The proposed reassignment of three posts include the following:

(a) One P-4 post of Translator to a post of Special Assistant in the Office of the Special Representative of the Secretary-General,⁵ to support the effective management and monitoring of administrative tasks by providing expert advice on the interpretation of complex mandated activities and other decisions of intergovernmental bodies in the field of administration, planning, budgeting, evaluation and monitoring (see [A/76/708](#), table 2 and paras. 50–52);

(b) One P-3 post of Security Officer from the Security Section to a post of Conduct and Discipline officer in the Conduct and Discipline Service (*ibid.*, table 5 and paras. 58 and 59; see para. 19 (b) above). The Advisory Committee was informed that the post had been vacant for more than 24 months;

(c) One Field Service post of Security Officer to a post of Information Systems Officer within the Security Section, to lead a new Information Technology Security Unit (see para. 19 (d) above) and to strengthen the Security Section in the area of the management and maintenance of information technology equipment and databases, which will help to improve the security of the Mission personnel and assets ([A/76/708](#), table 13 and para. 94).

23. Upon enquiry, the Advisory Committee was informed that the P-4 post of Translator had been vacant for more than 24 months and that the Office of the Special Representative of the Secretary-General was seeking additional administrative expertise to support planning, monitoring, evaluation and reporting with regard to key performance indicators, as the office did not have the expertise and experience in the finance and budgetary processes and procedures of the United Nations required to address the complexity and specificity of the delegation of authority accountability framework, policy compliance, policy analysis and development and related operational issues. **Taking into account the existing capacity available in the related functions under mission support, the Advisory Committee is not convinced of the justification provided and recommends against the proposed reassignment of the P-4 post of Translator, which has been vacant over 24 months, to a post of Special Assistant (see para. 29 below).**

Reclassification

24. It is proposed to reclassify a P-3 post of Human Rights Officer to the P-4 level in the Human Right Division,⁶ to support the strategic realignment of thematic and programmatic priorities with the mandate of the Mission and to strengthen the strategic planning capacity of the Division ([A/76/708](#), table 8 and para. 71). Upon enquiry, the Advisory Committee was informed that the incumbent of the post proposed for reclassification at the P-4 level would be in charge of overseeing the planning of human rights activities at the national level, as well as of assessing, reviewing and guiding projects of field offices and external partners in their respective area of purview. **While noting the justifications provided for the functions of the post proposed for reclassification, the Advisory Committee is of the view that efforts should be made to absorb those functions within the existing**

⁵ The approved staffing establishment of the Office of the Special Representative of the Secretary-General comprises 27 posts and positions (1 USG, 6 P-5, 3 P-4, 3 P-3, 1 P-2, 5 Field Service, 4 National Professional Officer, 2 national General Service and 2 United Nations Volunteer positions).

⁶ The approved staffing establishment of the Office of the Human Rights Division comprises 72 posts and positions (1 D-1, 1 P-5, 9 P-4, 11 P-3, 5 P-2, 2 Field Service, 14 National Professional Officer, 7 national General Service and 22 United Nations Volunteer positions).

capacity of the Division at the P-4 level (9 posts) and recommends against the proposed reclassification of the P-3 post to the P-4 level at this stage.

Conversion

25. It is proposed to convert 38 general temporary assistance positions to posts (4 P-4, 9 P-3, 1 P-2, 17 Field Service, 1 National Professional Officer and 6 national General Service), considering the continuing nature of the respective functions (*ibid.*, paras. 17 and 18). The Secretary-General recalls that he proposed the conversion of 39 positions to posts in the budget proposal for MINUSCA for the 2018/19 period and that the Advisory Committee recommended against the approval of the proposed conversions at the time, considering that a strategic review of MINUSCA was planned for the summer of 2018, with the possibility that a civilian staffing review could follow if recommended as a result of the strategic review. Subsequently, while a strategic review was conducted in 2018 as planned, a civilian staffing review was not recommended.

26. It is indicated in the report of the Secretary-General that all support and substantive functions that are supported by the positions approved under general temporary assistance are required in order to deliver on the mandate of the Mission. It is also indicated in the budget proposal that the deployment of the additional 3,690 authorized military and police personnel represents an increase of 26.9 per cent in the number of uniformed personnel. The Mission seeks to further strengthen its civilian support and substantive functions through the proposed conversions of functions that are continuous in nature and expected to be needed throughout the duration of the Mission mandate (*ibid.*, para. 18). The proposed conversion of 38 positions to posts for 2022/23 consists of the following:

- (a) Board of Inquiry Unit: 1 P-2 post of Associate Board of Inquiry Officer (*ibid.*, table 4 and paras. 56 and 57);
- (b) Conduct and Discipline Service: 1 P-3 post of Conduct and Discipline Officer and 1 National Professional Officer post of Associate Conduct and Discipline Officer (*ibid.*, table 5 and paras. 58 and 59);
- (c) Office of the Police Commissioner: 3 P-4 posts of Police Reform Officer, Police Training Officer and Police Adviser and 4 P-3 posts of Programme Management Officer, Human Resources Officer, Legal Officer and Conduct and Discipline Officer (*ibid.*, table 7 and paras. 67 and 68);
- (d) Mission Support Centre Section: 1 P-4 and 1 P-3 posts of Logistics Officer, 4 Field Service posts of Logistics Assistant and 1 Field Service post of Administrative Assistant (*ibid.*, table 14 and para. 97);
- (e) Service Delivery (Office of the Chief): 1 P-3 post of Programme Management Officer (*ibid.*, table 15 and para. 98);
- (f) Facilities and Engineering Management Section: 9 Field Service posts of Engineering Technician (3), Electrician (3), Generator Technician (1), Water and Sanitation Technician (1) and Heating, Ventilation and Air Conditioning Technician (1), and 6 national General Service posts of Electrician (4), Generator Mechanic (1) and Plumber (1) (*ibid.*, table 16 and para. 103);
- (g) Procurement Section: 2 P-3 posts of Procurement Officer and 3 Field Service posts of Procurement Assistant (*ibid.*, table 17 and para. 105).

Vacancy rates

27. The table below provides a summary of the vacancy rates for civilian personnel during the 2020/21 and 2021/22 periods, as well as those proposed for the 2022/23 period. The Advisory Committee notes the lack of justification for the application of rates that differ from the actual vacancy rates during the current period, as at 31 March

2022, as follows: (a) international staff: a vacancy rate of 13 per cent is projected, when the actual average is 15.1 per cent and the actual rate is 15.3 per cent; (b) National Professional Officers: a vacancy rate of 11 per cent is projected, when the actual average is 6.5 per cent and the actual rate is 8.4 per cent; (c) national General Service staff: a vacancy rate of 5.0 per cent is projected, when the actual average and the actual rates are both 3.8 per cent; and (d) international general temporary positions: a vacancy rate of 15.0 per cent is projected, when the actual average is 24.6 per cent and the actual rate is 21.3 per cent.

(Percentage)

Category	Budgeted 2020/21	Actual 2020/21	Budgeted 2021/22	Actual as at 31 March 2022	Actual average as at 31 March 2022	Proposed 2022/23
Civilian personnel						
International staff	13.0	13.0	13.0	15.3	15.1	13.0
National staff						
National Professional Officers	8.5	11.3	10.5	8.4	6.5	11.0
National General Service staff	6.5	4.2	4.0	3.8	3.8	5.0
United Nations Volunteers						
International	12.5	5.8	5.0	6.4	3.8	7.0
National	2.0	2.3	2.0	—	—	2.0
Temporary positions						
International staff	16.5	13.1	10.0	21.3	24.6	15.0
National Professional Officers	—	—	—	—	—	—
National General Service staff	25.0	14.3	28.5	—	—	—
Government-provided personnel	3.0	1.9	3.0	6.5	—	2.0

Vacant posts

28. Upon enquiry, the Advisory Committee was informed that, as at 28 February 2022, of a total of 147 vacant posts, 19 posts (1 P-5, 5 P-4, 6 P-3, 2 Field Service, 4 National Professional Officer and 1 national General Service) had been vacant for two years or longer (ranging from 24 to 63 months), with justifications for retention provided in the information submitted to the Committee. The Committee notes that, between March 2021 and February 2022, the total number of vacant posts had increased from 114 to 147 and the total number of long-vacant posts had increased from 14 to 19.

29. **The Advisory Committee recalls that the General Assembly reiterated its concern about the high number of vacancies in civilian staffing and its request to the Secretary-General to ensure that vacant posts are filled expeditiously (resolution 75/298, para. 27). In the same resolution, the Assembly also requested the Secretary-General to review the posts that had been vacant for 24 months or longer and to propose in his next budget submission either their retention, with clear justification of need, or their abolishment.**

United Nations Volunteers

30. It is indicated in the budget proposal that the reduced requirements for 2022/23 are attributable to, inter alia, the lower United Nations volunteers living allowance, inclusive of well-being allowance, compared with the allowance included in the approved budget for the 2021/22 period (A/76/708, para. 137). Upon enquiry, the Advisory Committee was informed that the reduced requirements for the 2022/23

period reflected the correction of the oversight in the computation of the provision for the United Nations Volunteer allowances included in the approved budget for the 2020/21 and 2021/22 periods. The Committee was informed that National and International United Nations Volunteers received a Volunteer living allowance, with a well-being differential (A or B) when serving in hardship duty stations. The Volunteer living allowance of National United Nations Volunteers is based on the G-2, step 6, local salary scale, while the base rate for international United Nations Volunteers is adjusted by the post-adjustment multiplier as set forth by ICSC. Other main differences in entitlement between International and National United Nations Volunteers include lump-sum payments for beginning and ending the assignment, insurance premiums, travel payments, home visit, rest and recuperation benefits and family allowance for eligible dependants. The Committee requested and received information on a comparison of annual costs for International and National United Nations Volunteer positions and National Professional Officer posts (see below). The Committee also received a breakdown of the proposed resources under United Nations Volunteers for 2022/23 for the Mission.

(United States dollars)

<i>Category</i>	<i>Total net salary</i>	<i>Common staff costs</i>	<i>Staff assessment</i>	<i>Annual cost per person</i>
International (P-3, step 13)	121 834.0	112 453.0	18 558.0	252 845.0
National Professional Officer (NOC-6)	49 718.9	17 898.8	15 429.6	83 047.3
International United Nations Volunteer	n/a	n/a	n/a	80 385.9
National United Nations Volunteer	n/a	n/a	n/a	16 646.1

31. The Advisory Committee reiterates its recommendation that, in the interest of clarity, the General Assembly request the Secretary-General to present, in future mission budgets, disaggregated numbers and related financial implications of United Nations Volunteer personnel by international and national categories. The Committee also trusts that future mission budgets will include more proposed National United Nations Volunteer positions, as appropriate (A/75/822, para. 46).

32. Subject to its recommendations contained in paragraphs 21, 23 and 24 above, the Advisory Committee recommends the approval of the proposals of the Secretary-General for civilian personnel.

3. Operational costs

(Thousands of United States dollars)

<i>Category</i>	<i>Apportionment (2020/21)</i>	<i>Expenditure (2020/21)</i>	<i>Apportionment (2021/22)</i>	<i>Expenditure as at 31 March 2022</i>	<i>Cost estimates (2022/23)</i>	<i>Variance</i>	
						<i>Amount</i>	<i>Percentage</i>
	(1)	(2)	(3)	(4)	(5)	(6)=(5)-(3)	(7)=(6)÷(3)
Operational costs							
Civilian electoral observers	—	—	—	—	—	—	—
Consultants and consulting services	1 075.6	939.8	1 013.2	497.0	1 022.5	9.3	0.9
Official travel	3 745.9	2 242.9	3 103.4	2 234.8	3 103.4	—	—
Facilities and infrastructure	68 254.3	94 952.4	69 633.2	49 409.1	61 557.2	(8 076.0)	(11.6)
Ground transportation	16 416.5	16 682.6	16 106.1	13 748.7	19 329.3	3 223.2	20.0
Air operations	64 946.9	45 208.5	62 592.1	35 024.5	76 006.4	13 414.3	21.4

Category	Apportionment (2020/21)	Expenditure (2020/21)	Apportionment (2021/22)	Expenditure as at 31 March 2022	Cost estimates (2022/23)	Variance	
						Amount	Percentage
	(1)	(2)	(3)	(4)	(5)	(6)=(5)-(3)	(7)=(6)÷(3)
Marine operations	500.0	3 374.4	500.0	272.5	500.0	—	—
Communications and information technology	45 554.8	42 517.9	40 540.0	37 105.8	41 210.9	670.9	1.7
Medical	1 803.8	3 312.1	3 801.7	1 433.0	3 067.3	(734.4)	(19.3)
Special equipment	—	—	—	—	—	—	—
Other supplies, services and equipment	38 741.5	47 247.8	37 572.2	45 109.7	44 605.5	7 033.3	18.7
Quick-impact projects	3 000.0	2 935.4	3 000.0	2 402.2	3 000.0	—	—
Total	244 039.3	259 413.8	237 861.9	187 237.3	253 402.5	15 540.6	6.5

33. The proposed resources for the 2022/23 period represent an increase of \$15,540,600, or 6.5 per cent, compared with the resources approved for the 2021/22 period. The proposed increase for 2022/23 reflects higher requirements under ground transportation, air operations, communications and information technology, other supplies, services and equipment, and consultants and consulting services, offset in part by lower requirements under facilities and infrastructure, and medical (A/76/708, paras. 140–147).

Comments and recommendations on operational costs

34. **The Advisory Committee is not fully convinced that the justifications provided support some of the requirements listed below and makes the following observations and recommendations:**

(a) *Consultants and consulting services.* The proposed resources of \$1,022,500 for 2022/23 reflect an increase of \$9,300, or 0.9 per cent, compared with the provision approved for the 2021/22 period, while expenditure amounted to \$939,800 for 2020/21 and \$497,000 as at 31 March 2022. **The Advisory Committee recalls that the General Assembly repeatedly reiterated that the use of external consultants should be kept to an absolute minimum and that the Organization should utilize its in-house capacity to perform core activities or to fulfil functions that are recurrent over the long term (resolution 75/298, para. 24). The Committee is therefore not convinced of the proposed increase in the requirements and recommends a reduction of 5 per cent (\$51,100) to the resources proposed under consultants and consultancy services;**

(b) *Official travel.* A provision of \$3,103,400 is proposed for 2022/23, while actual expenditure amounted to \$2,242,900 for 2020/21 and \$2,234,800 as at 31 March 2022. **The Advisory Committee is of the view that lessons learned during the coronavirus disease (COVID-19) pandemic should be further applied. The Committee reiterates that greater use should be made of virtual meetings and online training tools and that travel for workshops, conferences or meetings should be kept to a minimum and, if proposed, detailed justifications should be provided. The Committee therefore recommends a reduction of 5 per cent (\$155,200) to the proposed provision for official travel.** The Committee further discusses official travel in its report on cross-cutting issues related to peacekeeping operations (A/76/760);

(c) *Ground transportation.* The proposed resources of \$19,329,300 for 2022/23 reflect an increase of \$3,223,200, or 20 per cent, compared with the approved provision for 2021/22. Actual expenditure amounted to \$16,682,600 for 2020/21 and \$13,748,700 as at 31 January 2022. The proposed increase is attributable primarily to the higher anticipated consumption of 7.4 million litres of fuel for vehicles at a higher average cost

of \$1.649 per litre based on actual consumption levels for the current period and trends in connection with the anticipated deployment of additional uniformed personnel, compared with 7.0 million litres at an average cost of \$1.401 per litre included in the approved budget for the 2021/22 period ([A/76/708](#), para. 142). The Advisory Committee discusses persistent deficiencies in fuel management in paragraphs 35 and 36 below. **The Advisory Committee therefore recommends a reduction of 20 per cent (\$644,600) to the proposed increase for the provision for ground transportation;**

(d) *Air operations.* The proposed provision for 2022/23 amounts to \$76,006,400 (an increase of \$13,414,300, or 21.4 per cent), compared with the approved resources for 2021/22. The higher requirements reflect the transfer of a provision for services of four unmanned aircraft systems (see paras. 38 and 39 below), which was previously budgeted under security services of facilities and infrastructure in the approved budget for the 2021/22 period, and an anticipated higher consumption of fuel based on actual consumption patterns for the current period and higher fuel prices ([A/76/708](#), para. 143). Actual expenditure amounted to \$45,208,500 for 2020/21 and \$35,024,500 as at 31 January 2022. Upon enquiry, the Advisory Committee was informed that lower expenditure was mainly caused by external factors, such as the poor security situation and weather conditions, changes in contracts, delays in the signing of letters of assist and consequent delayed deployment of air assets, and high rates of unserviceability of the military air assets resulting in lower actual flying hours. **Taking into account the lower expenditure pattern, its recommendations on the need for proper fuel management (see paras. 35 and 36 below) and the consideration of actual flight hours in unmanned aircraft system contract negotiation (see paras. 39 and 40 below), the Advisory Committee recommends a reduction of 5 per cent (\$3,800,300) to the proposed provision for air operations.**

Fuel management

35. The Advisory Committee recalls that the Board of Auditors noted significant irregularities in fuel consumption at MINUSCA, including fuel consumption exceeding tank capacity, energy produced and standard fuel consumption unit (see [A/75/5 \(Vol. II\)](#), paras. 272–275, and [A/75/822/Add.7](#), paras. 41 and 42). In its latest report ([A/76/5 \(Vol. II\)](#), para. 136), the Board indicates that deficiencies in fuel management persisted at the Mission, as it noted shortcomings similar to those identified in its previous report and that its previous recommendation remained under implementation. The Board observes that, overall, the data indicated significant overconsumption in several missions. In some missions, the mileage data were partly unavailable, owing to faulty or non-existent odometers, making it difficult to conduct fraud risk assessments on the vehicles concerned, for example at MINUSCA. The Board reiterates that excessive fuel consumption leads to additional costs and may indicate an elevated risk of fraud. A lack of analysis and investigation means that it may happen repeatedly and without repercussions for the parties involved, further increasing the risks of additional costs and fraud.

36. The Advisory Committee recalls that the General Assembly approved the reclassification of the post of Fuel Officer from P-3 to P-4 for the 2021/22 period to ensure the allocation of adequate resources and the effective management of the Fuel Unit. Upon enquiry, the Committee was informed that the recruitment process for the reclassified post had been delayed. **The Advisory Committee trusts that the post will be filled in a timely manner. The Committee has concurred with the recommendation of the Board of Auditors that the Administration provide training to staff members responsible to ensure the proper recording of fuel data, and regularly monitor and analyse fuel consumption to identify and investigate irregular fuel consumption. The Committee stresses again that the Mission should enhance its internal control over fuel management, including through the reclassification of one post of Fuel Officer from the P-3 to the P-4 level (see [A/75/822/Add.7](#), para. 42).**

37. On a related matter, the Advisory Committee was informed, upon enquiry, that the Mission faced operational challenges in distributing fuel to the field locations because of bad and dangerous road conditions with a high risk of traffic accidents. Working with the fuel contractors and neighbouring Governments, the Mission had established sources of fuel supply from neighbouring countries. However, the limiting factor for supplies from the Sudan and South Sudan is that fuel comes by road and the capacity of the fuel tankers is limited by the poor state of the roads, while supplies from Cameroon and Chad are limited by the shortage of fuel tankers. Consequently, the host country imports most of its fuel by barges from outside the region through the Democratic Republic of the Congo.

Unmanned aircraft systems

38. Upon enquiry, the Advisory Committee was informed that the provision for the four unmanned aircraft systems amounted to \$13,202,800 for 2022/23, compared with the resources of \$10,931,000 approved for the 2021/22 period (see details below). The proposed change from the current letter of assist to a commercial contract for the deployment and use of unmanned aircraft systems was in response to a recommendation of the Board of Auditors, as advanced technologies are available on the market at competitive rates for such systems. The Committee was also informed that, in the commercial proposal, MINUSCA had requested systems that would cover wider flying ranges and longer hours, with a vertical take-off feature that would eliminate the need for runways and landing sites.

Budgeted resources for the unmanned aerial systems for the 2021/22 and 2022/23 periods

(United States dollars)

<i>Description</i>	<i>2021/22 approved budget for unmanned aircraft systems under facilities and infrastructure</i>	<i>2022/23 proposed budget for services under air operations</i>
Service cost for Orbiter 2 (1) and Orbiter 3 (3)	10 201 400	11 893 700
Operating services	729 600	765 000
Total budgeted resources for unmanned aircraft systems	10 931 000	12 658 700
Other air operations services (air navigation and aircraft satellite tracking services)		544 100
Total		13 202 800

39. The Advisory Committee recalls that, under the existing letter of assist at MINUSCA, a financial deduction is only applied when the inherent availability rate is below 90 per cent, while no deduction is applied for the underutilization of the unmanned aircraft systems. Upon enquiry, the Committee was informed that, in the commercial proposal, the Organization had sought more favourable terms with regard to the tasking line by expressing preference for the “pay as we task” approach, whereby the service provider would be paid for the number of hours the unmanned aircraft systems were tasked. However, the Committee was also informed that the solicitation process managed at Headquarters was still ongoing and that the final terms of the new contract would not be known until the contract was signed, which was expected by the end of July 2022. Upon enquiry, the Committee was provided with information on the actual utilization of the unmanned aircraft systems for the past three financial periods (see below).

Utilization of unmanned aircraft systems for the 2019/20, 2020/21 and 2021/22 periods

	<i>Total availability in hours for the period</i>	<i>Inherent availability in hours</i>	<i>Percentage of inherent availability</i>	<i>Actual hours of operation</i>	<i>Utilization rate (percentage)</i>
<i>Period</i>	<i>(1)</i>	<i>(2)</i>	<i>(3)=(2)/(1)</i>	<i>(4)</i>	<i>(5)=(4)/(2)</i>
2019/20	8 784	8 457	97	5 124	60
2020/21	8 760	8 250	94	4 586	65
2021/22	5 832	5 758	98	4 601	80

40. The Advisory Committee discussed the matters related to unmanned aircraft systems in its previous report on the Mission ([A/75/822/Add.7](#), paras. 47–50), including the review by the Board of Auditors of the contracts and letters of assist for unmanned aircraft systems (see [A/75/5 \(Vol. II\)](#), paras. 146–155). The Committee has concurred with the recommendations of the Board that, as a standard in unmanned aircraft system contracts and letters of assist, provisions for payments or reimbursement deductions are made following key performance indicators, such as reliability and tasked sensor time and flight hours. **The Advisory Committee trusts that lessons learned from the underutilization of the unmanned aircraft systems will be applied in the new commercial contract negotiation, with a view to fully implementing the recommendations of the Board of Auditors and achieving cost effectiveness.**

Programmatic activities

Support to the Special Criminal Court

41. Under other programmatic activities, it is indicated that, for justice and corrections (Special Criminal Court), the Mission will continue to support the full operationalization of the Court to ensure the continuation of ongoing investigations, including strengthening the organizational structure of the Registry to support the entire Court. MINUSCA will be working closely with the United Nations Development Programme (UNDP) within the framework of the Special Criminal Court joint project ([A/76/708](#), para. 125 (a)). Upon enquiry, the Advisory Committee was provided with information on the estimated budget of the Court for the fiscal years 2022 and 2023, which run from 1 January to 31 December (see table below). The Committee notes from the table that, in general, costs for personnel make up between 70 and 80 per cent of the Court's overall budget.

Estimated budget for the Special Criminal Court for the fiscal periods 2022 and 2023

<i>Fiscal year</i>	<i>Projected budget needs</i>	<i>Amount available</i>	<i>Amount to be mobilized</i>	<i>Comments</i>
2022	9 276 153	6 507 066	2 769 087	The source of funding for the amount available is as follows: MINUSCA (58 per cent), European Union (9 per cent), United States of America (17 per cent), UNDP (12 per cent) and the Netherlands (4 per cent). In general, costs for personnel make up between 70 and 80 per cent of the Court's overall budget. This cost will increase after posts currently vacant have been filled.
2023	13 870 609		13 870 609	

42. The Advisory Committee also requested and received the Mission's contributions (under implementing partners) to the budgets of the Special Criminal Court from its inception to 31 March 2022 (see table below). **The Advisory Committee notes that**

MINUSCA started to contribute to the Special Criminal Court from its inception and currently contributes 58 per cent of the resources available for the budget of the Court for 2022. The Committee trusts that the Mission will provide information on amounts mobilized from donors and expenditure patterns since the inception of the Court, as well as the strategy for a sustainable funding of the Court, in the next budget submission.

Financial resources provided to the Special Criminal Court from its inception to 31 March 2022

(Thousands of United States dollars)

<i>Expenditure type</i>	<i>2016/17 actual</i>	<i>2017/18 actual</i>	<i>2018/19 actual</i>	<i>2019/20 actual</i>	<i>2020/21 actual</i>	<i>2021/22 actual</i>	<i>Total</i>
Implementing partner staff and personnel costs	925.4	1 871.3	2 747.0	2 165.4	2 211.8	814.8	10 735.7
Implementing partner travel	–	79.9	41.7	104.9	40.2	–	266.7
Implementing partner contractual services	252.5	596.9	726.1	1 067.4	162.5	220.0	3 025.4
Implementing partner vehicle, equipment and furniture	811.6	359.0	247.0	741.0	456.5	–	2 615.1
Implementing partner supplies, commodities, material, operational costs	289.1	828.5	552.1	259.7	1 895.3	120.2	3 944.9
Subtotal	2 278.6	3 735.6	4 313.9	4 338.4	4 766.3	1 155.0	20 587.8
Programme support costs	151.7	199.1	280.0	300.9	328.4	80.8	1 340.9
Total	2 430.3	3 934.7	4 593.9	4 639.3	5 094.7	1 235.8	21 928.7

Disarmament, demobilization, reintegration and repatriation

43. The proposed resources amount to \$6,400,000 for 2022/23, with a breakdown of the resources provided in paragraph 118 of the proposed budget (A/76/708). Upon enquiry, the Advisory Committee was informed that the disarmament, demobilization and reintegration programme was managed by national authorities and supported by international partners. The disarmament and demobilization operations conducted by national mobile teams are supported by MINUSCA, while the socioeconomic reintegration of demobilized ex-combatants is supported by the World Bank through national bodies with implementing partners (International Organization for Migration and Agence d'aide à la coopération technique et au développement). Of the staff members working in the Disarmament, Demobilization and Reintegration Section, 60 per cent are deployed to seven field offices (Bangassou, Birao, Bossangoa, Bouar, Bria, Kaga Bandoro and Ndélé) and 40 per cent are based in Bangui. In order to use its existing human resources efficiently and effectively for the expansion of community violence reduction projects and the continuation of the disarmament, demobilization and reintegration programme projects, the Section had redeployed and reprioritized its existing staff to maximize deployment in field locations.

44. With regard to extrabudgetary resources available to the Mission, the Advisory Committee was informed, upon enquiry, that the Mission also received funding from the Government of Canada and the Government of the United States of America, as follows: (a) the grant from the Government of the United States started in 2016 and has been provided specifically to support the implementation of the disarmament and demobilization operations that are not covered by the MINUSCA programmatic funds, such as the provision of logistics necessary for the establishment and operationalization of the mobile teams of the Implementation Unit of the national disarmament, demobilization, reintegration and repatriation programme of the Government of the Central African Republic; and (b) the funds from the Government of Canada were initially granted to the predecessor Mission of MINUSCA (the African-led International Support Mission in the Central African Republic), in 2015, and have since been

repurposed to cover urgent needs in the implementation of community violence reduction activities to complement MINUSCA allocated programmatic funds.

45. The Advisory Committee recalls that the General Assembly, in its resolution 75/298, underlined the important contribution that programmatic activities made to the implementation of the mandates of the Mission, including for the prevention and resolution of conflicts, and that all such activities must be directly linked to the mandates of the Mission. The Assembly requested the Secretary-General to ensure that the Mission was responsible and accountable for the use of its programmatic funds, in line with relevant guidance and bearing in mind the specific context in which the Mission operated (resolution 75/298, paras. 21 and 22).

Quick-impact projects

46. The proposed provision of \$3,000,000 for quick-impact projects for 2022/23 is at the same level as that approved for 2021/22. Upon enquiry, the Advisory Committee was informed that, while quick-impact projects remained a key mechanism to build the confidence of the population of the Central African Republic in the mandate of the Mission and in the peace process, it must also be recognized that the implementation of the programme was still facing internal and external challenges in the context of the country and as a result of ongoing insecurity and fighting since 2015. Of a total of 46 projects, 12 had been vandalized or destroyed during the national elections in 2020. The Advisory Committee trusts that MINUSCA will continue to ensure that its quick-impact projects benefit the local population, as intended, and without any duplication of the facilities and services provided. The Committee trusts that updated information on the projects, including locations, planning, implementation and assessment, will be presented in the context of the next budget proposal (A/76/760/Add.4, para. 33).

47. Subject to its recommendations in paragraph 34 above, the Advisory Committee recommends the approval of the proposals of the Secretary-General for operational costs.

V. Other matters

Prevention of sexual exploitation and abuse

48. It is indicated that the Mission will enhance efforts to prevent and address acts of sexual exploitation and abuse, building on its annual sexual exploitation and abuse risk management framework (A/76/708, para. 40). Upon enquiry, the Advisory Committee was informed that, in compliance with the Mission's risk management framework, risk assessments of all United Nations camps, in particular of military and police, were critical for the updating and designing of sexual exploitation and abuse risk management. During the 2020/21 period, the Mission, through its Conduct and Discipline Service, conducted 127 risk assessment exercises covering both temporary and permanent military operating bases and made several recommendations to mitigate identified risks that had resulted in allegations of sexual exploitation and abuse and other forms of misconduct in the past. However, during the pandemic, as an initiative to bridge the gap to ensure that all the planned risk assessments were conducted, a "self-risk assessment mechanism by national contingents" was jointly developed by the Mission's force and the Conduct and Discipline Service. The Mission has a sexual exploitation and abuse workplan (premised on the three-pronged strategy: prevention, enforcement and remedial action-victim assistance). The workplan is updated biannually and was implemented before 2021, although within the constraints of available resources during the COVID-19 pandemic and the prevailing security situation, which restricted the movement of personnel in the country.

49. The Advisory Committee recalls that the General Assembly expressed concern over the allegations of sexual exploitation and abuse reported in peacekeeping missions and requested the Secretary-General to continue to implement his zero-tolerance policy on sexual exploitation and abuse with regard to all civilian, military and police personnel (resolution [75/298](#), para. 39). The Committee also recalls the collective and unanimous position of the Assembly that one substantiated case of sexual exploitation and abuse is one case too many ([A/76/774](#), para. 17).

Peacebuilding Fund

50. Upon enquiry, the Advisory Committee was informed that the Central African Republic was eligible to funding from the Peacebuilding Fund and that the 2022/23 portfolio budget was \$10.5 million, with a possible extension to \$12 million. MINUSCA collaborates with the United Nations country team for the implementation of projects financed by the Peacebuilding Fund, notably: (a) the fight against trafficking in persons and transnational organized crime implemented by the United Nations Office on Drugs and Crime and the International Organization for Migration; (b) durable solutions for internally displaced people and returnees implemented by UNDP and the United Nations Children's Fund; and (c) transhumance management and intercommunity dialogue, implemented by the Food and Agriculture Organization of the United Nations and the United Nations Population Fund.

Gender balance and geographical representation

51. Upon enquiry, the Advisory Committee received information on gender balance at the Mission for the past four periods. The Committee notes that, compared with the data as at 30 June 2018, the percentages of female staff members under all categories (except Field Service) had increased as at 30 June 2021. The Committee also notes that the percentages of female staff members under various categories fluctuated during the same period. The Committee was informed that, while it was making every effort to increase the number of female staff, the Mission continued to face challenges in reaching a balance between male and female staff members. The Mission continued to require hiring managers to strive to provide gender-balanced list of candidates at each stage of the recruitment process and to prioritize the retention of female staff from downsizing missions who held permanent, continuing and fixed-term contracts. The Committee also received information on geographical representation at the Mission, which showed that the 635 international staff members came from 95 Member States. **The Advisory Committee recalls that it welcomed the overall increased percentages of female staff representation at MINUSCA and trusts that the Mission will pursue further efforts to increase female representation and geographical representation for personnel of all categories (see also [A/75/822/Add.7](#), para. 63).**

Cost recovery

52. Upon enquiry, the Advisory Committee was informed that, in accordance with the United Nations guidance on cost recovery issued in December 2021, the difference between spendable and non-spendable revenue was as follows: (a) spendable revenue, generated through cost recovery for services provided with no assessed budget allotted to the service provider, will be allotted back to service providers to cover associated expenses;⁷ and (b) non-spendable revenue, generated through cost recovery mechanisms for services provided with assessed budget allotted to the service provider, will be passed

⁷ Most operational cost recovery revenue will be "spendable". An example is the provision of fuel to third parties. Revenue generated from fuel sold to third parties is considered as spendable as those funds would be used to cover the cost incurred.

back to Member States.⁸ It was indicated to the Committee that the Mission did not generate significant amounts on non-spendable revenue and, as such, no projections for 2022/23 was reflected in the information provided to the Committee.

United Nations Office for Project Services

53. Upon enquiry, the Advisory Committee was informed that the Mission had conducted a cost-benefit analysis in October 2021 to analyse the three options for the management of individual contractual personnel, namely, through self-management by MINUSCA, by contracting UNOPS or by using a commercial vendor. On the basis of the analysis, and even though the option of engaging UNOPS was more expensive, the Mission considered that option as more favourable for the following reasons:

(a) In accordance with the policy of the Organization on the use of individual contractual personnel, contracts are awarded for a nine-month period with a mandatory three-month break in service. With limited human resources capacity, particularly in the technical areas, the Mission invests significant time and effort into training individual contractual personnel during the nine-month period while they are in service. To ensure continuity of provision of service, at the end of the nine-month contract, the Mission is obliged to hire new individual contractual personnel for a second nine-month period and undertake training to a new group of personnel in the same functional and technical areas. The three-month break in service, therefore, becomes de facto a nine-month break. This system of rotation weighs heavily on the Mission's ability to implement its mandate and, often, when the second period of nine months has lapsed, the individual contractual personnel trained during the first period are no longer available, as they have found other employment. Consequently, the Mission is obliged to begin a third period of nine months with new recruits who also require training. The Mission was regularly faced with complaints and dissatisfaction expressed by the local population, particularly in the regions, owing to the constant shift in the recruitment of individual contractual personnel conducted in accordance with the policy of the Organization. Moreover, the workload involved in managing the rotating individual contractual personnel redirected human resources away from their primary functions. In addition, delays in payments to individual contractual personnel were regular and led to their dissatisfaction and frequent strikes;

(b) UNOPS offered a more streamlined system for the engagement and management of individual contractual personnel. Given the continued reliance on individual contractual personnel, it was no longer sustainable to manage the individual contractual personnel internally without significantly increasing the number of staff in the Mission's Human Resources and Finance and Budget sections. In addition, UNOPS has a far advanced system that allows for the processing of bulk contracts and bulk payroll processing when fed with the relevant data. The use of UNOPS therefore enabled the Mission to eliminate the late payment of salaries for individual contractual personnel;

(c) Under UNOPS, the individual contractual personnel are accorded more benefits and entitlements, such as 1.5 days per month of accrued annual leave, 1 day per month of sick leave and the provision of a three-week maternity leave entitlement to women, which are not offered under the provisions of administrative instruction [ST/AI/2013/4](#) on consultants and individual contractors. Those entitlements were a great motivator for individual contractual personnel.

54. The Advisory Committee also received information on the numbers and areas of contractual personnel managed by UNOPS, with total costs. A list of projects

⁸ An example is the provision of air transport on regular flights. Since the cost incurred in providing the air transport services is already budgeted for, any revenue generated is reimbursable to the Member States and should not be used by the service provider.

implemented through UNOPS for the 2020/21 and 2021/22 periods and planned for the 2022/23 period is provided below.

List of projects implemented by UNOPS in 2020/21 and 2021/22 and planned for 2022/23

(Thousands of United States dollars)

<i>Type of activity</i>	<i>2020/21 Actual</i>	<i>2021/22 Approved</i>	<i>2022/23 Proposed</i>
Community violence reduction programme in Bangui	6 880.3	4 309.5	5 800.0
Maintenance of the Kolongo landfill	1 785.3	–	250.0
Management of individual contractual services	9 742.7	9 120.0	10 817.4
Mine action	5 094.0	6 440.0	9 880.3
Total	23 502.3	19 869.5	26 747.7

55. The Advisory Committee notes that, by contracting individual contractual personnel through UNOPS, the Mission does not follow the respective United Nations human resources policy with regard to such personnel. In addition, such practice contains additional financial implications for the Organization. The Committee is of the view that the challenges experienced by the field missions in following the respective United Nations human resources policies should have been brought to the attention of the General Assembly with a view to finding solutions to address the challenges.

Environmental initiatives

56. The Advisory Committee discussed the environmental initiatives of the Mission in its previous report (A/75/822/Add.7, para. 62). It is indicated in the budget proposal that the Mission will continue to implement measures to mitigate its environmental impact and to reduce its overall environmental footprint, and that the proposed budget includes the acquisition of six additional photovoltaic-diesel hybrid systems of various capacities, which will be installed at different Mission locations to reduce its dependency on diesel-propelled power generation (A/76/708, para. 42). The Advisory Committee recalls that the General Assembly noted the progress made in the implementation of the multi-year environmental strategy to reduce the footprint of peacekeeping operations and requested the Secretary-General to enhance measures for the implementation of the strategy in all peacekeeping missions, in line with the five pillars of the strategy and in accordance with the legislative mandates and particular conditions on the ground and in full compliance with the relevant rules and regulations (resolution 75/298, para. 33).

VI. Conclusion

57. The actions to be taken by the General Assembly with regard to the financing of the Mission for the period from 1 July 2020 to 30 June 2021 are indicated in section V of the performance report (A/76/572). The Advisory Committee recommends that the unencumbered balance of \$1,393,900 for the period from 1 July 2020 to 30 June 2021, as well as other revenue amounting to \$20,170,800 from investment revenue (\$753,200), other/miscellaneous revenue (\$274,600) and the cancellation of prior-period obligations (19,143,000) for the period ended 30 June 2021, be credited to Member States.

58. The actions to be taken by the General Assembly with regard to the financing of the Mission for the period from 1 July 2022 to 30 June 2023 are indicated in section IV of the proposed budget ([A/76/708](#)). **Taking into account its observations and recommendations above, the Advisory Committee recommends that the proposed resources be reduced by \$4,722,200 from \$1,087,084,900 to \$1,082,362,700. Accordingly, the Committee recommends that the General Assembly appropriate the amount of \$1,082,362,700 for the maintenance of the Mission for the 12-month period from 1 July 2022 to 30 June 2023.**
