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Financing of the United Nations Peacekeeping Force in Cyprus

Budget for the United Nations Peacekeeping Force in Cyprus for the period from 1 July 2023 to 30 June 2024

Report of the Secretary-General

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Summary

The present report contains the budget for the United Nations Peacekeeping Force in Cyprus (UNFICYP) for the period from 1 July 2023 to 30 June 2024, which amounts to \$57,444,700 exclusive of budgeted voluntary contributions in kind in the amount of \$160,100.

The proposed budget in the amount of \$57,444,700 represents an increase of \$3,426,100, or 6.3 per cent, compared with the apportionment of \$54,018,600 for the 2022/23 period.

The proposed budget provides for the deployment of 860 military contingent personnel, 69 United Nations police officers, 42 international staff (including two positions funded under general temporary assistance), 7 National Professional Officers and 115 national General Service staff.

The total resource requirements for UNFICYP for the financial period from 1 July 2023 to 30 June 2024 have been linked to the objective of the Force through a number of results-based budgeting frameworks, organized according to components (political and civil affairs, military, United Nations police, and support). The human resources of the Force in terms of the number of personnel have been attributed to the individual components, with the exception of the executive direction and management of the Force, which can be attributed to the Force as a whole.

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

Financial resources

(Thousands of United States dollars; budget year is from 1 July to 30 June)

Category	Expenditure (2021/22)	Apportionment (2022/23)	Cost estimates (2023/24)	Variance	
				Amount	Percentage
Military and police personnel	22 645.3	23 948.7	24 541.0	592.3	2.5
Civilian personnel	16 072.0	16 105.5	16 063.1	(42.4)	(0.3)
Operational costs	13 421.9	13 964.4	16 840.6	2 876.2	20.6
Gross requirements	52 139.2	54 018.6	57 444.7	3 426.1	6.3
Staff assessment income	2 728.6	2 708.4	2 597.5	(110.9)	(4.1)
Net requirements	49 410.6	51 310.2	54 847.2	3 537.0	6.9
Voluntary contributions in kind (budgeted)	205.8	308.7	160.1	(148.6)	(48.1)
Total requirements	52 345.0	54 327.3	57 604.8	3 277.5	6.0

Human resources^a

	<i>Military contingents</i>	<i>United Nations police</i>	<i>International staff</i>	<i>National Professional Officers</i>	<i>National General Service staff</i>	<i>Temporary positions^b</i>	<i>United Nations Volunteers^c</i>	<i>Government-provided personnel</i>	<i>Total</i>
Executive direction and management									
Approved 2022/23	—	—	4	—	—	—	—	—	4
Proposed 2023/24	—	—	4	—	—	—	—	—	4
Components									
Political and civil affairs									
Approved 2022/23	—	—	13	7	13	1	—	—	34
Proposed 2023/24	—	—	14	7	13	1	—	—	35
Military									
Approved 2022/23	834	—	2	—	1	—	—	—	837
Proposed 2023/24	834	—	2	—	1	—	—	—	837
United Nations police									
Approved 2022/23	—	69	1	—	1	—	—	—	71
Proposed 2023/24	—	69	1	—	1	—	—	—	71
Support									
Approved 2022/23	26	—	19	—	100	1	—	—	146
Proposed 2023/24	26	—	19	—	100	1	—	—	146
Total									
Approved 2022/23	860	69	39	7	115	2	—	—	1 092
Proposed 2023/24	860	69	40	7	115	2	—	—	1 093
Net change	—	—	1	—	—	—	—	—	1

^a Represents the highest level of authorized/proposed strength.

^b Funded under general temporary assistance.

^c Includes international and national United Nations Volunteers.

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

I. Mandate and planned results

A. Overall

1. The mandate of the United Nations Peacekeeping Force in Cyprus (UNFICYP) was established by the Security Council in its resolution [186 \(1964\)](#). The most recent extension of the mandate was authorized by the Council in its resolution [2674 \(2023\)](#), by which the Council extended the mandate until 31 January 2024.
2. The Force is mandated to help the Security Council to achieve the overall objective of ensuring peace and security in Cyprus and a return to normal conditions.
3. Within this overall objective, UNFICYP will, during the budget period, contribute to a number of expected accomplishments by delivering related key outputs, shown in the frameworks below. These frameworks are organized according to components (political and civil affairs, military, United Nations police, and support), which are derived from the mandate of the Force.
4. The expected accomplishments would lead to the fulfilment of the objective of the Security Council within the lifetime of the Force and the indicators of achievement show a measurement of progress towards such accomplishments during the budget period. The human resources of UNFICYP in terms of the number of personnel have been attributed to the individual components, with the exception of the executive direction and management, which can be attributed to the Force as a whole. Variances in the number of personnel, compared with the approved budget for the 2022/23 period, have been explained under the respective components.
5. The headquarters for the Force and sector 2, and the Office of the Special Representative of the Secretary-General/Head of Mission, are located in Nicosia, while the headquarters for sectors 1 and 4 are based in Skouriotissa and Famagusta, respectively. The Force provides administrative, logistical and technical support for the substantive, military and United Nations police personnel located at its main sector headquarters and deployed in 6 camps, 12 patrol bases and observation posts and 8 United Nations police stations across the island.

B. Planning assumptions and mission support initiatives

6. The Security Council, in its resolution [2674 \(2023\)](#), requested the Secretary-General to report on progress towards reaching a consensus starting point for meaningful results-oriented negotiations and to keep the Council updated on events, as necessary. In the same resolution, the Council urged the sides to renew their efforts to achieve an enduring, comprehensive and just settlement based on a bicomunal, bizonal federation with political equality, as set out in relevant Council resolutions, including in paragraph 4 of resolution [716 \(1991\)](#). In the absence of negotiations to reach a comprehensive settlement of the Cyprus issue and limited intercommunal contacts and cooperation between the sides, tensions between the two communities have increased. More violations of the ceasefire in and around the buffer zone and violations of the status quo of the special status areas have been reported.
7. The need to continue to build trust between the two communities has increased. This, in turn, would increase the expectations and demands placed on UNFICYP to help to build this trust.
8. In the light of the absence of continued direct communication between the sides, and in line with the decisions of the Security Council in its resolutions [2646 \(2022\)](#) and [2674 \(2023\)](#), UNFICYP will continue to support liaison and engagement with the sides across all components, including intercommunal contacts to maintain stability

and calm, thereby contributing effectively to conditions conducive to progress towards reaching a potential settlement agreement.

9. In its resolution [2674 \(2023\)](#), the Security Council deeply regretted the lack of progress on an effective mechanism for direct military contacts between the sides and relevant involved parties and urged flexibility and engagement by the sides and the relevant involved parties, facilitated by UNFICYP, to develop a suitably acceptable proposal on the establishment of such a mechanism, and its timely implementation. Should the efforts of UNFICYP to secure an agreement on the establishment of a direct military mechanism and/or mechanisms of a civilian or law enforcement nature show progress, the Force will be required to provide the sides and relevant parties with facilitation, technical expertise and secretariat functions, as appropriate.

10. The number of authorized and unauthorized civilian activities in the buffer zone, such as unauthorized constructions, farming and illegal hunting, continue to pose a concern, given that they increase the risk of tensions, not only between civilians, but also between civilians and opposing forces. Periodic incident trends appear to remain similar to those during the previous budget period, including several incidents brought to the attention of the political level owing to their political context. The media have been effectively used to increase awareness in an effort to reduce tensions between the sides. The Force is required to regularly treat these incidents with a cross-component approach and methodology to maintain and ultimately reduce the level of tension. Understanding local perceptions and performing effective and coordinated local-level military and civilian liaison will be particularly important in handling these tensions and maintaining a calm and stable environment in the area, as well as the integrity of the buffer zone, through military and police patrols, liaison, engagement and coordination.

11. UNFICYP will support confidence-building measures to bolster conditions conducive to progress towards the resumption of a viable settlement process, including the facilitation of six technical committees, and ad hoc measures negotiated with the sides. The Force will continue to engage closely with the opposing forces to ensure that tensions remain low, as well as to address the security issues related to the minefields and suspected hazardous areas in Cyprus. The Force will continue to encourage the parties to clear the remaining 29 minefields, including four in the buffer zone, and 9 suspected hazardous areas, to generate confidence in the peace process and achieve a mine-free Cyprus.

12. The Security Council, in its resolution [2674 \(2023\)](#), called upon the leaders to increase their support to, and ensure a meaningful role for, civil society engagement in peace efforts, in particular strengthening the participation of women's organizations and youth in the process. UNFICYP will continue its support for civil society, with an emphasis on women and young people, and will leverage its decentralized structure to increase its reach to and work with local organizations outside Nicosia. The outreach to local organizations outside Nicosia will continue to be carried out concurrently with the work of the Civil Affairs Section in mapping the buffer zone, assessing applications and issuing permits, as well as facilitating humanitarian assistance and meetings on religious matters.

13. The Security Council, in its resolution [1325 \(2000\)](#), stressed the importance of the equal participation and full involvement of women in all efforts for the maintenance and promotion of peace and security. In the same resolution, the Council expressed its willingness to incorporate a gender perspective into peacekeeping operations and urged the Secretary-General to ensure that, where appropriate, field operations included a gender component. The Council, in its resolution [2674 \(2023\)](#), expressed its regret at the ongoing lack of meaningful participation of women's organizations and youth in the settlement process. In addition, the Council, in the

same resolution, requested troop- and police-contributing countries to implement relevant provisions of resolution 2538 (2020) and all other relevant resolutions on reducing barriers to and increasing women's participation at all levels and in all positions in peacekeeping, including by ensuring safe, enabling and gender-sensitive working environments for women in peacekeeping operations. In that regard, UNFICYP will continue to implement the gender-mainstreaming mandate as outlined in the Administration's policy on gender-responsive United Nations peacekeeping operations and continue to support efforts for the full, meaningful, and effective participation of women in peace and political processes.

14. In the light of the emphasis placed by the Security Council in its resolution 2674 (2023), UNFICYP will strengthen its effort to support the meaningful participation of women in all aspects of the peace process and to bring together a broader range of women actors on both sides.

15. The Comprehensive Planning and Performance Assessment System will continue to be used regularly to plan, assess, adapt and strengthen operations to enhance mandate delivery, as well as to inform the development of the results-based budgeting frameworks. UNFICYP will continue to use the data and analysis from the System, as well as other data sources such as the strategic management application, to develop and view strategies and monitor performance, and better illustrate to Member States how the Force is contributing to change over time and where it faces challenges, including through reports of the Secretary-General and Security Council briefings.

Mission support initiatives

16. The support component will continue to provide the logistical, administrative and security services necessary for UNFICYP to implement its mandate. As in prior periods, the major assumptions underlying the operations and plans of the Force during the 2023/24 period are driven in large part by the provision of the resources necessary to effectively and fully implement the mandate of the Force, while taking initiatives to achieve further efficiencies, where feasible.

17. With regard to the continued commitment of UNFICYP to reducing its environmental footprint in line with the Administration's environment strategy, the Force will continue to invest in clean and renewable energy through the proposed installation of one photovoltaic power plant in sector 4 in the 2023/24 period.

18. The proposed budget for the 2023/24 period includes costs for one construction project to accommodate the relocation of the Force's operations from the Ledra Palace hotel's ground floor to a prefabricated facility within the buffer zone, given the safety risk to Force personnel. The proposed project is an extension of the relocation of the military personnel from the upper floors of the hotel to the United Nations Protected Area, which took place in the 2018/19 period owing to the fire hazards and deteriorated condition of the building. The hotel shows increased corrosion of the steel structures and concrete carbonation, which reduce the structural integrity of the building beyond repair. Furthermore, the hotel does not meet the host country's seismic design standards, which constitutes a safety and security risk to Force personnel. In that regard, the proposed prefabricated facility will include offices and a kitchen facility for the military and United Nations police personnel, and a meeting area for the bicommunal activities between the two Cypriot communities.

19. UNFICYP will continue to strengthen the safety and security of the Force's military, police and civilian personnel with the implementation of phase two (of four) of the project for the improvement of helicopter landing sites in the buffer zone.

20. With regard to ground transportation, the Force will continue to implement the second year of its five-year United Nations-owned vehicles replacement plan of 13 light passenger vehicles, 4 minibuses, 1 special purpose vehicle and 2 specialized vehicles in the 2023/24 period. The existing 20 vehicles are no longer serviceable and pose safety and security risks to Force personnel, owing to their deteriorated condition and high mileage.

21. With regard to communications and information technology, the Force will continue to facilitate the development and implementation of the global mission common operational picture. In addition, the Force will continue to extend the coverage of the current closed-circuit television network to install additional camera systems in critical operational locations throughout the buffer zone, to assist in the observation of unauthorized activity. The Force will upgrade and replace closed-circuit television cameras at various locations that have passed their useful life, replace the door access systems for all offices and maintain fire prevention equipment.

22. The proposed civilian staffing complement consists of an overall increase of one post, namely, the proposed establishment of an Associate Data Analyst (P-2) in the Office of the Senior Adviser.

23. The estimated resource requirements for the maintenance and operation of the Force for the 2023/24 financial period reflect increased requirements attributable primarily to the higher costs for: (a) the relocation project of Force operations from the Ledra Palace hotel building to a prefabricated facility within the buffer zone, given the safety risk to Force personnel; (b) the higher rates for international staff salaries and common staff costs; (c) the replacement of passed-useful life United Nations-owned vehicles; (d) the freight and deployment of contingent-owned equipment in connection with the deployment of one additional helicopter; (e) petrol, oil and lubricants attributable to the global increase in fuel prices; and (f) the higher rate of reimbursement for the services of troop-contributing countries as approved by the General Assembly in its resolution [76/276](#). The increased requirements were offset in part by the reduced requirements attributable primarily to the lower costs for: (a) food rations and mission subsistence allowance for military and United Nations police personnel; (b) national General Service staff salaries; and (c) maintenance services, owing to the impact of the depreciation of the euro against the United States dollar.

24. During the 2023/24 period, UNFICYP will continue to support the implementation of the United Nations Disability Inclusion Strategy within the Force, with the aim of ensuring a mainstreamed approach to disability inclusion across all areas of Force operations.

C. Regional mission cooperation

25. UNFICYP will continue to ensure coordination with other United Nations missions in the region, namely, the United Nations Interim Force in Lebanon (UNIFIL), the United Nations Disengagement Observer Force, the United Nations Truce Supervision Organization, the Office of the United Nations Special Coordinator for Lebanon and the Office of the United Nations Special Coordinator for the Middle East Peace Process.

26. Through the coordination of the Regional Field Technology Section, UNIFIL provides UNFICYP with strategic management for the coordination and implementation of field technology services aligned with United Nations Headquarters guidelines, with the aim of reducing service disparities, producing economies of scale and eliminating duplication of effort among the peacekeeping

missions in the region. The Force will participate in regional training initiatives to achieve the cost-effective delivery of common programmes. Furthermore, the Force will request assistance from UNIFIL, when required, with regard to HIV/AIDS counselling and conduct and discipline matters as part of regional cooperation initiatives between missions in close proximity, including prevention activities, such as induction briefings and the provision of mandatory conduct and discipline training, in particular with respect to the prevention of sexual exploitation and sexual abuse, sexual harassment and fraud, as well as targeted training in accordance with the strategy to address the issue of prohibited conduct.

27. During the 2023/24 period, UNFICYP will continue to be supported by the Kuwait Joint Support Office, where one General Service staff member is embedded, in the processing of payroll for the Force's national staff and individual uniformed personnel.

D. Partnerships, country team coordination and integrated missions

28. The Special Representative of the Secretary-General/Head of Mission will continue to lead and coordinate expertise from the United Nations country team in Cyprus, which includes the Secretary-General's good offices in Cyprus, the United Nations Development Programme, the Office of the United Nations High Commissioner for Refugees, the International Organization for Migration and the Committee on Missing Persons in Cyprus, in a common effort to help to create an environment conducive to peace.

29. UNFICYP will continue to assist the Special Representative of the Secretary-General/Head of Mission in his role as Deputy Special Adviser to the Secretary-General on Cyprus. When necessary, the Force will provide substantive and logistical support to the Office of the Special Adviser, working groups and other expert groups that discuss matters of common concern, and media and communications support.

30. In addition, UNFICYP will continue to collaborate with international actors active in Cyprus, including the European Union.

E. Results-based budgeting frameworks

31. In order to facilitate the presentation of proposed changes in human resources, six categories of possible action with respect to staffing have been identified. Definitions of the terms relating to the six categories are contained in annex I, section A, to the present report.

Executive direction and management

32. Overall mission direction and management are to be provided by the immediate Office of the Special Representative of the Secretary-General/Head of Mission.

Table 1
Human resources: executive direction and management

	International staff						National staff			UNV			Total
	USG– ASG	D-2– D-1	P-5– P-4	P-3– P-2	FS	Subtotal	NPO	NGS	Subtotal	Inter- national	National	Subtotal	
Office of the Special Representative of the Secretary-General													
Approved posts 2022/23	1	–	1	1	1	4	–	–	–	–	–	–	4
Proposed posts 2023/24	1	–	1	1	1	4	–	–	–	–	–	–	4
Net change	–	–	–	–	–	–	–	–	–	–	–	–	–

Component 1: political and civil affairs

33. UNFICYP will continue to maintain calm in and around the buffer zone, including through increased liaison and engagement and effective coordination between the components. The liaison, engagement and coordination will continue to improve the efforts of UNFICYP to resolve issues between the two communities, defuse tensions to mitigate possible violations of the ceasefire and bring the two communities closer together, thus contributing to an environment conducive to a renewed political process. Promoting awareness of intercommunal activities, which reinforces the authority of UNFICYP, will remain an important priority.

34. Pursuant to Security Council resolution [2674 \(2023\)](#) and previous resolutions, UNFICYP will continue to support intercommunal activities and interactions, serving as a convener and connector of representatives of Greek Cypriot and Turkish Cypriot civil society and other individuals. UNFICYP will continue to promote local ownership by ensuring that representatives of civil society continue to lead these intercommunal activities in order to ensure the sustainability of initiatives. The Force will seek closer cooperation from the sides to implement ongoing and new confidence-building measures, including the demining of the 29 minefields (inclusive of 4 in the buffer zone), and to increase the participation of civil society in the peace process. UNFICYP will also continue to provide humanitarian assistance to members of both communities, as required.

35. As part of its efforts to ensure that senior management is well informed and prepared to respond to developments on the island as required, the Joint Mission Analysis Centre will continue to inform the personnel and leadership of UNFICYP about activities of both communities in a timely manner. Furthermore, the Centre will produce analysis and predictive assessments, engage with a broad range of external interlocutors and work closely with other components, the Secretary-General's good offices mission and other United Nations entities in Cyprus.

36. In keeping with the integrated approach adopted by the Secretary-General regarding UNFICYP and his good offices, the Force will continue to assist the Special Representative of the Secretary-General/Head of Mission, as the Deputy Special Adviser to the Secretary-General on Cyprus, in his efforts to encourage dialogue and, if and when possible, further negotiations between the Greek Cypriot and Turkish Cypriot leaders and their representatives. UNFICYP will also assist the Secretary-General's good offices mission in Cyprus on matters pertaining to broader political and peacekeeping questions, gender affairs, strategic communications, logistical and administrative support, and the facilitation of technical committees.

Note: The following abbreviations are used in the tables: ASG, Assistant Secretary-General; FS, Field Service; NGS, national General Service; NPO, National Professional Officer; UNV, United Nations Volunteers; USG, Under-Secretary-General.

<i>Expected accomplishment</i>	<i>Indicators of achievement</i>
1.1 Tensions in the buffer zone between Greek Cypriot and Turkish Cypriot communities are contained by creating a conducive environment for the peace process	<p>1.1.1 Number of issues related to the buffer zone that require escalation to political levels with the sides, as appropriate, are reduced (2021/22: 16; 2022/23: 15; 2023/24: 15)</p> <p>1.1.2 Management of civilian activity in the buffer zone through the issuance of permits (2021/22: 2,025; 2022/23: 2,000; 2023/24: 2,000)</p>

Outputs

- Monthly monitoring and reporting on civilian activity and incidents in the buffer zone
- Daily political and community-level liaison and engagement with relevant authorities and the civilian population to promote compliance with UNFICYP procedures on the civilian use of the buffer zone and resolve issues
- Provision of 80 items of legal advice on issues relating to the implementation of the UNFICYP mandate and civilian activities in the buffer zone, including liaison with local police and judicial authorities when prosecuting civilian violations
- Monthly public awareness campaigns and outreach on the UNFICYP mandate to promote compliance with UNFICYP rules, regulations and policies governing the buffer zone

<i>Expected accomplishment</i>	<i>Indicators of achievement</i>
1.2 Tensions resulting from the ongoing division of the island are mitigated in key areas through the opening of avenues for cooperation and trust-building	<p>1.2.1 All issues raised by the minority communities on both sides are resolved</p> <p>1.2.2 Maintain established mechanisms for alleviating tensions between the sides and addressing island-wide concerns (2021/22: 28; 2022/23: 9; 2023/24: 9)</p> <p>1.2.3 Confirmed minefields in the buffer zone are cleared (2021/22: not applicable; 2022/23: 4; 2023/24: 4)</p>

Outputs

- Provision of support to ongoing and new confidence-building initiatives, continued facilitation of the activities of technical committees and increased support for the implementation of their decisions, and facilitation of negotiation processes under the auspices of the Secretary-General's good offices mission, where appropriate
- Weekly visits to and liaison with Greek Cypriot and Maronite communities in the north
- Weekly facilitation, through liaison and engagement with relevant authorities and civil society groups on both sides, for the conduct of pilgrimages and other religious and cultural observances to sites on both sides and in the buffer zone, as needed
- Monthly liaison and engagement with relevant authorities to address housing, welfare, education, legal, employment and other issues affecting Turkish Cypriots in the south
- Daily liaison and engagement interactions with the central authorities on the resolution of educational, cultural, religious, environmental and other issues affecting the communities on both sides

- Monthly visits to places of detention and observation of judicial proceedings to monitor the well-being and situation (including non-discrimination) of the minority prisoners and detainees on both sides of the island
- Monthly engagement with relevant representatives of both sides to offer support for the clearance of the minefields in the buffer zone and encourage progress towards a mine-free Cyprus

<i>Expected accomplishment</i>	<i>Indicators of achievement</i>
1.3 Opportunities created for increased and enhanced intercommunal contact and civil society engagement in the peace process	<p>1.3.1 Increase in number of social and cultural events and political and civil society meetings under UNFICYP facilitation that contribute to improved trust-building and intercommunal relations and the strengthening of a peace constituency on the island (2021/22: 445; 2022/23: 550; 2023/24: 600)</p> <p>1.3.2 Gender issues are mainstreamed in civil society organizations and within other activities related to the peace process, and the involvement of women in the peace process is increased through UNFICYP support (number of organizations) (2021/22: 23; 2022/23: 40; 2023/24: 40)</p>

Outputs

- Collection of information twice per year on the perceptions of local communities, including local community representatives as well as women and youth, leading to more targeted liaison and engagement and intercommunal interactions
- Weekly facilitation of intercommunal events and initiatives, including preparatory meetings
- Weekly liaison and engagement with relevant authorities, and civil society representatives, including those with a focus on gender equality and women's rights, donors and the diplomatic community, with a view to broadening and strengthening trust-building, intercommunal contacts and joint activities
- 60 meetings, targeted workshops and thematic events in support of the full and effective participation of women within broader peace and security efforts, including through the facilitation of intercommunal work with a focus on gender equality and in cooperation with civil society and the diplomatic community
- 35 meetings, workshops and thematic events organized in coordination with the Secretary General's good offices mission in Cyprus aimed at strengthening women's engagement in events to promote the peace process
- 1,000 digital media posts per year to promote meetings, events and activities; international days facilitated by UNFICYP, contributing to improved trust and intercommunal relations and the strengthening of a peace constituency on the island
- 50 background briefings, 50 media interviews, 25 media visits and the issuance of 12 press statements to strengthen the ability to contribute to the narratives of the media of both communities and the international press

<i>Expected accomplishment</i>	<i>Indicator of achievement</i>
1.4 Increased situational awareness of factors affecting the implementation of the Force's mandate through a Joint Mission Analysis Centre	1.4.1 Issuance, by the Joint Mission Analysis Centre, of analytical reports to the leadership of the Force on political, civil and security matters and other developments that could have an impact on the political and operational context of the Force (2021/22: 15; 2022/23: 12; 2023/24: 12)

Outputs

- 12 analytical products and predictive assessments to support evidence-based senior leadership decision-making and management of the mission-wide information collection plan
- Daily monitoring and analysis of political, security, socioeconomic and regional developments and developments in the buffer zone
- Monthly identification and reporting on threats to the mission mandate and intercommunal opportunities
- Daily collection of data and quarterly data analysis, including geospatial data in support of trend analysis and planning

External factors

Both sides will cooperate in creating the conditions required for improved relations/the renewal of talks

Table 2
Human resources: component 1, political and civil affairs

Category	International staff						National staff			UNV			Total
	USG– ASG	D-2– D-1	P-5– P-4	P-3– P-2	FS	Subtotal	NPO	NGS	Subtotal	Inter- national	National	Subtotal	
<i>Civilian staff</i>													
Office of the Senior Adviser													
Approved posts 2022/23	–	1	4	–	1	6	1	2	3	–	–	–	9
Proposed posts 2023/24	–	1	4	1	1	7	1	2	3	–	–	–	10
Net change (see table 3)	–	–	–	1	–	1		–	–	–	–	–	1
Approved temporary positions^a 2022/23													
Approved temporary positions ^a 2022/23	–	–	1	–	–	1	–	–	–	–	–	–	1
Proposed temporary positions ^a 2023/24	–	–	1	–	–	1	–	–	–	–	–	–	1
Net change	–	–	–	–	–	–	–	–	–	–	–	–	–
Subtotal													
Approved 2022/23	–	1	5	–	1	7	1	2	3	–	–	–	10
Proposed 2023/24	–	1	5	1	1	8	1	2	3	–	–	–	11
Net change	–	–	–	1	–	1	–	–	–	–	–	–	1
Civil Affairs Section													
Approved posts 2022/23	–	–	3	1	1	5	6	10	16	–	–	–	21
Proposed posts 2023/24	–	–	3	1	1	5	6	10	16	–	–	–	21
Net change	–	–	–	–	–	–	–	–	–	–	–	–	–
Public Information Section													
Approved posts 2022/23	–	–	1	1	–	2	–	1	1	–	–	–	3
Proposed posts 2023/24	–	–	1	1	–	2	–	1	1	–	–	–	3
Net change	–	–	–	–	–	–	–	–	–	–	–	–	–

Category	International staff						National staff			UNV			Total
	USG– ASG	D-2– D-1	P-5– P-4	P-3– P-2	FS	Subtotal	NPO	NGS	Subtotal	Inter- national	National	Subtotal	
<i>Civilian staff</i>													
Civilian staff													
Approved posts 2022/23	–	1	8	2	2	13	7	13	20	–	–	–	33
Proposed posts 2023/24	–	1	8	3	2	14	7	13	20	–	–	–	34
Net change	–	–	–	1	–	1	–	–	–	–	–	–	1
Approved temporary positions ^a 2022/23	–	–	1	–	–	1	–	–	–	–	–	–	1
Proposed temporary positions ^a 2023/24	–	–	1	–	–	1	–	–	–	–	–	–	1
Net change	–	–	–	–	–	–	–	–	–	–	–	–	–
Total, including temporary positions													
Approved 2022/23	–	1	9	2	2	14	7	13	20	–	–	–	34
Proposed 2023/24	–	1	9	3	2	15	7	13	20	–	–	–	35
Net change	–	–	–	1	–	1	–	–	–	–	–	–	1

^a Funded under general temporary assistance.

International staff: net increase of one post and the continuation of one temporary position

Office of the Senior Adviser

Table 3

Human resources: Office of the Senior Adviser

	Change	Level	Functional title	Action	Description
Position	–	P-4	Programme Management Officer	Continuation	
Post	+1	P-2	Associate Data Analyst	Establishment	
Net change	+1		(see table 2)		

37. The approved staffing establishment of the Office of the Senior Adviser comprises nine posts (Senior Adviser (D-1), Senior Information Analyst, Political Affairs/Chief, Joint Mission Analysis Centre (P-5), Political Affairs Officer (P-4), Mission Planning Officer (P-4), Legal Affairs Officer (P-4), Administrative Assistant (Field Service), Associate Legal Officer (National Professional Officer) and two Public Information Assistants (national General Service)) and one position (Programme Management Officer (P-4)). The Office oversees and coordinates the work of the Force's political and legal affairs sections. The Senior Adviser also oversees and coordinates the work of the Public Information Office and the Civil Affairs Section and is responsible for the coordination of the work of all components of the Force on behalf of the Office of the Special Representative of the Secretary-General/Head of Mission, as well as common issues among the United Nations country team. The Senior Adviser oversees the planning activities of the Force.

38. In this regard, it is proposed that one temporary position, as shown in table 3, be retained to continue the ongoing functions of leading the Force's mine action programme. The incumbent is responsible for facilitating support for military

confidence-building measures and ensuring that any clearance of minefields agreed upon by the sides and the relevant parties involved in the buffer zone is performed in compliance with international standards. In addition, the Programme Management Officer advises on opportunities to release suspected hazardous areas within the parameters of the peace process; supports advocacy by mission leadership to encourage both sides to clear the remaining 20 minefields and 9 suspected hazardous areas and achieve a mine-free Cyprus; ensures programme design and response to any explosive threats; supports the maintenance and monitoring of minefields in the buffer zone; ensures that the Committee on Missing Persons conducts its forensic activity in the buffer zone safely (and only in areas that are free of mines); and provides awareness training on mines and explosive remnants of war in support of force protection.

39. Data analytics is one of the priority workforce capabilities for the United Nations to become a fully data-driven Organization in line with the Data Strategy of the Secretary-General for Action by Everyone, Everywhere. It entails the ability to use and manage data responsibly to enable informed decision-making and response provision. Data analytics and management is an essential function across all components of the Force and a key element to support the implementation of the Data Strategy for the digital transformation of United Nations peacekeeping across the Force.

40. The Data Strategy has been linked to the Force's strategic objectives following its nomination to pilot the roll-out of Unite Aware and the development of a related action plan. In this connection, the Force requires the specialized skills, support and active engagement of dedicated staff with expertise in data analytics. Furthermore, the Force also needs the capability to convert raw data into meaningful information and insights to improve decision-making across all components.

41. The dedicated capacity for data analysis is essential for the Force to work with programme managers and leadership to identify opportunities for improvement, recommend changes to systems and establish data governance strategies. In addition, it will enable the creation of reports for management that highlight trends, patterns and projections using relevant data, as well as reports for the Force's stakeholders to aid in decision-making on the basis of facts and trends.

42. In the context of the above, it is proposed that one post, as shown in table 3, be established so that the incumbent would bring the expertise necessary to support mission leadership in the development and implementation of effective data management tools and practices. The Associate Data Analyst will also support project managers in their data collection efforts to ensure systematic data collection and enable data-driven analysis for improved decision-making and business intelligence for the Force.

Component 2: military

43. In the 2023/24 period, the military component will continue to focus on activities to ensure that the buffer zone remains calm and stable, supporting the creation of conditions conducive to the negotiations. Liaison and engagement with the opposing forces will continue to be conducted at all levels to prevent and rectify violations of the military status quo. The priority will remain the prevention of any deterioration of the security situation, which could negatively affect the political process. The functions of engagement and continuity, assigned to military officers located within the sectors, will continue to deliver enhanced engagement, situational awareness and retention of organizational knowledge to maintain and develop confidence-building measures, including the unmanning of positions and the reduction of tensions on the ceasefire lines. In support of these objectives, the Force

will increase the number of liaison meetings, as part of a re-emphasis on these confidence-building measures.

44. The Force will continue to carry out its tasks regarding the maintenance of the ceasefire lines and the integrity of the United Nations buffer zone through the continued implementation of the mobile patrolling concept and by embracing operational agility. It will also continue to attempt to reduce tensions between the opposing forces and equitably apply the guidelines of the aide-mémoire of 2018, which contain rules for access to and the use of the buffer zone. The Force will continue to review the efficiency and effectiveness of the military component to best support its peacekeeping operations and support the targets outlined in the uniformed gender parity strategy 2018–2028. It will continue to support the police and civil affairs components of UNFICYP and the Secretary-General's good offices mission in Cyprus. The Force will continue to promote and play an active part in the initiative of the Special Representative of the Secretary-General/Head of Mission to improve integration across all components.

45. The Force will continue to implement measures on cross-component integration and understanding with United Nations police and civil affairs. Thus, all operations will be planned and conducted in an integrated and cross-component manner with United Nations police, civil affairs and supported by the mission support component to ensure unity of effort. The Force will continue to develop and maintain integrated policy in order to succeed in achieving its goals. The Force will conduct performance evaluations, assessments, training and exercises to support peacekeeping operations that facilitate the effective and full implementation of mandates.

Expected accomplishment

Indicator of achievement

2.1 Maintenance of the ceasefire and the integrity of the United Nations buffer zone

2.1.1 Maintenance of the number of ceasefire violations to minimum levels (2021/22: 507; 2022/23: 250; 2023/24: 250)

Outputs

- 79,532 mobile troop patrol days, comprising 70,824 troop patrol days (3 troops per patrol x 454 patrols per week x 52 weeks); 5,200 troop patrol days jointly with United Nations police (2 troops per patrol x 50 patrols per week x 52 weeks); 676 troop patrol days jointly with the Sector Civilian Activity Integrated Office (1 troop per patrol x 13 patrols per week x 52 weeks); and 2,832 troop air patrol days (4 troops per patrol x 59 patrols per month x 12 months)
- 5,408 military observer and liaison group mobile patrol days, comprising 1,560 patrol days in sector 1 (2 troops per patrol x 15 patrols per week x 52 weeks); 1,560 patrol days in sector 2 (2 troops per patrol x 15 patrols per week x 52 weeks); and 2,288 patrol days in sector 4 (2 troops per patrol x 22 patrols per week x 52 weeks)
- 12,078 permanent observation post troop days (11 posts x 1 soldier per post x 3 shifts x 366 days)
- 366 daylight observation post troop days (1 post x 1 soldier per post x 366 days)
- 23,725 troop days to maintain the security of United Nations installations in 6 camp areas, comprising 2,928 troop days in sector 1, Camp Saint Martin and Roca Camp (2 troops per camp x 2 camps x 2 shifts x 366 days); 2,928 troop days in sector 2, Wolseley Barracks (8 troops per camp, x 366 days); 4,392 troop days in sector 4, Camp General Stefanik and Camp Pribina (3 troops per camp x 2 camps x 2 shifts x 366 days); and 13,542 troop days in the United Nations Protected Area (37 troops per camp x 366 days)
- 1,060 air support and air patrol hours (88.3 flying hours per month x 12 months) covering the full length of the buffer zone

- 24,603 daily liaison contacts with opposing forces at all levels on buffer zone-related issues, comprising 5,052 contacts at the UNFICYP headquarters level (31 contacts per week x 52 weeks x 3 liaison officers, 58 contacts per year by the Force Commander and 158 contacts per year by the Chief of Staff) and 19,602 contacts at the sector level (51 contacts x 366 days, 18 pre-announced activities per week x 52 weeks)
- 47,580 troop platoon-size quick-reaction reserve days, comprising 6,588 sector reserve days (9 troops x 366 days at sector 1 and 9 troops x 366 days at sector 2) with 30 minutes' notice to move; 5,856 sector reserve days (8 troops x 366 days at sector 1 and 8 troops x 366 days at sector 2) with 60 minutes' notice to move; 17,568 Force Commander's reserve days (16 troops x 3 sectors x 366 days) with 3 hours' notice to move; 5,856 sector 4 quick-reaction troops (16 troops x 366 days) with 30 minutes' notice to move; 5,856 Mobile Force Reserve quick-reaction reserve days (16 troops x 366 days) with 90 minutes' notice to move; and 5,856 Mobile Force Reserve quick-reaction reserve days (16 troops x 366 days) with 4 hours' notice to move
- 1,098 helicopter quick-reaction reserve days (3 troops x 1 helicopter x 366 days) with 30 minutes' notice to move; and 3,660 military police patrol days (5 Force military police per patrol x 1 long and 1 short patrol per day x 366 days)
- Daily monitoring of the buffer zone by closed-circuit television systems, target location systems, global positioning systems and night observation capability
- 3,850 troop support days, comprising 1,250 support days to United Nations agencies, funds and programmes, the good offices and other actors engaged in confidence-building, reconciliation and humanitarian matters and meetings of leaders and representatives of the two sides; 150 troop support days for official events; 500 troop support days for humanitarian resupply activities; and 1,950 troop support days for military assistance at community events, including pilgrim activities, commemorations, demonstrations and intercommunal meetings
- Maintenance and monitoring of 11,592 m of minefield fencing at the remaining 4 minefields in the buffer zone; inspection of patrol tracks after heavy rains to ensure no mine migration; mine action planning and assessments to facilitate a continuation of demining in areas designated by the Greek Cypriot and Turkish Cypriot leaders as requiring clearance in preparation for a settlement agreement; non-technical surveys of priority sites; technical guidance on explosive hazards and safe ammunition management; technical guidance to the Committee on Missing Persons in Cyprus on explosive hazards at burial sites to ensure the safety of its personnel and operations; and awareness training on mines and explosive remnants of war in support of force protection, confidence-building measures and a return to normal conditions

External factors

Opposing forces will cooperate

Table 4
Human resources: component 2, military

<i>Category</i>	<i>Total</i>
<i>I. Military contingents</i>	
Approved 2022/23	834
Proposed 2023/24	834
Net change	—

	International staff						National staff			UNV			
II. Civilian staff	USG– ASG	D-2– D-1	P-5– P-4	P- 3–P-2	FS	Subtotal	NPO	NGS	Subtotal	Inter- national	National	Subtotal	Total
Office of the Force Commander													
Approved posts 2022/23	–	1	–	–	1	2	–	1	1	–	–	–	3
Proposed posts 2023/24	–	1	–	–	1	2	–	1	1	–	–	–	3
Net change	–	–	–	–	–	–	–	–	–	–	–	–	–
Total (I and II)													
Approved 2022/23	–	1	–	–	1	2	–	1	1	–	–	–	837
Proposed 2023/24	–	1	–	–	1	2	–	1	1	–	–	–	837
Net change	–	–	–	–	–	–	–	–	–	–	–	–	–

Component 3: United Nations police

46. In the 2023/24 period, in line with the mandate of UNFICYP, the police component will continue to contribute to the maintenance of law and order in the buffer zone, with a focus on promoting trust between the two communities and their respective police authorities and on activities related to the civilian use of the buffer zone. This goal entails continued support for the other components by the United Nations police by enhancing its patrolling activities and continuing to build on its relationships with the respective police authorities and services and with non-governmental organizations from both sides. This enables the development of more effective anti-crime strategies and to facilitate, as necessary, the investigation of crimes in the buffer zone. In this regard, the United Nations police will continue to explore ways to promote cooperation between police authorities from both sides in relation to criminal activities affecting the two communities. Furthermore, the United Nations police will continue to provide support for the good offices of the Secretary-General in connection with the implementation of confidence-building measures, in particular, the facilitation of the meetings of the Technical Committee on Crime and Criminal Matters and the provision of technical assistance to and oversight of the two Joint Contact Rooms. The United Nations police will also continue to provide support for the operation of the seven crossing points.

<i>Expected accomplishment</i>	<i>Indicator of achievement</i>
3.1 Enhanced law enforcement in the United Nations buffer zone	3.1.1 Decrease in the number of serious incidents/ violations as a result of increased preventive measures, including increased liaison and engagement with respective police services, other law enforcement agencies and communities (2021/22: 439; 2022/23: 582; 2023/24: 533)

Outputs

- 10,980 United Nations police patrol days (2 officers x 15 police teams x 366 days)
- 2,562 United Nations police days monitoring crossing points (1 officer x 7 crossing points x 366 days)
- 520 United Nations police days of humanitarian assistance to Greek Cypriots and Maronites in the north and Turkish Cypriots in the south (2 officers x 5 days per week x 52 weeks)

management; field technology services; medical; supply chain management; security; and vehicle management and ground transport.

<i>Expected accomplishment</i>	<i>Indicators of achievement</i>
4.1 Rapid, effective, efficient and responsible support services for the Force	<p>4.1.1 Percentage of approved flight hours utilized (2021/22: 91.0 per cent; 2022/23: ≥ 90.0 per cent; 2023/24: ≥ 91.0 per cent)</p> <p>4.1.2 Average annual percentage of authorized international posts vacant (2021/22: 2.6 per cent; 2022/23: 2.0 per cent ± 1 per cent; 2023/24: 7.7 per cent ± 1 per cent)</p> <p>4.1.3 Average annual percentage of female international civilian staff (2021/22: 44.0 per cent; 2022/23: ≥ 50.0 per cent; 2023/24: ≥ 50.0 per cent)</p> <p>4.1.4 Average number of days for roster recruitments to candidate selection for international candidates (2021/22: 87 calendar days; 2022/23: ≤ 45 calendar days; 2023/24: ≤ 45 calendar days from posting of job opening for P-3–D-1 and FS-3–FS-7)</p> <p>4.1.5 Overall score on Administration’s environmental management scorecard (2021/22: 91; 2022/23: 100; 2023/24: 100)</p> <p>4.1.6 Percentage of all information and communications technology incidents resolved within the established targets for high, medium and low criticality (2021/22: 100 per cent; 2022/23: ≥ 85 per cent; 2023/24: ≥ 85 per cent)</p> <p>4.1.7 Compliance with field occupational safety risk management policy (2021/22: 100 per cent; 2022/23: 100 per cent; 2023/24: 100 per cent)</p> <p>4.1.8 Overall score on the Administration’s property management index based on 20 underlying key performance indicators (2021/22: 1,838; 2022/23: $\geq 1,800$; 2023/24: $\geq 1,800$)</p> <p>4.1.9 Percentage of contingent personnel in standard-compliant United Nations accommodation at 30 June, in accordance with memorandum of understanding (2021/22: 100 per cent; 2022/23: 100 per cent; 2023/24: 100 per cent)</p> <p>4.1.10 Compliance of vendors with United Nations rations standards for delivery, quality and stock management (2021/22: 99.1 per cent; 2022/23: ≥ 95.0 per cent; 2023/24: ≥ 95.0 per cent)</p> <p>4.1.11 Road traffic accidents per month (2021/22: 3; 2022/23: 3; 2023/24: 3)</p>

*Outputs***Service improvements**

- Implementation of the mission-wide environmental action plan, in line with the Administration's environment strategy
- Support for the implementation of the Administration's supply chain management blueprint and strategy

Audit, risk and compliance services

- Implementation of pending audit recommendations, as accepted by management

Aviation services

- Operation and maintenance of a total of 4 rotary-wing aircraft
- Provision of a total of 1,060 planned flight hours from military provider for patrols and observation, search and rescue and casualty and medical evacuation
- Oversight of aviation safety standards for 4 aircraft, and 18 airfields and landing sites

Budget, finance and reporting services

- Provision of budget, finance and accounting services for a budget of \$57.6 million inclusive of budgeted voluntary contributions in kind in the amount of \$0.2 million, in line with delegated authority
- Support for the finalization of annual financial statements for the Force in compliance with the International Public Sector Accounting Standards and the Financial Regulations and Rules of the United Nations

Civilian personnel services

- Provision of human resources services for up to 164 authorized civilian personnel (40 international staff, 122 national staff, 2 temporary positions), including support for claims, entitlements and benefits processing, recruitment, post management, budget preparation and staff performance management, in line with delegated authority
- Provision of in-mission training courses to 10 civilian personnel, and support for outside-mission training for 43 civilian personnel
- Support for the processing of 39 outside-mission travel requests for non-training purposes and 43 travel requests for training purposes for civilian personnel

Facility, infrastructure and engineering services

- Maintenance and repair services for a total of 26 mission sites, including the fulfilment of a yearly average of 2,700 service requests
- Implementation of 3 construction, renovation and alteration projects, including maintenance of 75 km of roads (patrol tracks) and 18 helicopter landing sites
- Operation and maintenance of 51 United Nations-owned generators
- Operation and maintenance of United Nations-owned water supply and treatment facilities, including 6 water treatment and purification plants at 4 mission sites
- Provision of waste management services, including liquid and solid waste collection and disposal, in 26 mission sites
- Provision of cleaning, ground maintenance, pest control and laundry services in 26 mission sites

Fuel management services

- Management of supply and storage of 903,069 litres of fuel (187,193 litres for air operations, 566,820 litres for ground transportation and 149,056 litres for generators and other facilities) and supply of oil and lubricants across distribution points and storage facilities in 26 locations

Field technology services

- Provision of and support for 300 handheld portable radios, 200 mobile radios for vehicles and 47 base station radios
- Operation and maintenance of a network for voice, fax, video and data communication, including 7 phone exchanges, 34 microwave links and 5 broadband global area network terminals and 601 satellite and mobile phone service plans
- Provision of and support for 288 computing devices and 45 printers for an average strength of 301 civilian and uniformed end users, in addition to 202 computing devices and 24 printers for connectivity of contingent personnel, as well as other common services
- Support for and maintenance of 6 local area networks (LAN) and wide area networks (WAN) in 26 sites
- Analysis of geospatial data covering 10,000 km², maintenance of topographic and thematic layers and production of approximately 220 maps
- Support for and maintenance of 450 closed-circuit television cameras in 26 locations/sites, including within the buffer zone

Medical services

- Operation and maintenance of United Nations-owned medical facilities (3 level I clinics/dispensaries and 8 first aid stations) and support for contingent-owned medical facilities (2 level I clinics) and United Nations-owned medical facilities (4 level I clinics) in 6 locations
- Maintenance of medical evacuation arrangements to 8 medical facilities (3 level III and 5 level IV) in 4 locations inside the mission area

Supply chain management services

- Provision of planning and sourcing support for an estimated \$8.3 million in acquisition of goods and commodities, in line with delegated authority
- Management, accounting and reporting of property, plant and equipment and financial and non-financial inventories, as well as equipment below threshold with a total historical cost of \$24.5 million, in line with delegated authority

Uniformed personnel services

- Emplacement, rotation and repatriation of a maximum strength of 929 authorized military and police personnel (54 military staff officers, 806 contingent personnel and 69 United Nations police officers)
- Inspection and verification of and reporting on contingent-owned major equipment and self-sustainment compliance for 3 military units in 4 geographical sites
- Supply and storage of rations, combat rations and water for an average strength of 749 military contingent personnel
- Support for the processing of claims and entitlements for an average strength of 870 military and police personnel
- Support for the processing of 6 outside-mission travel requests for non-training purposes and 7 travel requests for training purposes

Vehicle management and ground transportation services

- Operation and maintenance of 260 United Nations-owned vehicles (182 light passenger vehicles, 45 special-purpose vehicles, 4 ambulances and 2 armoured vehicles, as well as 27 other specialized vehicles, trailers and attachments), 23 contingent-owned vehicles and 5 rented vehicles, as well as provision of road safety and other transport services

HIV/AIDS

- In collaboration with the UNIFIL HIV/AIDS Unit, implementation of HIV voluntary and confidential counselling and testing campaigns targeting all categories of Force personnel
- Implementation of social and behavioural change communication aimed at HIV prevention, including awareness-raising, peer education, information and communications materials for all Force personnel

Security

- Up-to-date preparation and submission of key security documents, including the country-specific security plan, security risk assessments, incident reports, security updates and reviews and country evacuation and reception security reports
- Implementation of adequate fire safety measures to ensure effective fire emergency response, mitigation and prevention for all United Nations facilities
- Issuance of more than 1,400 United Nations identity cards and United Nations Protected Area access passes to various categories of personnel that require access to the United Nations Protected Area and the Blue Beret Camp
- Conduct of residential surveys for the designated official/head of mission and other staff members
- Coordination of close protection of senior staff of the Force and visiting high-level officials, including events hosted by the Special Representative of the Secretary-General and meetings
- Induction security training and primary fire training/drills for all new mission staff
- Conduct of fire safety familiarization briefings for United Nations military personnel on fire codes, procedures and the use of vehicles and equipment

External factors

Several factors may have an impact on the ability to deliver proposed outputs as planned, including changes in the political, security, economic and humanitarian contexts, other instances of force majeure, changes in the mandate during the reporting period and variances in host Government compliance with the provisions of the status-of-forces agreement

Table 6
Human resources: component 4, support

Category	Total
<i>I. Military contingents</i>	
Approved 2022/23	26
Proposed 2023/24	26
Net change	–

II. Civilian staff	International staff						National staff			UNV			Total
	USG– ASG	D- 2– D-1	P-5– P-4	P-3– P-2	FS	Subtotal	NPO	NGS	Subtotal	Inter- national	National	Subtotal	
Security Section													
Approved posts 2022/23	–	–	1	–	1	2	–	3	3	–	–	–	5
Proposed posts 2023/24	–	–	1	–	1	2	–	3	3	–	–	–	5
Net change	–	–	–	–	–	–	–	–	–	–	–	–	–
Office of the Chief of Mission Support													
Immediate Office of the Chief of Mission Support													
Approved posts 2022/23	–	1	–	1	1	3	–	3	3	–	–	–	6
Proposed posts 2023/24	–	1	–	1	1	3	–	3	3	–	–	–	6
Net change	–	–	–	–	–	–	–	–	–	–	–	–	–
Operations and resource management													
Approved posts 2022/23	–	–	2	1	7	10	–	26	26	–	–	–	36
Proposed posts 2023/24	–	–	2	1	7	10	–	26	26	–	–	–	36
Net change	–	–	–	–	–	–	–	–	–	–	–	–	–
Service Delivery Section													
Approved posts 2022/23	–	–	1	–	1	2	–	43	43	–	–	–	45
Proposed posts 2023/24	–	–	1	–	1	2	–	43	43	–	–	–	45
Net change	–	–	–	–	–	–	–	–	–	–	–	–	–
Approved temporary positions ^a 2022/23	–	–	–	–	1	1	–	–	–	–	–	–	1
Proposed temporary positions ^a 2023/24	–	–	–	–	1	1	–	–	–	–	–	–	1
Net change	–	–	–	–	–	–	–	–	–	–	–	–	–
Subtotal													
Approved 2022/23	–	–	1	–	2	3	–	43	43	–	–	–	46
Proposed 2023/24	–	–	1	–	2	3	–	43	43	–	–	–	46
Net change	–	–	–	–	–	–	–	–	–	–	–	–	–
Supply Chain Management Section													
Approved posts 2022/23	–	–	2	–	–	2	–	25	25	–	–	–	27
Proposed posts 2023/24	–	–	2	–	–	2	–	25	25	–	–	–	27
Net change	–	–	–	–	–	–	–	–	–	–	–	–	–
Approved posts 2022/23	–	1	6	2	10	19	–	100	100	–	–	–	119
Proposed posts 2023/24	–	1	6	2	10	19	–	100	100	–	–	–	119
Net change	–	–	–	–	–	–	–	–	–	–	–	–	–

Approved temporary positions ^a 2022/23	–	–	–	–	1	1	–	–	–	–	–	–	1
Proposed temporary positions ^a 2023/24	–	–	–	–	1	1	–	–	–	–	–	–	1
Net change	–	–	–	–	–	–	–	–	–	–	–	–	–
Subtotal, including temporary positions													
Approved 2022/23	–	1	6	2	11	20	–	100	100	–	–	–	120
Proposed 2023/24	–	1	6	2	11	20	–	100	100	–	–	–	120
Net change	–	–	–	–	–	–	–	–	–	–	–	–	–
Total (I and II)													
Approved 2022/23	–	1	6	2	11	20	–	100	100	–	–	–	146
Proposed 2023/24	–	1	6	2	11	20	–	100	100	–	–	–	146
Net change	–	–	–	–	–	–	–	–	–	–	–	–	–

^a Funded under general temporary assistance.

International staff: continuation of one temporary position

Service Delivery Section

Table 7

Human resources: Aviation Unit

	<i>Change</i>	<i>Level</i>	<i>Functional title</i>	<i>Action</i>	<i>Description</i>
Position	–	Field Service	Air Operations Officer	Continuation	
Net change	–				

48. The approved staffing establishment of the Aviation Unit comprises one temporary position (Air Operations Officer (Field Service)) and two posts (Air Operations Assistant (national General Service) and Movement Control Assistant (national General Service)). The Unit reports to the chief of the service delivery pillar within the mission support component.

49. It is proposed that one temporary position, which functions as head of the unit, be retained, as shown in table 7. The Aviation Unit monitors, reports and tracks the Force's aviation activities and is responsible for risk management and quality control of air operations. The Air Operations Officer leads the Unit; streamlines the aviation services to ensure that they are safe, effective, agile and reliable in support of the Force's mandate; manages the mission's air assets; administers oversight and control over the required aviation infrastructure, including the identification and certification of helicopter landing sites; and collaborates with other mission support components such as the Engineering Section and the Field Technology Section.

II. Financial resources

A. Overall

(Thousands of United States dollars; budget year is 1 July to 30 June)

Category	Expenditure (2021/22)	Apportionment (2022/23)	Cost estimates (2023/24)	Variance	
				Amount	Percentage
	(1)	(2)	(3)	(4)=(3)-(2)	(5)=(4)÷(2)
Military and police personnel					
Military observers	—	—	—	—	—
Military contingents	20 002.8	20 518.2	21 233.9	715.7	3.5
United Nations police	2 642.5	3 430.5	3 307.1	(123.4)	(3.6)
Formed police units	—	—	—	—	—
Subtotal	22 645.3	23 948.7	24 541.0	592.3	2.5
Civilian personnel					
International staff	6 691.9	6 709.7	7 342.1	632.4	9.4
National Professional Officer	577.8	611.8	575.4	(36.4)	(5.9)
National General Service staff	8 196.8	8 520.6	7 769.6	(751.0)	(8.8)
United Nations Volunteers	—	—	—	—	—
General temporary assistance	605.5	263.4	376.0	112.6	42.7
Government-provided personnel	—	—	—	—	—
Subtotal	16 072.0	16 105.5	16 063.1	(42.4)	(0.3)
Operational costs					
Civilian electoral observers	—	—	—	—	—
Consultants and consulting services	10.8	37.7	36.8	(0.9)	(2.4)
Official travel	189.8	216.2	263.7	47.5	22.0
Facilities and infrastructure	6 069.4	6 720.9	8 286.5	1 565.6	23.3
Ground transportation	2 622.2	1 696.5	2 335.3	638.8	37.7
Air operations	2 043.8	2 335.5	2 423.5	88.0	3.8
Marine operations	35.3	32.4	260.1	227.7	702.8
Communications and information technology	1 642.4	1 706.1	1 727.4	21.3	1.2
Medical	380.7	497.6	453.1	(44.5)	(8.9)
Special equipment	—	—	—	—	—
Other supplies, services and equipment	427.5	721.5	1 054.2	332.7	46.1
Quick-impact projects	—	—	—	—	—
Subtotal	13 421.9	13 964.4	16 840.6	2 876.2	20.6
Gross requirements	52 139.2	54 018.6	57 444.7	3 426.1	6.3
Staff assessment income	2 728.6	2 708.4	2 597.5	(110.9)	(4.1)
Net requirements	49 410.6	51 310.2	54 847.2	3 537.0	6.9
Voluntary contributions in kind (budgeted) ^a	205.8	308.7	160.1	(148.6)	(48.1)
Total requirements	52 345.0	54 327.3	57 604.8	3 277.5	6.0

^a Cost estimates for 2023/24 are inclusive of \$106,100 from the Government of Cyprus.

B. Non-budgeted contributions

50. The estimated value of non-budgeted contributions for the period from 1 July 2023 to 30 June 2024 is as follows:

(Thousands of United States dollars)

<i>Category</i>	<i>Estimated value</i>
Status-of-forces agreement ^a	871.9
Voluntary contributions in kind (non-budgeted)	—
Total	871.9

^a Market value of the costs of United Nations observation posts and office and accommodation facilities provided by the Government of Cyprus to UNFICYP at no cost for military contingents and United Nations police units, including the UNFICYP headquarters complex.

C. Efficiency gains

51. The cost estimates for the period from 1 July 2023 to 30 June 2024 take into account the following efficiency initiatives:

(Thousands of United States dollars)

<i>Category</i>	<i>Amount</i>	<i>Initiative</i>
Facilities and infrastructure	20.2	Installation of a 61.20 kilowatt peak grid-connected photovoltaic power plant at observation post 126 in sector 4. The installation of the photovoltaic solar system is expected to achieve savings of 78 per cent of the 136,000 kWh consumed from the local electric grid for observation post 126 per year once the system is fully operational
Total	20.2	

D. Vacancy factors

52. The cost estimates for the period from 1 July 2023 to 30 June 2024 take into account the following vacancy factors:

(Percentage)

<i>Category</i>	<i>Actual 2021/22</i>	<i>Budgeted 2022/23</i>	<i>Projected 2023/24</i>
Military and police personnel			
Military contingents	4.0	6.6	5.0
United Nations police	8.7	2.9	2.9
Civilian personnel			
International staff	2.6	2.0	7.7

<i>Category</i>	<i>Actual 2021/22</i>	<i>Budgeted 2022/23</i>	<i>Projected 2023/24</i>
National staff			
National Professional Officers	0.0	0.0	0.0
National General Service staff	0.9	1.0	1.7
Temporary positions^a			
International staff	0.0	0.0	0.0

^a Funded under general temporary assistance.

53. The vacancy factors for military and police personnel reflect the planned deployment level of 803 military contingent personnel within the authorized strength of 860 personnel and the planned deployment level of 67 United Nations police officers within the authorized strength of 69 personnel. The vacancy factors applied in the budget take into account the experience of the mission to date and mission-specific circumstances in relation to the deployment of uniformed personnel and the recruitment of civilian staff. The assumptions considered for the vacancy factors include the current 12-month average vacancy rate, from January to December 2022 or the actual vacancy rate as at 31 December 2022. This is in line with the policy guidance provided to improve the accuracy and consistency of the vacancy rate factors applied in the proposed budgets for the 2023/24 period and to ensure that proposed vacancy rates are based, as much as possible, on actual rates. A vacancy rate of 50 per cent has been applied in the calculation of costs for the proposed establishment of one new post.

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

54. Requirements for the period from 1 July 2023 to 30 June 2024 are based on standard reimbursement rates for major equipment and self-sustainment in the total amount of \$883,800, as follows:

(Thousands of United States dollars)

<i>Category</i>	<i>Military contingents (estimate)</i>		
Major equipment	683.1		
Self-sustainment	200.7		
Total	883.8		
<i>Mission factors</i>	<i>Percentage</i>	<i>Effective date</i>	<i>Last review date</i>
A. Applicable to the mission area			
Extreme environmental conditions factor	1.3	1 October 2021	2 August 2021
Logistics and road conditions factor	0.1	1 October 2021	2 August 2021
Hostile action or forced abandonment factor	1.0	1 October 2021	2 August 2021
B. Applicable to the home country			
Incremental transportation factor	0.25–3.75		

F. Training

55. The estimated resource requirements for training for the period from 1 July 2023 to 30 June 2024 are as follows:

(Thousands of United States dollars)

<i>Category</i>	<i>Estimated amount</i>
Official travel	
Official travel, training	92.2
Other supplies, services and equipment	
Training fees, supplies and services	45.9
Total	138.1

56. The number of participants planned for the period from 1 July 2023 to 30 June 2024, compared with previous periods, is as follows:

(Number of participants)

	<i>International staff</i>			<i>National staff</i>			<i>Military and police personnel</i>		
	<i>Actual 2021/22</i>	<i>Planned 2022/23</i>	<i>Proposed 2023/24</i>	<i>Actual 2021/22</i>	<i>Planned 2022/23</i>	<i>Proposed 2023/24</i>	<i>Actual 2021/22</i>	<i>Planned 2022/23</i>	<i>Proposed 2023/24</i>
Internal	4	5	5	4	14	5	1 457	1 620	1 620
External ^a	1	12	18	2	11	25	4	9	7
Total	5	17	23	6	25	30	1 461	1 629	1 627

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

57. During the 2023/24 period, the number of civilian participants in external training courses will increase on the basis of the capacity requirements for the period. Training courses will cover primarily the areas of conduct and discipline, with an emphasis on the prevention of sexual exploitation and abuse, administration, budget, finance, safety and security, ground transport, information technology, leadership, political and civil affairs, organizational development, human resources management, engineering, procurement and supply chain management.

G. Official travel, non-training

58. The resource requirements for official travel, non-training for the period from 1 July 2023 to 30 June 2024 are estimated at \$171,500, as follows:

	<i>Number of person trips planned</i>	<i>Amount (thousands of United States dollars)</i>	<i>Percentage of total budget 2022/23</i>	<i>Percentage of total budget 2023/24</i>
Travel within the mission area	—	—	—	—
Travel outside the mission area	45	171.5	0.3	0.3
Total	45	171.5		

59. During the 2023/24 period, trips for travel outside the mission area will cover primarily the heads of Civil Affairs Section conference, heads of military and police component conferences, gender adviser regional meetings, and the annual meetings for chief procurement officers and on human resources, finance and budget, and supply chain management.

III. Analysis of variances¹

60. The standard terminology applied with respect to the analysis of resource variances in this section are defined in annex I, section B, to the present report. The terminology used remains the same as that used in previous reports.

	<i>Variance</i>	
Military contingents	\$715.7	3.5%

• Cost parameters: change in troop reimbursement rates

61. The increased requirements are attributable primarily to: (a) the higher standard troop cost reimbursement owing to (i) the higher rate of reimbursement of \$1,448 per person per month, as approved by the General Assembly in its resolution 76/276, compared with the rate of \$1,428 as applied to the approved budget for the 2022/23 period, and (ii) the application of the lower vacancy rate of 5.0 per cent, compared with the rate of 6.6 per cent applied in the approved budget for the 2022/23 period; and (b) the higher freight and deployment of contingent owned-equipment owing to the anticipated deployment of one additional Bell-212 helicopter to enhance the Force's night-flying capability for casualty and medical evacuation, following the assessment of the military capability conducted in June 2022, for which a provision was not included in the approved budget for the 2022/23 period.

62. The increased requirements were offset in part by the reduced requirements attributable to the lower costs for food rations and mission subsistence allowance, owing to the impact of the depreciation of the euro against the United States dollar, resulting in the application of the exchange rate of 0.967 euros to 1 United States dollar, compared with the rate of 0.888 euros applied in the approved budget for the 2022/23 period.

	<i>Variance</i>	
United Nations police	(\$123.4)	(3.6%)

• External: change in exchange rate

63. The reduced requirements are attributable to the lower cost for mission subsistence allowance owing to the impact of the depreciation of the euro against the United States dollar, resulting in the application of the exchange rate of 0.967 euros to 1 United States dollar, compared with the rate of 0.888 euros applied in the approved budget for the 2022/23 period.

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

	<i>Variance</i>	
International staff	\$632.4	9.4%

• **Cost parameters: change in salary and vacancy rates**

64. The increased requirements are attributable primarily to: (a) the higher rates for international staff salaries based on the revised salary scale and the higher rate for common staff costs based on the actual expenditure for the period from 1 December 2021 to 30 November 2022, compared with the rates applied in the approved budget for the 2022/23 period; and (b) the proposed establishment of one post.

65. The increased requirements are offset in part by the decreased requirements attributable to the application of a higher vacancy rate of 7.7 per cent in the computation of the salary costs, compared with the rate of 2.0 per cent applied in the approved budget for the 2022/23 period.

	<i>Variance</i>	
National Professional Officer	(\$36.4)	(5.9%)

• **External: change in exchange rate**

66. The reduced requirements are attributable to the impact of the depreciation of the euro against the United States dollar, resulting in the application of the exchange rate of 0.967 euros to 1 United States dollar, compared with the rate of 0.888 euros applied in the approved budget for the 2022/23 period.

	<i>Variance</i>	
National General Service staff	(\$751.0)	(8.8%)

• **External: change in exchange rate**

67. The reduced requirements are attributable to the impact of the depreciation of the euro against the United States dollar, resulting in the application of the exchange rate of 0.967 euros to 1 United States dollar, compared with the rate of 0.888 euros applied in the approved budget for the 2022/23 period.

	<i>Variance</i>	
General temporary assistance	\$112.6	42.7%

• **Cost parameters: change in salary rates**

68. The increased requirements are attributable primarily to: (a) the higher rates for international staff salaries based on the revised salary scale and the higher rate for common staff costs, compared with the rates applied in the approved budget for the 2022/23 period; and (b) the approved establishment of one temporary position that is encumbered and provided for at full cost, compared with the vacancy rate of 50 per cent applied to the newly established position included in the approved budget for the 2022/23 period.

	<i>Variance</i>	
Official travel	\$47.5	22.0%

• **Management: increased input and output**

69. The increased requirements are attributable primarily to: (a) a higher number (50) of training trips owing to the resumption of in-person training activities, given

the easing of worldwide travel restrictions in connection with the coronavirus disease (COVID-19) pandemic, which were postponed from prior periods, compared with the 32 trips included in the approved budget for the 2022/23 period; and (b) the higher airfare ticket costs for official travel training and non-training, compared with the airfare ticket costs included in the approved budget for the 2022/23 period, owing to the global increase in fuel prices.

	<i>Variance</i>	
Facilities and infrastructure	\$1,565.6	23.3%

• **Management: increased input and output**

70. The increased requirements are attributable primarily to the higher costs for the acquisition of prefabricated facilities, accommodation and refrigeration equipment, construction materials and field defence supplies, the acquisition of engineering supplies and the acquisition of water treatment and fuel distribution equipment, in connection with the relocation project of UNFICYP operations from the Ledra Palace hotel to a prefabricated facility within the buffer zone, given the safety risk to Force personnel.

71. The increased requirements were offset in part by the reduced requirements attributable to the lower costs for: (a) maintenance services, owing to the impact of the depreciation of the euro against the United States dollar, resulting in the application of the exchange rate of 0.967 euros to 1 United States dollar, compared with the rate of 0.888 euros applied in the approved budget for the 2022/23 period; and (b) construction, alteration, renovation and major maintenance services, owing to the anticipated completion of one non-recurring construction project for the refurbishment of a 2 km security perimeter fence around the United Nations Protected Area, approved for the 2022/23 period.

	<i>Variance</i>	
Ground transportation	\$638.8	37.7%

• **Management: increased input and same output**

72. The increased requirements are attributable primarily to: (a) the acquisition of 20 vehicles (13 light passenger vehicles, 4 minibuses, 1 special purpose vehicle and 2 specialized vehicles), scheduled for replacement in line with the second year of the five-year United Nations-owned vehicles replacement plan, owing to their advanced deteriorating condition and safety concerns regarding their continued operation, compared with 15 vehicles included in the approved budget for the 2022/23 period; and (b) petrol, oil and lubricants, owing to the higher anticipated average cost of fuel for vehicles of \$1.058 per litre, compared with \$0.754 per litre included in the approved budget for the 2022/23 period.

	<i>Variance</i>	
Marine operations	\$227.7	702.8%

• **Management: increased input and output**

73. The increased requirements are attributable primarily to the higher number (52) of acquisitions of sea containers, in connection with the shipment of prefabricated buildings in connection with the relocation project of UNFICYP operations from the Ledra Palace hotel to a prefabricated facility within the buffer zone, given the safety risk to Force personnel, compared with 9 sea containers included in the approved budget for the 2022/23 period.

	<i>Variance</i>	
Medical	(\$44.5)	(8.9%)

• **External: change in exchange rate**

74. The reduced requirements are attributable primarily to the lower cost for medical services, owing to the impact of the depreciation of the euro against the United States dollar, resulting in the application of the exchange rate of 0.967 euros to 1 United States dollar, compared with the rate of 0.888 euros applied in the approved budget for the 2022/23 period.

	<i>Variance</i>	
Other supplies, services and equipment	\$332.7	46.1%

• **Management: increased input and output**

75. The increased requirements are attributable primarily to: (a) the higher engagement of individual contractual services related to environmental capacity and monitoring functions to further reduce the Force's environmental footprint; and (b) the higher anticipated other freight and related costs for sea and inland transportation of the higher number of acquisitions to be transported to the Force's location, in connection with the relocation project of UNFICYP operations from the Ledra Palace hotel to a prefabricated facility within the buffer zone, given the safety risk to Force personnel.

IV. Actions to be taken by the General Assembly

76. The actions to be taken by the General Assembly in connection with the financing of the United Nations Peacekeeping Force in Cyprus are:

(a) **Appropriation of the amount of \$57,444,700 for the maintenance of the Force for the 12-month period from 1 July 2023 to 30 June 2024, including \$24,782,400 to be funded through voluntary contributions from the Government of Cyprus (\$18,282,400) and from the Government of Greece (\$6,500,000);**

(b) **Assessment of the amount of \$2,721,858 for the period from 1 to 31 July 2023;**

(c) **Assessment of the amount of \$29,940,442 representing the balance of the appropriation in subparagraphs (a) and (b) above for the period from 1 August 2023 to 30 June 2024 at a monthly rate of \$2,721,858 should the Security Council decide to continue the mandate of the Force.**

V. Summary of follow-up action taken to implement the decisions and requests of the General Assembly in its resolutions 76/274 and 76/283, including the requests and recommendations of the Advisory Committee on Administrative and Budgetary Questions endorsed by the Assembly

A. General Assembly

Cross-cutting issues

(Resolution 76/274)

<i>Request/recommendation</i>	<i>Action taken to implement request/recommendation</i>
Requests the Secretary-General to improve comprehensive oversight of the activities of peacekeeping missions and implement the recommendations of relevant oversight bodies in this regard to avoid deficiencies in management and related economic losses, with the aim of ensuring full compliance with the Financial Regulations and Rules of the United Nations (para. 17).	As at 30 November 2022, 25 recommendations, comprising 21 Board of Auditors (3 closed and 18 open) and 4 open Office of Internal Oversight Services recommendations, were in the process of implementation. UNFICYP reviews its open recommendations on a quarterly basis.
Also requests the Secretary-General to further enhance budget transparency by including, in his next budget reports, information about substantial justifications for all post changes and increased operational costs, as well as a breakdown between the resources requested for National Professional Officers and National General Service staff (para. 18).	The breakdown of requested resources between National Professional Officers and national General Service staff is provided in section II of the present report, on financial resources. Substantial justification for all post changes and increased operational costs are provided in sections I and III of the present report.
Expresses concern at the low rate of compliance with the advance purchase policy directive, and requests the Secretary-General to make stronger efforts to further enhance the rate of compliance with the advance purchase policy directive across all travel categories, taking into account the patterns and nature of official travel and the reasons for non-compliance by each department, office and field mission (para. 19).	The rate of compliance with the 16-day advance purchase policy of air tickets for non-training and training travel for the 2021/22 period is 53 per cent, owing to uncertainties vis-à-vis the planning of trips in the light of COVID-19 travel restrictions. Updated compliance rates are provided in the budget information pilot. Every effort is made by the Force to comply with the advance purchase policy directive.
Notes the increasing importance of efficient fuel management, given rising fuel prices globally and the deficiencies in missions' fuel management systems found by the Board of Auditors, and requests the Secretary-General to implement measures for more efficient fuel management in missions, including through the proper and consistent monitoring of fuel consumption across missions and strengthened monitoring of risks (para. 26).	The general fuel management approach is provided in the report of the Secretary-General on the overview of the financing of the United Nations peacekeeping operations. UNFICYP recognizes that environmental initiatives and activities to improve the Force's compliance with the Administration's strategy and policy and the European Union standards are becoming increasingly important. Consequently, the Force implemented and continues to implement initiatives to reduce its carbon footprint. With the implementation of the Unite field remote infrastructure management system, the Force's capacity in information literacy, technology, data collection and analysis will help to

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

Requests that future budget proposals demonstrate the scalability of mission support components, including their staffing and operational costs, be proportionate in relation to the changing level of other mission components and include standard indicators (para. 27).

Recalls paragraph 23 of its resolution [66/264](#) and paragraph 82 of the report of the Advisory Committee, emphasizes the importance of efficient and agile staffing structures to support missions in the delivery of their mandates and to ensure the effectiveness of workforce planning, oversight and accountability, and encourages the Secretary-General to assure the continuous adaptation and optimization of the structures, including through civilian and security staffing reviews, with United Nations Headquarters participation, at least on a quadrennial basis (para. 28).

Also requests the Secretary-General to include justifications for temporary assignments of staff receiving special post allowances for more than one year, including the length of those assignments and the recruitment status of the related posts, in the context of all future budget proposals (para. 31).

Reiterates its concern about the high number of vacancies in civilian staffing, further reiterates its request to the Secretary-General to ensure that vacant posts are filled expeditiously, and requests the Secretary-General to review the posts that have 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 (para. 33).

Requests the Secretary-General to consider options for greater nationalization of functions when formulating budget submissions, commensurate with mission mandates and requirements where applicable (para. 34).

achieve improvements in efficient fuel management. In addition, during the 2023/24 period, the Force will enhance the environmental capacity and monitoring functions through the engagement of individual contractual services.

The general approach on mission support scalability is provided in the report of the Secretary-General on the overview of the financing of the United Nations peacekeeping operations.

The support ratio of the Force is stable, and there are no major changes in both uniformed and civilian personnel for the 2023/24 period.

UNFICYP acknowledges the importance of efficient and agile staffing structures and periodically reviews the adequacy of support provided for substantive activities based on the Force's mandate. The most recent review was conducted in 2018, and the Force is actively coordinating with Headquarters to plan for the next staffing review, during the 2024/25 period.

UNFICYP does not have any temporary assignments of staff receiving special post allowances for more than one year.

As at 31 January 2023, there were no posts that had been vacant for 24 months or longer.

UNFICYP continues to build on past efforts in this area, and 74 per cent of its civilian staffing is composed of national staff. The Force nationalized 12 international posts between 2006 and 2016: 2 in the Ground Transportation Section; 1 in the Travel Unit; 1 in the Property Management Unit; 1 in the Communications and Information Technology Section; 2 posts of Administrative Officers; 1 post of Procurement Officer; 1 post of Personal Assistant; 1 post of Finance Assistant; 1 post of Human Resources Assistant; and 1 post of Electrical Technician.

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

Reiterates 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 (para. 46).

The Force's use of external consultants is kept to the absolute minimum and only for highly specialized work related to construction projects, such as electrical rewiring, which are required by host country regulations, as well as environmental consultancies to ensure that the Force complies with local and European Union environmental standards. Other consultancies pertain to intercommunal matters such as, civil society, women and young people, for which in-house capacity to perform the core activities is not available.

Emphasizes the importance of adequate energy and waste management in order to minimize risk to people, societies and ecosystems, and requests the Secretary-General to intensify the efforts aimed at reducing the overall environmental footprint of missions, including through the implementation of environmentally responsible waste management and power generation systems, also working towards a potential positive legacy for host communities, in full compliance with the relevant regulations and rules (para. 83).

The Force continues to reduce its overall environmental footprint through the implementation of energy-saving projects, such as the proposed construction of a photovoltaic power plant at observation post 126 in sector 4 during the 2023/24 period. In addition, the Force ensures that waste management is implemented through the outsourcing of service contracts that follows the standards of the Administration's environment policy and strategy, of the host country and of the European Union.

The Force's environmental management scorecard is provided in the supplementary information.

B. Advisory Committee on Administrative and Budgetary Questions

Observations and recommendations on cross-cutting issues related to peacekeeping operations

([A/76/760](#) and General Assembly resolution [76/274](#))

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

The Advisory Committee trusts that information on the outstanding payments for uniformed personnel and contingent-owned equipment, by mission, will be provided to the General Assembly during the consideration of the present report, and that updated information will be included in the missions' budget submissions and overview reports (para. 26).

Reimbursement of the costs of troop and formed police personnel, as well as for contingent-owned equipment, has been made for the period up to 30 September 2022, in accordance with the quarterly payment schedule.

With a view to reducing travel costs, the Advisory Committee reiterates that where possible, advanced technology and remote training tools should be fully utilized and trips should be combined or undertaken with fewer travellers (see also [A/73/779](#), paras. 16 and 18–19). The Committee further trusts that the provisions of [ST/SGB/2009/9](#) will be consistently applied for travel of staff to attend internal conferences. The Committee looks forward to receiving disaggregated information on within-mission and outside-mission travel in future peacekeeping missions and overview reports (para. 55).

The Force seeks ways to increase the use of online training and has successfully implemented such training in several fields, such as financial management, procurement, gender, sexual exploitation and abuse, local language skills (Greek and Turkish), local committees on contracts, minute writing and performance management.

However, some training courses require in-person attendance and practical exercises, such as on generator familiarization, the commissioning of solar power systems, aviation safety and firefighting,

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

The Advisory Committee reiterates its recommendation that the General Assembly request the Secretary-General to provide, in the next overview report and in the context of mission budget reports, detailed information on cost recovery, including but not limited to, activities subject to cost recovery, mission-related human and financial resources utilized, classification of non-spendable and spendable revenue and the amount to be returned to Member States, as well as the use of the peacekeeping cost-recovery fund (para. 78).

thereby resulting in the increase in training fees and official travel for training during the 2023/24 period.

Details are provided in section II.G of the present report, on official travel, as well as in the supplementary information.

Details are provided in the supplementary information.

Financing of the United Nations Multidimensional Integrated Stabilization Mission in Mali

([A/76/760/Add.9](#) and General Assembly resolution [76/288](#))

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

The Advisory Committee recommends that the General Assembly request the Secretary-General to include information on the strategic stocks held in all the missions in future budget submissions and in the overview reports (para. 47).

Details are provided in the budget information pilot.

Financing of the United Nations Peacekeeping Force in Cyprus

([A/76/760/Add.11](#) and General Assembly resolution [76/283](#))

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

The Advisory Committee welcomes the continued improvement in the gender balance within UNFICYP and trusts that the Force will pursue further efforts to improve its geographical representation and will continue to provide information thereon in future reports (para. 29).

UNFICYP continues to promote gender parity at all levels and in all groups, especially at the senior levels, in its recruitment and retention efforts, with full respect for the principle of equitable geographical representation. Details of the gender balance are provided in the budget information pilot.

Given projections that show an excess in power output for two of the three solar plants already in operation, and taking into account the future operationalization of the newly proposed solar plants, the Committee considers that materially greater efficiencies should be reflected in future budget proposals for the Force and recommends the General Assembly to request the Secretary-General to thoroughly review and include, in future budget proposals, information on total yearly kilowatt generation and consumption from solar energy and projections of the related efficiencies (para. 31).

Total annual kilowatt generation for the three solar plants that are already operational in the Force is 706,844 kWh, which resulted in an efficiency gain of \$130,450 during the 2021/22 period. The kilowatt generation of 194,901 kWh is projected from the two solar plants that are under construction during the 2022/23 period (observation post 32 and 91) and from one plant proposed for the 2023/24 period (observation post 126), for a total projected efficiency gain in the amount of \$36,130.

Annex I

Definitions

A. Terminology related to proposed changes in human resources

The following terms have been applied with respect to proposed changes in human resources (see sect. I of the present report):

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

B. Terminology related to variance analysis

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

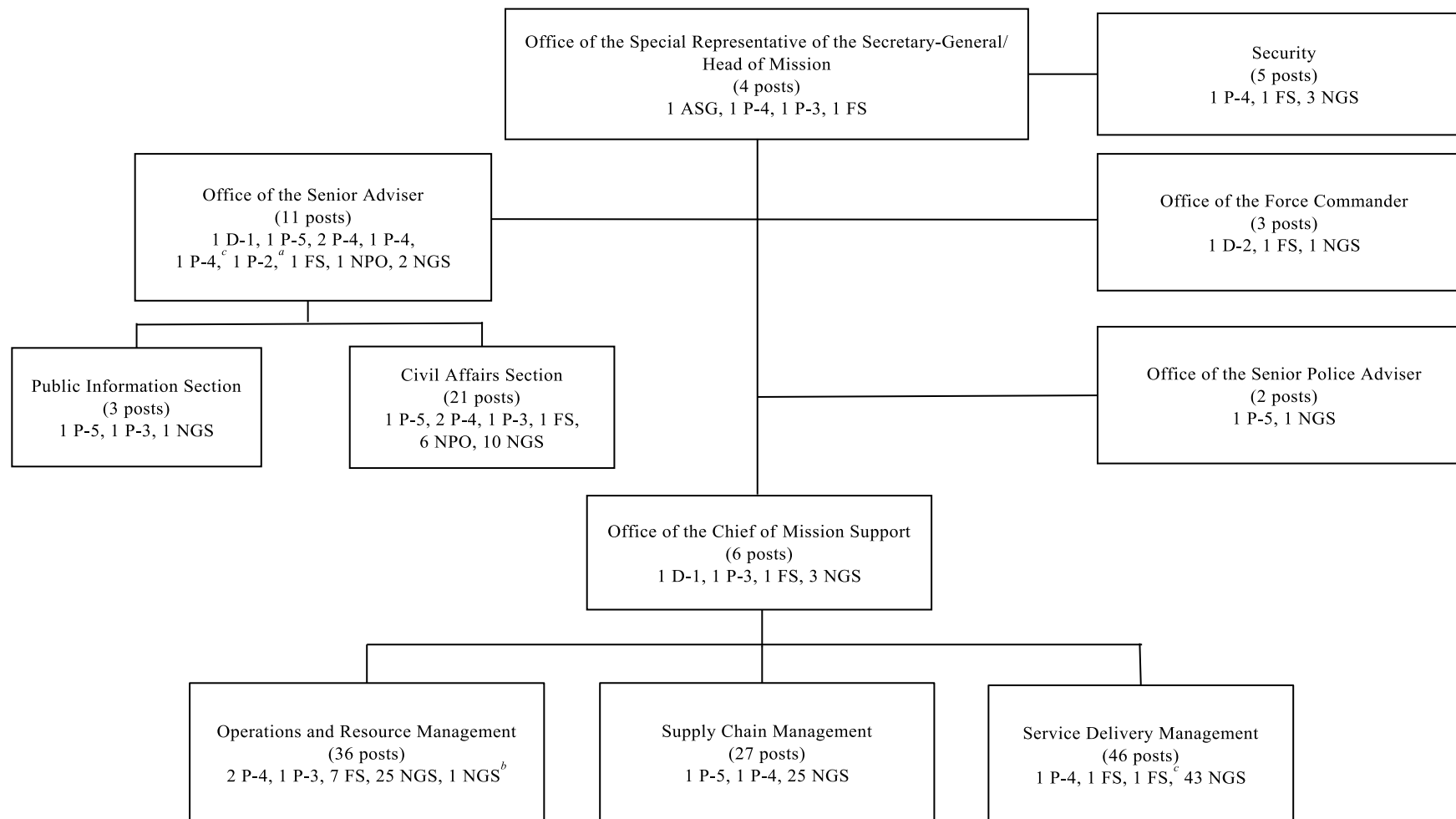
- **Mandate:** variances caused by changes in the scale or scope of the mandate, or changes in the expected accomplishments as driven by the mandate.
- **External:** variances caused by parties or situations external to the United Nations.
- **Cost parameters:** variances caused by United Nations regulations, rules and policies.

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

Annex II

Organization charts

A. Substantive and administrative offices



Abbreviations: ASG, Assistant Secretary-General; FS, Field Service; NGS, national General Service; NPO, National Professional Officer.

^a Establishment.

^b Located in the Kuwait Joint Support Office.

^c General temporary assistance.

B. Military component

