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### Programme budget for 2022

### Proposed programme budget for 2023

### Report of the Human Rights Council

## **Revised estimates resulting from resolutions and decisions adopted by the Human Rights Council at its forty-ninth, fiftieth and fifty-first regular sessions, and at its thirty-fourth and thirty-fifth special sessions**

### **Twenty-eighth report of the Advisory Committee on Administrative and Budgetary Questions on the proposed programme budget for 2023**

## **I. Introduction**

1. The Advisory Committee on Administrative and Budgetary Questions has considered the advance report of the Secretary-General on the revised estimates resulting from resolutions and decisions adopted by the Human Rights Council at its forty-ninth, fiftieth and fifty-first regular sessions, and at its thirty-fourth special session ([A/77/579](#)) (see section II). The Committee also considered the advance report of the Secretary-General on the revised estimates resulting from resolutions and decisions adopted by the Human Rights Council at its thirty-fifth special session ([A/77/579/Add.1](#)), which is an addendum to the aforementioned report (see section III). During its consideration of the reports, the Advisory Committee received additional information and clarification, concluding with written responses on 6 December 2022.



## II. Financial implications resulting from the resolutions and decisions adopted by the Human Rights Council at its forty-ninth, fiftieth and fifty-first regular sessions, and at its thirty-fourth special session

### *Background*

2. The Advisory Committee recalls that the Secretary-General decided to include some resources as “frontloaded” in the context of the proposed programme budget for 2023 (see also paras. 35–42 below and annex I to the present report). The Committee also recalls its observations and recommendations in the proposed programme budget for 2023 (A/77/7, part VI, section 24). The Committee notes that, with the exception of 2 resolutions (see paras. 27–29 below), the 16 Human Rights Council resolutions in which the Secretary-General had decided to include “frontloaded” resources in the proposed programme budget under section 24 for 2023 have not been presented for the consideration in the report of the Secretary-General on the revised estimates resulting from resolutions and decisions adopted by the Human Rights Council at its forty-ninth, fiftieth and fifty-first regular sessions, and at its thirty-fourth special session (A/77/579, annexes I and II). **The Advisory Committee recalls its intention to review the related resources required for 2023 under other staff costs for the consideration of the General Assembly in the context of the report of the Secretary-General on the revised estimates resulting from resolutions and decisions adopted by the Human Rights Council (see A/77/7, para. VI.29).**

### *Financial resources*

3. The totality of the requirements for 2022 and 2023 resulting from resolutions and decisions of the Human Rights Council at its regular and special sessions in 2021 are presented in annex I, tables A.1 and A.2, and annexes II to III to the report of the Secretary-General (A/77/579).

Table 1  
**Summary of requirements for 2023**

(United States dollars)

<i>Budget section</i>	<i>Included in the proposed programme budget for 2023</i>		<i>Additional requirements for 2023</i>
	<i>Included in baseline (mandates of a perennial nature)</i>	<i>Included under new and expanded mandates</i>	<i>Requested in the present report</i>
2	6 234 500	1 358 000	2 377 600
24	5 526 400	30 349 500	18 522 600
28	—	—	455 700
29E	26 700	12 400	19 400
34	—	—	65 800
<b>Total</b>	<b>11 787 600</b>	<b>31 719 900</b>	<b>21 441 100</b>
Staff assessment	1 115 400	3 702 200	2 731 900
<b>Total, including staff assessment</b>	<b>12 903 000</b>	<b>35 422 100</b>	<b>24 173 000</b>

Source: (A/77/579, annex I, table A.1).

4. As indicated in the report of the Secretary-General, the proposed resources for 2022 and 2023 arising from 60 resolutions and one decision adopted by the Human Rights Council at its forty-ninth to fifty-first regular sessions and at its thirty-fourth special sessions, which were all held in 2022, amount to \$87,547,200, as follows (see also [A/77/579](#), summary, paras. 5–8, and annex I, tables A.1 and A.2, and [A/77/53/Add.1](#)):

(a) \$11,787,600 for activities of a perennial nature, which have already been included in the proposed programme budget for 2023;

(b) \$31,719,900 for activities under new mandates adopted in the March session and renewable mandates, which the Secretary-General had already decided to include in the proposed programme budget for 2023 (see also [A/77/7](#), table VI.2);

(c) \$44,039,700 for new requirements not included in the programme budget for 2022 or the proposed programme budget for 2023, as follows:

(i) \$15,340,000, for which the Advisory Committee provided its concurrence for resources for 2022 pursuant to General Assembly resolution [76/248](#) on unforeseen and extraordinary expenses in the amount of \$13,144,200 under five commitment authorities, of which an amount of \$10,700,800 is projected to be expended in 2022, and \$7,258,600, which is to be absorbed. The expenditure would be reported in the context of the financial performance report on the programme budget for 2022;

(ii) \$21,441,100 for activities in 2023 for new mandates resulting from 40 resolutions and one decision adopted by the Human Rights Council in 2022 at its fiftieth and fifty-first regular sessions, and at its thirty-fourth special session.

5. As indicated in annex I, table A.1, of the report of the Secretary-General, the new requirements of \$21,441,100 in the proposed programme budget for 2023, which are proposed for appropriation and would represent a charge against the contingency fund for 2023, would comprise: (a) \$2,377,600 under section 2, General Assembly and Economic and Social Council affairs and conference management; (b) \$18,522,600 under section 24, Human rights; (c) \$455,700 under section 28, Global communications; (d) \$19,400 under section 29E, Administration, Geneva; and (e) \$65,800 under section 34, Safety and security.

6. An additional appropriation is proposed in the amount of \$2,731,900 under section 36, Staff assessment, of the proposed programme budget for 2023, to be offset by an equivalent amount under income section 1, Income from staff assessment.

#### *Performance information*

7. Upon enquiry, the Advisory Committee was provided with a table showing the appropriation and expenditure for 2021, the appropriation and expenditure as at 30 November 2022 and the proposed resources for 2023 for section 2, General Assembly and Economic and Social Council affairs and conference management; section 24, Human rights; section 28, Global communications; section 29E, Administration, Geneva; and section 34, Safety and security (see annex I to the present report). Upon enquiry, the Committee was also provided with a table showing the total appropriation and expenditure for the Office of the United Nations High Commissioner for Human Rights (OHCHR) from 2014 to 2021, as follows:

Table 2  
**Total appropriation and final expenditure for the Office of the United Nations High Commissioner for Human Rights for 2014–2015, 2016–2017, 2018–2019, 2020 and 2021**

(Thousands of United States dollars)

<i>Period</i>	<i>Appropriation</i>	<i>Expenditure</i>
2014–2015	209 264.2	200 019.3
2016–2017	211 689.5	207 934.3
2018–2019	226 987.7	227 518.6
2020	114 571.4	105 824.5
2021	129 346.6	107 087.7

8. The Advisory Committee notes that, as indicated in annex I, table A.2, to the report of the Secretary-General on revised estimates, some resource requirements for 2022, in the amount of \$7,258,600, for resolutions [49/1](#), [49/3](#), [49/11](#), [49/19](#), [49/21](#), [49/23](#), [49/25](#), [49/27](#), [49/33](#), [49/35](#), [50/1](#), [50/7](#), [50/11](#), [50/12](#), [50/14](#), [50/23](#), [51/1](#), [51/7](#), [51/20](#), [51/28](#), [51/29](#), [51/36](#), and [S-34/1](#) would be accommodated within the approved appropriation (see also para. 4 (c) (i) above).

9. The Advisory Committee provided its concurrence for commitment authorities pertaining to five Human Rights Council resolutions for resources in 2022 in the amount of \$13,144,400. The Committee was informed, upon enquiry, that the related estimated expenditures would amount to \$10,700,800, as follows:

Table 3  
**Amounts concurred under commitment authorities for 2022 and projected expenditure for 2022**

(United States dollars)

<i>Resolution</i>	<i>Concurred amount</i>	<i>Projected expenditure</i>
<a href="#">49/1</a> Situation of human rights in Ukraine stemming from the Russian aggression	2 794 000	2 072 800
<a href="#">49/2</a> Advancing human rights in South Sudan	2 627 400	2 249 000
<a href="#">49/3</a> Promotion and protection of human rights in Nicaragua	1 781 700	1 140 600
<a href="#">49/26</a> Situation of human rights in Belarus in the run-up to the 2020 presidential election and in its aftermath	1 882 900	1 475 900
<a href="#">49/27</a> Situation of human rights in the Syrian Arab Republic	4 058 200	3 762 500
<b>Total</b>	<b>13 144 200</b>	<b>10 700 800</b>

10. The Advisory Committee was informed that the amounts requested for the purpose of commitment authorities are based on the requirements to implement any given mandate, taking into account factors such as existing incumbency status of positions and the recruitment schedule. **The Advisory Committee continues to express concern that the requested estimates for resources under the programme budget, as well as those under commitment authorities in 2021 and 2022, have consistently exceeded actual requirements and that the expenditure level has consistently been below the already reduced amounts approved by the General Assembly or concurred by the Committee (see also tables 2 and 3 above). Taking into consideration the expenditures in the programme budget under section 24 and the commitment authorities, the Committee reiterates its recommendation that the**

Assembly request the Secretary-General to budget in a manner that takes into consideration the staffing and operational requirements of each activity, to ensure a realistic budgeting approach and to present resource requirements, including those for commitment authorities, based on real needs and on previous expenditure patterns (see also para. 54 below, [A/76/7/Add.30](#), paras. 11–14, and [A/75/7/Add.30](#), para. 10).

11. The Advisory Committee trusts that updated information on expenditures incurred in 2022, including the resources to be absorbed, will be provided to the General Assembly during its consideration of the present report.

### **Revised estimates and “frontloaded” resources for 2023**

#### *Staffing*

12. Upon enquiry, the Advisory Committee was provided with tables showing that resources for 338 general temporary assistance positions were requested for 2023, including 118 positions requested in the context of the revised estimates reports, as shown in tables 4 and 5 below. The Committee recalls that 149 general temporary assistance positions were presented in the context of the proposed programme budget for 2023, as shown in table 6 below (see also [A/77/7](#), table VI.5), and that those have not been included again in the revised estimates report.

Table 4

**Total number of general temporary assistance positions for which funding is requested for 2023**

<i>Grade</i>	<i>Less than 12 months</i>	<i>12 months</i>
P-5	2	7
P-4	41	51
P-3	74	99
P-2	7	7
NPO	3	9
GS (OL)	33	5
<b>Subtotal</b>	<b>160</b>	<b>178</b>
<b>Total</b>		<b>338</b>

*Abbreviations:* GS (OL), General Service (Other level); NPO, National Professional Officer.

Table 5

**Number of additional general temporary assistance positions for which funding is requested for 2023, as presented in the revised estimates report<sup>a</sup>**

<i>Grade</i>	<i>Less than 12 months</i>	<i>12 months</i>
P-5	1	1
P-4	28	8
P-3	50	13

<i>Grade</i>	<i>Less than 12 months</i>	<i>12 months</i>
P-2	5	2
GS (OL)	8	1
<b>Subtotal</b>	<b>93</b>	<b>25</b>
<b>Total</b>		<b>118</b>

*Abbreviations:* GS (OL), General Service (Other level).

<sup>a</sup> See also paras. 16–34 below.

Table 6

**General temporary assistance positions included in the proposed programme budget for 2023 and not presented in the revised estimates report**

<i>Resolution number</i>	<i>Resolution title</i>	<i>Mandate type</i>	<i>Amount (Thousands of United States dollars)</i>	<i>Number of general temporary positions<sup>a</sup></i>
45/20	Situation of human rights in the Bolivarian Republic of Venezuela	Renewable	2 902.3	16 (1 P-5), 6 P-4, 9 P-3)
48/20	Technical assistance and capacity-building in the field of human rights in the Democratic Republic of the Congo	Renewable	3 937.4	19 (5 P-4, 9 P-3, 5 NPO)
49/1	Situation of human rights in Ukraine stemming from the Russian aggression	Renewable	4 291.8	20 (1 P-5, 8 P-4, 9 P-3, 2 P-2)
49/2	Advancing human rights in South Sudan	Renewable	4 829.5	16 (1 P-5, 8 P-4, 9 P-3, 2 P-2)
49/3	Promotion and protection of human rights in Nicaragua	Renewable	3 347.6	17 (2 P-5, 4 P-4, 10 P-3, 1 NPO)
49/7	Cultural rights and the protection of cultural heritage	One-time	113.8	2 (1 P-4, 1 GS)
49/8	Commemoration of the thirty-fifth anniversary of the Declaration on the Right to Development	One-time	92.8	2 (1 P-3, 1 GS)
49/9	Prevention of genocide	One-time	161.3	3 (2 P-4, 1 GS)
49/11	Right to work	One-time	73.3	1 P-4
49/12	Participation of persons with disabilities in sport, and statistics and data collection	One-time	3.2	No general temporary assistance; contractual services only
49/19	Promoting and protecting economic, social and cultural rights within the context of addressing inequalities in the recovery from the COVID-19 pandemic	One-time	567.8	4 (2 P-4, 1 P-3, 1 GS (OL))
49/20	Rights of the child: realizing the rights of the child and family reunification	One-time	115.0	1 P-3
49/23	Situation of human rights in Myanmar	Perennial	405.3	3 (1 P-4, 2 P-3)
49/26	Situation of human rights in Belarus in the run-up to the 2020 presidential election and in its aftermath	Renewable	2 992.1	15 (1 P-5, 4 P-4, 7 P-3, 2 P-2, 1 GS (OL))
49/27	Situation of human rights in the Syrian Arab Republic	Renewable	5 926.1	28 (1 P-5, 5 P-4, 19 P-3, 1 P-2, 2 GS (OL))
49/35	Technical assistance and capacity-building for South Sudan	Renewable	590.2	2 (1 P-4, 1 P-3)
<b>Total</b>			<b>30 349.5</b>	<b>149</b>

*Source:* A/77/7, table VI.5.

*Abbreviations:* GS, General Service; NPO, National Professional Officer; OL, Other level.

<sup>a</sup> Includes general temporary assistance of any duration in 2023 (12 months or less).

13. As indicated in the revised estimates report and the tables above, as additional requirements in 2023, a total of 118 general temporary assistance positions are proposed; of those, 25 are for a duration of 12 months and 93 are for a duration of fewer than 12 months. No new general temporary assistance positions were proposed under section 24, Human rights, of the proposed programme budget for 2023 ([A/77/7](#), para. VI.21 and table VI.5). A total of 25 general temporary assistance positions are proposed for continuation in 2023. A total of 149 continuing general temporary assistance positions were presented in the context of the proposed programme budget for 2023, but have not been presented in the revised estimates report (see [A/77/7](#), table VI.5).

*Proposed general temporary assistance positions and posts*

14. A total of 118 general temporary assistance positions and posts of various durations are proposed for establishment as of 1 January 2023, with some proposed for establishment starting from late 2022 (see also annex II to the present report and [A/77/579](#), section II). The Advisory Committee provides its related observations and recommendations in paragraphs 16 to 34 below.

15. Upon enquiry, the Advisory Committee was informed that the type of staffing requirements are determined as follows:

(a) Established posts are proposed for open-ended mandates with continuous requirements for posts. In the context of the revised estimates report, established posts are proposed for decision 51/101;

(b) Temporary posts are proposed for time limited mandates, where the requirements are longer than one year and are continuous. In the context of the revised estimates report, temporary posts are proposed for resolution [51/30](#), as the mandate is for a duration of longer than four years;

(c) General temporary assistance positions are proposed for time-limited mandates where the requirements are either not continuous or shorter than or up to one year.

**Observations and recommendations on staffing**

*Resolution [50/1](#): Reporting by the United Nations High Commissioner for Human Rights on the situation in the Sudan ([A/77/579](#), paras. 9–11)*

16. It is proposed that the adoption of resolution [50/1](#) would require additional one-time general temporary assistance staffing resources in 2022 and 2023, based in Khartoum, for: one Human Rights Officer (P-4) for 16 months (6 months in 2022 and 10 months in 2023); one Human Rights Officer (Legal Adviser) (P-3) for 16 months (6 months in 2022 and 10 months in 2023) and one Human Rights Officer (Gender Adviser) (P-3) for 16 months (6 months in 2022 and 10 months in 2023). Upon enquiry, the Advisory Committee was informed that the requirements for an additional Human Rights Officer (P-4), Legal Adviser (P-3) and Gender Adviser (P-3), were continuing positions for which resources had been approved following the establishment of the Expert pursuant to Human Rights Council resolution [S-32/1](#), on the situation of human rights in the Sudan. The Committee was also informed that the mandate had been adopted in 2021 and that the resources had been proposed as non-recurrent, which is considered standard practice. Therefore, the proposed programme budget for 2023 does not include provisions for this mandate and the resources have been included as additional requirements for 2023.

17. **The Advisory Committee notes that the mandate requires staffing within the area of expertise provided by the United Nations Entity for Gender Equality and the Empowerment of Women (UN-Women) and that such functions are**

normally seconded and funded by UN-Women. The Committee recommends that the General Assembly request the Office of the United Nations High Commissioner for Human Rights to ensure that the related funding for the position of Human Rights Officer (Gender Adviser) (P-3) will be obtained from UN-Women (see also para. 33 below). The Committee trusts that further clarifications will be provided to the Assembly during its consideration of the present report.

*Resolution 50/13: Access to medicines, vaccines and other health products in the context of the right of everyone to the enjoyment of the highest attainable standard of physical and mental health (A/77/579, paras. 30–32)*

18. It is proposed that the adoption of resolution 50/13 would require additional one-time general temporary assistance staffing resources for 36 months (12 months in 2023, 12 months in 2024 and 12 months in 2025), in Geneva, for one Human Rights Officer (P-4). Upon enquiry, the Advisory Committee was informed that OHCHR envisaged filling newly proposed positions by the end of the first quarter or the beginning of the second quarter of 2023. **Taking into consideration the time it takes to complete the recruitment process, and the established practice for new positions, the Advisory Committee therefore recommends the application of a vacancy factor of 50 per cent for the position of Human Rights Officer (P-4), which was proposed for a duration of 12 months in 2023 (see also para. 53 below).**

*Resolution 50/21: The promotion and protection of human rights in the context of peaceful protests (A/77/579, paras. 39–41)*

19. It is proposed that the adoption of resolution 50/21 would require additional one-time general temporary assistance staffing resources in 2023, based in Geneva, for: one Human Rights Officer (P-3) for 12 months; one Human Rights Officer (P-3) for 6 months; and one position in the General Service (Other level) category for 9 months. Upon enquiry, the Advisory Committee was informed that OHCHR envisaged filling newly proposed positions by the end of the first quarter or beginning of the second quarter of 2023. **Taking into consideration the time it takes to complete the recruitment process, and the established practice for new positions, the Advisory Committee therefore recommends the application of a vacancy factor of 50 per cent for the position of Human Rights Officer (P-3) that was proposed for a duration of 12 months in 2023. Furthermore, in view of the apparent overlap in functions with the Human Rights Officer (P-4), the Committee recommends against the position of Human Rights Officer (P-3) that was proposed for six months (see also para. 53 below).**

*Resolution 50/23: Technical assistance and capacity-building to improve human rights in Libya (A/77/579, paras. 46–50)*

20. The Advisory Committee was informed, upon enquiry, that the additional requirements for other staff costs for 2023 were for delivering on the mandate of the fact-finding mission on Libya until the end of March 2023, when its final report to the Human Rights Council would be submitted to the Council during its fifty-second session.

21. It is proposed that the adoption of resolution 50/23 would require additional one-time general temporary assistance staffing resources in 2022 and 2023, based primarily in Tunisia, as follows:

(a) Fact-finding mission: one Senior Human Rights Officer (P-5) for nine months (from 1 July 2022 to 31 March 2023); one Human Rights Officer/Investigation Team Leader (P-4) for nine months (from 1 July 2022 to 31 March

2023); one Human Rights Officer/Legal Adviser (P-4) for nine months (from 1 July 2022 to 31 March 2023); one Human Rights Officer/Reporting Officer (P-4) for six months (from 1 October 2022 to 31 March 2023); one Forensic Expert (P-4) for two months (from 1 October 2022 to 30 November 2022); one Gender Adviser/Sexual and Gender-based Violence Investigator (P-4); one Media and Communications Adviser (P-4) for six months (from 1 October 2022 to 31 March 2023); one Migration Adviser (P-3) for nine months (from 1 July 2022 to 31 March 2023); four Human Rights Officers/Investigators (P-3) for nine months (from 1 July 2022 to 31 March 2023); one Investigator/Digital Forensic Investigator (P-3) for nine months (from 1 July 2022 to 31 March 2023); one Administrative Officer (P-3) for nine months (from 1 July 2022 to 31 March 2023); one Case Manager (P-3) for nine months (from 1 July 2022 to 31 March 2023); one Analyst (P-3) for nine months (from 1 July 2022 to 31 March 2023); and one Interpreter (P-2) for nine months (from 1 July 2022 to 31 March 2023). Upon enquiry, the Advisory Committee was informed that the Human Rights Officer/Legal Adviser (P-4) position was located within the United Nations Support Mission in Libya. The Committee also recalls that a total of 18 positions are currently approved for the Mission's Human Rights Section and that eight new positions have been requested in the context of the proposed programme budget (see [A/77/7/Add.4](#), paras. 22–31). **In view of the staffing complement at the United Nations Support Mission in Libya and the overlapping nature of the role, the Advisory Committee considers that the functions of the Human Rights Officer/Legal Adviser (P-4) should be undertaken by existing Mission capacity and therefore recommends against the position under resolution 50/23. The Committee notes that the mandate requires staffing within the area of expertise provided by United Nations Entity for Gender Equality and the Empowerment of Women (UN-Women), and that such functions are normally seconded and funded by UN-Women. The Committee recommends that the General Assembly request the Office of the United Nations High Commissioner for Human Rights to ensure that the related funding for the position of Gender Adviser/Sexual and Gender-based Violence Investigator (P-4) will be obtained from UN-Women (see also para. 33 below). The Committee trusts that further clarifications will be provided to the Assembly during its consideration of the present report.**

*Resolution 51/1: Promoting reconciliation, accountability and human rights in Sri Lanka (A/77/579, paras. 51–53)*

22. It is proposed that the adoption of resolution 51/1 would require additional one-time general temporary assistance staffing resources in 2022, 2023 and 2024, based in Geneva, for: one Senior Legal Officer/Head of Project (P-5) for 24 months (from 1 October 2022 to 30 September 2024); one Legal Officer (P-4) for 24 months (from 1 October 2022 to 30 September 2024); one Human Rights Officer/Investigation Team Leader (P-4) for 24 months (from 1 October 2022 to 30 September 2024); one Gender Adviser/Sexual and Gender-based Violence Investigator (P-4) (previously seconded by the United Nations Entity for Gender Equality and the Empowerment of Women (UN-Women)) for 22 months (from 1 December 2022 to 30 September 2024); two Human Rights Officers/Investigators (P-3) (one existing position for 24 months, from 1 October 2022 to 30 September 2024, and one new position for 22 months, from 1 December 2022 to 30 September 2024); one Human Rights Officer/Child Rights Investigator (P-3) (position previously seconded by UN-Women) for 22 months (from 1 December 2022 to 30 September 2024); one Human Rights Officer/Analyst (P-3) for 24 months (from 1 October 2022 to 30 September 2024); one Human Rights Officer/Case Manager (P-3) for 22 months (from 1 December 2022 to 30 September 2024); one Information and Evidence Officer/Information Management Officer (P-3) for 24 months (from 1 October 2022 to 30 September 2024); one Human Rights Officer/Victim Support Officer (P-3) for 24 months (from 1 October 2022 to 30 September 2024); two Juris-Linguists (P-2) (one existing position for 24 months,

from 1 October 2022 to 30 September 2024, and one new position for 22 months, from 1 December 2022 to 30 September 2024); one Programme Management Assistant (G-6) for 24 months (from 1 October 2022 to 30 September 2024); one Human Rights Officer (P-4) for 24 months (from 1 October 2022 to 30 September 2024); and one Human Rights Officer (P-3) (new position) for 22 months (from 1 December 2022 to 30 September 2024). **The Advisory Committee considers that some functions are overlapping and may be undertaken by distributing them among the existing staffing capacity, and therefore recommends against the positions of one Legal Officer (P-4), one Information and Evidence Officer/Information Management Officer (P-3), one Human Rights Officer/Investigator (P-3) and one Human Rights Officer (P-3) (A/77/579, para. 52 (b) (ii)).**

*Resolution 51/6: Conscientious objection to military service (A/77/579, paras. 60–62)*

23. It is proposed that the adoption of resolution 51/6 would require additional one-time general temporary assistance staffing resources in 2023, based in Geneva, for: one Human Rights Officer (P-3) for three months; and one General Service (G-5) position for one month. The Advisory Committee was informed that the General Service position would oversee administrative and logistical support for the workshop. **The Advisory Committee notes the limited tasks and the short duration (only one month) of the functions of the General Service position and is of the view that these functions can be undertaken by existing capacity, and therefore recommends against the position (see para. 34 below).**

*Resolution 51/9: The safety of journalists (A/77/579, paras. 73–75)*

24. It is proposed that the adoption of resolution 51/9 would require additional one-time general temporary assistance staffing resources in 2023, in Geneva, for: one Human Rights Officer (P-4) for three months; and one position in the General Service (Other level) category for two months, to provide administrative and logistical support for the organization of the expert seminar, including travel arrangements. **The Advisory Committee notes the limited tasks and the short duration (only two months) of the functions of the General Service position and is of the view that these functions can be undertaken by existing capacity, and therefore recommends against the position (see para. 34 below).**

*Resolution 51/12: Local government and human rights (A/77/579, paras. 79–81)*

25. It is proposed that the adoption of resolution 51/12 would require additional one-time general temporary assistance staffing resources in 2023, in Geneva, for: one Human Rights Officer (P-4) for four months; and one position in the General Service (Other level) category for two months, to assist with the administrative, financial and logistical preparation of the intersessional meeting, including travel of experts. **The Advisory Committee notes the limited tasks and the short duration (only two months) of the functions of the General Service position and is of the view that these functions can be undertaken by existing capacity, and therefore recommends against the position (see para. 34 below).**

*Resolution 51/27: Situation of human rights in Ethiopia (A/77/579, paras. 100–104)*

26. It is proposed that the adoption of resolution 51/27 would require the following general temporary assistance staffing resources for the Commission of Human Rights Experts on Ethiopia, based in Entebbe, Uganda:

(a) Fourteen continuing positions: one Senior Human Rights Officer/Coordinator (P-5); one Analyst/Reporting Officer (P-4); one Gender Adviser (P-4); one Human Rights Officer/Chief of Investigations (P-4); one Military Adviser (P-4);

one Forensic Pathologist/Expert (P-4); one Human Rights Officer/Investigator (P-3); one Human Rights Officer/Sexual and Gender-based Violence Investigator (P-3); one Human Rights Officer/Victims Protection Officer (P-3); one Information and Evidence Officer (P-3); one Human Rights Officer (P-3) (previously Associate Human Rights Officer (P-2)); two Translators/Interpreters for Tigrinya and Amharic (P-2); and one Administrative Officer (P-2) (previously Programme Assistant (General Service));

(b) Six new positions: one Legal Adviser (P-4), one Transitional Justice Adviser (P-4), one Child Rights Adviser (P-4), one Security Officer (P-3) and two Human Rights Officers/Investigators (P-3). **The Advisory Committee is of the view that some functions may be undertaken by the existing capacity of the aforementioned 14 positions, and therefore recommends against the positions of Legal Advisor (P-4), Security Officer (P-3) and one Human Rights Officer/Investigator (P-3). Regarding the Child Rights Adviser (P-4) and its functions, which include documenting violations and abuses of child rights, including sexual and gender-based violence, the Committee notes that such functions are normally seconded and funded by the United Nations Entity for Gender Equality and the Empowerment of Women (UN-Women). The Committee trusts that the Office of the United Nations High Commissioner for Human Rights will undertake efforts to ensure that the related funding will be obtained from UN-Women (see also para. 33 below).**

*Resolution 51/29: Situation of human rights in the Bolivarian Republic of Venezuela (A/77/579, paras. 108–114)*

27. It is indicated that, in resolution 51/29, the Human Rights Council renewed the mandates set out in its resolution 45/20 of 2020, giving rise to requirements to monitor and report on the human rights situation in the Bolivarian Republic Venezuela, to provide technical cooperation and to support the fact-finding mission. The Advisory Committee recalls that the Secretary-General decided to include in the proposed programme budget for 2023 provisions for monitoring and reporting and to support the fact-finding mission (see A/77/7, paras. VI.3–VI.16). It is indicated in the revised estimates report that the provisions for technical cooperation were not included in the proposed programme budget for 2023, as those requirements were contained in Council resolution 45/2, which included a more comprehensive component of technical assistance, and which was not renewed in 2022. The additional resources for technical cooperation are now included in the revised estimates report.

28. It is proposed that the adoption of resolution 51/29 would require additional resources for technical cooperation, which were previously budgeted under Human Rights Council resolution 45/2, for general temporary assistance positions, based in Caracas, namely, one Gender Adviser (P-3) and 1 Human Rights Officer (P-3). **The Advisory Committee notes that the mandate requires staffing within the area of expertise provided by the United Nations Entity for Gender Equality and the Empowerment of Women (UN-Women) and that such functions are normally seconded and funded by UN-Women. The Committee recommends that the General Assembly request the Office of the United Nations High Commissioner for Human Rights to ensure that the related funding for the position of Gender Adviser (P-3) will be obtained from UN-Women (see also para. 33 below). The Committee trusts that further clarifications will be provided to the Assembly during its consideration of the present report.**

*Resolution 51/36: Technical assistance and capacity-building in the field of human rights in the Democratic Republic of the Congo (A/77/579, paras. 138–142)*

29. The Advisory Committee recalls that the Secretary-General decided to present the resources pertaining to resolution 48/20, which has been renewed as resolution 51/36, in the proposed programme budget for 2023 for the renewal of the mandates of the team of international experts, technical assistance and reporting (A/77/7, paras. VI.3–VI.16). In the revised estimates, the Secretary-General indicates that, in order to strengthen the technical assistance team with additional forensic experts and to provide additional experts in transitional justice, the following new general temporary assistance resources would be required in the Democratic Republic of the Congo: one Human Rights Officer (transitional justice) (P-4), to be located within the Ministry of Human Rights in Kinshasa; two Forensic Pathologists/Experts (P-3) (one in Bunia and one in Bukavu); and one Human Rights Officer (transitional justice) (P-3) in Kananga. The Committee recalls that the mandate is staffed by a total of 19 general temporary assistance positions (5 P-4, 9 P-3 and 5 National Professional Officer) (see table 6 above and A/77/7, table VI.5).

*Decision 51/101: Appropriate support for the Human Rights Council (A/77/579, paras. 149–151)*

30. The adoption of decision 51/101 would require additional annual requirements in Geneva starting from 2023 onward for: one Human Rights Officer/Deputy Secretary (P-4); two Human Rights Officers (P-3); and one position in the General Service (Other level) category. Furthermore, the following general temporary assistance positions are requested: one Associate Human Rights Officer (P-2) for four and a half months (6 weeks for each of the three regular sessions of the Council), one Public Information Assistant (General Service (Other level)) for 14 weeks; and six Security Officers (General Service (Other level)) for an additional 4 weeks of meetings in Geneva, from 2023 onward. In addition, three freelance webcast assistants would be needed to support every meeting day for the full 14 weeks, for the live feed, and costs would arise for video storage, archiving and distribution. Upon enquiry, the Advisory Committee was informed that webcasting had, to date, been funded by unearmarked voluntary contributions, but that a funding gap of 17 per cent of such contributions was expected and that regular budget resources were therefore being proposed for webcasting.

*Proposed general temporary assistance positions starting in 2022 and continuing in 2023*

31. Upon enquiry, the Advisory Committee was informed that a total of 24 general temporary assistance positions (1 P-5, 7 P-4, 13 P-3, 2 P-2 and 1 General Service (Other level)) would start in 2022. No action is requested in the report regarding the resources for 2022, as the requirements for 2022 would be accommodated within the approved appropriation for 2022. The positions are included in the revised estimates report and are proposed for a duration of at least 12 months, with durations of three or fewer months in 2022 and of nine or more months in 2023, as follows:

Table 7

**General temporary assistance positions that are included in the revised estimates report, with durations of three or fewer months in 2022 and nine or more months in 2023**

<i>Resolution</i>	<i>Number of positions, by title and level</i>	<i>Total number of positions</i>
<a href="#">50/1</a> Reporting by the United Nations High Commissioner for Human Rights on the situation in the Sudan	1 Human Rights Officer (P-4) 1 Gender Affairs Officer (P-3) 1 Legal Officer (P-3)	3
<a href="#">51/1</a> Promoting reconciliation, accountability and human rights in Sri Lanka	1 Senior Human Rights Officer (P-5) 1 Gender Affairs Officer (P-4) 1 Human Rights Officer (P-4) 1 Investigator (P-4) 1 Legal Officer (P-4) 2 Investigator (P-3) 1 Human Rights Officer (Child Rights Investigator) (P-3) 1 Human Rights Officer (Analyst) (P-3) 1 Human Rights Officer (Case Manager) (P-3) 1 Human Rights Officer (P-3) 1 Information and Evidence Officer/Information Management Officer (P-3) 1 Human Rights Officer/Victim Support Officer (P-3) 2 Juris-Linguists (P-2) 1 Programme Management Assistant (GS (OL))	16
<a href="#">51/20</a> Situation of human rights in Afghanistan	1 Legal Adviser (P-4) 1 Gender Adviser (P-4) 2 Human Rights Officer (P-3)	4
<a href="#">51/28</a> Situation of human rights in Burundi	1 Human Rights Officer (P-3)	1
<b>Total</b>	<b>1 P-5, 7 P-4, 13 P-3, 2 P-2 and 1 GS (OL)</b>	<b>24</b>

*Abbreviation:* GS (OL): General Service (Other level).

32. The Advisory Committee trusts that the Secretariat will provide information to the General Assembly, at the time of its consideration of the present report, on the proposed vacancy factor to be applied to the proposed positions listed in table 7 above, with a view to the time it takes to complete the recruitment process, and the established practice that a vacancy factor of 50 per cent be applied for the new positions (see also para. 53 below).

### **Other matters**

#### *Expert support seconded and funded by UN-Women*

33. The Advisory Committee recalls that it was informed that the implementation of the mandates of the Human Rights Council was the responsibility of the United Nations High Commissioner for Human Rights, and that OHCHR worked closely with UN-Women when mandates required staffing needs within the Entity's area of expertise. The Committee also recalls that UN-Women makes the decision as to whether it is able to provide a resource at no cost to OHCHR and that, when resources are not available, the related staff cost would be borne by OHCHR ([A/76/7/Add.30](#), para. 34). Upon enquiry, the Advisory Committee was informed that OHCHR normally secures a Gender Advisor/Sexual and Gender-based Violence Investigator

at the P-4 level seconded by UN-Women during the first phase of each investigative mandate. The Committee was furthermore informed that UN-Women had informed OHCHR that it would not be able to continue secondments for any remaining mandate periods. **The Advisory Committee recalls its view that cooperation with the United Nations development system can be further enhanced by the United Nations Entity for Gender Equality and the Empowerment of Women (UN-Women), including by providing support for the implementation of mandates of the Human Rights Council (A/77/7, para. IV.181).** The Committee notes that a number of mandates require staffing within the area of expertise provided by UN-Women and that such functions are normally seconded and funded by UN-Women. The Committee recommends that the General Assembly request the Office of the United Nations High Commissioner for Human Rights to ensure that the related funding for such functions will be obtained from UN-Women in support of Council mandates. The Committee trusts that further clarifications will be provided to the Assembly during its consideration of the present report. The Advisory Committee will also address this matter in the context of its consideration of section 17, UN-Women, in the next proposed programme budget.

*Establishment of core capacity for administrative, human resources, media and communications, archival and security support*

34. Upon enquiry, the Advisory Committee was informed that, as at 31 October 2022, 413 posts and long-term general temporary assistance positions were encumbered, while 56 positions were vacant. The Committee recalls that it was informed that it was not possible to provide vacancy information on short-term general temporary assistance positions, as these were generally only created in Umoja at the time of recruitment (see [A/76/7/Add.30](#), para. 36). Upon enquiry, the Advisory Committee was also informed that OHCHR was undertaking an analysis on how to build and finance its standing capacity, also with a view to utilizing existing vacant staffing capacity for administrative, human resource, media and communications, archival and security functions. **The Advisory Committee recalls its recommendation, endorsed by the General Assembly in its resolution 76/246 (section IX), that some functions pertaining to administrative support, including human resources and archival support, as well as security and information technology tasks, could be consolidated within a core staffing capacity.** The Committee looks forward to the results of the review, which is currently under way, and trusts that a concrete proposal, primarily using existing capacity and vacant posts and positions, will be presented for the consideration of the General Assembly in the context of the next proposed programme budget for section 24 or the next revised estimates report (see also [A/76/7/Add.30](#), para. 36, and [A/77/7](#), paras. VI.3–VI.16).

**Proposed non-staff resources**

35. A total amount of \$11,764,100 for non-staff resources is proposed for 2023, as follows (see also annex I to the present report):

(a) An amount of \$4,725,800 is proposed in the context of the revised estimates report;

(b) An amount of \$7,039,100 has been included in advance in the context of the proposed programme budget for 2023, in lieu of in the revised estimates report, as is normally the case (see also [A/77/7](#), paras. VI.3–VI.16).

36. The Advisory Committee notes that, in the present report on the revised estimates for 2023, it has also considered those resources that the Secretary-General

had decided to include as “frontloaded” in the context of the proposed programme budget for 2023, and provides relevant observations and recommendations thereon in the paragraphs below (see also *ibid.*, part VI, section 24).

*Section 24, Human rights*

37. The Advisory Committee notes that the proposed resources for 2023 for section 24, Human rights, do not in all instances reflect the expenditure levels for 2022 and/or are not fully justified, in particular with respect to the following budget classes:

(a) Consultants: an amount of \$1,215,400 is proposed under section 24 (excluding resolution [S-35/1](#)), including \$741,900 already included in the programme budget, which includes \$441,300 as advance “frontloaded” resources, and \$473,500 proposed in the revised estimates. The expenditure for 2021 was \$355,176 against the appropriation \$377,100 and, as at 30 November 2022, was \$576,300 against the 2022 appropriation of \$626,400 for the 2022 budget. **The Advisory Committee trusts that efforts will be made to use in-house capacity in order to reduce the need for external expertise;**

(b) Travel of representatives: an amount of \$15,439,800 is proposed under section 24 (excluding resolution [S-35/1](#)), including \$14,750,900 already included in the programme budget, which includes \$1,303,700 as “frontloaded” resources, and \$688,900 proposed in the revised estimates for 2023. The expenditure for 2021 was \$3,728,922 against the appropriation of \$13,107,700 and, as at 30 November 2022, was \$11,035,600 against the 2022 appropriation of \$14,015,300;

(c) Travel of staff: an amount of \$3,735,900 is proposed under section 24 (excluding resolution [S-35/1](#)), including \$3,325,900 already included in the programme budget, which includes \$1,739,700 as “frontloaded” resources, and \$410,000 proposed in the revised estimates. The expenditure for 2021 was \$983,491 against the appropriation of \$2,868,200 and, as at 30 November 2022, was \$3,180,400 against the 2022 appropriation of \$2,238,900;

(d) General operating expenses: an amount of \$5,669,800 is proposed under section 24 (excluding resolution [S-35/1](#)), including \$5,071,100 already included in the programme budget, which includes \$1,708,100 as “frontloaded” resources, and \$598,700 proposed in the revised estimates for 2023. The expenditure for 2021 was \$2,608,193 against the appropriation of \$3,995,400 and, as at 30 November 2022, was \$3,308,900 against the 2022 appropriation of \$4,313,300;

(e) Grants and contributions: an amount of \$5,628,200 is proposed under section 24 (excluding resolution [S-35/1](#)), including \$3,958,200 already included in the programme budget, which includes \$921,100 as “frontloaded” resources, and \$1,670,000 proposed in the revised estimates for 2023. The expenditure for 2021 was \$554,885 against the appropriation of \$4,021,700 and, as at 30 November 2022, was \$2,230,900 against the 2022 appropriation of \$5,117,200.

38. **Given the level of expenditure in 2021 and 2022 for section 24, Human rights, the Advisory Committee recommends reductions (combining the “frontloaded” resources and the resources proposed under the revised estimates) under: (a) consultants (\$137,200 or 15 per cent); (b) travel of representatives (\$199,300 or 10 per cent); (c) travel of staff (\$215,000 or 10 per cent); (d) general operating expenses (\$359,500 or 15 per cent); and (e) grants and contributions (\$388,700 or 15 per cent).**

*Section 28, Global communications*

39. The Advisory Committee notes that the proposed resources for 2023 for section 28, Global communications, do not in all instances reflect the expenditure levels for 2022, and/or are not fully justified, in particular with respect to the following budget classes:

(a) Contractual services: an amount of \$238,400 is proposed in the revised estimates, and nothing was included in advance in the proposed programme budget 2023. The expenditure for 2021 was \$5,198,302 against the appropriation of \$6,411,500 and, as at 30 November 2022, was \$4,988,300 against the 2022 appropriation of \$6,276,400;

(b) General operating expenses: an amount of \$126,000 is proposed in the revised estimates, and nothing was included in advance in the proposed programme budget 2023. The expenditure for 2021 was \$3,839,821 against the appropriation of \$4,699,900 and, as at 30 November 2022, was \$4,999,300 against the 2022 appropriation of \$5,050,600.

**40. Given the level of expenditure for 2022 for section 28, Global communications, the Advisory Committee recommends reductions under: (a) contractual services (\$23,800 or 10 per cent); and (b) general operating expenses (\$12,600 or 10 per cent).**

*Section 29E, Administration, Geneva*

41. A total amount of \$19,400 is requested for other staff costs under section 29E, Administration, Geneva, pertaining to virtual meeting services and webcasting services for resolution 50/13 (\$500) and sound technician and recording services for resolutions 50/21 (\$1,400), 50/22 (\$2,100), 51/5 (\$700), 51/8 (\$12,600), 51/9 (\$700), 51/12 (\$700), 51/33 (\$700) and 51/34 (\$700) and decision 51/101 (\$14,000). **In consideration of the small amount involved, the Advisory Committee recommends that the General Assembly request the Secretary-General to absorb the amount of \$19,400. Furthermore, the Committee recalls its recommendation that internal capacity should be developed in order to provide such technical services (see para. 34 above).**

*Section 34, Safety and security*

42. A total amount of \$65,800 is requested for other staff costs under section 34, Safety and security, pertaining to security-related general temporary assistance for decision 51/101, as addressed above. **The Advisory Committee recalls its recommendation that internal capacity should be developed in order to provide security services (see para. 34 above), and therefore recommends that the General Assembly request the Secretary-General to absorb the amount of \$65,800.**

*Accessibility*

43. Upon enquiry, the Advisory Committee was informed that the provision of accessibility-related conference services was dependent on relevant mandates and that, at present, only the Committee on the Rights of Persons with Disabilities and several other human rights bodies were mandated to receive accessibility services during their meetings. The Committee was also informed that, during the Human Rights Council sessions in 2022, 12 resolutions were adopted that included requests for reports to be produced in accessible formats, with one-time resources totalling \$70,400, under section 24, as follows: \$3,200 in 2022 (to be absorbed); \$19,200 in 2023, to be considered by the General Assembly at its seventy-seventh session in the

context of the revised estimates; \$43,200, to be included in the proposed programme budget for 2024; and \$4,800, to be included in the proposed programme budget for 2025. The Committee was also informed that the current demand for related services did not support developing dedicated in-house capacity.

44. **Subject to its observations and recommendations in the paragraphs above, with any related non-post resources to be adjusted accordingly, the Advisory Committee recommends that the proposed resources for 2023 presented in report A/77/579, and those presented in report A/77/7, section 24, as appropriate, in the amount of \$51,790,600, be reduced by \$3,366,700 to \$48,423,900.**

### **III. Financial implications resulting from resolutions and decisions adopted by the Human Rights Council at its thirty-fifth special session**

45. The proposed resource requirements for 2023 of \$2,764,000 (excluding staff assessment) result from resolution S-35/1, adopted by the Human Rights Council at its thirty-fifth special session, held on 24 November 2022, on the deteriorating situation of human rights in the Islamic Republic of Iran, especially with respect to women and children. Under the terms of paragraphs 7, 8 and 10 of the resolution, the Council:

(a) Decided to establish an independent international fact-finding mission, until the end of the fifty-fifth session of the Council, with the following mandate:

- (i) Thoroughly and independently investigate alleged human rights violations in the Islamic Republic of Iran related to the protests that began on 16 September 2022, especially with respect to women and children;
- (ii) Establish the facts and circumstances surrounding the alleged violations;
- (iii) Collect, consolidate and analyse evidence of such violations and preserve evidence, including in view of cooperation in any legal proceedings;
- (iv) Engage with all relevant stakeholders, including the Government of the Islamic Republic of Iran, OHCHR, the Special Rapporteur on the situation of human rights in the Islamic Republic of Iran, relevant United Nations agencies, human rights organizations and civil society;

(b) Requested the independent international fact-finding mission to present an oral update to the Human Rights Council during an interactive dialogue at its fifty-third session and to present to the Council a comprehensive report on its findings during an interactive dialogue at its fifty-fifth session;

(c) Requested the immediate operationalization of the mandate, requested the Secretary-General to provide all the resources and expertise, necessary to enable the fact-finding mission to fulfil its mandate and requested OHCHR to provide such administrative, technical and logistical support as is required to implement the provisions of the resolution.

46. The proposed requirements for resolution S-35/1 for 2023 of \$2,764,000 under section 24, Human rights, would constitute an additional appropriation under the programme budget for 2023 and represent a charge against the contingency fund. An additional appropriation of \$339,800 under section 36, Staff assessment, of the programme budget for 2023, would be offset by an equivalent increase of \$339,800 under income section 1, Income from staff assessment. The additional requirements for 2024 would be included in the proposed programme budget for 2024.

*Proposed new staffing*

47. To support the fact-finding mission, which is to be based in Geneva, the Secretary-General proposes the establishment of a secretariat of 18 staff, funded under general temporary assistance, for periods ranging from 3 to 12 months, as follows: 1 Senior Human Rights Officer (Coordinator) (P-5); 1 Human Rights Officer (Investigation Team Leader) (P-4); 1 Human Rights Officer (Gender Adviser) (P-4); 1 Human Rights Officer (Analyst/Reporting Officer) (P-4); 1 Human Rights Officer (Legal Adviser) (P-4); 1 Political Affairs Officer (Political Adviser) (P-4); 1 Communications Officer (Media Officer) (P-4); 1 Child Protection Officer (Child Rights Expert) (P-3); 2 Human Rights Officers (Open Source Investigators) (P-3); 2 Human Rights Officers (Investigators) (P-3); 1 Human Rights Officer (Sexual Gender-based Violence Investigator) (P-3); 1 Information Management Officer (Information and Evidence Management Officer) (P-3); 1 Security Coordination Officer (P-3); 2 Interpreters/Translators (P-2); and 1 Administrative Assistant (General Service (Other level)) (A/77/579/Add.1., para. 3).

48. The Advisory Committee was informed, upon enquiry, that UN-Women had committed to the funding and secondment of the position of Human Rights Officer (Gender Adviser) (P-4) and that OHCHR was undertaking efforts to also obtain funding for the secondment of the Sexual and Gender-based Violence Investigator (P-3). The Committee notes that the proposed position of Child Protection Officer (Child Rights Expert) (P-3) would also require knowledge and experience that is within the expertise available through UN-Women. **The Advisory Committee considers that the aforementioned functions are normally seconded and funded by the United Nations Entity for Gender Equality and the Empowerment of Women (UN-Women) and recommends that the General Assembly request the Office of the United Nations High Commissioner for Human Rights to ensure that the related funding for the Sexual and Gender-based Violence Investigator (P-3) and the Child Protection Officer (Child Rights Expert) (P-3) will also be obtained from UN-Women (see also para. 33 above). The Committee trusts that an update thereon will be provided to the General Assembly at the time of its consideration of the present report.**

49. Regarding the proposed position of Political Affairs Officer (Political Adviser) (P-4), the Advisory Committee considers that the associated tasks may be absorbed by the other Officers at the same functional level, whose tasks also include, for example, the monitoring of developments and the preparation of analytical documents. Therefore, the Committee recommends, at this time, against the position of Political Affairs Officer (Political Adviser) (P-4).

50. Regarding the proposed two positions of Human Rights Officer (Open Source Investigator) (P-3), the Advisory Committee is of the view that, as the fact-finding mission is in its initial stages, the related tasks could be undertaken by one Officer at the present time, with the support, if required, of the other substantive Officers at the Professional level. The Committee therefore recommends, at this time, against one position of Human Rights Officer (Open Source Investigator) (P-3).

51. Regarding the proposed position of Communications Officer (Media Officer) (P-4), the Advisory Committee was informed, upon enquiry, that the function would, inter alia, entail drafting news releases and statements and producing media products and social media posts to ensure maximum outreach. **The Advisory Committee is of the view that the related tasks could be undertaken by, and distributed among, the other substantive Officers at the Professional level, in particular as all substantive functions also require subject and drafting expertise. The Committee therefore recommends, at this time, against the position of Communications**

**Officer (Media Officer) (P-4).** Furthermore, the Committee recalls its recommendation that internal capacity should be developed in order to provide media and communications services (see para. 34 above).

52. Upon enquiry, the Advisory Committee was informed that the OHCHR Safety and Security Section currently had three security officers at the Professional level supporting OHCHR field presences (regional and country offices) worldwide, coordinating crisis response and providing coordination and support to 57 human rights mandate holders (special rapporteurs, independent experts and different thematic working groups). The Committee was also informed that, with the current staffing structure, the OHCHR Safety and Security Section would not be in a position to support the operations of any of the currently 12 human rights mechanisms. The Committee was also informed that the proposed Security Coordination Officer (P-3), requested for 12 months (April 2023 to March 2024), would provide security support to fact-finding mission staff members. The Committee was further informed that the planned travel would comprise three trips of 12 days each, or 36 days in total, as well as one trip of 9 days, for a total travel time of 45 days to European regions, for which a dedicated security escort is envisaged. **The Advisory Committee considers that, as the actual travel time for which some security support might be required is limited, the related tasks could be undertaken by existing security capacity at the Office of the United Nations High Commissioner for Human Rights, and therefore recommends, at this time, against the position of Security Coordination Officer (P-3).** Furthermore, the Committee recalls its recommendation that internal capacity should be developed in order to provide security services (see para. 34 above).

#### *Vacancy factor*

53. Upon enquiry, the Advisory Committee was informed that the newly proposed positions would be advertised as temporary job openings and that OHCHR would start the recruitment process as soon as possible, with an anticipated recruitment time of three to four months. The Committee was also informed that OHCHR had not applied a vacancy rate factor. **In view of the newness of the mandate, and taking into consideration the time it takes to complete the recruitment process, and the established practice for new positions, the Advisory Committee therefore recommends the application of a vacancy factor of 50 per cent for the new positions.**

#### *Proposed non-staff resources*

54. The proposed non-staff resources for resolution [S-35/1](#) for 2023 amount to \$641,500 ([A/77/579/Add.1](#), table 1). **As indicated in paragraph 10 above, the Advisory Committee continues to express concern that the requested estimates for resources under the programme budget in 2021 and 2022 have consistently exceeded actual requirements, which have been below the already reduced amounts approved by the General Assembly. Therefore, Committee is not fully convinced that the justifications provided support the requirements at this early stage of the mandate and recommends for the revised estimates for resolution [S-35/1](#) the following reductions: (a) consultants (\$1,200 or 5 per cent); (b) travel of representatives (\$9,300 or 10 per cent); (c) travel of staff (\$10,100 or 10 per cent); (d) contractual services (\$16,200 or 10 per cent); (e) general operating expenses (\$15,400 or 10 per cent); (f) furniture and equipment (\$3,800 or 5 per cent); and (g) grants and contributions (\$4,500 or 15 per cent).**

55. Subject to its observations and recommendations in the paragraphs above, with any related non-post resources to be adjusted accordingly, the Advisory Committee recommends that the proposed additional resources for 2023 in

report [A/77/579/Add.1](#) in the amount of \$2,764,000 be reduced by \$1,355,400, to \$1,408,600.

## IV. Conclusions

### A. Conclusion regarding the financial implications resulting from resolutions and decisions adopted by the Human Rights Council at its forty-ninth, fiftieth and fifty-first regular sessions, and at its thirty-fourth special session ([A/77/579](#))

56. The actions proposed by the Secretary-General to be taken by the General Assembly are set out in paragraph 155 of the revised estimates report ([A/77/579](#)). Subject to its recommendations and observations in section II above, the Advisory Committee recommends that the General Assembly:

(a) Approve additional appropriations, representing a charge against the contingency fund, in the amount of \$49,794,300 of the proposed programme budget for 2023, comprising:

- (i) Section 2, General Assembly and Economic and Social Council affairs and conference management (\$3,735,600);
- (ii) Section 24, Human rights (\$45,627,000);
- (iii) Section 28, Global communications (\$419,300);
- (iv) Section 29E, Administration, Geneva (\$12,400);

(b) Approve the establishment, effective 1 January 2023, of 18 posts, including 17 posts under section 24, Human rights and 1 post under section 28, Global communications, of the proposed programme budget for 2023, to support the activities mandated by the Council in its resolution [51/30](#) and its decision 51/101;

(c) Approve an additional appropriation in the amount of \$2,439,800 under section 36, Staff assessment, of the proposed programme budget for 2023, to be offset by an equivalent increase of \$2,439,800 under income section 1, Income from staff assessment.

### B. Conclusion regarding the financial implications resulting from resolutions and decisions adopted by the Human Rights Council at its thirty-fifth special session ([A/77/579/Add.1](#))

57. The proposed actions to be taken by the General Assembly are set out in paragraph 7 of the report of the Secretary-General ([A/77/579/Add.1](#)). Subject to its observations and recommendations in section III above, the Advisory Committee recommends that the General Assembly:

(a) Approve an additional appropriation, representing a charge against the contingency fund, in the amount of \$1,355,400 under the programme budget for 2023, under Section 24, Human rights;

(b) Approve an additional appropriation in the amount of \$140,900 under section 36, Staff assessment, of the programme budget for 2023, to be offset by an equivalent increase of \$140,900 under income section 1, Income from staff assessment.

## Annex I

## Financial information, 2021–2023

(United States dollars)

	2021 appropriation	Total 2021 expenditure	2021 over/(under) expenditure	Variance compared with 2021 appropriation (percentage)	2022 appropriation	Variance compared with 2021 appropriation (percentage)	Variance compared with 2021 appropriation (percentage)	2023 estimates (before recosting)	2022 expenditure (as at 30 November)	2023 non-post resources without "front loading"	"Front loaded" resources for 2023	Additional requirements for 2023 (A/77/579)	Additional requirements for 2023 (A/77/579/Add.1)	Total for 2023 excluding amounts in column (1)
										(1)	(2)	(3)	(4)	(5)=(2+3+4)
<b>Section 2, General Assembly and Economic and Social Council affairs and conference management</b>														
Other staff costs	33 670 700	14 361 467	(19 309 233)	(57.3)	37 608 200	3 937 500	11.7	35 011 200	21 518 700	33 653 200	1 358 000	2 377 600	—	3 735 600
Hospitality	1 500	—	(1 500)	(100.0)	1 500	—	—	1 500	200	1 500	—	—	—	—
Consultants	—	66 254	66 254	100.0	—	—	—	—	47 400	—	—	—	—	—
Travel of representatives	92 700	66 457	(26 243)	(28.3)	98 400	5 700	6.1	98 400	113 800	98 400	—	—	—	—
Travel of staff	80 200	90 858	10 658	13.3	81 000	800	1.0	81 000	72 500	81 000	—	—	—	—
Contractual services	12 832 000	12 293 585	(538 415)	(4.2)	13 481 400	649 400	5.1	13 481 400	12 695 700	13 481 400	—	—	—	—
Furniture and equipment	1 199 200	1 650 310	451 110	37.6	1 135 500	(63 700)	(5.3)	1 135 500	955 600	1 135 500	—	—	—	—
General operating expenses	1 740 600	3 453 523	1 712 923	98.4	1 826 200	85 600	4.9	1 826 200	1 549 800	1 826 200	—	—	—	—
Supplies and materials	449 800	177 115	(272 685)	(60.6)	405 100	(44 700)	(9.9)	405 100	86 000	405 100	—	—	—	—
Grants and contributions	27 691 100	27 682 278	(8 822)	—	28 237 800	546 700	2.0	28 112 200	28 224 000	28 112 200	—	—	—	—
Improvement of premises	—	2 622	2 622	100.0	—	—	—	—	66 300	—	—	—	—	—
Other	—	—	—	—	—	—	—	—	—	—	—	—	—	—
<b>Subtotal, section 2</b>	<b>77 757 800</b>	<b>59 844 471</b>	<b>(17 913 329)</b>	<b>(23.0)</b>	<b>82 875 100</b>	<b>5 117 300</b>	<b>6.6</b>	<b>80 152 500</b>	<b>65 330 000</b>	<b>78 794 500</b>	<b>1 358 000</b>	<b>2 377 600</b>	<b>—</b>	<b>3 735 600</b>
<b>Section 24, Human rights</b>														
Other staff costs	27 080 200	23 656 197	(3 424 003)	(12.6)	26 876 500	(203 700)	(0.8)	34 501 400	30 312 300	11 291 000	23 210 400	12 499 900	2 122 500	37 832 800
Hospitality	2 600	—	(2 600)	(100.0)	2 800	200	7.7	2 800	—	2 800	—	—	—	—
Experts	—	—	—	—	—	—	—	—	—	—	—	—	—	—
Consultants	377 100	355 476	(21 624)	(5.7)	626 400	249 300	66.1	741 900	576 300	300 600	441 300	473 500	23 500	938 300
Travel of representatives	13 107 700	3 728 922	(9 378 778)	(71.6)	14 015 300	907 600	6.9	14 750 900	11 035 600	13 447 200	1 303 700	688 900	92 800	2 085 400
Travel of staff	2 868 200	983 491	(1 884 709)	(65.7)	2 238 900	(629 300)	(21.9)	3 325 900	3 180 400	1 586 200	1 739 700	410 000	101 400	2 251 100
Contractual services	1 134 400	1 351 142	216 742	19.1	1 485 800	351 400	31.0	1 729 700	1 492 300	1 025 900	703 800	448 200	161 800	1 313 800
Furniture and equipment	420 000	457 833	37 833	9.0	305 900	(114 100)	(27.2)	269 600	490 700	212 600	57 000	62 000	75 200	194 200
General operating expenses	3 995 400	2 608 193	(1 387 207)	(34.7)	4 313 300	317 900	8.0	5 071 100	3 308 900	3 273 000	1 798 100	598 700	154 100	2 550 900
Supplies and materials	283 800	109 180	(174 620)	(61.5)	229 800	(54 000)	(19.0)	275 000	162 900	200 600	74 400	10 100	2 700	87 200
Grants and contributions	4 021 700	554 885	(3 466 815)	(86.2)	5 117 200	1 095 500	27.2	3 958 200	2 230 900	3 037 100	921 100	1 670 000	30 000	2 621 100

	2021 appropriation	Total 2021 expenditure	2021 over/(under) expenditure	Variance compared with 2021 appropriation (percentage)	2022 appropriation	Variance compared with 2021 appropriation	Variance compared with 2021 appropriation (percentage)	2023 estimates (before recosting)	2022 expenditure (as at 30 November)	2023 non-post resources without "front loading"	"Front loaded" resources for 2023	Additional requirements for 2023 (A/77/579)	Additional requirements for 2023 (A/77/579/Add.1)	Total for 2023 excluding amounts in column (1)
										(1)	(2)	(3)	(4)	(5)=(2+3+4)
Improvement of premises	9 200	4 628	(4 572)	(49.7)	—	(9 200)	(100.0)	—	—	—	—	—	—	—
Other	—	—	—	—	—	—	—	—	—	—	—	—	—	—
<b>Subtotal, section 24</b>	<b>53 300 300</b>	<b>33 809 947</b>	<b>(19 490 353)</b>	<b>(36.6)</b>	<b>55 211 900</b>	<b>1 911 600</b>	<b>3.6</b>	<b>64 626 500</b>	<b>52 790 300</b>	<b>34 377 000</b>	<b>30 249 500</b>	<b>16 861 300</b>	<b>2 764 000</b>	<b>49 874 800</b>
<b>Section 28, Global communications</b>														
Other staff costs	3 851 600	2 873 216	(978 384)	(25.4)	4 020 600	169 000	4.4	4 166 600	3 360 100	4 166 600	—	15 900	—	15 900
Hospitality	22 800	2 618	(20 182)	(88.5)	25 300	2 500	11.0	25 300	5 400	25 300	—	—	—	—
Experts	—	14 900	14 900	100.0	—	—	—	—	400	—	—	—	—	—
Consultants	—	142 356	142 356	100.0	—	—	—	—	472 700	—	—	—	—	—
Travel of representatives	—	—	—	—	—	—	—	—	10 500	—	—	—	—	—
Travel of staff	287 700	241 508	(46 192)	(16.1)	260 700	(27 000)	(9.4)	260 700	884 900	260 700	—	—	—	—
Contractual services	6 411 500	5 198 302	(1 213 198)	(18.9)	6 276 400	(135 100)	(2.1)	6 976 100	4 988 300	6 976 100	—	238 400	—	238 400
Furniture and equipment	648 600	1 805 863	1 157 263	178.4	630 600	(18 000)	(2.8)	630 600	717 000	630 600	—	—	—	—
General operating expenses	4 699 900	3 839 821	(860 079)	(18.3)	5 050 600	350 700	7.5	5 050 800	4 999 300	5 050 800	—	126 000	—	126 000
Supplies and materials	623 100	157 250	(465 850)	(74.8)	547 800	(75 300)	(12.1)	533 300	149 400	533 300	—	—	—	—
Grants and contributions	800 000	24 619	(775 381)	(96.9)	859 100	59 100	7.4	859 100	150 200	859 100	—	—	—	—
Improvement of premises	—	26 161	26 161	100.0	—	—	—	—	7 500	—	—	—	—	—
Other	—	—	—	—	—	—	—	—	—	—	—	—	—	—
<b>Subtotal, section 28</b>	<b>17 345 200</b>	<b>14 326 612</b>	<b>(3 018 588)</b>	<b>(17.4)</b>	<b>17 671 100</b>	<b>325 900</b>	<b>1.9</b>	<b>18 502 500</b>	<b>15 745 700</b>	<b>18 502 500</b>	<b>—</b>	<b>380 300</b>	<b>—</b>	<b>380 300</b>
<b>Section 29E, Administration, Geneva</b>														
Other staff costs	4 541 100	4 503 884	(37 216)	(0.8)	4 511 100	(30 000)	(0.7)	4 484 900	4 075 200	4 472 500	12 400	19 400	—	31 800
Hospitality	600	—	(600)	(100.0)	600	—	—	600	400	600	—	—	—	—
Consultants	—	—	—	—	—	—	—	—	—	—	—	—	—	—
Travel of staff	36 600	6 884	(29 716)	(81.2)	—	(36 600)	(100.0)	—	—	—	—	—	—	—
Contractual services	2 068 000	2 064 566	(3 434)	(0.2)	2 083 200	15 200	0.7	2 110 400	1 612 400	2 110 400	—	—	—	—
Furniture and equipment	1 378 100	1 495 154	117 054	8.5	1 309 500	(68 600)	(5.0)	1 349 500	1 014 100	1 349 500	—	—	—	—
General operating expenses	18 730 600	18 737 121	6 521	—	18 824 300	93 700	0.5	18 845 400	17 264 600	18 845 400	—	—	—	—
Supplies and materials	554 700	407 471	(147 229)	(26.5)	550 000	(4 700)	(0.8)	550 000	510 900	550 000	—	—	—	—
Grants and contributions	1 701 800	1 703 504	1 704	0.1	1 707 400	5 600	0.3	1 707 400	1 707 400	1 707 400	—	—	—	—
Improvement of premises	15 500	44 535	29 035	187.3	15 600	100	0.6	15 600	6 300	15 600	—	—	—	—

	2021 appropriation	Total 2021 expenditure	2021 over/(under) expenditure	Variance compared with 2021 appropriation (percentage)	2022 appropriation	Variance compared with 2021 appropriation	Variance compared with 2021 appropriation (percentage)	2023 estimates (before recosting)	2022 expenditure (as at 30 November)	2023 non-post resources without "front loading"	"Front loaded" resources for 2023	Additional requirements for 2023 (A/77/579)	Additional requirements for 2023 (A/77/579/Add.1)	Total for 2023 excluding amounts in column (1)
										(1)	(2)	(3)	(4)	(5)=(2+3+4)
Other	—	—	—	—	—	—	—	—	—	—	—	—	—	—
<b>Subtotal, section 29E</b>	<b>29 027 000</b>	<b>28 963 118</b>	<b>(63 882)</b>	<b>(0.2)</b>	<b>29 001 700</b>	<b>(25 300)</b>	<b>(0.1)</b>	<b>29 063 800</b>	<b>26 191 300</b>	<b>29 051 400</b>	<b>12 400</b>	<b>19 400</b>	<b>—</b>	<b>31 800</b>
<b>Section 34, Safety and security</b>														
Other staff costs	5 637 200	5 001 719	(635 481)	(11.3)	5 357 500	(279 700)	(5.0)	5 756 600	7 654 300	5 756 600	—	65 800	—	65 800
Consultants	62 900	56 202	(6 698)	(10.6)	55 400	(7 500)	(11.9)	55 400	73 100	55 400	—	—	—	—
Travel of staff	416 000	1 026 210	610 210	146.7	419 200	3 200	0.8	419 200	2 191 100	419 200	—	—	—	—
Contractual services	1 393 100	1 194 312	(198 788)	(14.3)	1 399 100	6 000	0.4	1 545 300	1 195 900	1 545 300	—	—	—	—
Furniture and equipment	682 900	892 980	210 080	30.8	627 300	(55 600)	(8.1)	634 600	352 900	634 600	—	—	—	—
General operating expenses	1 815 100	1 839 455	24 355	1.3	1 806 400	(8 700)	(0.5)	1 809 100	1 669 700	1 809 100	—	—	—	—
Supplies and materials	979 900	837 456	(142 444)	(14.5)	834 800	(145 100)	(14.8)	928 800	339 000	928 800	—	—	—	—
Grants and contributions	33 160 600	28 661 634	(4 498 966)	(13.6)	30 842 500	(2 318 100)	(7.0)	28 630 500	26 893 600	28 630 500	—	—	—	—
Improvement of premises	—	—	—	—	—	—	—	—	100	—	—	—	—	—
Other	—	—	—	—	—	—	—	—	—	—	—	—	—	—
<b>Subtotal, section 34</b>	<b>44 147 700</b>	<b>39 509 968</b>	<b>(4 637 732)</b>	<b>(10.5)</b>	<b>41 342 200</b>	<b>(2 805 500)</b>	<b>(6.4)</b>	<b>39 779 500</b>	<b>40 369 700</b>	<b>39 779 500</b>	<b>—</b>	<b>65 800</b>	<b>—</b>	<b>65 800</b>
<b>Total</b>	<b>221 578 000</b>	<b>176 454 116</b>	<b>(45 123 884)</b>	<b>(20.4)</b>	<b>226 102 000</b>	<b>4 524 000</b>	<b>2.0</b>	<b>232 124 800</b>	<b>200 427 000</b>	<b>200 504 900</b>	<b>31 619 900</b>	<b>19 704 400</b>	<b>2 764 000</b>	<b>54 088 300</b>

## Annex II

## Proposed staffing

<i>Resolution/decision number</i>	<i>Resolution/decision title</i>	<i>Paragraph numbers (see A/77/579)</i>	<i>Requested positions and proposed posts</i>
50/1	Reporting by the United Nations High Commissioner for Human Rights on the situation in the Sudan	9–11	1 P-4, 2 P-3
50/3	Situation of human rights of Rohingya Muslims and other minorities in Myanmar	12–14	1 P-4, 2 P-3
50/4	Enhancement of international cooperation in the field of human rights	15–17	1 P-3
50/7	Mandate of the Special Rapporteur on violence against women and girls, its causes and its consequences	18–20	1 P-3
50/9	Human rights and climate change	21–23	4 P-3
50/11	Importance of casualty recording for the promotion and protection of human rights	24–26	1 P-4
50/12	Human rights and the regulation of civilian acquisition, possession and use of firearms	27–29	1 P-3
50/13	Access to medicines, vaccines and other health products in the context of the right of everyone to the enjoyment of the highest attainable standard of physical and mental health	30–32	1 P-4
50/15	Freedom of opinion and expression	33–35	1 P-3
50/16	Elimination of female genital mutilation	36–38	1 P-4
50/21	The promotion and protection of human rights in the context of peaceful protests	39–41	2 P-3, 1 GS (OL)
50/23	Technical assistance and capacity-building to improve human rights in Libya	46–50	1 P-5, 7 P-4, 10 P-3, 1 P-2
51/1	Promoting reconciliation, accountability and human rights in Sri Lanka	51–53	1 P-5, 4 P-4, 8 P-3, 2 P-2, 1 GS (OL)
51/2	World Programme for Human Rights Education	54–56	1 P-3
51/5	The role of good governance in the promotion and protection of human rights	57–59	1 P-3, 1 GS
51/6	Conscientious objection to military service	60–62	1 P-3, 1 GS
51/8	Arbitrary detention	70–72	1 P-3
51/9	The safety of journalists	73–75	1 P-4, 1 GS (OL)
51/10	Countering cyberbullying	76–78	1 P-4
51/12	Local government and human rights	79–81	1 P-4, 1 GS (OL)

<i>Resolution/decision number</i>	<i>Resolution/decision title</i>	<i>Paragraph numbers (see A/77/579)</i>	<i>Requested positions and proposed posts</i>
51/17	Youth and human rights	82–84	1 P-3
51/20	Situation of human rights in Afghanistan	91–93	2 P-4, 4 P-3, 1 GS (OL)
51/23	Human rights and transitional justice	94–96	1 P-4, 1 GS (OL)
51/25	Situation of human rights in the Russian Federation	97–99	1 P-3
51/27	Situation of human rights in Ethiopia	100–104	1 P-5, 9 P-4, 8 P-3, 2 P-2
51/28	Situation of human rights in Burundi	105–107	1 P-3
51/29	Situation of human rights in the Bolivarian Republic of Venezuela	108–114	2 P-3
51/30	Strengthening the voluntary funds for the universal periodic review mechanism of the Human Rights Council General Service	115–120	11 P-4, <sup>a</sup> 1 P-3, <sup>a</sup> 1 P-3, 1 GS (OL) <sup>a</sup>
51/32	From rhetoric to reality: a global call for concrete action against racism, racial discrimination, xenophobia and related intolerance	121–124	1 P-4, 1 P-3
51/33	Promoting international cooperation to support national mechanisms for implementation, reporting and follow-up	125–129	2 P-4, 1 P-3, 1 GS (OL)
51/34	Enhancement of technical cooperation and capacity-building in the field of human rights	130–132	1 P-4
51/35	Technical assistance and capacity-building to address the human rights implications of the nuclear legacy in the Marshall Islands	133–137	1 P-4, 1 P-3
51/36	Technical assistance and capacity-building in the field of human rights in the Democratic Republic of the Congo	138–142	1 P-4, 3 P-3
51/39	Technical assistance and capacity-building for Yemen in the field of human rights	146–148	1 P-3
51/101	Appropriate support for the Human Rights Council	149–151	1 P-4, <sup>b</sup> 2 P-3, <sup>b</sup> 1 P-2, 2 GS (OL) <sup>b</sup>
S-34/1	The deteriorating human rights situation in Ukraine stemming from the Russian aggression	152–154	2 P-3

*Note:* Requested staffing resources comprise 18 proposed posts and 110 requested general temporary assistance positions.

*Abbreviations:* GS, General Service; OL, (Other level).

<sup>a</sup> Proposed temporary posts.

<sup>b</sup> Proposed established posts.