



General Assembly

Distr.: General
16 February 2023

Original: English

Seventy-seventh session

Agenda item 164

Financing of the United Nations Mission in South Sudan

Budget for the United Nations Mission in South Sudan for the period from 1 July 2023 to 30 June 2024

Report of the Secretary-General

Contents

	<i>Page</i>
I. Mandate and planned results	5
A. Overall	5
B. Planning assumptions and mission support initiatives	5
C. Regional mission cooperation	11
D. Partnerships, country team coordination and integrated missions	11
E. Results-based budgeting frameworks	12
II. Financial resources	59
A. Overall	59
B. Non-budgeted contributions	60
C. Efficiency gains	60
D. Vacancy factors	60
E. Contingent-owned equipment: major equipment and self-sustainment	61
F. Training	62
G. Official travel, non-training	62
H. Mine detection and mine-clearing services	63
I. Other programmatic activities	63
J. Quick-impact projects	65
III. Analysis of variances	66



IV. Actions to be taken by the General Assembly.	71
V. Summary of follow-up action taken to implement the decisions and requests of the General Assembly in its resolutions 76/274 and 76/291 , including the requests and recommendations of the Advisory Committee on Administrative and Budgetary Questions endorsed by the Assembly	72
A. General Assembly	72
B. Advisory Committee on Administrative and Budgetary Questions.	79
Annexes	
I. Definitions	88
II. Organization charts	90
Map	92

Summary

The present report contains the budget for the United Nations Mission in South Sudan (UNMISS) for the period from 1 July 2023 to 30 June 2024, which amounts to \$1,161,509,500.

The proposed budget in the amount of \$1,161,509,500 represents an increase of \$44,900,500, or 4.0 per cent, compared with the apportionment of \$1,116,609,000 for the 2022/23 period.

During the period from 1 July 2023 to 30 June 2024, UNMISS will continue to implement its mandate, as outlined by the Security Council in its resolution [2625 \(2022\)](#), to advance a three-year strategic vision to prevent a return to civil war in South Sudan, to build durable peace at the local and national levels and to support inclusive and accountable governance and free, fair and peaceful elections in accordance with the Revitalized Agreement on the Resolution of the Conflict in the Republic of South Sudan. The Mission will focus on supporting the implementation of key transitional benchmarks contained in the Revitalized Agreement; enhance general security and contribute to a safe and secure environment for political progress; intensify grass-roots civil and political engagements to promote peaceful coexistence and mobilize communities to support the implementation of the Revitalized Agreement; support rule of law institutions and promote accountability and access to justice; and enhance strategic partnerships and promote greater coherence between international partners to advance political dialogue between the parties.

The budget provides for the deployment of 242 military observers, 16,758 military contingent personnel, 733 United Nations police officers, 1,280 formed police unit personnel, 934 international staff (including 17 positions funded under general temporary assistance), 175 National Professional Officers (including 4 positions funded under general temporary assistance), 1,289 national General Service staff (including 2 positions funded under general temporary assistance), 451 United Nations Volunteers and 88 Government-provided personnel.

The total resource requirements for UNMISS for the financial period from 1 July 2023 to 30 June 2024 have been linked to the Mission's objective through a number of results-based budgeting frameworks, organized according to the following components, which have been aligned with the mandate endorsed by the Security Council in its resolution [2625 \(2022\)](#): (a) protection of civilians; (b) monitoring, investigating and reporting on violations of international humanitarian law and violations and abuses of human rights; (c) creating the conditions conducive to the delivery of humanitarian assistance; (d) supporting the implementation of the Revitalized Agreement and the peace process; and (e) support. The human resources of the Mission in terms of the number of personnel have been attributed to the individual components, with the exception of executive direction and management, which can be attributed to the Mission as a whole.

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

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	522 243.0	504 992.2	511 894.1	6 901.9	1.4
Civilian personnel	314 657.6	322 416.5	323 447.2	1 030.7	0.3
Operational costs	278 145.0	289 200.3	326 168.2	36 967.9	12.8
Gross requirements	1 115 045.6	1 116 609.0	1 161 509.5	44 900.5	4.0
Staff assessment income	28 637.2	27 344.4	29 798.6	2 454.2	9.0
Net requirements	1 086 408.4	1 089 264.6	1 131 710.9	42 446.3	3.9
Voluntary contributions in kind (budgeted)	—	—	—	—	—
Total requirements	1 115 045.6	1 116 609.0	1 161 509.5	44 900.5	4.0

Human resources^a

	Military observers	Military contingents	United Nations police	Formed police units	International staff	National Professional Officers	National General Service staff	Temporary positions ^b	United Nations Volunteers ^c	Government- provided personnel	Total
Executive direction and management											
Approved 2022/23	—	—	—	—	57	10	14	1	8	—	90
Proposed 2023/24	—	—	—	—	57	10	14	1	9	—	91
Components											
Protection of civilians											
Approved 2022/23	242	16 758	733	1 280	113	59	191	—	67	—	19 443
Proposed 2023/24	242	16 758	733	1 280	113	59	203	—	67	—	19 455
Monitoring, investigating and reporting on violations of international humanitarian law and violations and abuses of human rights											
Approved 2022/23	—	—	—	—	64	29	49	—	42	—	184
Proposed 2023/24	—	—	—	—	64	33	45	—	42	—	184
Creating the conditions conducive to the delivery of humanitarian assistance											
Approved 2022/23	—	—	—	—	18	5	21	—	12	—	56
Proposed 2023/24	—	—	—	—	18	5	21	—	12	—	56
Supporting the implementation of the Revitalized Agreement and the peace process											
Approved 2022/23	—	—	—	—	42	13	6	6	13	88	168
Proposed 2023/24	—	—	—	—	42	13	6	14	13	88	176
Support											
Approved 2022/23	—	—	—	—	622	50	998	8	309	—	1 987
Proposed 2023/24	—	—	—	—	623	51	998	8	308	—	1 988
Total											
Approved 2022/23	242	16 758	733	1 280	916	166	1 279	15	451	88	21 928
Proposed 2023/24	242	16 758	733	1 280	917	171	1 287	23	451	88	21 950
Net change	—	—	—	—	1	5	8	8	—	—	22

^a Represents 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 Mission in South Sudan (UNMISS) was established by the Security Council in its resolution 1996 (2011). The most recent extension of the mandate was authorized by the Council in its resolution 2625 (2022), by which the Council extended the mandate until 15 March 2023.
2. The Mission is mandated to assist the Security Council in advancing a three-year strategic vision to prevent a return to civil war in South Sudan, to build durable peace at the local and national levels and to support inclusive and accountable governance and free, fair and peaceful elections in accordance with the Revitalized Agreement on the Resolution of the Conflict in the Republic of South Sudan, signed in 2018.
3. Within this overall objective, UNMISS 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 (protection of civilians; monitoring, investigating and reporting on violations of international humanitarian law and violations and abuses of human rights; creating the conditions conducive to the delivery of humanitarian assistance; supporting the implementation of the Revitalized Agreement and the peace process; and support), which are derived from the mandate of the Mission.
4. The expected accomplishments would lead to the fulfilment of the Security Council's objective within the lifetime of the Mission, and the indicators of achievement measure progress towards the accomplishments during the budget period. The human resources of UNMISS in terms of the number of personnel have been attributed to the individual components, with the exception of the Mission's executive direction and management, which is attributed to the Mission as a whole. Variances in the number of personnel compared with the 2022/23 budget have been explained under the respective components.
5. The Mission headquarters is located at three sites in Juba: United Nations House and the UNMISS compounds in Tomping and Durupi. The Mission has 10 field offices, including the Juba field office, which is co-located with the Mission headquarters in Juba. In addition, UNMISS has field office team sites in Pibor and Yei, six company operating bases and two temporary operating bases. The temporary operating bases can be increased to eight, subject to operational requirements at the time.

B. Planning assumptions and mission support initiatives

6. The agreement on the road map to a peaceful and democratic end to the transitional period of the Revitalized Agreement, signed by the parties to the Agreement on 4 August 2022, extended the transitional period of the Agreement by 24 months, until 22 February 2025. While this decision has generally been welcomed by the parties to the Revitalized Agreement, the new road map has generated mixed reactions, including from some in the international community and civil society, including women-led civil society organizations that expressed concerns over the extent of the consultations in the lead-up to the extension. However, there has been a general expectation that the extension would enable the implementation of key outstanding tasks in the Revitalized Agreement that should allow elections to take place in December 2024, in accordance with the road map.

7. Overall, amid delayed and uneven implementation of the Revitalized Agreement, there has been slow progress towards passing key pieces of legislation related to the constitution-making process and political parties. The National Elections Act has been revised and is pending endorsement by the Transitional National Legislative Assembly, which will be followed by the reconstitution of the National Elections Commission. At a meeting with UNMISS on 9 January 2023, the President of South Sudan, Salva Kiir Mayardit, expressed continued commitment to the electoral process and the need for United Nations assistance in building national institutions for the conduct of elections. Subsequently, on 24 January 2023, the Mission received a formal request for electoral assistance from the Government of South Sudan to support the relevant institutions in the preparations for and the conduct of peaceful, inclusive and credible elections. The legislative bills related to security, which is also critical to holding free, fair and peaceful elections at the end of the transitional period, are under consideration by the legislature. Other key provisions, specifically those providing for the reconstitution of the National Constitutional Review Commission and the Political Parties Council, are further behind. On 22 September 2022, the parties to the Revitalized Agreement agreed on restructuring and power-sharing of the 17 national commissions provided for in the Agreement.

8. On 3 April 2022, the main parties to the Revitalized Agreement reached consensus on the command-and-control structure of the Necessary Unified Forces. Between 30 August 2022 and 14 January 2023, the first batch of 53,000 new recruits, out of a total of 83,000 members of the Necessary Unified Forces, graduated. Once the Government has decided on their respective ranks and positions, they will be integrated into the unified South Sudan People's Defence Forces and the unified South Sudan National Police Service, as well as into the unified National Security Service, the National Prison Service, the National Wildlife Service and the National Civil Defence Service. The Government will also provide statutory, budgetary and logistical support to enable the sustainable deployment of members of the Necessary Unified Forces and prevent any risks of aggressive behaviour towards the civilian population. The Government has not yet announced when the second batch, composed of an estimated 30,000 members of the Necessary Unified Forces, will start their four-month training. While the graduation of the first batch was a significant milestone towards a broader process of security sector transformation after a long deadlock between the parties, their integration and deployment would require the provision of adequate and sustainable resources. The expectation is that the graduation and deployment of the Necessary Unified Forces will provide a basis for implementing other key benchmarks of the Revitalized Agreement and will further enable the curbing of subnational violence.

9. During the 2023/24 period, there will be a significant need and expectation for support from regional and international partners, as well as UNMISS, to provide political, technical and logistical assistance for the implementation of key transitional benchmarks contained in the Revitalized Agreement, including support for the elections. In response to these expectations, UNMISS will scale up its support for the creation of an environment conducive to the holding of elections, as appropriate and consistent with the Revitalized Agreement and in line with the relevant provisions of the mandate. The Mission's support to a successful advancement of the peace process will require that all stakeholders continue to invest in achieving progress in the peace process.

10. The withdrawal of support to the monitoring mechanisms, namely, the reconstituted Joint Monitoring and Evaluation Commission and the Ceasefire and Transitional Security Arrangements Monitoring and Verification Mechanism, by some donors on 15 July 2022 has raised concerns about the effective functioning of these mechanisms as stipulated in the Revitalized Agreement. Donors and partners

demand a demonstration of strong will by the political parties and leaders of South Sudan to implement the adopted road map. Declining engagement from international partners will likely increase expectations for UNMISS to use its good offices and convening role in support of the peace process.

11. While parties are expected to prioritize achieving outstanding benchmarks, the peace process will likely continue at an uneven pace, and political and civic space may remain limited. As the country embarks on the security reforms and preparations for the elections, the existing political tensions, including with armed groups remaining outside the peace process, are considered to be an important element for the Mission's planning assumption for the 2023/24 period. The Mission's support to the key stakeholders would be essential to ensuring an inclusive political process and opening the political and civic space that is critical not only for elections, but also for the stability and consolidation of peace in South Sudan in the long run.

12. The operational environment will continue to be defined by intercommunal violence, economic pressures and persisting barriers to the implementation of women and peace and security priorities. Climate-related events, such as flooding, are expected to continue if not increase in intensity, duration and number, and the enduring far-reaching economic consequences of the coronavirus disease (COVID-19) pandemic are also likely to carry over into the 2023/24 period. Despite gains in the peace process and the ceasefire agreement largely holding, subnational violence, particularly cattle raids, revenge killings and abductions, will remain a challenge and a matter of concern for the implementation of the Mission's mandate. Although the fighting that started in August 2022 between the forces of the Sudan People's Liberation Movement-Army in Opposition, the Kit-Gwang factions under Simon Gatwech and Johnson Olony, respectively, and their associated communities in Upper Nile State was followed by relative calm later in the year, the impact of the violence is far-reaching and is expected to continue. Tensions remain and thousands of civilians displaced within Upper Nile State and to Jonglei and Unity States, as well as to the Sudan, have yet to return, further worsening the humanitarian situation and increasing protection needs. Similarly, the mass mobilization by the Lou Nuer and the Dinka in Jonglei and subsequent attacks on the Murle in the Greater Pibor Administrative Area in December 2022 and January 2023 resulted in casualties, as well as abductions of women and children. While the fighting has stopped, there are persisting tensions with reports of mobilization for revenge. The recent fighting has also eroded the gains made in confidence-building between the Murle and communities of Jonglei State. Heightened efforts will be required to support dialogue, promote local peace and create favourable grounds for the implementation of the Revitalized Agreement. Displacement induced by sporadic violence remains a complex cyclical pattern in South Sudan and is expected to characterize the humanitarian context in the 2023/24 period.

13. Intercommunal violence, as well as persistence of conflict-related sexual violence, and the lack of political will and accountability to address those issues are likely to continue to undermine the fragile stability in the country. The human rights situation will need to be monitored closely, with women and children remaining especially vulnerable to serious human rights violations, such as conflict-related sexual violence, and grave child rights violations, including recruitment and use of children by armed forces and groups. Unresolved root causes of conflict and political interests remain a major problem for the sustainable resolution of communal conflicts. In the run-up to the elections, anticipated to be held in December 2024, the country would likely expect to witness increased conflict and violence that are tied to political contests over power and dwindling resources, ethnic divides, land and territorial disputes and economically driven criminality owing to a deteriorating economic environment and adverse weather conditions. With the existing concerns over the

protection of civilians linked to multifaceted violence and serious human rights violations, particularly a rise in the number of victims of sexual and gender-based violence and conflict-related sexual violence, the Mission will strengthen its support to the Government in carrying out its primary obligation to protect civilians and towards making progress on tasks that advance the peace process, as well as activities specifically targeting the protection needs of vulnerable populations.

14. The humanitarian situation across South Sudan remains dire, with 8.9 million people in need of assistance and 2.2 million people displaced internally as of December 2022. Food insecurity, intercommunal violence, conflict, insurgency and disease outbreaks will continue to drive the humanitarian needs of the population. This situation is expected to continue to intensify during the 2023/24 period. Humanitarian operations will therefore remain intensive despite various logistical, funding and operational impediments, and the Mission will continue to provide support upon request and within its capacity to create conditions conducive to the delivery of humanitarian assistance.

15. In the context of the above-mentioned situation and considerations, during the 2023/24 period, UNMISS will continue to implement its four-pillared mandate as outlined in Security Council resolution [2625 \(2022\)](#), namely, (a) the protection of civilians; (b) creating the conditions conducive to the delivery of humanitarian assistance; (c) supporting the implementation of the Revitalized Agreement and the peace process; and (d) monitoring, investigating and reporting on violations of international humanitarian law and violations and abuses of human rights.

16. During the 2023/24 period, in line with its Mission plan and in order to actualize the Security Council's vision, UNMISS will prioritize: (a) supporting the achievement of the transitional benchmarks contained in the peace agreement, including supporting the creation of an environment conducive to the holding of elections and laying the groundwork necessary for United Nations readiness for a possible request by the Government for electoral assistance; (b) enhancing general security and contributing to a safe and secure environment for political progress through the efficient and effective deployment of civilian and uniformed personnel; (c) intensifying grass-root-level engagements to promote peaceful coexistence among communities and to support the creation of an enabling environment for the opening of civic and political space; (d) supporting rule of law institutions, building national capacity to address impunity, promoting accountability and expanding access to justice; and (e) enhancing strategic partnerships and promoting coherence between regional and international partners to advance political dialogue between the parties.

17. The Mission will enhance its political and civil affairs engagements at the national and subnational levels and will expand its human rights and rule of law activities to address intra- and intercommunal conflicts, particularly those driven by resource competition, impunity and lack of accountability, and to further conflict prevention and mitigation. During the 2023/24 period, the Mission will continue to build on its strengths, previous gains and comparative advantage, partnerships and convening power to support the creation of an environment conducive to an inclusive and participatory political and peace process, especially with regard to supporting the constitution-making and electoral processes.

18. In resolution [2625 \(2022\)](#), the Security Council mandated UNMISS to support free, fair and peaceful elections in accordance with the Revitalized Agreement and called upon the United Nations to provide technical assistance, including capacity-building, and logistical support for the electoral process, as appropriate, in coordination with the United Nations country team and regional and international partners. During the 2023/24 period, the electoral process is expected to reach a critical phase, requiring sustained support from the Mission. In that regard, UNMISS

will provide technical assistance as appropriate, including capacity-building and logistical support in coordination with the United Nations country team and regional and international partners, to enable the full, equal, meaningful and safe participation of women candidates and voters in all phases of the electoral process and provide for the participation of South Sudanese internally displaced persons and refugees.

19. In line with the Action for Peacekeeping Plus initiative of the Secretary-General and the action plan to improve the safety and security of peacekeepers, UNMISS will remain committed to advancing a coherent political strategy, strengthening the protection of civilians and enhancing strategic and operational integration of the Mission-wide plans and processes. In addition, the Mission will continue to ensure or support women's full, equal and meaningful participation in all peace and political processes, as well as effective and accountable performance and mandate implementation. Based on the strategic vision and priorities, the Mission remains committed to further enhancing its impact on the ground and identifying best practices and areas in which operations can be strengthened through integrated assessments and coordination, including through the implementation of the Comprehensive Planning and Performance Assessment System. Building on the lessons learned from the performance assessments of the System, UNMISS will streamline its framework for the System in line with the Mission's vision and to inform the results-based budgeting frameworks to help strengthen the monitoring of the overall implementation of the Mission's mandate. The Mission will use the Umoja-based strategic management application to monitor performance, including tracking the implementation of its programmatic activities, to document the implementation of the mandate to better illustrate to Member States how the Mission is contributing to change over time. Data from the strategic management application will also be used to inform reports of the Secretary-General to the General Assembly and to the Security Council.

20. The monthly meetings of the high-level coordination forum between UNMISS and the Revitalized Transitional Government of National Unity have improved overall communication and coordination between the Mission and South Sudan security and government officials to facilitate the Mission's operations. The number of access denials decreased, improving freedom of movement for the Mission. However, beginning in early 2022, there has been an uptick in access denials in some parts of the country, which the Mission will continue to address both at the high-level coordination forum and with state-level authorities.

21. Overall, the operating conditions in South Sudan remain fragile in view of unpredictable threats and risks to United Nations personnel being recorded, which will necessitate that the Mission remain vigilant and maintain its capacity to ensure the safety and security of its personnel.

Mission support initiatives

22. During the 2023/24 period, the Mission Support Division will continue to maintain and improve administrative and logistical support for planned and emerging activities of the Mission through effective and efficient service provision and by streamlining processes, improving internal controls and adhering to the principles of strong oversight and accountability.

23. The Mission plans to replace equipment that has exceeded its useful economical life, including prefabricated accommodations, bathroom capsules, kitchens, generators, wastewater treatment plants and air conditioning equipment. The Mission will also continue the rehabilitation of its major infrastructural assets, such as energy, water and waste management systems, which are instrumental for providing effective life support sustainment service to military, police and civilian personnel.

24. In line with the Action for Peacekeeping Plus initiative of the Secretary-General and considering the challenges posed by difficult terrain caused by flooding and lack of transport infrastructure, the Mission conducted a successful trial of using all-terrain amphibious vehicles to enhance force mobility in the implementation of its core mandate on the protection of civilians. A summary of the trial report is provided in section V.B of the present report. Based on the successful trial, the Mission seeks to extend the use of all-terrain vehicles in areas most affected by floods, namely, the States of Upper Nile, Jonglei and Unity. In this regard, the Mission proposes to lease 45 additional all-terrain vehicles, in order to provide 20 vehicles to battalions based in each of the three targeted areas. This is a short-term solution while the necessary steps for a long-term solution to provide all-terrain amphibious vehicles as part of contingent-owned equipment are concluded.

25. The proposed budget for the 2023/24 period includes the following two new construction projects with an estimated cost of \$1 million or more: (a) the expansion of the Pariang camp to accommodate civilian and military personnel relocated from the Bentiu camp owing to flooding; and (b) the construction of reinforced bunkers for field offices to upgrade the facilities to the standard recommended by security experts. In addition, the proposed budget includes multi-year construction projects, five of which were initiated during previous budget periods.

26. The Mission will establish a long-term rental contract for heavy engineering equipment in support of the ongoing endeavours on flood protection, with particular emphasis on the worst flood-affected camps in Malakal, Bentiu and Bor.

27. In adherence to the United Nations environment policy, UNMISS will continue to implement measures to mitigate environmental impact and to reduce its overall environmental footprint. In this regard, the Mission will undertake several environmental projects, including: (a) the acquisition of large size incinerators to improve solid waste management activities; (b) the acquisition of small-scale composting equipment to manage biomass waste and reduce dependency on external dumpsites; (c) the acquisition of wastewater treatment plants and biofilter septic tanks for improving the wastewater management operation of the Mission; and (d) to continue with the implementation of the field remote infrastructure monitoring system for monitoring and reviewing the Mission's effectiveness on energy to reduce fuel usage and water conservation initiatives.

28. UNMISS will further strengthen the supply chain management learning framework to enhance supply chain knowledge and skills in the pillar and will implement supply chain performance management. The latter will provide data-driven analysis for performance improvement of the integrated supply chain and optimize attributes related to client services, such as responsiveness, reliability, order fulfilment and agility. The key initiative for supply chain operations will be the utilization of the Umoja supply chain planning tool, which will improve the identification of required goods and services and yield effective sourcing and delivery.

29. The proposed budget for the 2023/24 period reflects a net increase of 22 posts and positions. This increase includes the proposed establishment of 27 new posts and positions, comprising three international staff, including one post at the P-3 level and two positions at the P-4 level funded under general temporary assistance, 14 national General Service staff, including two positions funded under general temporary assistance, nine National Professional Officers, including four positions funded under temporary assistance, and one United Nations Volunteer position. The abolishment of four national General Service staff posts and one United Nations Volunteer position is proposed. The proposed posts and positions will enable the Mission to undertake crucial substantive mandated activities through the enhancement of its capabilities with respect to: (a) liaising with local communities to further its mandate on the

protection of civilians; (b) electoral support to enable the Mission to fulfil its electoral mandate and provide the requisite electoral assistance; (c) child protection to support the implementation of the Comprehensive Action Plan to End and Prevent All Grave Violations Against Children in South Sudan; and (d) health services by strengthening the Mission's laboratory services, which is necessary for the effective prevention of the spread of diseases given the current accommodation arrangements in the Mission.

30. The estimated resource requirements for the maintenance and operation of the Mission for the 2023/24 financial period amount to \$1,161,509,500, an increase of \$44,900,500, or 4.0 per cent, compared with the approved budget for the 2022/23 period of \$1,116,609,000. The estimates for the 2023/24 period reflect: (a) increased requirements for operational costs, owing primarily to higher fuel costs and higher contractual costs for the rental and operation of aircraft, as well as the planned higher number of flight hours based on operational requirements; (b) increased requirements for military and police personnel, attributable primarily to: (i) the higher costs for travel on emplacement, rotation and repatriation, owing to the higher average rate per hour reflected in the new long-term charter contract; and (ii) the higher rate of reimbursement for standard troop costs approved by the General Assembly; and (c) increased requirements for civilian personnel, attributable primarily to higher salary rates for national staff based on the revised salary scale applied retroactively from August 2021, offset in part by lower salary rates for international staff based on the revised salary scale effective 1 January 2023.

C. Regional mission cooperation

31. Cooperation with regional partners will continue to be essential for the implementation of the Mission's mandate. During the 2023/24 period, UNMISS will work closely with the Intergovernmental Authority on Development (IGAD), the African Union and the diplomatic community to support the coordinated, strategic and participatory implementation of the Revitalized Agreement and peace process, including through strengthened international engagement. UNMISS will continue to coordinate closely with the Office of the Special Envoy of the Secretary-General for the Horn of Africa and the United Nations Office to the African Union, based in Addis Ababa, to ensure a consistent United Nations system-wide approach in South Sudan.

32. The Regional Service Centre in Entebbe, Uganda, will continue to provide services to UNMISS in the areas of onboarding and separation, benefits and payroll, vendor payments, entitlements and official travel, claims processing, including education grants and reimbursement for mission-related travel, cashier services, training and conference services, transport and movement control. The United Nations Organization Stabilization Mission in the Democratic Republic of the Congo, through the Entebbe Support Base, will continue to provide services to UNMISS on a cost-recovery basis.

33. The Mission will continue to use the Global Procurement Support Section in Entebbe to streamline procurement services in the Central and Eastern African regions through joint regional acquisition planning, the development of the regional procurement strategy, regional vendor management and the consolidation of requirements for regional systems contracts.

D. Partnerships, country team coordination and integrated missions

34. System-wide coordination and integrated planning and programming will remain one of the key priorities for UNMISS during the 2023/24 period as the Mission seeks to enhance coherence and impact across the United Nations system by pursuing

complementarity between mandated activities and the implementation of the United Nations Sustainable Development Cooperation Framework for the period 2023–2025. A joint steering committee co-chaired by the Deputy Special Representative of the Secretary-General (Resident Coordinator/Humanitarian Coordinator) and the Minister of Finance and Planning will provide oversight and guidance on the implementation of the Framework. The membership of the joint steering committee is drawn from results groups (working groups from the United Nations country team and the Mission to plan, monitor and coordinate the implementation of the Framework), donors, civil society organizations, international financial institutions and government ministries. It will provide oversight and guidance on the implementation of the Framework.

35. UNMISS will continue to embody the vision of the United Nations reform process to realize cohesive approaches across the humanitarian, development and peace nexus across mandate implementation. The Mission will also continue to work collaboratively with key partners, including humanitarian and development actors, to: (a) strengthen efforts to effectively meet people's needs, mitigate risks and vulnerabilities, and create a secure environment to support the safe, voluntary and dignified return of displaced persons; (b) protect civilians, especially women and children; (c) promote women's participation in leadership and decision-making and gender equality; and (d) support the implementation of the Revitalized Agreement. To that end and to strengthen cooperation and the integration of activities across the country, the Deputy Special Representative of the Secretary-General (Resident Coordinator/Humanitarian Coordinator) will continue to facilitate coordination between UNMISS, the United Nations country team, the humanitarian country team and other partners.

36. The South Sudan reconciliation, stabilization and resilience trust fund initiative, established in 2018 by the Mission in partnership with the United Nations country team, supports strategic mobilization and alignment of United Nations-wide peacebuilding efforts in a coherent and mutually supportive manner. Drawing on UNMISS peacekeeping capabilities to secure programme locations, the trust fund employs an area-based approach that concentrates resources and combines the diverse capacities of partners across the triple nexus to deliver shorter-term security and stability measures that break the cycle of violence. With a growing emphasis on the need for political engagement, the partners of the South Sudan reconciliation, stabilization and resilience trust fund will continue to leverage the Mission's good offices to secure the necessary political will among elites at the local and national levels to stabilize volatile areas. During the 2023/24 period, UNMISS will continue to implement two ongoing area-based programmes, financed through the UNMISS trust fund, in Koch County and greater Tonj through consortia that bring together the United Nations and non-governmental organizations. UNMISS is also expected to play a strategic role in the second phase of a community violence reduction programme, also financed through the trust fund, in Jonglei and the Greater Pibor Administrative Area, which is expected to run from early 2023 to the end of 2025.

E. Results-based budgeting frameworks

37. 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

38. Overall mission direction and management are to be provided by the Office of the Special Representative of the Secretary-General. The proposed staffing complement is set out in table 1.

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	3	2	2	9	–	3	3	–	–	–	12
Proposed posts 2023/24	1	1	3	2	2	9	–	3	3	–	–	–	12
Net change	–	–	–	–	–	–	–	–	–	–	–	–	–
Special advisers													
Approved posts 2022/23	–	–	1	–	2	3	1	1	2	1	–	1	6
Proposed posts 2023/24	–	–	1	–	2	3	1	1	2	1	–	1	6
Net change	–	–	–	–	–	–	–	–	–	–	–	–	–
Office of the Chief of Staff													
Approved posts 2022/23	–	1	2	2	3	8	2	2	4	1	–	1	13
Proposed posts 2023/24	–	1	2	2	3	8	2	2	4	1	–	1	13
Net change	–	–	–	–	–	–	–	–	–	–	–	–	–
Field Support Office													
Approved posts 2022/23	–	–	1	1	1	3	–	1	1	1	–	1	5
Proposed posts 2023/24	–	–	1	1	1	3	–	1	1	1	–	1	5
Net change	–	–	–	–	–	–	–	–	–	–	–	–	–
Strategic Planning Unit													
Approved posts 2022/23	–	–	2	1	–	3	–	–	–	1	–	1	4
Proposed posts 2023/24	–	–	2	1	–	3	–	–	–	1	–	1	4
Net change	–	–	–	–	–	–	–	–	–	–	–	–	–
Best Practices Unit													
Approved posts 2022/23	–	–	–	1	–	1	1	–	1	–	–	–	2
Proposed posts 2023/24	–	–	–	1	–	1	1	–	1	–	–	–	2
Net change	–	–	–	–	–	–	–	–	–	–	–	–	–
Legal Affairs Unit													
Approved posts 2022/23	–	–	3	2	1	6	3	1	4	2	–	2	12
Proposed posts 2023/24	–	–	3	2	1	6	3	1	4	2	–	2	12
Net change	–	–	–	–	–	–	–	–	–	–	–	–	–

Note: The following abbreviations are used in the tables: ASG, Assistant Secretary-General; FS, Field Service; n/a, not applicable; NGS, national General Service; NPO, National Professional Officers; UNV, United Nations Volunteers; USG, Under-Secretary-General.

	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	
Conduct and Discipline Team													
Approved posts 2022/23	–	1	3	1	2	7	3	1	4	1	1	2	13
Proposed posts 2023/24	–	1	3	1	2	7	3	1	4	1	1	2	13
Net change	–	–	–	–	–	–	–	–	–	–	–	–	–
Office of the Deputy Special Representative of the Secretary-General (Political)													
Approved posts 2022/23	1	–	3	2	2	8	–	3	3	–	–	–	11
Proposed posts 2023/24	1	–	3	2	2	8	–	3	3	–	–	–	11
Net change	–	–	–	–	–	–	–	–	–	–	–	–	–
Office of the Deputy Special Representative of the Secretary-General (Resident Coordinator/Humanitarian Coordinator)													
Approved posts 2022/23	1	–	4	2	2	9	–	2	2	–	–	–	11
Proposed posts 2023/24	1	–	4	2	2	9	–	2	2	1	–	1	12
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	–	–	1	–	–	1	–	–	–	–	–	–	1
Subtotal, Office of the Deputy Special Representative of the Secretary-General (Resident Coordinator/Humanitarian Coordinator)													
Approved 2022/23	1	–	5	2	2	10	–	2	2	–	–	–	12
Proposed 2023/24	1	–	5	2	2	10	–	2	2	1	–	1	13
Net change	–	–	–	–	–	–	–	–	–	1	–	1	1
Subtotal													
Approved posts 2022/23	3	3	22	14	15	57	10	14	24	7	1	8	89
Proposed posts 2023/24	3	3	22	14	15	57	10	14	24	8	1	9	90
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	–	–	1	–	–	1	–	–	–	–	–	–	1
Total													
Approved 2022/23	3	3	23	14	15	58	10	14	24	7	1	8	90
Proposed 2023/24	3	3	23	14	15	58	10	14	24	8	1	9	91
Net change	–	–	–	–	–	–	–	–	–	1	–	1	1

^a Funded under general temporary assistance.

United Nations Volunteers: increase of one international United Nations Volunteer position

39. The summary of proposed staffing changes under the Mission's executive direction and management is set out in table 2.

Table 2
Staffing changes: executive direction and management

Office/Section/Unit	Type of proposed staffing change	Posts and positions		To/from
		Number	Details	
Office of the Deputy Special Representative of the Secretary-General (Resident Coordinator/Humanitarian Coordinator)	Establishment	1	International UNV	
Total		1		

Office of the Deputy Special Representative of the Secretary-General (Resident Coordinator/Humanitarian Coordinator)

40. The Office of the Deputy Special Representative of the Secretary-General is mandated to implement the United Nations Comprehensive Strategy on Assistance and Support to Victims of Sexual Exploitation and Abuse by United Nations Staff and Related Personnel by enhancing efforts for remedial actions towards victims of abuse. The Office coordinates with the United Nations system actors, civil society organizations and legal assistance networks to ensure that victims receive necessary assistance. The Office also engages with local authorities to enhance the protection of victims of sexual exploitation and abuse during investigation, criminal, disciplinary and administrative proceedings and to ensure that victims, including children, are treated with child- and gender-sensitive care in respect of their rights. The Office maintains direct and regular contact with victims, in line with the strategic vision on victim assistance and support, judicial processes and related outcomes, as set out by the Victims' Rights Advocate of the United Nations, for victims of sexual exploitation and abuse by United Nations personnel and ensures that mechanisms and policies (including safeguarding) are in place to support this task. The Office further cooperates with United Nations system actors in the country to ensure that adequate mechanisms are in place to raise awareness among victims and the greater communities as to the available complaint and reporting mechanisms and support services available.

41. During the 2019/20 period, the post of Senior Victims' Rights Officer was established to advocate for victims' rights at the field level, support the mandate of the United Nations Headquarters-based Victims' Rights Advocate at the strategic level and act as the main point of contact for all victims and their families. In the 2022/23 period, the post was redeployed from the Conduct and Discipline Team to the Office of the Deputy Special Representative to strengthen system-wide coherence, coordination and comprehensive assistance, and tracking. At present, the Senior Victims' Rights Officer is solely responsible for the implementation of the mandate outlined above.

42. To successfully implement the pledge of Secretary-General to put the rights and dignity of victims at the forefront of United Nations efforts to prevent and respond to sexual exploitation and abuse, the Mission seeks to enhance its capacity to support victims' rights. Currently, there are 61 persons in South Sudan who have sought support and assistance in relation to sexual exploitation and abuse in South Sudan.

The Senior Victims' Rights Officer is the only staff member in the Office of the Deputy Special Representative responsible for the implementation of the mandate outlined above. The staff member is expected to remain in contact with all the victims, inform them of the status of their cases and review and track their support and assistance, which is coordinated with all United Nations entities, working groups and clusters, as well as with service providers. During the 2023/24 period, the Office will also begin the roll-out of a training-of-trainers programme for countrywide multisectoral stakeholder engagement on victim assistance for national-level and field-level victim assistance focal point persons. In this regard, it is proposed that one position of Victims' Rights Officer (United Nations Volunteer) be established to assist the Senior Victims' Rights Officer, ensure adequate coverage of the work to provide assistance to victims throughout the year, enable the new training to be rolled out successfully and ensure that all victims are kept informed in a timely manner.

Senior Programme Management Officer/Chief of Mine Action Programme

43. The Mine Action Service of the United Nations will continue to provide mine action services to UNMISS through its long-standing partnership with the United Nations Office for Project Services (UNOPS), in accordance with the umbrella memorandum of understanding between the United Nations and UNOPS. A temporary post of Senior Programme Management Officer (P-5) was established on 1 July 2022 in response to recommendations from oversight bodies to increase the Secretariat's field-based presence and direct implementation of aspects of the Mission's mine action programme. Accordingly, it is proposed that one position of Senior Programme Management Officer (P-5), funded under general temporary assistance as the Chief of the mine action programme for UNMISS, be retained. The incumbent will continue to be responsible for, inter alia, designing the UNMISS mine action programme strategy, strategic and operational planning, programme design and response to threats, the provision of advice to the Mission's leadership, support for advocacy efforts, and engagement with the local authorities involved in mine action. The incumbent will also oversee the delivery and performance of implementing partners.

Component 1: protection of civilians

44. To advance the three-year strategic vision set out by the Security Council, UNMISS will continue to implement, in a coherent and integrated manner, the Mission-wide protection of civilians strategy, advocating for State responsibility to protect civilians, promoting peaceful coexistence between communities, fostering a culture of accountability, protecting civilians under threat of physical violence and safeguarding inclusive participation in the peace process and elections. It will do so by mainstreaming the protection of civilians in all its activities along the three tiers of protection through dialogue and engagement (tier I); the provision of physical protection (tier II); and the establishment of a protective environment (tier III).

45. Under tier I, protection activities will continue to focus on good offices and political engagements at the national and subnational levels to support the implementation of the Revitalized Agreement, ensure the equal and meaningful participation of all the stakeholders in the peace process and identify durable solutions to protection concerns. The Mission will continue to advocate for the inclusion of protection and accountability provisions in the agreements to ensure that human rights violations, including conflict-related sexual violence, are adequately addressed. The Mission will intensify, within existing resources, its efforts towards conflict prevention, mitigation and resolution, through activities advancing and supporting intercommunal reconciliation and mitigation or prevention of violence through assessment and dialogue, and other initiatives that can prevent conflict and continue

building confidence for the larger political process and sustainable protection of civilians through the implementation of the Revitalized Agreement.

46. UNMISS tier II activities will be aimed at eliminating or mitigating threats that pose risks to the physical security of the civilians, including in the remaining protection of civilians site in Malakal, which comprises the UNMISS-operated holding facility. The Mission will continue to ensure a mobile, proactive and robust force posture, including through the establishment and maintenance of temporary operating bases in the hotspot locations and engagements with the humanitarian actors to ensure that security conditions are conducive to the delivery of life-saving assistance in remote locations and areas of return.

47. Tier III of the Mission's protection of civilians activities prioritizes building the capacity of the rule of law and justice sector. Under tier III, the Mission will aim to strengthen the protection of civilians through the promotion of accountability, including through the investigation and prosecution of serious human rights violations, including sexual and gender-based violence and conflict-related sexual violence. UNMISS will provide technical advice and support to the national and state-level justice institutions, rule of law actors and security sector institutions, with due consideration to strengthening women's participation in these sectors as professionals, to: (a) promote accountability; (b) strengthen their capacity to investigate and prosecute cases of sexual and gender-based violence and conflict-related sexual violence; and (c) support and facilitate the establishment of a protective environment for safe, voluntary and dignified returns. This approach is aimed at increasing the awareness and compliance of the parties to the conflict with regard to their obligations vis-à-vis the protection of civilians from conflict-related sexual violence, including the response when incidents occur, and ultimately leading to a decrease in the number of incidents of conflict-related sexual violence. In addition, it is aimed at strengthening the abilities of civil society organizations, survivors/victims and their communities to advocate for their rights. Support to the rule of law institutions will create an environment conducive to transparent, inclusive and genuine consultations in relation to transitional justice, constitution-making and the electoral process.

48. The Mission will continue to support police community relation committees to provide a forum for the discussion of public safety concerns and collaboration on solutions to mitigate conflicts between communities. The Mission's support will also be aimed at advancing crime prevention, addressing security situations, including through reporting and prevention of sexual and gender-based violence and conflict-related sexual violence, and building trust between communities and local police with a view to promoting a safe and secure environment for the return of internally displaced persons. During the 2023/24 period, UNMISS will also continue to provide technical advice and support to the high-level and technical-level committees for the full implementation of the Comprehensive Action Plan to End and Prevent All Grave Violations Against Children in South Sudan. In addition, UNMISS will continue to support trust-building efforts among government and non-government forces through technical support to the child protection Joint Verification Committee to address grave child rights violations in all military barracks and support joint capacity-building training involving all parties to the conflict.

49. UNMISS will continue to support strategic initiatives to build trust and confidence through its good offices across its 10 field offices and support subnational-level institutions in advancing peaceful coexistence and reconciliation to enhance social cohesion and rebuild the social structures. Building on the gains made through the governors' forum, grass-roots forums and county commissioners' forums as key contributing activities towards the implementation of the peace process, the Mission will continue efforts to strengthen community-based peace structures and the nexus

between national and subnational stakeholders. In doing so, the Mission will continue to support and engage women-led civil society organizations for their advocacy to scale up women's full, equal and meaningful participation in peace and governance processes.

50. The Mission will also undertake community violence reduction projects to sustain peace by gainfully engaging vulnerable youth in productive activities. Target communities will be selected on the basis of the level of significant impact suffered from insecurity, intercommunal conflict and displacement. Developing youth vocational skills and supporting small businesses will help to diversify young people's livelihoods and prevent them from engaging in criminal activities.

51. Mission-wide efforts to support the implementation of the transitional security arrangements and a nationally driven transformation of the security sector to ensure civilian control and to restore trust between the people and their security institutions will continue. Nevertheless, the continued lack of significant progress in some aspects of the transitional security arrangements, including the funding for the disarmament, demobilization and reintegration process, could put the sustainability of the Revitalized Agreement at risk and jeopardize the preparations for elections. UNMISS will therefore enhance its capacity to provide technical assistance and coordination for the development of innovative strategies for community violence reduction to pave the way for an inclusive disarmament, demobilization and reintegration process. Recognizing that no meaningful or sustainable reform can take place without political will, the Mission will support stakeholders to reach consensus on key outstanding issues. In parallel, it will continue supporting United Nations-wide efforts to professionalize security sector forces and institutions through technical support and capacity-building on cross-cutting areas of human rights, gender, and rule of law and accountability. System-wide coherence in support for security sector institutions will be strengthened through weekly meetings of a working group of all United Nations actors involved.

52. The UNMISS force will pre-empt, deter and intervene, as required, to protect civilians through effective early warning and increased mobility and projection across the country. The Mission will continue to expand its operations through nimble and proactive deployment and patrols to address protection concerns in areas of historic hotspots of communal conflict and organized violence. The Mission will also continue to set up temporary operating bases in mobile, hub-and-spoke operations as necessary to stabilize conflict-prone environments and create conditions conducive to the delivery of humanitarian assistance. In addition, enhanced land mobility will enable the military component to operate throughout the year, particularly during the rainy season, and reach additional locations across the country.

53. Maintaining a flexible posture with the capability to scale up presence in the redesignated former protection of civilians sites, if necessary, the United Nations police will continue to strengthen and extend its footprint through its patrolling activities. It will also advance its engagement with the South Sudan National Police Service to build capacity and improve the policing skills of police officers through technical assistance and advice, in line with the Five-Year National Policing Strategic Plan (2020–2024), with additional focus on the newly graduated Necessary Unified Forces police officers.

54. The United Nations police will increase its current deployments and widen the coverage area, through its co-location efforts with the South Sudan National Police Service at the national, state and county levels, to advise, mentor and monitor the adherence of the national police to professional and human rights standards in the handling of suspects in detention. The United Nations police will also support the national police through the development of election security manuals, the conduct of

sensitization and awareness-rising initiatives on election security, including training and capacity-building on national electoral laws, and the provision of support on election security and public order management. This support will enable the Mission to enhance general security and contribute to a secure environment in anticipation of an increase in support requirements from the South Sudan National Police Service in the lead-up to the anticipated elections.

55. New displacements, owing to insecurity and flooding in various parts of the country, and spontaneous returns of refugees from neighbouring countries and of internally displaced persons within the country have continued. It is anticipated that the number of returnees will increase as the prospect of peaceful elections builds. The challenges for returnees remain manifold and include unresolved land, housing and property issues, the presence of explosive hazards, and a lack of basic services and livelihood opportunities. The Mission will continue to support the Government's efforts to advance durable solutions for displaced populations, including those at its former and remaining protection of civilians sites, and returnees across South Sudan, in close coordination with United Nations agencies along the humanitarian, development and peace nexus and guided by the 2020 National Durable Solutions Strategy and Action Plan for Refugees, Returnees, Internally Displaced Persons and Host Communities.

56. The Mission will support capacity-building for state institutions to enhance service delivery that promotes sustainable and peaceful livelihoods, by providing technical guidance and support to the Relief and Rehabilitation Commission and facilitating the operationalization of 10 state-level task forces on solutions to advance benchmarks enshrined in chapter III of the Revitalized Agreement that relate to the provision of durable solutions for internally displaced persons and refugees. The Mission will continue to galvanize stakeholders' efforts by supporting partners' forums in the development and implementation of area-based return and reintegration strategies and plans that foster the peacebuilding, development, reconstruction and recovery priorities of internally displaced persons and returnees and their full participation in processes leading to elections.

57. Mine action efforts in the 2023/24 period will focus on deploying operation teams that are best equipped to respond to requests from the Mission to advance the safety and security of peacekeepers and provide a safer environment for civilians and the voluntary return and resettlement of internally displaced persons and refugees.

58. The Mission will enhance its efforts to undertake remedial actions towards victims of sexual exploitation and abuse. These efforts will include coordination with United Nations system actors, civil society organizations and legal assistance networks to ensure that victims receive the necessary assistance. The Mission will also engage with local authorities to enhance the protection of victims of sexual exploitation and abuse during the investigation and criminal and disciplinary or administrative proceedings and to ensure that victims, including children, are treated with child- and gender-sensitive care in respect of their rights.

59. UNMISS efforts in respect of protection of civilians will be implemented in a coordinated and integrated manner, in collaboration with humanitarian and protection partners and in alignment with recovery, stabilization and development efforts and joint initiatives with the United Nations country team, such as the Partnership for Recovery and Resilience programme and the reconciliation, stabilization and resilience trust fund, and with the Peacebuilding Fund, to ensure a system-wide approach to the protection of civilians and sustainable results.

*Expected accomplishments**Indicators of achievement*

1.1 Enhanced protection of civilians through political engagement and processes

1.1.1 Increase in the number of initiatives undertaken by national, state and county-level governments and non-State actors to protect civilians (2021/22: 165; 2022/23: 160; 2023/24: 170)

1.1.2 Engagement with national and state authorities, communities and civil society to address issues related to the protection of civilians (2021/22: 2,083 meetings; 2022/23: 770 meetings; 2023/24: 770 meetings)

Outputs

- Provision of good offices to support the efforts of the Revitalized Transitional Government at the national level to maintain and execute its responsibility to protect civilians
- Promotion of awareness of the UNMISS mandate and activities for the protection of civilians and the safe and voluntary return of internally displaced persons through the organization of 12 consultative meetings with representatives of the Transitional National Legislative Assembly, including the Speaker, Deputy Speakers, political party whips and members of specialized committees at the national level, and through the conduct of 600 meetings with state and county authorities and security forces, non-State actors and key community and opinion leaders, including women and youth, including in areas of return
- Provision of support for the development of conflict management, reconciliation and social cohesion strategies at the community level, including in conflict-prone areas, to protect civilians through 22 meetings with state-level authorities, displaced communities, civil society and community leaders, as well as potential spoilers, with an emphasis on the participation of women and youth in a dialogue for peace
- Provision of support for locally initiated political engagement and reconciliation initiatives between communities through the conduct of 12 conflict management workshops/dialogue forums, with an emphasis on the participation of women and youth in a dialogue for peace and sustainable environmental management
- Facilitation of non-violent solutions to tensions and conflicts through the conduct of monthly meetings with representatives of the Revitalized Transitional Government, members of Parliament, the offices of the President and Vice-Presidents, relevant ministries, the Women's Parliamentary Caucus, youth, members of political parties, civil society and traditional leaders
- Organization of 4 forums with political parties and civil society actors at the national and subnational levels to promote the opening of the political space and the participation of political and civil society actors in the political processes, as well as conduct of monthly meetings with South Sudanese stakeholders, comprising civil society organizations, faith-based groups, representatives of persons with disabilities, youth groups, women's organizations and academia, to discuss key issues and to encourage and support full and inclusive dialogue and engagement in political processes
- Conduct of 4 national-level consultative workshops with government authorities, including security sector institutions and civil society actors, on creating a national women's security sector network, developing a compendium of female personnel in the security sector and building the capacity of local police and corrections officers to be gender-sensitive and respond effectively to sexual and gender-based violence and implement sensitization training for prisoners and prison guards and support their actions for sexual and gender-based violence prevention

- Conduct of 10 subnational workshops for International Women's Day and 10 subnational workshops for the 16 Days of Activism against Gender-based Violence campaign to maximize the Mission's effort to mitigate sexual and gender-based violence risks and raise awareness and sensitization on sexual and gender-based violence prevention and response to survivors
- Provision of support and technical advice to the Necessary Unified Forces and other actors for the implementation of command orders and action plans addressing conflict-related sexual violence through the organization of 4 workshops/training sessions in training centres across the country
- Engagement with and provision of technical advice and support to the high-level and technical-level committees through the organization of 2 ministerial meetings and 12 national technical committee meetings on child protection issues for the implementation of the Comprehensive Action Plan to End and Prevent All Grave Violations Against Children in South Sudan
- Conduct of a national conference on children affected by armed conflict to find joint solutions with a wide range of stakeholders for the greater protection of children and to develop sustainable preventive measures
- Conduct of a nationwide communications campaign to raise awareness of the Mission's objectives and activities to protect civilians through: (a) the production of 160 multimedia products, including digital news and audiovisual stories, photography albums and social media engagements (including those promoting the activities of uniformed elements and support for a safer environment for the voluntary return and reintegration of displaced persons) for distribution on the United Nations Headquarters and UNMISS digital platforms and to external media outlets; (b) the conceptualization and conduct of 60 peacebuilding events or activities across South Sudan either in communities or utilizing online/radio platforms; (c) 6 UNMISS press conferences; and (d) broadcasts of peace initiatives, including a dedicated one-hour *Peace Makers* weekly programme on Radio Miraya

Expected accomplishments
Indicators of achievement

1.2 Improved protection for civilians under threat of physical violence, irrespective of the source of violence, with specific protection for women and children

1.2.1 Number of civilian casualties in South Sudan (2021/22: 4,567; 2022/23: 3,000; 2023/24: 4,000)

1.2.2 Number of mechanisms in support of the protection of women, children and youth from conflict-related and gender-based violence (2021/22: 6; 2022/23: 3; 2023/24: 4)

Outputs

- Maintenance of functioning and gender-responsive early warning, analysis and response mechanisms involving all relevant mission components
- Provision of support for the mapping of risks and threats to strengthen early warning, early response and situational awareness to protect the civilian population, with a special emphasis on women and children, through the conduct of 150 joint UNMISS field missions, with national and international partners, where appropriate, to conflict-affected areas and return sites
- Provision of support to civilians in conflict-prone zones or areas of return, and displaced communities at sites for internally displaced persons adjacent to UNMISS bases, as well as collective centres and other areas, to resolve intercommunal conflicts through 10 workshops/dialogue forums, with an emphasis on the participation of women and youth in a dialogue for peace
- Identification of hotspots of conflict-related sexual violence on a monthly basis to inform sector patrol planning, as an early warning mechanism to prevent conflict-related sexual violence

- 9,072 unit patrol days to protect civilians in areas of concern by deterring all forms of violence, creating conditions conducive to the safe and voluntary return and resettlement of internally displaced persons and refugees, by conducting hub-and-spoke mobile patrols (14 battalions logging 54 mobile patrol days per month for 12 months)
- 840 air patrol days in support of air reconnaissance and security assessments for the protection of civilians, throughout the Mission area (70 air patrol days per month for 12 months)
- 3,960 unit patrol days of military observers operating in integrated teams (33 unit patrol days per month from each of the 10 field offices for 12 months) to deter all forms of violence against civilians, particularly women and girls, and to engage with the local population, local authorities and uniformed services and collect early warning information with regard to interventions for the protection of civilians and the prevention of sexual and gender-based violence, including conflict-related sexual violence
- 360 unit patrol days by the Riverine Unit to enhance the protection of civilians along the White Nile by providing force protection and transportation to UNMISS integrated patrols and by performing search-and-rescue, medical evacuation and rescue and salvage operations (30 regular patrols per month for 12 months)
- Implementation of 25 quick-impact projects to mitigate protection concerns in areas with high prevalence of intercommunal violence and displacement through support to entities related to security, justice and human rights, to improve access to protection and accountability mechanisms, particularly for women, youth and vulnerable communities, as part of the support for the peace process in South Sudan
- In coordination with humanitarian actors, provision of technical advice and support to mitigate protection concerns through protection needs assessments and the facilitation of 35 dialogues with communities, including women's groups and youth groups and local authorities, to strengthen their capacity to protect civilians
- Provision of technical advice and support in the administration of the internally displaced persons camps to address protection concerns in coordination with humanitarian actors and local authorities
- Provision of support to the Joint Verification Committee in the verification and screening of military barracks, training centres and establishments across the country to identify, screen, register and release children associated with the South Sudan People's Defence Forces, the Sudan People's Liberation Army in Opposition and other armed groups through the organization of 10 field missions with the Joint Verification Committee
- Explosive hazard survey and clearance of 1,000 confirmed or suspected hazardous areas and removal or destruction of 20,000 items of explosive ordnance in areas where there is a threat to civilians
- Delivery of explosive ordnance risk education to 250,000 civilians to promote awareness and safety by recognizing and reporting explosive ordnance, and awareness-raising through outreach events, such as the International Day for Mine Awareness and Assistance in Mine Action
- 175,200 United Nations formed police unit person days (10 personnel per patrol, 3 patrols per platoon, 4 platoons per formed police unit, 4 formed police units for 365 days) to conduct confidence- and trust-building patrols and coordinated patrols with the South Sudan National Police Service for situational awareness, while maintaining capacity for a rapid deployment, to provide public disorder management and support for humanitarian safety and service delivery in and around former UNMISS protection of civilians sites
- 94,900 United Nations individual police officer operational days (2 individual police officers per patrol, 13 patrols per day, at 10 field offices for 365 days) to conduct confidence- and trust-building patrols and coordinated patrols in areas of high concentration of displaced persons, as well as to provide technical assistance and advice to and mentoring of the South Sudan National Police Service through co-location, to monitor and report on security-related threats and human rights violations
- 4,380 individual corrections officer operational days (4 individual corrections officers per shift, 3 shifts per day, at 1 holding facility for 365 days) to provide administrative, security and operational services at the UNMISS holding facility attached to the protection of civilians site in Malakal

- Provision of technical advice and assistance to national-level justice actors to promote accountability, including through the development of stronger linkages along the entire justice chain, support for court deployments and the specialized capacity within the justice sector to investigate and prosecute serious crimes, including sexual and gender-based violence and other serious human rights violations
- Provision of support to victims/survivors and persons facing the risk of conflict-related sexual violence through regular engagement with the relevant authorities, and to civil society organizations through the provision of legal aid and shelter to victims of sexual and gender-based violence
- Provision of technical advice and assistance to State and local-level rule of law actors to promote accountability and increase access to justice, especially for women, girls and other vulnerable populations, through the development of stronger linkages along the entire rule of law chain, including through the deployment of individual Government-provided justice and corrections personnel, support for mobile courts and increased capacity to investigate and prosecute cases of sexual and gender-based violence and other serious human rights violations
- Conduct of training sessions for 1,100 community members, including leaders, women and youth at risk, in areas of high concentration of internally displaced persons and identified hotspots, to support crime prevention and the reduction of community violence and advance community safety and relations and community-led mitigation and dispute resolution mechanisms
- Provision of support for the relevant authorities and civil society organizations in the development of programming to prevent and reduce community-level violence, including sexual and gender-based violence against women and children, and promote the active participation of women and youth in community violence reduction, as well as of ex-combatants reintegrating into communities

<i>Expected accomplishments</i>	<i>Indicators of achievement</i>
1.3 Secure environment for the safe and voluntary return and reintegration of internally displaced persons and refugees	<p>1.3.1 Number of internally displaced persons and refugees (2021/22: 4.4 million; 2022/23: 4.1 million; 2023/24: 4.6 million)</p> <p>1.3.2 Increase in the estimated number of returnees in South Sudan reported by the national relief and rehabilitation commission and other United Nations agencies (2021/22: 111,248; 2022/23: 500,000; 2023/24: 600,000)</p> <p>1.3.3 Number of mechanisms to support the peaceful resolution of housing, land and property disputes to encourage safe and voluntary returns, with an emphasis on promoting women's land and property rights (2021/22: 0; 2022/23: 2; 2023/24: 3)</p>

Outputs

- Organization and conduct of 150 joint field missions to assess the conflict environment at possible return sites and 10 workshops on conflict management, sensitization and confidence-building with communities at return sites to provide support for resolving conflicts between host communities and returnees, including in the opposition-controlled areas
- In coordination with the United Nations country team, the humanitarian country team, the Revitalized Transitional Government and other relevant partners, support relevant State authorities in developing 10 state action plans for return and recovery that prioritize the rehabilitation and restoration of basic services and improve access to livelihood opportunities for the displaced population, including women and young people at risk in areas of return

- In coordination with the United Nations country team, the humanitarian country team, the Revitalized Transitional Government and other relevant partners, support the facilitation of safe, voluntary, informed and dignified return or relocation of internally displaced persons
- Facilitation of 10 gender-sensitive consultation sessions among local authorities, host communities and returning populations and women's groups, to address challenges of the return and reintegration processes and to facilitate go-and-see visits, town hall meetings and focus group discussions
- Implementation of 45 quick-impact projects to support local authorities in discharging their functions in effectively promoting the return and reintegration of communities by delivering basic public administrative and social services that promote sustainable and peaceful livelihoods and build the resilience of communities to avoid further displacement, with due consideration given to the particular needs of women and youth
- Explosive hazard survey and clearance of 6.0 million m² of land for release to communities
- Conduct of 75 sensitization workshops, seminars and outreach programmes to enhance confidence and trust between the South Sudan National Police Service and communities, aimed at developing and implementing community-oriented policing strategies involving the members of local communities, women and youth in solving recurring problems
- Provision of capacity-building, technical assistance and advice to the South Sudan National Police Service targeting 6,000 members of the National Police Service, as well as the conduct of 70 workshops for the National Police Service and other law enforcement agencies to enhance policing capacities as well as basic and specialized law enforcement expertise, including in response to protection of civilians and sexual and gender-based violence
- Provision of technical and coordination assistance to authorities at the national and subnational levels to raise awareness of reforms to protect housing, land and property rights and strengthen legal frameworks and institutions to peacefully resolve land-related disputes, operationalize women's land rights and support displaced populations to protect and reassert their housing, land and property rights
- Provision of technical advice and assistance to national rule of law, justice and corrections institutions to progressively expand their presence and capacity in areas of return or areas with dense populations of internally displaced persons, in order to support the establishment of a protective environment for civilians and facilitate the safe, voluntary and dignified return of internally displaced persons, including women and girls

<i>Expected accomplishments</i>	<i>Indicators of achievement</i>
1.4 Enhancement of peaceful coexistence, reconciliation and social cohesion at the community level	<p>1.4.1 Decrease in the number of reported intra- and intercommunal conflicts (2021/22: 105; 2022/23: 200; 2023/24: 120)</p> <p>1.4.2 Increase in the number of reconciliation initiatives taken at the subnational level (2021/22: 47; 2022/23: 100; 2023/24: 55)</p> <p>1.4.3 Increase in the number of local peace agreements (2021/22: 41; 2022/23: 40; 2023/24: 55)</p>

Outputs

- Regular engagement with local stakeholders through the conduct of 150 joint field assessment missions throughout South Sudan with a view to enhancing the understanding of local conflict dynamics (including gender dimension) and in support of the provision of assistance and good offices to local peace initiatives, including women-led peace initiatives

- Provision of support for locally initiated political engagement and reconciliation initiatives between communities through the conduct of 30 advocacy meetings and 15 conflict management workshops to encourage communities, including women and youth, and authorities to mitigate intercommunal conflict, cattle raiding, revenge killings and age-set violence
- Provision of support to the Government, communities, joint border committees and other key stakeholders to enhance peaceful cattle migration by preventing, mitigating and resolving conflicts between pastoralists and host communities, through the facilitation of 10 conferences to come up with resolutions for peaceful cattle migration
- Promotion of understanding among local stakeholders, including government authorities, community leaders, youth, women's groups, civil society actors and traditional authorities, on the roles and responsibilities of the Revitalized Transitional Government and communities at large to prevent, mitigate and resolve local conflicts, including improving civil-military relations, through the delivery of 10 capacity-building workshops in conflict management and mediation
- Provision of support to Revitalized Transitional Government authorities, traditional conflict management mechanisms, youth, women and communities, including civil society actors, in managing communal conflicts and localized reconciliation initiatives in the areas hosting internally displaced persons, through 15 conflict management events, good offices and shuttle diplomacy
- Provision of support to peace structures, including peace networks, interfaith groups, women's networks, and women's and youth clubs at the *boma*, county and state levels, on conflict management, peacebuilding and reconciliation, as well as sustainable environmental management, through 10 capacity-building sessions
- Conduct of 10 workshops with traditional leaders and formal justice actors to further practical measures needed to establish or support referral mechanisms for serious crimes
- Provision of support to enhance the capacity of local authorities and traditional and community leaders to operationalize local traditional mechanisms for conflict management, including inclusive and gender-sensitive dialogue and reconciliation, through the conduct of 30 meetings and 10 capacity-building workshops
- Provision of support to the peace process through the promotion of the national and subnational nexus by facilitating the engagement of civil society actors, government officials, youth and women to promote inclusivity, national identity, good relations and equal opportunity so as to reverse ethnic polarization and repair the social fabric, through 2 grass-roots forums and 10 dialogue sessions on the role of youth in the peace process, including civic education, constitution-making and transitional justice
- Provision of support to promote local peace initiatives and social harmony and advance the concept of a coherent multi-ethnic and inclusive society, including in the opposition-controlled areas, through 9 peace education campaigns, 5 exchange visits targeting schools and communities, including peace clubs/ambassadors, and 16 sporting or cultural activities

External factors

The Revitalized Transitional Government takes primary responsibility for the protection of civilians and enables a secure and stable environment to encourage and support the return and resettlement of internally displaced persons. Other enablers include local authorities and institutions and the freedom of movement for UNMISS to conduct patrols. Continued political tensions, delays in the peace process, fighting, natural disasters and an expansion of the humanitarian crisis, in particular food insecurity, would lead to additional civilian displacement, limited progress in the return and resettlement of internally displaced persons and a reduction in operational space in active conflict areas

Table 3
Human resources: component 1, protection of civilians

Category													Total
I. Military observers													
Approved 2022/23													242
Proposed 2023/24													242
Net change													–
II. Military contingents													
Approved 2022/23													16 758
Proposed 2023/24													16 758
Net change													–
III. United Nations police													
Approved 2022/23													733
Proposed 2023/24													733
Net change													–
IV. Formed police units													
Approved 2022/23													1 280
Proposed 2023/24													1 280
Net change													–

Heads of field offices

Approved posts 2022/23	–	3	7	10	10	30	8	144	152	17	–	17	199
Proposed posts 2023/24	–	3	7	10	10	30	8	156	164	17	–	17	211
Net change	–	–	–	–	–	–	–	12	12	–	–	–	12

Civil Affairs Division

Approved posts 2022/23	–	1	10	9	1	21	10	10	20	31	–	31	72
Proposed posts 2023/24	–	1	10	9	1	21	10	10	20	31	–	31	72
Net change	–	–	–	–	–	–	–	–	–	–	–	–	–

Office of the Police Commissioner

Approved posts 2022/23	–	2	8	2	3	15	–	1	1	–	–	–	16
Proposed posts 2023/24	–	2	8	2	3	15	–	1	1	–	–	–	16
Net change	–	–	–	–	–	–	–	–	–	–	–	–	–

Joint Mission Analysis Centre

Approved posts 2022/23	–	–	2	8	–	10	14	–	14	2	–	2	26
Proposed posts 2023/24	–	–	2	8	–	10	14	–	14	2	–	2	26
Net change	–	–	–	–	–	–	–	–	–	–	–	–	–

Gender Affairs Unit

Approved posts 2022/23	–	–	1	1	–	2	–	1	1	–	–	–	3
Proposed posts 2023/24	–	–	1	1	–	2	–	1	1	–	–	–	3
Net change	–	–	–	–	–	–	–	–	–	–	–	–	–

Child Protection Unit

Approved posts 2022/23	–	–	–	1	–	1	1	–	1	2	–	2	4
Proposed posts 2023/24	–	–	–	1	–	1	1	–	1	2	–	2	4
Net change	–	–	–	–	–	–	–	–	–	–	–	–	–

Subtotal, civilian staff

Approved 2022/23	1	9	39	44	20	113	59	191	250	67	–	67	430
Proposed 2023/24	1	9	39	44	20	113	59	203	262	67	–	67	442
Net change	–	–	–	–	–	–	–	12	12	–	–	–	12

Total

Approved 2022/23	1	9	39	44	20	113	59	191	250	67	–	–	19 443
Proposed 2023/24	1	9	39	44	20	113	59	203	262	67	–	–	19 455
Net change	–	–	–	–	–	–	–	12	12	–	–	–	12

National General Service staff: increase of 12 posts

60. The summary of proposed staffing changes under component 1, protection of civilians, is set out in table 4.

Table 4
Staffing changes: component 1, protection of civilians

Office/section/unit	Type of proposed staffing change	Posts and positions		To/from
		Number	Details	
Heads of field offices	Establishment	6	Liaison Assistants (NGS)	
	Establishment	6	Language Assistants (NGS)	
Total		12		

61. In line with its core mandate, UNMISS protects civilians under threat of physical violence through proactive deployment and active patrolling, with particular attention to internally displaced persons and refugees, including, but not limited to, those in protection sites and camps, humanitarian personnel and human rights defenders. In this regard, the Mission proactively identifies threats and attacks against civilians, including through the implementation of a Mission-wide early warning and response strategy that draws upon robust conflict-sensitive analysis and regular interaction with civilians, including with community liaison assistants, and works closely with humanitarian, human rights, civil society and development organizations in areas at high risk of conflict. In line with the Mission's plan to enhance general security and contribute to a safe and secure environment for political progress through the efficient and effective deployment of civilian and uniformed personnel, the Mission seeks to enhance its network of community liaisons in each sector for better and more sustainable engagement with communities. This approach is also in line with the recommendations of the 2021 UNMISS military and police capability study, which recommended that sector and battalion headquarters be provided with at least one community Liaison Assistant and one Language Assistant for timely information-gathering and situational awareness, planning and key leader engagement on a long-term basis, rather than on an ad hoc basis, as is presently the case. In addition, this is in line with the recommendations of the Office for the Peacekeeping Strategic Partnership, which recommended, in its 2022 report, the recruitment of more community Liaison Assistants and Language Assistants who could be embedded with all infantry units on a permanent basis to facilitate continuous community engagement. Combined with the additional resources for quick-impact projects, this will increase the level of trust, cooperation and integration between the Mission's force and the community it serves. It will also ensure better access to information and situational awareness, which is also necessary for the safety of uniformed personnel conducting patrols, and will ultimately enhance the effectiveness and quality of the Mission's patrols.

62. In this regard, it is proposed to establish six posts of Liaison Assistant and six posts of Language Assistant, which will be placed under the overall guidance of the respective Head of Field Office, with specific support to the activities of the Mission's force in key locations as the priority. Under the overall strategic guidance of the heads of field office, community Liaison Assistants and Language Assistants will be used to operationally support the force in those locations to help pre-empt, deter and mitigate violence against civilians through patrols and regular key leadership engagement, as well as to maintain the early warning system and identify emerging hotspots based on the information collected across the Mission and interactions with civilians. The community Liaison Assistants and Language Assistants will enable the force to interact with local citizens as well as civil and military leaders in their own language and dialects.

Component 2: monitoring, investigating and reporting on violations of international humanitarian law and violations and abuses of human rights

63. Three years since the signing of the Revitalized Agreement, the human rights situation in South Sudan remains of concern despite a reduction of violence by the signatory parties to the Agreement. Violence involving conventional parties to the conflict persists in various parts of the country. However, the primary threat to civilians remains localized armed violence perpetrated by community-based militias, which has resulted in significant civilian casualties and massive displacement of the population. The heavy-handed approach of state and local government officials to handling this spate of communal violence and other criminal activity, including ordering extrajudicial executions, is alarming.

64. Impunity for human rights violations and abuses also remains a challenge and continues to fuel the cycle of violence in South Sudan. Perpetrators of serious human rights violations and abuses continue to enjoy widespread impunity in the country, with limited progress having been made by the Government to date in implementing accountability measures. During the 2021/22 period, subnational violence accounted for the vast majority of civilian casualties documented across the country, primarily in Jonglei, Lakes, Upper Nile, Unity, Warrap and Eastern, Central and Western Equatoria States. The Mission will remain engaged with state and national actors, both through political advocacy and support for lawful responses to criminality, to address those issues. The Mission will also intensify its support to subnational, national and regional initiatives to fight hate speech and public incitement to violence. Opening civic and political space will ensure that all parties and all stakeholders are guaranteed an environment that is democratic and conducive to participation in all political processes, including constitution-making, transitional justice and elections, which will enable citizens to express themselves without fear.

65. The lack of civic space, as evidenced by the suppression of the freedoms of expression and assembly, will remain a major concern and may further increase in the lead-up to national elections at the end of the transitional period. The Mission will continue efforts to promote respect for the freedoms of expression and assembly, as well as other rights crucial to enabling civic space, and will deepen its engagement with national authorities on those issues. In coordination with the Office of the United Nations High Commissioner for Human Rights, the Mission is exploring ways to strengthen protection mechanisms for human rights defenders and civil society activists in anticipation of intensified conditions related to the elections.

66. Tentative first steps have been made towards the implementation of the provisions on transitional justice in the Revitalized Agreement following the launch of national consultations to establish the Commission for Truth, Reconciliation and Healing. The establishment and full operationalization of the Commission will greatly rely on support from the Mission and other international and regional partners. The Mission will continue to support the implementation of the provisions on transitional justice in the Revitalized Agreement and will continue to seek to leverage the support by the African Union in the establishment of a hybrid court.

67. UNMISS will also continue to strengthen monitoring and reporting mechanisms, including for conflict-related sexual violence. During the 2023/24 period, the Mission will strengthen its engagement with parties to the conflict as well as the Necessary Unified Forces by further building on the Joint Action Plan for the Armed Forces on addressing conflict-related sexual violence in South Sudan, which standardizes efforts to prevent and respond to conflict-related sexual violence for a three-year period ending in December 2023. The Mission will continue to provide technical support to the armed actors in implementing this action plan and subsequent ones. UNMISS will also broaden its support to relevant institutions to strengthen their

capacity to address any potential conflict-related sexual violence in the context of elections at the end of the transitional period. UNMISS will also continue its work with civil society organizations and networks as part of its functions related to conflict-related sexual violence and continue to promote a survivor-centred approach.

68. In accordance with Security Council resolution [2625 \(2022\)](#), UNMISS will continue monitoring, documenting and investigating of, and public reporting on, human rights violations and abuses, including specifically those committed against women and children. The Mission will also focus on violations in the context of political and electoral processes. Resources will be geared towards addressing, preventing and reducing human rights violations, not only in the context of various national and subnational conflicts but also in the context of violations related to fundamental freedoms, including incidents of hate speech and incitement of violence. To enhance the protection of civic space, the Mission will increase its reporting on targeted incidents against human rights defenders and journalists. While maintaining a human rights monitoring capacity throughout South Sudan, UNMISS will equally focus on providing support to rule of law institutions and promoting transitional justice, accountability and access to justice. The main goal of the relevant planned activities will be to create an environment conducive to transparent, inclusive and genuine consultation in relation to transitional justice, constitution-making and the electoral process. Most UNMISS initiatives will be undertaken to mobilize national, regional and international partners' responses to human rights and accountability concerns through constructive dialogue, advocacy, and technical assistance and capacity-building support, as well as strengthened coordination within the United Nations system and applying the triple nexus approach.

69. During the 2023/24 period, the monitoring, verification and reporting on the six grave violations against children, sensitization on child rights, and the mainstreaming of activities aimed at strengthening national partners, especially the Government, will continue to be a priority. This will be undertaken through the provision of support for the implementation of the Comprehensive Action Plan to End and Prevent All Grave Violations Against Children in South Sudan throughout the phases of the peacebuilding process. UNMISS will provide further training and workshops targeting the perpetrators of child rights violations, including the South Sudan People's Defence Forces, the Sudan People's Liberation Movement-Army in Opposition and other organized forces, to ensure that accountability measures and compliance with human rights standards applicable to children affected by armed conflict are implemented.

Expected accomplishments

Indicator of achievement

2.1 Conducive environment created for combating impunity for abuses and violations of human rights and international humanitarian law by all parties to the conflict

2.1.1 Decrease in the number of confirmed abuses and violations of human rights and international humanitarian law, including those that may amount to war crimes and crimes against humanity (2021/22: 991; 2022/23: 860; 2023/24: 660)

Outputs

- Documentation and verification of violations and abuses of international human rights law and violations of international humanitarian law, including conflict-related sexual violence, as well as the identification of signs of early warning of human rights violations through: (a) the conduct of 120 specific investigation and monitoring missions; (b) 200 visits to detention facilities; (c) the establishment of profiles of key State and non-State actors involved in human rights violations and abuses across the country for accountability purposes and to ensure strict compliance with the United Nations human rights due diligence policy; and (d) the publication of 2 situation/region-specific public reports on the human rights situation in South Sudan, 2 thematic public reports, and 3 quarterly and yearly reports on civilian casualties

- Empower civil society organizations and provide technical support to foster and promote a culture of human rights by: (a) strengthening the operational capacities of civil society organizations and providing support to various stakeholders for the promotion and protection of human rights (for example, monitoring, investigation, documentation and reporting of human rights violations) and for accountability, through the provision of technical, financial and logistical support and 150 advocacy interventions; and (b) conducting human rights outreach/media events, awareness-raising, and sensitization campaigns (Human Rights Day, and international days for persons with disabilities and human rights defenders)
- Provision of technical support to civil society organizations and local authorities to enhance and protect civic space through empowering civil society and providing support to stakeholders to expand civic space by conducting 12 monthly civic space and protection meetings with civil society organizations and national human rights institutions and organizing 5 multi-stakeholder dialogues with local authorities on protecting civic space and public participation in the context of the consultations on transitional justice, the constitution-making process and the forthcoming elections
- Coordination of mission-wide campaign efforts at the national and subnational levels, including the organization and conduct of 12 awareness-raising events, including 4 workshops and 4 radio programmes, across the country to celebrate International Day for the Elimination of Sexual Violence in Conflict, the 16 Days of Activism against Gender-based Violence campaign and International Women's Day, in coordination with the relevant ministries and civil society organizations, to promote the prevention of and response to conflict-related sexual violence
- Provision of support and technical assistance in building the knowledge and reinforcing the skills of the necessary unified forces and other parties to the conflict on human rights and international humanitarian law standards regarding sexual violence and child rights, through monthly coordination meetings, monthly engagement and the conduct of 6 training sessions/workshops
- Protection of the right to a fair trial and the human rights of people deprived of their liberty, including those sentenced to death, through weekly visits to government or opposition-run detention facilities across the country and sustained engagement with relevant State and non-State stakeholders through the provision of support to the Legal Aid Department of the Ministry of Justice and Constitutional Affairs, the provision of assistance for 5 legal aid programmes of civil society organizations, monthly meetings and 11 sensitization workshops and training sessions
- Provision of technical support to the rule of law and justice system to enhance the knowledge and skills of all statutory justice chain actors, customary courts and law enforcement authorities through the provision of logistical support and the conduct of 11 training and sensitization workshops for justice chain actors; the provision of support to the Transitional National Legislative Assembly through the review of new national legislation and the provision of legal analysis to ensure that the legislation conforms with international human rights standards; and the conduct of 11 training sessions for the National Prison Service, the National Security Service and the South Sudan National Police Service on international human rights and humanitarian laws
- Provision of technical support to the Ministry of Justice and Constitutional Affairs, national human rights institutions and civil society organizations to support the operationalization and functioning of the Commission for Truth, Reconciliation and Healing and other transitional justice and accountability mechanisms, through: (a) the organization of 2 public debates on the draft bill on the Commission in compliance with human rights standards and the Revitalized Agreement; (b) the conduct of 3 training sessions on human rights, transitional justice and report drafting for the commissioners (members of the Commission); and (c) the organization of 10 awareness-raising sessions, in collaboration with the Transitional Justice Forum and the human rights forums, on the functions of the Commission and the role of civil society organizations in transitional justice processes and the fight against impunity
- Provision of support and technical assistance in building the knowledge and reinforcing the skills of the South Sudan People's Defence Forces, the South Sudan National Police Service and other actors on human rights and international humanitarian law standards regarding sexual violence and child rights, through: (a) monthly coordination meetings, monthly engagement and the conduct of 6 training-of-trainers sessions; and (b) 10 post-deployment training sessions on human rights and international humanitarian law for the Necessary Unified Forces to support the integration of human rights into the security sector reform

- Provision of technical support to the Ministry of Justice and Constitutional Affairs, the Transitional National Legislative Assembly and stakeholders with regard to the universal periodic review, including participation in the permanent constitution-making process to ensure strengthening of the Bill of Rights in the Constitution, through the organization of 2 consultative and working sessions on human rights mechanisms to reinforce the capacity of members of the Ministry of Justice and Constitutional Affairs in charge of drafting and validating government reports to the United Nations human rights treaty bodies as well as supporting the implementation of universal periodic review and treaty body recommendations and advocating for accession to key international human rights instruments
- Provision of technical support to the South Sudan Human Rights Commission for the conduct of 3 field visits to support the implementation of its mandate to promote and protect human rights; and the organization of 5 public events, in collaboration with civil society organizations, to enhance monitoring of and reporting on violations of fundamental freedoms, including incidents of hate speech and incitement of violence
- Provision of advocacy and support to the Government to monitor, investigate, verify and report on suspected cluster strikes and the utilization of other conventional weapons in violation of the Convention on Cluster Munitions and other relevant instruments governing explosive weapons
- Provision of advocacy for information-sharing between local communities and the South Sudan National Police Service in relation to human rights violations and abuses, including on the reporting mechanisms, through the conduct of 20 sensitization workshops and outreach programmes for the South Sudan National Police Service, community leaders, civil society organizations and youth and women's representatives
- Conduct of a nationwide communications campaign on the Mission's mandated activities to provide impartial monitoring, verification and reporting on human rights and to combat impunity for abuses and violations, including: (a) the production of 35 multimedia products, including digital news and audiovisual stories, photography albums and social media engagements; (b) 8 public service announcements and 40 one-hour human rights-focused *Your Rights* programmes broadcast on Radio Miraya; and (c) 2 outreach events and the distribution of promotional products to raise awareness of the Day of the African Child, International Women's Day, Human Rights Day and the 16 Days of Activism against Gender-based Violence either in communities or utilizing online/radio platforms

Expected accomplishments

Indicators of achievement

2.2 Strengthened monitoring, investigation, verification and reporting on abuses and violations committed against women, including conflict-related sexual violence

2.2.1 No increase in the confirmed number of victims of violations and abuses, including conflict-related sexual violence, especially women and girls (2021/22: 278; 2022/23: 183; 2023/24: 180)

2.2.2 Reports on conflict-related sexual and gender-based violence in South Sudan by relevant United Nations and non-United Nations actors, including international and national non-governmental and civil society organizations (2021/22: 1; 2022/23: 4; 2023/24: 4)

Outputs

- Strengthening of the monitoring, analysis and reporting arrangements to detect, prevent and respond to conflict-related sexual violence, including the organization of 4 meetings of the technical working group on monitoring, analysis and reporting arrangements and 1 training workshop for members of the technical working group on monitoring, analysis and reporting arrangements, and drafting of 3 quarterly reports and 1 annual summary report on patterns and trends of conflict-related sexual violence
- Organization and conduct of 5 meetings with representatives of the parties to the conflict to monitor and support the implementation of their commitments on addressing conflict-related sexual violence

- In line with Security Council resolution [1960 \(2010\)](#) on sexual violence in situations of armed conflict, organization and conduct of 4 meetings of the joint consultation forum on conflict-related sexual violence to improve coordination among actors for advocacy and response in addressing conflict-related sexual violence and establish joint consultation forums in 5 states
- Conduct of field visits and 6 sessions on developing and monitoring early warning indicators in relation to conflict-related sexual violence in the context of the electoral process, targeting various stakeholders, including ministries, civil society organizations, human rights defenders and vulnerable groups
- Provision of technical assistance and support to the Military Justice Directorate and other justice institutions to strengthen their technical capacity and the legal framework governing military justice in South Sudan and promote accountability for conflict-related sexual violence, including through support to 5 mobile general court martials and 3 workshops/training sessions
- Conduct of 25 community workshops targeting local communities, the South Sudan National Police Service and other law enforcement agencies, as well as civil society actors, to raise awareness on the dangers of sexual and gender-based violence and violence against children and to strengthen monitoring, investigation, verification and reporting on abuses and violations in all states

*Expected accomplishments**Indicators of achievement*

2.3 Improved prevention measures and creation of a protective environment by key actors for children affected by armed conflict, violence, abuse and exploitation

2.3.1 Number of children verified as victims of grave violations, such as children associated with armed forces and groups, rape and other forms of sexual violence, killing, maiming and abduction (2021/22: 339; 2022/23: 55; 2023/24: 340)

2.3.2 Number of cases of grave violations of child rights adjudicated (2021/22: n/a; 2022/23: n/a; 2023/24: 2)

2.3.3 Decrease in the number of schools occupied by parties to the conflict (2021/22: 17; 2022/23: 17; (2023/24: 21)

Outputs

- Monitoring, investigation and verification of grave violations committed against children by armed forces and groups and reporting of such violations to the Security Council Working Group on Children and Armed Conflict, as required under Council resolution [1612 \(2005\)](#), and to the Office of the Special Representative of the Secretary-General on Children and Armed Conflict, including through annual inputs for the report of the Secretary-General on the situation of children in armed conflict
- Production of quarterly reports on trends of violations of child rights (“global horizontal” notes) in South Sudan (4 notes expected annually)
- Coordination of child protection activities through the organization of 4 senior-level meetings of the country task force of the monitoring and reporting mechanism on grave violations against children in situations of armed conflict and 6 meetings of the technical working group of the mechanism with child protection stakeholders in Juba
- Provision of 4 workshops for all parties to the conflict at the national level and 4 sensitization sessions for child protection actors/partners in Juba at the national level to strengthen the monitoring, verification, analysis and reporting mechanism for grave violations and abuses committed against children, and 40 training sessions at the field office level on child protection issues and grave violations against children for parties to the conflict, state and local authorities and civil society organizations

- Provision of support for and monitoring of the implementation of the Comprehensive Action Plan to End and Prevent All Grave Violations Against Children in South Sudan, including the existing military command orders of the South Sudan People's Defence Forces and of punitive orders prohibiting and criminalizing the recruitment and use of children, rape and sexual violence, attacks and occupation/use of schools and hospitals by the armed forces and armed groups in order to increase accountability and fight impunity, through the organization of 2 training sessions for military justice officers and law enforcement agencies

External factors

Parties to the conflict fully engage with the implementation of the Revitalized Agreement; the new political dispensation is accepted by all the stakeholders to the peace process; parties to the conflict fully commit to releasing all children associated with the armed forces and armed groups, including by implementation of a comprehensive action plan and unhindered access to cantonment areas and barracks during the process of identification, verification, screening and registration of children associated with armed forces and groups

Table 5

Human resources: component 2, monitoring, investigating and reporting on violations of international humanitarian law and violations and abuses of human rights

	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	
Human Rights Division													
Approved posts 2022/23	–	1	18	22	2	43	14	18	32	29	–	29	104
Proposed posts 2023/24	–	1	18	22	2	43	14	18	32	29	–	29	104
Net change	–	–	–	–	–	–	–	–	–	–	–	–	–
Child Protection Unit													
Approved posts 2022/23	–	–	3	6	–	9	7	6	13	7	–	7	29
Proposed posts 2023/24	–	–	3	6	–	9	11	2	13	7	–	7	29
Net change	–	–	–	–	–	–	4	(4)	–	–	–	–	–
Gender Affairs Unit													
Approved posts 2022/23	–	–	2	2	1	5	7	1	8	2	–	2	15
Proposed posts 2023/24	–	–	2	2	1	5	7	1	8	2	–	2	15
Net change	–	–	–	–	–	–	–	–	–	–	–	–	–
Communications and Public Information Division													
Approved posts 2022/23	–	–	2	2	3	7	1	24	25	4	–	4	36
Proposed posts 2023/24	–	–	2	2	3	7	1	24	25	4	–	4	36
Net change	–	–	–	–	–	–	–	–	–	–	–	–	–
Total													
Approved posts 2022/23	–	1	25	32	6	64	29	49	78	42	–	42	184
Proposed posts 2023/24	–	1	25	32	6	64	33	45	78	42	–	42	184
Net change	–	–	–	–	–	–	4	(4)	–	–	–	–	–

National Professional Officers: increase of 4 posts

National General Service staff: decrease of 4 posts

70. The summary of proposed staffing changes under component 2, monitoring, investigating and reporting on violations of international humanitarian law and violations and abuses of human rights, is set out in table 6.

Table 6

Staffing changes: component 2, monitoring, investigating and reporting on violations of international humanitarian law and violations and abuses of human rights

Office/section/unit	Type of proposed staffing change	Posts and positions		To/from
		Number	Details	
Child Protection Unit	Abolishment	(4)	NGS	
	Establishment	4	NPO	
Total		–		

71. The Child Protection Unit is mandated to monitor, investigate, verify and gather accurate, timely, objective and reliable information on the six grave violations committed against children by armed forces and groups and to report such violations to the Security Council Working Group on Children and Armed Conflict. Furthermore, the Security Council, by its resolutions [1539 \(2004\)](#) and [1612 \(2005\)](#), mandated child protection staff to engage with State and non-State actors to develop and implement action plans to halt and prevent grave violations against children. On 7 February 2020, the Government of South Sudan, with support from the United Nations country task force on monitoring and reporting, signed the Comprehensive Action Plan to End and Prevent All Grave Violations Against Children in South Sudan. The United Nations has committed to supporting the parties in the execution of the Action Plan. This has widened the scope of the workload for child protection and introduced duties relating to liaising, coordinating and engaging with high-level government officials, military officers and members of the technical committees at the national and state levels with regard to enhancing the execution of the Action Plan. The change in scope of the workload includes a substantial increase in liaising and engaging with State and non-State actors, including technical committees responsible for oversight, on the one hand, as well as training workshops, sensitization sessions and awareness-raising, on the other hand, all aimed at implementation of the Action Plan. These new functions involve coordination with the joint verification teams, including high-ranking military officers from the different forces and high-level government officials, in conducting verification missions across the country in all military barracks and establishments to identify children to be released from the ranks of the South Sudan People's Defence Forces, and the Sudan People's Liberation Army in Opposition and other armed groups. They also include engagement with high-level officials in the technical committees to support the oversight of the implementation of the Action Plan. In Yambio, Aweil, Rumbek and Kuacjok, national General Service staff members are currently undertaking these responsibilities, which are beyond the original scope of their responsibilities.

72. In this regard, it is proposed to abolish four national General Service posts of Programme Management Assistant and establish in their stead four Associate Child Protection Officer (National Professional Officer) posts to strengthen the Child Protection Unit with posts whose functions are commensurate with the scope of the

new responsibilities, which require regular engagement with high-level officials to support the mandated activities of the Unit.

Component 3: creating the conditions conducive to the delivery of humanitarian assistance

73. During the 2023/24 period, UNMISS will continue to support humanitarian partners, as required and within its capacity, to create a more conducive environment for the delivery of humanitarian assistance, particularly in areas where people are the most vulnerable, for example in areas of displacement and/or return, and ensure the protection of civilians, including humanitarian workers. If needed and at the request of humanitarians through the agreed mechanisms, UNMISS will provide force protection for humanitarian convoys. Within its mandate, UNMISS will continue coordinating closely with humanitarian partners to address people's immediate protection needs.

74. Mine action will remain essential to ensure the survey and clearance of explosive hazards, as well as the delivery of explosive ordnance risk education, in locations prioritized to facilitate humanitarian activities and for the civilians seeking to gain access to assistance and services.

75. The Mission will continue engaging with the relevant national actors in coordination with humanitarian partners to promote humanitarian access to the areas of returns or where protection needs are most urgent. In addition, the Mission will support the advocacy efforts of the humanitarian community to facilitate timely and scaled-up funding, and an integrated approach to strengthen the humanitarian, development and peacebuilding efforts.

Expected accomplishments

Indicators of achievement

3.1 A safe and secure environment to facilitate humanitarian access

3.1.1 Decrease in the number of incidents affecting humanitarian access (2021/22: 559; 2022/23: 545; 2023/24: 495)

3.1.2 Kilometres of route verification, clearance operations or convoy escort/route-proving conducted as prioritized by UNMISS and humanitarian actors to mitigate threats from landmines and explosive ordnance and permit freedom of movement (2021/22: 3,638; 2022/23: 5,600; 2023/24: 4,000)

Outputs

- Coordination with humanitarian and development actors at the national and state levels to ensure timely sharing of information and alignment of plans and priorities to enhance access for humanitarian actors and conditions for the delivery of humanitarian action
- Survey and clearance of 400 villages at locations prioritized by UNMISS and humanitarian actors; verification of helicopter landing sites and airstrips, within 72 hours of tasking by UNMISS; and provision of convoy escorts/route-proving for freedom of movement
- 300 patrol days of the Riverine Unit to facilitate safe movement along the White Nile of United Nations and other humanitarian agencies (6 round-trip barge escort patrols, 50 days per patrol)
- 4,200 unit patrol days to facilitate safe access to airfields, roads and other locations for humanitarian agencies (350 patrol days per month for 12 months)

- Contribution towards situational awareness of the conflict environment from a local perspective for national and international humanitarian organizations through situational briefings, as requested
- Conduct of a nationwide multimedia campaign to promote the Mission's mandate and achievements in relation to facilitating the safe delivery of humanitarian assistance, through the production of 80 multimedia products, including digital news and audiovisual stories, photography albums and social media engagements, for distribution on United Nations Headquarters and UNMISS platforms as well as to external media outlets; and 40 *Working Together* one-hour radio programmes focusing on humanitarian activities in collaboration with United Nations agencies and non-governmental organizations

*Expected accomplishments**Indicators of achievement*

3.2 Improved security and freedom of movement for United Nations and designated personnel, assets and installations

3.2.1 No increase in the number of security incidents involving United Nations and designated personnel, assets and installations around the perimeter of UNMISS compounds and internally displaced persons camps (2021/22: 402; 2022/23: 400; 2023/24: 400)

3.2.2 Decrease in the number of violations of the status-of-forces agreement as it pertains to UNMISS and its personnel, assets and installations throughout South Sudan (2021/22: 109; 2022/23: 263; 2023/24: 109)

3.2.3 United Nations and humanitarian personnel receiving awareness training on landmines/explosive remnants of war as part of training on safe and secure approaches in field environments, Military Liaison Officer induction training courses and ad hoc requests by mission components and humanitarian partners (2021/22: 100 per cent; 2022/23: 100 per cent; 2023/24: 100 per cent)

Outputs

- Regular engagement with relevant authorities of the Government of South Sudan, at both the national and local levels, regarding the UNMISS mandate and violations of the status-of-forces agreement, including any restrictions on the freedom of movement of UNMISS personnel, impacting the mandate of UNMISS, in order to achieve increased adherence to the provisions of the status-of-forces agreement
- Organization of 10 sensitization workshops or events, with the participation of Government representatives, targeting key stakeholders, including officials from justice and security institutions, to increase understanding of the United Nations and to promote respect for the status-of-forces agreement, the Convention on the Privileges and Immunities of the United Nations and other relevant international conventions
- Provision of awareness training on landmines and explosive remnants of war to United Nations and humanitarian personnel to increase their knowledge of threats and how to operate in a contaminated environment
- Dissemination of mine action information and guidance to stakeholders on a monthly basis and provision of targeted maps or information in response to specific requests
- Provision of perimeter security at 22 UNMISS locations, including company operating bases
- Provision of advocacy and daily liaison with the relevant national authorities, including immigration officers and airport security actors, on the freedom of movement of United Nations staff, including violations of the status-of-forces agreement

External factors

Progress in the implementation of the Revitalized Agreement and peace process; impact of the economic situation on the return and reintegration of internally displaced persons; full commitment from governmental authorities, military actors and armed groups to respect the status-of-forces agreement, freedom of movement and the inviolability of the internally displaced persons camps

Table 7

Human resources: component 3, creating the conditions conducive to the delivery of humanitarian assistance

	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	
Civil Affairs Division													
Approved posts 2022/23	–	–	2	6	–	8	5	–	5	5	–	5	18
Proposed posts 2023/24	–	–	2	6	–	8	5	–	5	5	–	5	18
Net change	–	–	–	–	–	–	–	–	–	–	–	–	–
Protection, Transition and Reintegration Section													
Approved posts 2022/23	–	–	2	4	1	7	–	12	12	5	–	5	24
Proposed posts 2023/24	–	–	2	4	1	7	–	12	12	5	–	5	24
Net change	–	–	–	–	–	–	–	–	–	–	–	–	–
Communications and Public Information Division													
Approved posts 2022/23	–	–	1	1	1	3	–	9	9	2	–	2	14
Proposed posts 2023/24	–	–	1	1	1	3	–	9	9	2	–	2	14
Net change	–	–	–	–	–	–	–	–	–	–	–	–	–
Total													
Approved posts 2022/23	–	–	5	11	2	18	5	21	26	12	–	12	56
Proposed posts 2023/24	–	–	5	11	2	18	5	21	26	12	–	12	56
Net change	–	–	–	–	–	–	–	–	–	–	–	–	–

Component 4: supporting the implementation of the Revitalized Agreement and the peace process

76. The Revitalized Agreement provides for constitutional review and the writing of a permanent constitution following extensive public consultations. The Mission will continue, therefore, to employ its good offices and technical advice capacity to effectively support the constitution-making process and enhance political and civic space for, as well as awareness of and effective participation in, the process for a broad range of stakeholders, including political parties, civil society organizations, media, women and youth groups. More generally, the Mission will further intensify its engagement with all relevant stakeholders and strengthen its support to processes that would help consolidate peace and expand the political space for a more participatory and accountable decision-making process. This will include the organization of multi-stakeholder workshops and dialogue forums with political parties, women's groups, civil society actors and faith-based groups and the convening of workshops and round-table discussions on Radio Miraya on the implementation of the Revitalized Agreement. In doing so, the Mission will continue

to promote dialogue on key parameters of the constitutional review and electoral process and continue to assist in the implementation of the recommendations of the electoral needs assessment.

77. The 2021 needs assessment mission requested by the Security Council in its resolution [2567 \(2021\)](#) found that for the elections to enjoy broad public trust and lead to a peaceful acceptance of the results, the political and electoral system in South Sudan should adhere to the rule of law and human rights, and that the constitutional and legal reforms envisioned by the Revitalized Agreement provided an important opportunity for meaningful participatory decision-making that would affect how elections were implemented and the results ultimately accepted. The needs assessment further noted that electoral operations in South Sudan would be extremely complex and lengthy, owing to the severe infrastructure challenges, security concerns, the inability to access large parts of the country during the rainy season, the illiteracy rate and the difficulty for many South Sudanese to prove their age and citizenship.

78. Accordingly, UNMISS anticipates its assistance and support activities to include, inter alia, support to the South Sudanese authorities in their efforts to draft a permanent constitution, mitigate the potential for tensions throughout the electoral period, provide for the full, equal, meaningful and safe participation of women candidates and voters at all levels and in all phases of the electoral process, and provide for the participation of South Sudanese internally displaced persons and refugees.

79. The Mission's electoral engagement will significantly accelerate in the 2023/24 period. Owing to the complexity of the anticipated electoral system and if, as currently envisaged, national and subnational elections are held simultaneously, eight different ballot papers will be required for each voter. These challenges will increase the size of the electoral administration, which will involve awareness-raising required for the election management body for its engagement with political parties, candidates and voters. Areas of UNMISS electoral assistance will include legal and procedural matters, establishing electoral infrastructure at the national and subnational levels, planning, operations, voter registration, election security, information technology and database management, candidate nomination, external relations, media training and voter and civic education, as well as technical assistance to relevant institutional counterparts (line ministries and permanent National Elections Commission staff). UNMISS will also focus on providing support for the enhanced participation of women, youth, people with disabilities and politically marginalized groups in the electoral process.

80. Once the constitution-making process bill has been adopted by the National Legislative Assembly, and the National Constitutional Review Commission, the National Elections Commission, the Political Parties Council and other constitution-making and electoral bodies are established, the Mission will provide them with technical assistance. Furthermore, the Mission will continue to support the wider reform agenda, including key legislative and institutional reforms relating to increased transparency, accountability and oversight.

81. During the 2023/24 period, UNMISS will continue to provide technical assistance and advice to the monitoring bodies, namely, the reconstituted Joint Monitoring and Evaluation Commission and the Ceasefire and Transitional Security Arrangements Monitoring and Verification Mechanism, and institutions established under the Revitalized Agreement. This will include the deployment of experts at the strategic and operational levels to provide thematic support, particularly in the areas related to the establishment and functioning of core transitional institutions and arrangements.

82. For an effective alignment of good offices and electoral assistance, UNMISS will play a convening role among the United Nations system and the international community to maximize efforts to create conditions conducive to the holding of credible and peaceful elections at the end of the transitional period. This will include support for the initial planning and budgeting for electoral operations; technical assistance and advice to national efforts in the establishment of an electoral framework for credible and accepted elections, including constitutional elements; legislation, regulations and code of conduct, considering both legal perspectives and implementation challenges; election security arrangements; election dispute resolution; and, ultimately, assistance to the national institutions in conducting a peaceful, credible and accepted election.

83. Strengthening partnerships with IGAD, the African Union, the Troika (Norway, United Kingdom of Great Britain and Northern Ireland and United States of America), the European Union, the United Nations country team and other stakeholders will continue to be key to ensuring coordinated support to the Government towards advancing the peace process. UNMISS will focus on advocacy and capacity-building, particularly for the implementation of the provision in the Revitalized Agreement requiring 35 per cent female representation at all levels of governance and for women's meaningful participation in the constitution-making and electoral processes.

84. Strategic communication, messaging and outreach in support of the implementation of the Revitalized Agreement will continue to focus on awareness-raising on issues relating to the peace process and reconciliation. In addition, leveraging the Mission's geographical presence across the country and its extensive engagement with national and local stakeholders, the Mission will maintain its efforts to support and facilitate trust-building and rapprochement between the parties to the Revitalized Agreement and communities to sustain positive momentum for peace, through advocacy, dissemination of information and good offices.

85. UNMISS will continue to enhance the nexus between national and subnational actors through its political and civic engagements to help elevate grass-roots voices to the national level and thereby raise awareness of the root drivers of conflict, with the aim of stimulating action by the national authorities. UNMISS will also organize meetings and facilitate communication channels among the national Government, state governments and community leaders to enable a common understanding of the issues and engender a collective, coordinated response; promote dialogue and discussions at both levels to build trust and facilitate an environment of open communication; and continue to provide platforms for national and subnational leaders to engage with civil society, women, youth and community leaders through its various political party forums. The conduct of periodic governance forums will enable leaders to interact with their constituencies and international experts, thus aiding trust and policy development.

86. To support the implementation of the Revitalized Agreement and the peace process, efforts to sustain and further enhance the existing capacity of the National Mine Action Authority in coordinating and prioritizing mine detection and mine-clearing services will be made through joint planning and monitoring of the services, by co-chairing thematic events and meetings, and on occasions of collective advocacy.

87. Despite gender provisions enshrined in the Revitalized Agreement, lack of political will remains the major obstacle for the nomination of women to public offices in the power-sharing arrangements at the national and subnational levels. The Mission will continue to support women who were already appointed to public office as ministers, governors, commissioners or members of local or national legislatures to be able to perform in a timely manner and show their leadership visibly in the transition period and beyond. Specifically, the Mission will provide technical

assistance and advisory services related to legislative processes concerning priority legislation and capacity-building of the national and subnational institutions in gender-responsive democratic governance and security sector institutions, as well as support for scaling up voices and accountability by supporting women civil society organizations. Sharing and applying relevant global best practices in partnership with the United Nations country team will be one of the key approaches pursued by the Mission to those ends.

<i>Expected accomplishments</i>	<i>Indicators of achievement</i>
4.1 Progress towards the implementation of the peace agreement and advancement of the peace process, including the road map to a peaceful and democratic end to the transitional period of the Revitalized Agreement	<p>4.1.1 Number of pre-transitional and transitional institutions identified in the Revitalized Agreement are reconstituted, restructured and operational (2021/22: 9; 2022/23: 31; 2023/24: 31)</p> <p>4.1.2 Number of tasks identified in the Revitalized Agreement and the road map implemented (2021/22: 6; 2022/23: 60; 2023/24: 91)</p> <p>4.1.3 Number of national Government institutions meeting the target of 35 per cent appointed women (2020/21: n/a; 2022/23: n/a; 2023/24: 4)</p>

Outputs

- Provision of good offices to the parties to the conflict for the resolution of contentious issues, provision of support for the formulation of gender-responsive national policies based on transparent, participatory and accountable decision-making, and strategic support to advance the participation of women at all levels and all phases of governance, including support to the South Sudan Women's Leadership Forum
- Provision of advice, technical assistance and operational support with due consideration for gender and youth mainstreaming and key results, as required, to the Government, in particular, as well as Parliament and the institutions and oversight bodies established under the Revitalized Agreement, to improve their capacity to deliver on key mandates, including gender provisions, and to encourage effective, transparent and responsive governance in support of the wider reform agenda in accordance with the Revitalized Agreement
- Provision of technical advice and the facilitation of discussions to enhance understanding of and commitment to the Revitalized Agreement at the national and subnational levels through two consultative forums for representatives of the parties to the Agreement, stakeholders of the Agreement and civil society
- Organization and conduct of 6 forums and workshops with political parties and key national civil society actors, including representatives of women's and youth groups, to promote the opening of the political space and the participation of a broad range of political and civil society actors in political processes, as well as 24 meetings with South Sudanese stakeholders, comprising faith-based groups, representatives of people with disabilities, youth groups, women's organizations and academia, to discuss key issues and to encourage and support full and inclusive dialogue and engagement and participation in political processes
- Promotion of the women and peace and security agenda and gender provisions of the Revitalized Agreement, including the quota for the representation of women in government institutions and the meaningful participation of women, including in constitution-making and electoral processes, through: (a) the sensitization of female members of civil society organizations; (b) the conduct of 30 subnational women's peace forums and 4 national women's peace forums to foster dialogue and discussion to support the implementation of the Revitalized Agreement; (c) the facilitation of a workshop on women's participation in public decision-making and in peace processes in accordance with Security Council resolution [1325 \(2000\)](#) to target key stakeholders and opinion leaders in the National Legislative Assembly, political parties and civil society organizations; and (d) the conduct of 10 women's forums and 1 national forum to support strengthening of the civil society organizations and advocacy for women's participation in the peace process

- Promotion of transitional justice processes and accountability measures through the provision of technical assistance towards the establishment and operationalization of transitional justice mechanisms, including the Commission for Truth, Reconciliation and Healing, and the organization of 10 sensitization activities aimed at promoting an environment conducive to the implementation of transitional justice processes
- Provision of technical advice and mentoring to the National Mine Action Authority through the conduct of 50 forums, dialogues, workshops and other events to sustain and further enhance the existing capacity in coordinating and prioritizing mine detection and mine-clearing services aiming to increase the number of taskings issued by the Authority to more than 500 taskings
- Provision of support to rapprochement and trust- and confidence-building activities between government and opposition authorities and communities from government and opposition-controlled areas, through the conduct of 20 dialogue forums, exchange visits, public rallies and other events, with an emphasis on the inclusion and participation of women and youth, in support of the national peace process
- Provision of support to strengthen the role of stakeholders at the grass-roots level – including non-State actors, communities, cattle camps, chiefs' associations, and women and youth associations – in the implementation of the Revitalized Agreement through the conduct of 10 forums, dialogues, workshops and other events
- Conduct of a nationwide communications campaign in support of the peace process, including (a) 25 awareness-raising activities to promote peace and reconciliation within the country, either in communities or utilizing online/radio platforms; (b) the production and dissemination of promotional materials, including copies of the Revitalized Agreement and/or information about electoral processes; (c) the production of 160 multimedia products, including digital news and audiovisual stories, photography albums and social media engagements, for distribution across United Nations headquarters and UNMISS digital platforms as well as to external media outlets; and (d) the broadcast of 40 one-hour *Democracy in Action* and 40 two-hour *Round Table* radio programmes focused on peace and electoral processes

Expected accomplishments

Indicators of achievement

4.2 Institutions established by the peace agreement to monitor and coordinate its implementation are supported and effectively functioning with adequate participation and representation of women

4.2.1 Reconstituted Joint Monitoring and Evaluation Commission meetings are held regularly, with the participation of all parties, including women's representatives of South Sudan, to oversee the implementation of the Revitalized Agreement (2021/22: 6; 2022/23: 12; 2023/24: 12)

4.2.2 All 9 monitoring and verification teams of the Ceasefire and Transitional Security Arrangements Monitoring and Verification Mechanism are operational and respond swiftly to complaints of violations of the cessation of hostilities agreement

4.2.3 Board meetings of the Ceasefire and Transitional Security Arrangements Monitoring and Verification Mechanism are held regularly, with the participation of all parties, to oversee the work of the monitoring and verification teams and ensure efficiency and effectiveness in monitoring, verification and reporting on progress in the implementation of the permanent ceasefire and transitional security arrangements (2021/22: n/a; 2022/23: n/a; 2023/24: 12)

Outputs

- Provision of good offices in support of the oversight by the reconstituted Joint Monitoring and Evaluation Commission of the implementation of the Revitalized Agreement through participation in 12 meetings of the reconstituted Commission

- Promotion of coordinated and coherent support from the international community for the implementation of the Revitalized Agreement and for the work of the reconstituted Joint Monitoring and Evaluation Commission through the conduct of 10 diplomatic discussion forums with the diplomatic corps, regular meetings with IGAD and the African Union liaison offices in South Sudan and weekly meetings with the European Union and the Troika
- Provision of good offices to strengthen partnerships with regional entities and other partners, including the African Union, IGAD, the Office of the Special Envoy for the Horn of Africa, the Troika, the European Union and the broader international community, to advance the peace process and ensure a coordinated approach to priority interventions such as support for the permanent constitution-making process, peaceful and inclusive elections and security sector reform
- Strategic national and regional dialogue platforms for coordination of efforts, mobilization and involvement of regional and international partners in strategic advocacy and encouraging appropriate actions by responsible national institutions and stakeholders
- Provision of support to the Ceasefire and Transitional Security Arrangements Monitoring and Verification Mechanism, through participation in 12 board meetings; provision of housing, administrative and logistical support to monitoring and verification teams; and daily liaison with the Mechanism to coordinate operations
- 360 unit patrol days spent in integrated teams in support of 9 monitoring and verification teams of the Ceasefire and Transitional Security Arrangements Monitoring and Verification Mechanism, monitoring the ceasefire and transitional security arrangements (30 unit patrol days per month for 12 months)

*Expected accomplishments**Indicators of achievement*

4.3 Provisions of the peace agreement, including gender provisions and the quota for women, are institutionalized in the transitional and permanent constitution

4.3.1 Progress towards the establishment of institutions such as the reconstituted National Constitutional Review Commission, the Constitution Drafting Committee, the Preparatory Subcommittee, the National Constitutional Conference and the Constituent Assembly, and the adoption of necessary new laws in support of an inclusive and participatory constitution-making process

4.3.2 Strengthened popular participation in constitutional review processes through the participation of key stakeholders, including women, in consultation processes, including civic education and public enlightenment forums, with due consideration for equal and inclusive participation of women and young people

Outputs

- Provision of advice, technical assistance, and support, including gender expertise, to the Transitional Government of National Unity, as required, in the process of identification, review and drafting of key legislation in line with legislative and constitutional reforms proposed in the Revitalized Agreement
- Provision of good offices, advice, technical assistance and support to the National Constitutional Review Commission and established constitution-making bodies on the finalization of a permanent constitution, including mainstreaming a gender perspective, through the facilitation of inclusive dialogue and forums with the relevant stakeholders, weekly meetings with representatives of the Transitional Government of National Unity, and the organization of 2 workshops and 1 forum with members of the Commission and constitution-making bodies to promote and encourage the adoption of internationally accepted standards and best practices in the permanent constitution-drafting process
- Building of capacity of media practitioners on the Revitalized Agreement, the constitution-making process and the role of the media in the South Sudan constitution-making process through 4 quarterly capacity-building workshops

- Enhancement of stakeholders' awareness and effective participation in the constitution-making process through 10 sensitization and awareness consultations at the subnational level for political leaders, traditional leaders, women, youth and civil society leaders
- Promotion of broad agreement among key actors on potential contentious issues for an effective, inclusive and participatory process as stipulated in the Revitalized Agreement to enable a durable constitutional settlement through 4 high-level political dialogue forums
- Coordination of international support for the constitutional review process to ensure coherence and consistency in the delivery of assistance through the senior-level consultative forum and a technical consultative group
- Organization of 1 round-table forum with selected target groups of South Sudanese stakeholders, including political parties, civil society organizations, women's groups and youth groups, to raise awareness of key issues informing the public consultation process for the drafting of a permanent constitution and to encourage empowered representation and participation in the process on a widespread basis
- Provision of advice, technical assistance and support to the National Constitutional Review Commission and established constitution-making bodies on civic education and public consultations through 6 forums and 10 meetings to promote awareness and civic engagement with the permanent constitution-making process

Expected accomplishments

Indicators of achievement

4.4 Electoral preparations are held in accordance with national and international obligations for elections

4.4.1 The legal and security frameworks for elections are adopted with due consideration for protection of civilians, gender-responsive processes and the equal participation of women

4.4.2 Progress towards the creation of an environment conducive to the holding of credible and peaceful elections, including the reconstitution of the Political Parties Council and the National Elections Commission, at the national and subnational levels

Outputs

- Organization of monthly meetings with political parties to promote effective and sustained participation in political and electoral processes, to provide advice to ensure their continued engagement in the political transition process and to encourage transparency and tolerance, including respect for and protection of fundamental freedoms and political space
- Provision of support to ensure engagement at the national and subnational levels with key political, civil society and community stakeholders to promote inclusivity and to foster increased representation and participation of women, youth, persons with disabilities and other marginalized groups in the electoral process through meetings with representatives of political parties, state authorities and civil society organizations
- Provision of strategic advice, technical assistance and capacity-building to support national efforts to reconstitute the National Elections Commission in Juba and at the state level
- Organization of meetings and dialogues with political figures, women and youth to encourage the development and implementation of an action plan to advance the political participation of women and youth and provide mentoring networks
- Provision of support to the conduct of leadership workshops for female electoral officials, aspiring female candidates, media and voters on female participation in the electoral process
- Provision of analytical reviews of existing and required legal and security frameworks for elections, highlighting areas for improvement in the context of the implementation of the Revitalized Agreement

- Organization of a coordination mechanism on electoral assistance, including through monthly consultations with the diplomatic community and relevant partners, to allow for an effective alignment of good offices and technical assistance, promote consistency of delivery and avoid duplication of efforts
- Provision of technical support and capacity-building through the provision of 2 two-day workshops in Juba to the reconstituted Political Parties Council in order to enable the Council to register and regulate political parties in preparation for elections
- Provision of analytical reviews of existing and required legal and security frameworks for elections, highlighting areas for improvement in the context of the implementation of the Revitalized Agreement

<i>Expected accomplishments</i>	<i>Indicators of achievement</i>
4.5 A safe and secure environment for all, including women and girls, through comprehensive addressing of justice and security sector reform and disarmament, demobilization and reintegration issues by the Transitional Government of National Unity	<p>4.5.1 Improved functioning of the transitional security sector institutions as provided by the Revitalized Agreement and development of a road map for prioritized security sector reform and disarmament, demobilization and reintegration during the transition period, with due consideration for the equal and inclusive participation of women and for gender-responsive security sector reform</p> <p>4.5.2 Key justice and rule of law reforms, including judicial reforms identified in the Revitalized Agreement, are adopted</p>

Outputs

- Provision of good offices, strategic advice and technical assistance to encourage and support political agreement on security sector reform and disarmament, demobilization and reintegration, with the participation and representation of women, through regular engagement with the Transitional Government of National Unity, the reconstituted Joint Monitoring and Evaluation Commission and corresponding transitional security institutions, including pertinent gender provisions of the Revitalized Agreement, in close coordination with international and regional partners
- Monitoring and analysis of the transitional security institutions established by the Revitalized Agreement and provision of strategic advice and technical assistance to support the implementation of the transitional security arrangements
- Provision of strategic advice, technical assistance and capacity-building to support national efforts to restore and reform the rule of law and justice sector, including judicial reforms identified in chapter 1 of the Revitalized Agreement, in a gender-responsive manner, as a key precondition to advancing the peace process
- Provision of support for the integration of forces into security institutions, including the South Sudan National Police Service and the National Prison Service of South Sudan, including through on-the-job and continued training on basic and specialized prison and police functions

External factors

Continued engagement of the signatories with the institutions and mechanisms of the Revitalized Agreement and on the timelines for their implementation; political environment remains sufficiently open for discussion of key issues in inclusive forums; military actors and armed groups respect the freedom of movement of UNMISS personnel and the monitoring and verification teams of the Ceasefire and Transitional Security Arrangements Monitoring and Verification Mechanism; monitoring and verification teams are sufficiently resourced to carry out monitoring; and the National Constitutional Review Commission and mechanisms required for the preparation of the elections are established and appropriately resourced

Table 8

Human resources: component 4, supporting the implementation of the Revitalized Agreement and the peace process

Category													Total
I. Government-provided personnel													
Approved 2022/23													88
Proposed 2023/24													88
Net change													–

Subtotal, civilian staff													
Approved posts 2022/23	–	2	15	19	6	42	13	6	19	12	1	13	74
Proposed posts 2023/24	–	2	15	19	6	42	13	6	19	12	1	13	74
Net change	–	–	–	–	–	–	–	–	–	–	–	–	–
Approved temporary positions ^a 2022/23	–	1	4	–	1	6	–	–	–	–	–	–	6
Proposed temporary positions ^a 2023/24	–	1	6	–	1	8	4	2	6	–	–	–	14
Net change	–	–	2	–	–	2	4	2	6	–	–	–	8
Approved 2022/23	–	3	19	19	7	48	13	6	19	12	1	13	80
Proposed 2023/24	–	3	21	19	7	50	17	8	25	12	1	13	88
Net change	–	–	2	–	–	2	4	2	6	–	–	–	8
Total													
Approved 2022/23	–	3	19	19	7	48	13	6	19	12	1	13	168
Proposed 2023/24	–	3	21	19	7	50	17	8	25	12	1	13	176
Net change	–	–	2	–	–	2	4	2	6	–	–	–	8

^a Funded under general temporary assistance.

General temporary assistance: increase of 8 positions

Table 9

Staffing changes: component 4, supporting the implementation of the Revitalized Agreement and the peace process

Office/section/unit	Type of proposed staffing change	Posts and positions		To/from
		Number	Details	
Electoral Affairs Division	Continuation	1	D-1 (general temporary assistance)	
	Continuation	1	P-5 (general temporary assistance)	
	Continuation	3	P-4 (general temporary assistance)	
	Continuation	1	FS (general temporary assistance)	
Subtotal		6		
	Establishment	2	P-4 (general temporary assistance)	
	Establishment	4	NPO (general temporary assistance)	
	Establishment	2	NGS (general temporary assistance)	
Subtotal		8		
Total		14		

Electoral Affairs Division

88. The approved staffing establishment of the Electoral Affairs Division comprises six positions presented in table 9, which were approved during the 2022/23 period to support the implementation of the Mission's electoral mandate. The Security Council, in its resolution [2625 \(2022\)](#), mandated UNMISS to support inclusive and accountable governance and free, fair and peaceful elections, in accordance with the

Revitalized Agreement. In the same resolution, the Council also called upon the United Nations to provide technical assistance, to include capacity-building, and logistical support for the electoral process, as appropriate, in coordination with the United Nations country team and regional and international partners as well as security support to facilitate the electoral cycle, consistent with the Revitalized Agreement. The Council also noted that UNMISS support would include support to the South Sudanese authorities in their efforts to draft a permanent constitution, mitigate the potential for tensions throughout the electoral period, provide for the full, equal, meaningful and safe participation of women candidates and voters at all levels and in all phases of the electoral process, and provide for the participation of South Sudanese internally displaced persons and refugees.

89. In a letter dated 15 July 2021 addressed to the President of the Security Council (S/2021/661), the Secretary-General submitted to the Council the recommendations of the electoral needs assessment mission which was conducted at the request of the Council in its resolution 2567 (2021). Subsequently, and pursuant to the request of the Security Council reflected in the statement by its President at the Council meeting held on 27 October 2021 (S/PRST/2021/20), the establishment of an Electoral Affairs Division was proposed and approved by the General Assembly in the budget for the 2022/23 period. The report on the needs assessment mission underscored the current challenges facing the country, including lack of institutional knowledge and election management experience, as the 2024 elections would be the first ever electoral event to be held in South Sudan, the high stakes in the outcome of the elections, which may be contested, the fragile security and political environment, limited infrastructure and serious logistical challenges across the country.

90. Democratic, inclusive and credible elections, and subsequent acceptance of the results of the electoral process, will lead to a peaceful end to the transitional period, which has been extended several times. This will play a key role in the implementation of the Revitalized Agreement. Considering the incremental steps in the political process which continue to take place, such as the signature of the road map and consistent messaging by the Government with regard to the preparations for elections, support to prepare an environment conducive to holding peaceful, inclusive and credible elections will be paramount to the implementation of the Mission's electoral mandate. To support the elections to be held in December 2024, the Electoral Affairs Division will play a key role in the implementation of the Mission's mandate, as outlined in paragraph 18 above. In addition, in the light of the formal request for electoral assistance by the Government of South Sudan, which was received on 24 January 2023, the Mission's electoral engagement will continue to significantly accelerate during the period from 2022 to 2024.

91. The Mission seeks to strengthen its existing capacity to: (a) support the creation of an environment conducive to elections through civic and voter education, working in partnership with civil society organizations, media and political parties, and the United Nations country team; (b) provide technical assistance to electoral stakeholders in the drafting of the electoral frameworks and in matters pertaining to institutions and related reforms, including the reconstitution of the National Elections Commission and the Political Parties Council; and (c) support to the election management bodies in the planning and implementation of electoral operations, such as recruitment and training of election officers, voter registration and civic and voter education.

92. In this regard, the continuation of six general temporary assistance positions and the establishment of eight general temporary assistance positions, outlined in paragraphs 93 to 98 below, is proposed. Under the leadership of the Principal Electoral Affairs Officer (D-1), the strengthened capacity will enable the Mission to fulfil its electoral mandate and provide the requisite electoral assistance, including setting up and managing the integrated electoral assistance team and supporting the

peace process through electoral awareness raising, advocacy, good offices, and technical advice and assistance, as set forth in the needs assessment mission.

93. *Electoral Officer (Field Coordination) (P-4)*. The Electoral Officer (Field Coordination) will be responsible for advising the National Elections Commission on the establishment of, and coordination between, newly established offices of the Commission throughout the country to prepare voter registration and to plan electoral operations, considering that each of these electoral events involve the Commission's interaction with millions of eligible voters throughout South Sudan. The incumbent will advise the National Elections Commission on the establishment of its field structure, daily coordination and management of its work, enabling efficient, effective and timely communication and reporting, and building up and eventually coordinating electoral operations in thousands of voter registration and polling centres across the country, including the timely and sensitive reporting and submission of results from the constituencies to the central level, which is crucial for establishing the overall results of the electoral process.

94. *Electoral Officers (Logistics) (1 P-4 and 1 National Professional Officer)*. The Electoral Officers (Logistics) will be responsible for the planning and preparation of electoral logistics, which constitute a significant factor in the success of the first elections in South Sudan. The incumbents will work with all Mission components, in particular the force, the United Nations police and the Mission Support Division, and with South Sudan officials to prepare a comprehensive logistics and operational plan commensurate with the unique challenges of South Sudan. These functions will be required at the earliest stages to assist the National Elections Commission, the Government and other electoral stakeholders to plan, prepare and implement an electoral logistical operation at the scale required to deal with the unique logistical challenges of South Sudan, such as the extended period of flood and underdeveloped infrastructure, for successful elections for different levels, bodies and positions.

95. *Electoral Officer (National Professional Officer)*. The Electoral Officer will support the senior management of the Electoral Affairs Division with its engagement with the National Elections Commission, the Political Parties Council, political parties, the National Legislative Assembly, civil society organizations and media representatives. The incumbent will work predominantly with the Principal Electoral Affairs Officer to support the intersectionality of electoral and political analysis with the Mission's other divisions and the United Nations integrated electoral assistance team, which is composed of the Mission's Electoral Affairs Division and Political Affairs Division and representatives from the United Nations Development Programme.

96. *Electoral Officer (Public Outreach and Voter Education) (National Professional Officer)*. The Electoral Officer will support the Electoral Affairs Division with engagement with local communities, civil society organizations and women's and youth groups at the national and subnational levels. The incumbent will liaise within different components of the Mission and United Nations entities for the coordination of messaging and activities to ensure a "One United Nations" approach to civic and voter education.

97. *Electoral Officer (Voter Registration/Information Technology) (National Professional Officer)*. The Electoral Officer will support the Electoral Affairs Division with database management solutions associated with the UNMISS support to the planning and preparation of voter registration with the National Elections Commission and other electoral stakeholders. Voter registration is the single largest, most resource demanding and often most sensitive aspect of an electoral process. It can often be a source of tensions and conflict owing to its key impact on elections inclusiveness and integrity. A completely new voter registration process will be required to be designed, planned and executed, which will include complex political decisions, careful selection of technologies to be used, capacity-building and training of national counterparts,

sensitive data collection, and data entry and verification. In line with the Revitalized Agreement, the voter registration process has to be finalized six months before the voting, which increases the need for timely support provided by the Mission.

98. *Administrative Assistant and Team Assistant (2 national General Service staff)*. The incumbents will support the administrative, recruitment, financial, logistical, transportation and meeting event coordination needs of the Electoral Affairs Division. Two Assistants will be required to provide administrative, logistical and operational support for the additional personnel, mostly on short-term consultancy contracts where a swift onboarding process is required. The United Nations integrated electoral assistance team will be operating from several locations, including spending a significant amount of time working from co-located offices with the national counterparts at the National Elections Commission, with anticipated frequent travel to the field. In addition, programmatic activities for electoral assistance envision a high number of short-term consultancies to be employed in the upcoming budgetary period to assist in specific targeted areas of expertise. All of the above will require continuous coordination, human resources, finance and administrative support, which would be impossible to maintain without additional support staff.

Component 5: support

99. The support component will continue to provide effective and efficient services in support of the implementation of the mandate of the Mission through the delivery of related outputs, the implementation of service improvements and the realization of efficiency gains. This will include the provision of services to the military, police and civilian personnel in all locations of UNMISS activities. The range of support will comprise all support services relating to air operations; budget, finance and reporting; administration of civilian and uniformed personnel; facilities, infrastructure and engineering; environmental management; fuel management; field technology services; health services; supply chain management; security; and vehicle management and ground transport.

<i>Expected accomplishment</i>	<i>Indicators of achievement</i>
5.1 Rapid, effective, efficient and responsible support services for the Mission	<p>5.1.1 Percentage of approved flight hours utilized (2021/22: 87 per cent; 2022/23: ≥ 90 per cent; 2023/24: ≥ 90 per cent)</p> <p>5.1.2 Average annual percentage of authorized international posts vacant (2021/22: 6.9 per cent ± 1 per cent; 2022/23: 5.4 per cent ± 1 per cent; 2023/24: 7.5 per cent)</p> <p>5.1.3 Average annual percentage of female international civilian staff (2021/22: 28.4 per cent; 2022/23: ≥ 37 per cent; 2023/24: 37 per cent)</p> <p>5.1.4 Average number of calendar days for roster recruitments, from posting of the job opening to candidate selection for P-3 to D-1 and FS-3 to FS-7 levels (2021/22: 57; 2022/23: ≤ 60; 2023/24: ≤ 70)</p> <p>5.1.5 Average number of calendar days for post-specific recruitments, from posting of the job opening to candidate selection, for P-3 to D-1 and FS-3 to FS-7 levels (2021/22: 245; 2022/23: ≤ 120; 2023/24: ≤ 120)</p>

5.1.6 Overall score on the Administration's environmental management scorecard (2021/22: 74; 2022/23: 100; 2023/24: 100)

5.1.7 Percentage of all information and communications technology incidents resolved within the established targets for high, medium and low criticality (2021/22: 94.7 per cent; 2022/23: ≥ 94 per cent; 2023/24: ≥ 95 per cent)

5.1.8 Compliance with the field occupational safety risk management policy (2021/22: 100 per cent; 2022/23: 100 per cent; 2023/24: 100 per cent)

5.1.9 Overall score on the Administration's property management index (2021/22: 2,000; 2022/23: $\geq 1,800$; 2023/24: $\geq 1,800$)

5.1.10 Deviation from the demand plan in terms of planned quantities and the timeliness of purchase (2021/22: 10 per cent; 2022/23: ≤ 20 per cent; 2023/24: ≤ 20 per cent)

5.1.11 Percentage of contingent personnel in standard-compliant United Nations accommodation at 30 June, in accordance with memorandum of understanding (2021/22: 98.5 per cent; 2022/23: 100 per cent; 2023/24: 100 per cent)

5.1.12 Compliance of vendors with United Nations rations standards for delivery, quality and stock management (2021/22: 97 per cent; 2022/23: ≥ 95 per cent; 2023/24: ≥ 95 per cent)

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

Aviation services

- Operation and maintenance of a total of 25 aircraft (7 fixed-wing, 18 rotary-wing)
- Provision of a total of 19,060 planned flight hours (16,060 from commercial providers, 3,000 from military providers) for all services, including passenger, cargo, patrols and observation, search and rescue, casualty and medical evacuation
- Oversight of aviation safety standards for 25 aircraft and 45 airfields and landing sites

Budget, finance and reporting services

- Provision of budget, finance and accounting services for a budget of \$1,161,509,500 in line with delegated authority

Civilian personnel services

- Provision of human resources services for up to 2,849 authorized civilian personnel (917 international staff, 171 National Professional Officers, 1,287 national General Service staff, 23 temporary positions and 451 United Nations Volunteers), 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 for 1,160 civilian personnel participants and support for out-of-mission training for 41 civilian personnel participants
- Support for the processing of 6,233 in-mission and 170 out-of-mission travel requests for non-training purposes and 328 travel requests for training purposes for civilian personnel

Facility, infrastructure and engineering services

- Maintenance and repair services for 21 mission sites in 10 states
- Implementation of 8 major construction, renovation and alteration projects, including maintenance of approximately 2,600 kilometres of mission supply routes and approximately 35 kilometres of internal camp roads, 15 airfields and 16 helipad landing sites, and 5 level II hospitals
- Operation and maintenance of 313 United Nations-owned generators and 2 solar power panel plants
- Operation and maintenance of United Nations-owned water supply and treatment facilities (42 wells/boreholes and 19 water treatment and purification plants) and 131 wastewater treatment plants
- Provision of waste management services, including liquid and solid waste collection and disposal, in 20 sites
- Provision of cleaning, ground maintenance, pest control and laundry services

Fuel management services

- Management of supply and storage of 53.2 million litres of fuel (28.5 million for generators and other facilities, 3.2 million for ground transportation, 21.4 million for air operations and 0.1 million for marine operations) and of oil and lubricants across distribution points and storage facilities in 17 locations

Field technology services

- Provision and support of 5,115 handheld portable radios, 2,512 mobile radios for vehicles and 392 base station radios
- Operation and maintenance of 31 FM radio broadcast stations and 7 radio production facilities
- Operation and maintenance of a network for voice, fax, video and data communication, including 55 very small aperture terminals, 35 telephone exchanges and 110 microwave links, as well as provision of 150 satellite and 2,200 mobile telephone service plans
- Provision and support for 4,636 computing devices and 575 printers for an average strength of 5,272 civilian and uniformed end users, in addition to 1,166 computing devices and 148 printers for connectivity of contingent personnel, as well as other common services
- Support and maintenance of 45 local area networks (LAN) and 32 wide area networks (WAN) in 42 sites
- Analysis of geospatial data covering 644,329 km², maintenance of topographic and thematic layers and production of 6,000 maps

Health services

- Operation and maintenance of United Nations-owned medical facilities (9 level I and 2 level I-plus clinics) and support for contingent-owned medical facilities (31 level I clinics and forward medical teams, 7 formed police unit level I clinics, 5 level II hospitals (including 1 level II-plus hospital in Juba)) and maintenance of contractual arrangements with 7 hospitals (3 level III hospitals in Kampala and 4 level IV hospitals in Nairobi)

- Maintenance of medical evacuation arrangements for 5 level II hospitals inside the Mission area (Bor, Bentiu, Juba, Malakal and Wau) and 7 hospitals outside the Mission area (3 level III hospitals in Uganda and 4 level IV hospitals in Kenya), including air evacuation arrangements and air ambulance, and arrangements in the event of mass casualty to 3 hospitals in Egypt through a letter-of-assist agreement

Supply chain management services

- Provision of planning and sourcing support for the acquisition of goods and commodities with an estimated value of \$156.5 million, in line with delegated authority; receipt, management and onward distribution of up to 26,000 tons of cargo within the Mission area; and management, accounting and reporting of property, plant and equipment, financial and non-financial inventories and equipment below threshold, with a total historical cost of \$445.5 million, in line with delegated authority

Uniformed personnel services

- Emplacement, rotation and repatriation of a maximum strength of 19,013 authorized military and police personnel (242 military observers, 431 military staff officers, 16,327 contingent personnel, 733 United Nations police officers and 1,280 formed police personnel) and 88 Government-provided personnel
- Inspection and verification of and reporting on contingent-owned major equipment and self-sustainment compliance for 40 military and formed police units
- Supply and storage of rations, combat rations and bottled water for an average strength of 14,002 military contingent and formed police personnel
- Support for the processing of claims and entitlements for an average strength of 15,342 military and police personnel and 36 Government-provided personnel
- Support for the processing of 27 travel requests for training purposes

Vehicle management and ground transport services

- Operation and maintenance of 1,838 United Nations-owned vehicles (950 light passenger vehicles, 366 special purpose vehicles, 20 ambulances, 48 armoured vehicles and 454 other specialized vehicles, trailers and attachments), 3,920 contingent-owned vehicles and 13 workshop and repair facilities, as well as the provision of transport and shuttle services

Security

- Provision of security services 24 hours a day, 7 days a week for all personnel in the Mission area
- 24-hour close protection to senior mission staff and visiting high-level officials
- Mission-wide site security assessments, including residential surveys for all international staff
- Conduct of 2,000 information sessions on security awareness and contingency plans for all Mission staff and induction security training and primary fire training/drills for new Mission staff

Conduct and discipline

- Implementation of a conduct and discipline programme for all military, police and civilian personnel, including training, monitoring of investigations and disciplinary action
- Implementation of a victim assistance programme in a coordinated, system-wide manner prioritizing the rights and dignity of victims

Infectious diseases and HIV/AIDS

- Operation and maintenance of 7 fixed and 4 mobile HIV voluntary confidential counselling and testing facilities for Mission personnel
- Conduct of a sensitization programme on HIV and other communicable and non-communicable diseases through induction and awareness training

Table 10
Human resources: component 5, support

	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 Director of Mission Support													
Approved posts 2022/23	–	1	4	6	6	17	1	4	5	2	–	2	24
Proposed posts 2023/24	–	1	4	6	6	17	1	4	5	2	–	2	24
Net change	–	–	–	–	–	–	–	–	–	–	–	–	–
Operations and Resource Management Service													
Approved posts 2022/23	–	1	19	10	56	86	14	88	102	31	1	32	220
Proposed posts 2023/24	–	1	19	10	56	86	14	88	102	31	1	32	220
Net change	–	–	–	–	–	–	–	–	–	–	–	–	–
Supply Chain Management													
Approved posts 2022/23	–	1	18	29	100	148	15	320	335	101	–	101	584
Proposed posts 2023/24	–	1	18	29	100	148	15	320	335	101	–	101	584
Net change	–	–	–	–	–	–	–	–	–	–	–	–	–
Service Delivery (including Field Technology)													
Approved posts 2022/23	–	1	20	27	130	178	20	461	481	173	1	174	833
Proposed posts 2023/24	–	1	20	28	130	179	21	461	482	172	1	173	834
Net change	–	–	–	1	–	1	1	–	1	(1)	–	(1)	1
Security and Safety Section													
Approved posts 2022/23	–	–	2	39	152	193	–	125	125	–	–	–	318
Proposed posts 2023/24	–	–	2	39	152	193	–	125	125	–	–	–	318
Net change	–	–	–	–	–	–	–	–	–	–	–	–	–
Subtotal, Security and Safety Section													
Approved posts 2022/23	–	–	2	39	160	201	–	125	125	–	–	–	326
Proposed posts 2023/24	–	–	2	39	160	201	–	125	125	–	–	–	326
Net change	–	–	–	–	–	–	–	–	–	–	–	–	–
Subtotal, civilian staff													
Approved posts 2022/23	–	4	63	111	444	622	50	998	1 048	307	2	309	1 979
Proposed posts 2023/24	–	4	63	112	444	623	51	998	1 049	306	2	308	1 980
Net change	–	–	–	1	–	1	1	–	1	(1)	–	(1)	1
Approved temporary positions ^a 2022/23	–	–	–	–	8	8	–	–	–	–	–	–	8
Proposed temporary positions ^a 2023/24	–	–	–	–	8	8	–	–	–	–	–	–	8
Net change	–	–	–	–	–	–	–	–	–	–	–	–	–

	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	
Total													
Approved 2022/23	–	4	63	111	452	630	50	998	1 048	307	2	309	1 987
Proposed 2023/24	–	4	63	112	452	631	51	998	1 049	306	2	308	1 988
Net change	–	–	–	1	–	1	1	–	1	(1)	–	(1)	1

^a Funded under general temporary assistance.

International staff: net increase of 1 post

National Professional Officers: increase of 1 post

General temporary assistance: continuation of 8 temporary positions (Field Service)

United Nations Volunteers: decrease of 1 position

100. The summary of proposed staffing changes under component 5, support, are set out in tables 11 and 12.

Table 11
Staffing changes: component 5, support, Supply Chain Management

Office/section/unit	Type of proposed staffing change	Posts and positions		
		Number	Details	To/from
Warehouse and Commodity Management Section	Reassignment	1	P-3	} From Contracts Management Officer to Centralized Warehousing Officer
Warehouse and Commodity Management Section	Reassignment	(1)	P-3	
Total		–		

101. The Centralized Warehouses Unit in the Warehouse and Commodity Management Section manages a wide array of commodities, including supplies and spare parts for engineering, medical, communications and information technology and transport. The Unit supports the Mission's military, police and civilian personnel by ensuring the timely delivery of commodities and supplies in a cost-effective manner, as well as the subsequent disposal of those commodities and supplies in line the property management policy. The continued improvements in the supply chain management systems, including the implementation of centralized warehousing of commodities, supplies and spare parts, has rendered it necessary to repurpose the functions of one post of Contracts Management Officer into the functions of a Centralized Warehousing Officer.

102. In this regard, it is proposed to reassign one post of Contracts Management Officer (P-3) to a post of Centralized Warehousing Officer to manage warehousing operations, in line with the Organization's key performance indicators on stewardship and accountability of property, Umoja inventory and logistics management.

Table 12
Staffing changes: component 5, support, Service Delivery

Office/section/unit	Type of proposed staffing change	Posts and positions		To/from
		Number	Details	
Accommodation Management Unit	Abolishment	(1)	International UNV	
Accommodation Management Unit	Establishment	1	NPO	
Health Services Section	Establishment	1	P-3	
Health Services Section	Reassignment	1	NGS	} From Team Assistant to Pharmacy Assistant
Health Services Section	Reassignment	(1)	NGS	
Total		1		

Accommodation Management Unit

103. The Accommodation Management Unit is responsible for managing the Mission-provided accommodation to international staff, United Nations police, military staff officers, military observers, Government-provided personnel and United Nations Volunteers. The Unit also manages six military transit camps with an 1,800-bed capacity and office spaces occupied by United Nations agencies, funds and programmes housed within UNMISS premises in 12 locations. The Unit is responsible for tracking accommodation occupancy and administering and following up on rental deductions for over 3,000 accommodation units occupied by over 2,600 users. The approved staffing establishment of the Unit includes one international United Nations Volunteer position. Adequate user access to Umoja required to perform the functions cannot, however, be granted to United Nations Volunteers because, on the basis of their contractual arrangements, they are not subject to the Staff Regulations and Rules of the United Nations. As such, the United Nations Volunteers cannot perform some of the tasks related to the job functions. In addition, in line with the request of the General Assembly to consider greater nationalization of functions when formulating budget submissions, UNMISS has identified that the functions described above can be undertaken by national staff. This is in recognition of the existence of local capacity at the professional level to assume responsibilities previously undertaken by an international United Nations Volunteer.

104. In this regard, it is proposed to abolish one position of Associate Finance Officer (international United Nations Volunteer) and establish, in its stead, one post of Associate Finance and Budget Officer (National Professional Officer).

Health Services Section

105. The Health Services Section is mandated to provide a complete range of health care services to UNMISS personnel. The Section is responsible for promoting the physical, mental and emotional well-being of staff members through the provision of quality health services. The Section ensures the timely and adequate supply of medicines, vaccines, consumables and blood supplies to the Mission's medical facilities, and is responsible for planning for medical evacuations for all UNMISS personnel within and outside the Mission. The laboratory is a crucial pillar of the Health Services Section as it enables physicians and other health-care professionals to make appropriate evidence-based diagnostic or therapeutic decisions for their patients. Clinical laboratory services are the most cost-effective and least invasive source for the objective information used in clinical decision-making and have a direct impact on many aspects of patient care, including, but not limited to, length of stay, patient safety, resource utilization and customer satisfaction. Taking into

consideration the nature of accommodation arrangements in the Mission area, the COVID-19 pandemic and the threat of Ebola virus disease and other infectious diseases have demonstrated the importance of fast and reliable laboratory diagnosis to localize, isolate and track new cases inside UNMISS compounds, outbreak preparedness and managing all laboratories in the states. This has resulted in significant changes to the scope of work for laboratory staff and has increased the workload for laboratory services.

106. With the integration of HIV/AIDS services into the Health Services Section in July 2021, laboratory services will play a critical role in health campaigns, mass testing for the timely detection and management of chronic diseases, surveillance of infectious diseases and control, all of which necessitate the need for an oversight supervisory function, including timely replenishment of laboratory reagents; provision of input on specifications for the purchase of laboratory equipment; provision of weekly and monthly reports and trend analysis; and ensuring that the operations of laboratory services are not affected. Furthermore, the benchmark for staffing requirements outlined in the Medical Support Manual for United Nations Field Missions stipulates that the staffing of a medical section for large missions, defined as having more than 1,000 personnel, should include one Laboratory Officer at the P-3 level.

107. In this regard, it is proposed to establish one post of Laboratory Officer (P-3) to manage the daily activities of the laboratories, including training and supervising the Laboratory Technicians; adapting and coordinating the development and implementation of technical guidelines and standard operating procedures for laboratory testing; and providing technical expertise and operational support for the timely response to outbreaks/epidemics and health emergencies, in collaboration with national health officials.

108. Furthermore, the upgrade of level I clinics at United Nations House and in Yambio to level I-plus clinics to enable the Mission to comply with the 10-1-2 standard on casualty evacuation has created an increased workload for the Health Services Section. This requires strengthening the management of medical logistics, including managing the logistics related to the recently established oxygen generation plant in order to save lives and alleviate suffering, which is critical to the safety and security of United Nations personnel. In this regard, the Pharmacy Unit is always critical in ensuring that the services provided by other medical specialists are facilitated and completed. Given the expansion of and improvement in web-based applications, including, but not limited to, Umoja, iSeek, iNeed and Inspira, staff members of the Health Services Section perform most administrative tasks through the self-service features of those applications. Consequently, in lieu of a Team Assistant, the implementation of the Mission's mandate would be further strengthened by the presence of a Pharmacy Technician who can assume core functions of managing medical logistics.

109. Consequently, it is proposed to reassign one post of Team Assistant (national General Service) as one post of Pharmacy Technician (national General Service) to strengthen the pharmacy team in meeting the special technical requirements for medical logistics. The incumbent will ensure the timely availability and capability of medical material, which includes supply and resupply rates, which must be provided in accordance with the required levels of United Nations readiness and sustainability. The incumbent will also ensure continuity and consistency in the supply of medical material given the paucity of effective local resources in South Sudan. The incumbent will contribute to the monitoring of the medical logistics system to ensure compliance, efficiency and cost-effectiveness. As a key medical logistics and supply officer, reassignment of the post will facilitate the retention of quality workforce and institutional memory.

Security and Safety Section

110. The approved staffing establishment of the Security and Safety Section includes eight Security Officer (Field Service) positions funded under general temporary assistance. The Security Officer positions remain an integral part of the Section. These positions undertake a range of duties for staff safety and security. The Security Officers will continue to carry out critically essential duties, including providing guard force services, conducting security patrols, conducting security risk assessments, managing access control, emergency response and recovery, and conducting special investigations, security clearances and other security-related tasks.

111. The security situation in South Sudan continues to be volatile, despite some progress in the political process, and it is expected to worsen during the period leading up to the elections. It is in this regard that the security around the Mission's compounds is currently being enhanced, and all the facilities are being reassessed. Additional guard booths are being installed in vulnerable spots and a patrol management system is being installed. Several physical security improvements are currently under construction.

112. Consequently, it is proposed that eight temporary positions of Security Officer (Field Service) funded under general temporary assistance be retained. The positions will enable the Mission to retain experienced security officers to allow the Mission to continue to ensure the security and safety of the Mission's personnel and assets.

II. Financial resources

A. Overall

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

Category	Expenditure (2021/22) (1)	Apportionment (2022/23) (2)	Cost estimates (2023/24) (3)	Variance	
				Amount (4) = (3) - (2)	Percentage (5) = (4) ÷ (2)
Military and police personnel					
Military observers	9 933.5	8 127.9	6 878.6	(1 249.3)	(15.4)
Military contingents	458 326.8	448 666.4	455 527.8	6 861.4	1.5
United Nations police	27 079.5	21 517.5	22 338.2	820.7	3.8
Formed police units	26 903.2	26 680.4	27 149.5	469.1	1.8
Subtotal	522 243.0	504 992.2	511 894.1	6 901.9	1.4
Civilian personnel					
International staff	201 769.2	217 198.3	208 800.2	(8 398.1)	(3.9)
National Professional Officers	20 148.4	16 840.1	18 945.0	2 104.9	12.5
National General Service staff	61 585.4	57 042.0	65 576.8	8 534.8	15.0
United Nations Volunteers	24 382.4	26 200.7	25 524.1	(676.6)	(2.6)
General temporary assistance	5 330.1	3 778.9	3 501.8	(277.1)	(7.3)
Government-provided personnel	1 442.1	1 356.5	1 099.3	(257.2)	(19.0)
Subtotal	314 657.6	322 416.5	323 447.2	1 030.7	0.3
Operational costs					
Civilian electoral observers	—	—	—	—	—
Consultants and consulting services	445.7	347.5	841.8	494.3	142.2
Official travel	2 318.4	2 063.2	2 502.9	439.7	21.3
Facilities and infrastructure	77 918.3	85 027.1	94 170.1	9 143.0	10.8
Ground transportation	11 423.8	13 006.0	15 472.7	2 466.7	19.0
Air operations	95 560.6	100 803.9	124 193.0	23 389.1	23.2
Marine operations	1 341.9	2 415.2	3 055.7	640.5	26.5
Communications and information technology	29 595.7	31 470.1	31 583.4	113.3	0.4
Medical	1 392.8	1 825.1	1 653.5	(171.6)	(9.4)
Special equipment	—	—	—	—	—
Other supplies, services and equipment	55 669.0	49 242.2	49 195.1	(47.1)	(0.1)
Quick-impact projects	2 478.8	3 000.0	3 500.0	500.0	16.7
Subtotal	278 145.0	289 200.3	326 168.2	36 967.9	12.8
Gross requirements	1 115 045.6	1 116 609.0	1 161 509.5	44 900.5	4.0
Staff assessment income	28 637.2	27 344.4	29 798.6	2 454.2	9.0
Net requirements	1 086 408.4	1 089 264.6	1 131 710.9	42 446.3	3.9
Voluntary contributions in kind (budgeted)	—	—	—	—	—
Total requirements	1 115 045.6	1 116 609.0	1 161 509.5	44 900.5	4.0

B. Non-budgeted contributions

113. 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	875.0
Voluntary contributions in kind (non-budgeted) ^b	58 696.1
Total	59 571.1

^a Represents radio frequency fees.

^b The contributions are mainly in respect of notional land-lease costs estimated at \$48.4 million.

C. Efficiency gains

114. 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	219.0	Introduction of on-grid solar power supply to integrate with main power grid at United Nations House for water treatment plants and pump station
Total	219.0	

D. Vacancy factors

115. 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 observers	9.5	2.9	10.3
Military contingents	17.8	18.1	19.0
United Nations police	22.2	13.9	5.0
Formed police units	33.7	33.6	33.7
Civilian personnel			
International staff	6.9	5.4	7.5
National staff			
National Professional Officers	2.4	4.0	2.4
National General Service staff	3.0	4.0	2.0
United Nations Volunteers (international)	12.5	13.0	13.2
United Nations Volunteers (national)	—	—	25.0

<i>Category</i>	<i>Actual 2021/22</i>	<i>Budgeted 2022/23</i>	<i>Projected 2023/24</i>
Temporary positions ^a			
International staff	6.3	5.4	25.0
National staff			
National Professional Officers	—	—	50.0
National General Service staff	—	—	50.0
Government-provided personnel	63.6	52.3	59.1

^a Funded under general temporary assistance.

116. 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, as well as the planned deployment of military observers. This is in line with the policy guidance provided to improve the accuracy and consistency of the vacancy 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 reassignments and the establishment of new posts and positions.

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

117. Requirements for the period from 1 July 2023 to 30 June 2024 are based on standard reimbursement rates for major equipment (under wet-lease arrangements) and self-sustainment in the total amount of \$151,622,600, as follows:

(Thousands of United States dollars)

<i>Category</i>	<i>Estimated amount</i>		
	<i>Military contingents</i>	<i>Formed police units</i>	<i>Total</i>
Major equipment	89 063.5	4 714.1	93 777.6
Self-sustainment	54 417.3	3 427.7	57 845.0
Total	143 480.8	8 141.8	151 622.6

<i>Mission factors</i>	<i>Percentage</i>	<i>Effective date</i>	<i>Last review date</i>
A. Applicable to Mission area			
Extreme environmental conditions factor	3.1	1 October 2021	31 January 2021
Logistics and road conditions factor	2.8	1 October 2021	31 January 2021
Hostile action or forced abandonment factor	5.0	1 October 2021	31 January 2021
B. Applicable to home country			
Incremental transportation factor	0.0–4.0		

118. 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.

F. Training

119. 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>
Consultants	
Training consultants	70.1
Official travel	
Official travel, training	274.9
Other supplies, services and equipment	
Training fees, supplies and services	874.2
Total	1 219.2

120. 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	828	523	716	651	509	444	2 004	23	1 837
External ^a	12	37	34	3	2	7	9	–	4
Total	840	560	750	654	511	451	2 013	23	1 841

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

121. The proposed training programme reflects the Mission's priorities for the 2023/24 period, including capacity-building of national staff, enabling mandatory certification for staff members and strengthening the substantive and technical capacity of mission personnel in leadership, management and organization development, administration, budget and financial management, air operations, communications, supply chain and property management, engineering, ground transportation, human rights, and political and civil affairs. Mandatory induction training will also continue to be provided for all civilian and uniformed personnel, including police advisers, military liaison personnel and staff officers.

G. Official travel, non-training

122. The estimated resource requirements for official travel, non-training for the period from 1 July 2023 to 30 June 2024 are estimated at \$2,228,000, as follows:

<i>Category</i>	<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	6 233	1 358.8	0.1	0.1
Travel outside the Mission area	170	869.2	0.1	0.1
Total	6 403	2 228.0		

123. The proposed resource requirements for official travel, non-training provide for within- and outside-Mission trips to support the planned priority tasks required to implement the Mission's mandate. They reflect a modest increase compared with the approved resources for the 2022/23 period, attributable to a higher number of trips given the lifting of travel restrictions that were established in connection with the COVID-19 pandemic. The main areas that will be supported through the proposed trips include civil affairs activities, support to the electoral process, and protection of civilians through additional trips for community liaison. The proposed resource requirements also include trips to attend annual meetings and conferences, and predeployment visits to troop- and police-contributing countries.

H. Mine detection and mine-clearing services

124. The estimated resource requirements for mine detection and mine-clearing services for the period from 1 July 2023 to 30 June 2024 are as follows:

(Thousands of United States dollars)

<i>Category</i>	<i>Estimated value</i>
Other supplies, services and equipment	
Mine detection and mine-clearing services	28 158.3

125. The proposed resource requirements for mine detection and mine-clearing services include provisions for international and national staff (\$5,045,200) and contracts for: (a) three integrated clearance capacity teams to survey and clear hazardous areas; (b) three multitasking teams capable of carrying out mine clearance and explosive ordnance disposal; (c) four mine action teams to clear explosive ordnance and hazardous areas; (d) one route clearance capacity team to provide technical capacity to assess and clear roads of landmines and explosive remnants of war; (e) six emergency response teams capable of responding to emergency and technically demanding tasks in support of the Mission and humanitarian actors, including road survey and clearance, explosive ordnance disposal, battle area clearance and minefield clearance; and (f) one regional management capacity team to provide quality assurance and support implementation (\$20,312,000). Requirements also include travel and training (\$130,800), clearance equipment for explosive remnants of war (\$30,000) and office equipment and operational expenses (\$519,300). The balance represents project support costs, as well as management fees payable to UNOPS, amounting to \$2,121,000.

I. Other programmatic activities

126. The estimated resource requirements for other programmatic activities for the period from 1 July 2023 to 30 June 2024 are as follows:

(Thousands of United States dollars)

<i>Description</i>	<i>Proposed amount</i>	<i>Related expected accomplishment</i>
Community violence reduction		
Community-based violence reduction activities targeting potential perpetrators, such as armed youth groups	215.0	1.2
Community violence reduction activities in support of crime prevention and dispute resolution	60.0	2.1
Subtotal, community violence reduction	275.0	
Confidence-building		
Civil affairs activities and community support for promoting peaceful coexistence among local communities, including internally displaced persons, in the areas of conflict management, reconciliation and social cohesion; activities in support of the national peace process at the subnational level aimed at expanding political space; and activities promoting an inclusive, credible and transparent peace process at the national and subnational levels through support to the national dialogue, civic education and promoting a common identity	922.5	1.1, 1.2, 1.3, 1.4
Subtotal, confidence-building	922.5	
Human rights		
Human rights activities for the promotion of human rights standards in local communities and at the national level	415.0	1.3, 1.4, 2.1, 2.2
Child protection activities for sensitization on the grave violations and abuses committed against children, in support of the implementation of the existing child protection mechanisms	300.0	1.1, 1.2, 2.1
Women's protection advisory-related activities to protect vulnerable groups against abuse and violence, particularly conflict-related sexual violence	71.0	1.1, 2.1, 2.2
Sensitization on sexual and gender-based violence and on violence against women and children	60.0	2.2
Provision of advocacy for information-sharing between the community and the police in relation to human rights violations and abuses, including reporting mechanisms	55.0	2.1
Subtotal, human rights	901.0	
Rule of law/security institutions/security sector reform		
Confidence- and trust-building policing project	150.0	1.3
Provision of technical assistance and advice to the South Sudan National Police Service to enhance efforts to prevent human rights violations and to build policing capacity	750.0	1.3
Rule of law activities to promote individual and institutional accountability in South Sudan	528.1	1.2, 1.3, 1.4, 2.2, 4.1, 4.3, 4.4, 4.5
Subtotal, rule of law/security institutions/security sector reform	1 428.1	
Peace consolidation		
Political affairs activities to promote the peace process, support to constitution-making, inclusivity and empowerment of a broad range of stakeholders, and coordination with diplomatic, regional and international partners	101.0	4.1, 4.2, 4.3
Activities related to the enhancement of women's meaningful participation in the peace processes and public decision-making	300.0	4.1
Relief, reintegration and protection initiatives, in coordination with relevant partners, for the facilitation of the safe and voluntary return of internally displaced persons	608.0	1.1, 1.2, 1.3

<i>Description</i>	<i>Proposed amount</i>	<i>Related expected accomplishment</i>
Activities to promote the peace process and the inclusivity, transparency and sustainability of the electoral process, empowerment of a broad range of electoral stakeholders, including through the provision of technical assistance and capacity-building to the national reconstituted institutions, and support for the electoral process in coordination with regional and international partners	360.0	4.4
Subtotal, peace consolidation	1 369.0	
Total	4 895.6	

127. The proposed budget for the 2023/24 period includes provisions in the amount of \$4,895,600 to support other programmatic activities. A brief description of programmatic activities, the corresponding estimated requirements and the links to expected accomplishments are indicated in the table above.

J. Quick-impact projects

128. The estimated resource requirements for quick-impact projects for the period from 1 July 2023 to 30 June 2024 compared with previous periods are as follows:

(Thousands of United States dollars)

<i>Period</i>	<i>Amount</i>	<i>Number of projects</i>
1 July 2021 to 30 June 2022 (actual)	2 478.8	50
1 July 2022 to 30 June 2023 (approved)	3 000.0	60
1 July 2023 to 30 June 2024 (proposed)	3 500.0	70

129. For the 2023/24 period, given the extension of the transitional period, a total of 70 quick-impact projects are planned to further enhance confidence in the Mission and its mandate. The Mission's effort will be drawn towards projects focusing on building and increasing capacities, particularly at the local and grass-roots levels, for the full, equal and meaningful participation of South Sudanese in the peace process and the implementation of the Revitalized Agreement. The projects will also focus on supporting the constitution-making process, elections and locally initiated peace and reconciliation processes. Projects will also support governance and institution-building to enhance the Government's capacity to deliver basic public administrative and social services that promote sustainable and peaceful livelihoods; the restoration and reconstruction of entities related to rule of law and human rights institutions to promote strengthened and integrated justice chain and accountability mechanisms; and the improvement of basic service infrastructure to build the resilience of communities at the national and subnational levels.

III. Analysis of variances¹

130. The standard terms 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 is the same as that used in previous reports.

	<i>Variance</i>	
Military observers	(\$1 249.3)	(15.4%)

- **External: delayed deployment of military observers**

131. The reduced requirements are attributable primarily to: (a) lower mission subsistence allowance owing to: (i) the projected lower average monthly deployment of 217 military observers based on current deployment patterns, compared with the average deployment of 235 observers applied in the approved budget for the 2022/23 period; and (ii) the application of the daily rate of \$106 for the “first 30 days” and \$77 for “after 30 days” for mission subsistence allowance based on the revised rates effective 1 January 2023, resulting in the lower budgeted average daily rate of \$79.4, compared with the budgeted average daily rate of \$84.0 applied in the approved budget for the 2022/23 period, which was based on the daily rates of \$106 for the “first 30 days”, \$72 for “after 30 days” and the transitional measures applicable to the Mission; and (b) lower costs for travel on emplacement, rotation and repatriation, attributable to the lower average price per round trip ticket of \$2,092 per person based on the prevailing market prices for air travel and the latest available information on countries of origin of personnel who will be deployed in the Mission, compared with the average price of \$3,391 applied in the approved budget for the 2022/23 period.

	<i>Variance</i>	
Military contingents	\$6 861.4	1.5%

- **Cost parameters: change in standard troop costs reimbursement rates**

132. The increased requirements are attributable primarily to: (a) the higher standard troop costs reimbursement owing to: (i) the application of the higher rate of reimbursement of \$1,448 per person per month effective 1 July 2022, approved by the General Assembly in its resolution [76/276](#), compared with the rate of \$1,428 applied in the approved budget for the 2022/23 period; (ii) the application of the new rate of reimbursement for military personnel of \$4.90 per person per month for mandatory predeployment COVID-19 testing effective 1 July 2022, approved by the General Assembly in the same resolution; and (iii) lower estimated adjustments against the standard reimbursement for the deployment of non-functional or absent contingent-owned major equipment, given the continuous improvement in the performance of the deployment and serviceability of the equipment, compared with the adjustment applied in the approved budget for the 2022/23 period; (b) higher costs for travel on emplacement, rotation and repatriation, attributable to: (i) the higher average rate per hour, owing to higher fuel prices, compared with the rate applied in the approved budget for the 2022/23 period; and (ii) the higher average price per round trip ticket of \$2,229 per military staff officer based on market prices and information available on countries of origin of the staff officers who will be deployed, compared with the average price of \$1,674 applied in the approved budget for the 2022/23 period; and (c) higher costs of reimbursement for contingent-owned equipment for self-sustainment, owing to the improved performance with respect to the deployment and serviceability of the

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.

equipment, compared with the estimates included in the approved budget for the 2022/23 period. The increased requirements are offset in part by the absence of any planned rotation of contingent-owned equipment during the 2023/24 period.

	<i>Variance</i>	
United Nations police	\$820.7	3.8%

• **External: delayed deployment of United Nations police**

133. The increased requirements are attributable primarily to higher mission subsistence allowance owing to the projected higher average monthly deployment of 696 police personnel, compared with the average deployment of 631 personnel applied in the approved budget for the 2022/23 period. This increase is offset in part by the application of the daily rate of \$106 for the “first 30 days” and \$77 for “after 30 days” for mission subsistence allowance based on the revised rates effective 1 January 2023, resulting in the lower budgeted average daily rate of \$79.4, compared with the budgeted average daily rate of \$84.0 applied in the approved budget for the 2022/23 period, which was based on the daily rates of \$106 for the “first 30 days”, \$72 for “after 30 days” and the transitional measures applicable to the Mission.

	<i>Variance</i>	
Formed police units	\$469.1	1.8%

• **Cost parameters: change in standard police costs reimbursement rates**

134. The increased requirements are attributable primarily to: (a) the higher standard police costs reimbursement owing to: (i) the application of the higher rate of reimbursement of \$1,448 per person per month effective 1 July 2022, approved by the General Assembly in its resolution 76/276, compared with the rate of \$1,428 applied in the approved budget for the 2022/23 period; (ii) the application of the new rate of reimbursement for military personnel of \$4.90 per person per month for mandatory predeployment COVID-19 testing effective 1 July 2022, approved by the General Assembly in the same resolution; and (iii) lower estimated adjustments against the standard reimbursement for the deployment of non-functional or absent contingent-owned major equipment, given the continuous improvement in the performance of the deployment and serviceability of the equipment, compared with the adjustment applied in the approved budget for the 2022/23 period; (b) higher costs for travel on emplacement, rotation and repatriation, attributable to the higher average rate per hour, owing to higher fuel prices, compared with the rate applied in the approved budget for the 2022/23 period; and (c) higher costs of reimbursement for contingent-owned equipment for self-sustainment owing to the improved performance with respect to the deployment and serviceability of the equipment, compared with the estimates included in the approved budget for the 2022/23 period.

	<i>Variance</i>	
International staff	(\$8 398.1)	(3.9%)

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

135. The reduced requirements are attributable primarily to: (a) lower rates for international staff salaries based on the revised salary scale effective 1 January 2023, owing to the lower post adjustment multiplier of 55.2 per cent, compared with the rate of 60.2 per cent applied in the approved budget for the 2022/23 period; (b) the application of the lower common staff costs rate of 78.3 per cent based on expenditure trends, compared with the rate of 83.4 per cent applied in the approved budget for the

2022/23 period; and (c) the application of the higher vacancy rate of 7.5 per cent, compared with the rate of 5.4 per cent applied in the approved budget for the 2022/23 period. The reduced requirements are offset in part by: (a) the proposed establishment of one post at the P-3 level; and (b) the application of the continuing vacancy rate of 7.5 per cent for the computation of salary costs for eight international posts that were approved in the budget for the 2022/23 period with a vacancy rate of 50.0 per cent.

	<i>Variance</i>	
National Professional Officers	\$2 104.9	12.5%

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

136. The increased requirements are attributable primarily to: (a) higher salary rates for national staff based on the revised salary scale applied retroactively from August 2021; (b) the proposed establishment of five new posts; and (c) the application of the lower vacancy rate of 2.4 per cent based on current incumbency levels, compared with the rate of 4.0 per cent applied in the approved budget for the 2022/23 period.

	<i>Variance</i>	
National General Service staff	\$8 534.8	15.0%

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

137. The increased requirements are attributable primarily to: (a) higher salary rates for national staff based on the revised salary scale applied retroactively from August 2021; (b) the proposed establishment of 12 new posts; and (c) the application of the lower vacancy rate of 2.0 per cent based on current incumbency levels, compared with the rate of 4.0 per cent applied in the approved budget for the 2022/23 period. The increased requirements are offset in part by reduced requirements attributable to the proposed abolishment of 4 posts.

	<i>Variance</i>	
United Nations Volunteers	(\$676.6)	(2.6%)

• **Cost parameters: change in United Nations Volunteer allowances**

138. The reduced requirements are attributable primarily to lower costs for international United Nations Volunteers, owing to: (a) the lower monthly rate for medical and life insurance and the lower lump sum for repatriation travel, in accordance with the new unified conditions of service arrangements for United Nations Volunteers; and (b) the lower number of United Nations Volunteers projected to be entitled to entry and exit lump sum allowances. The reduced requirements are offset in part by: (a) the application of the higher monthly rate for family allowance, compared with the rate applied in the approved budget for the 2022/23 period; (b) requirements for training and learning, for which a provision was not included in the approved budget for the 2022/23 period; and (c) the proposed establishment of one United Nations Volunteer position.

	<i>Variance</i>	
General temporary assistance	(\$277.1)	(7.3%)

• **Management: reduced inputs and same outputs**

139. The reduced requirements are attributable primarily to the discontinuation in the 2023/24 period of the Mission's share of allocated costs for the general temporary assistance related to activities for the Umoja supply chain implementation support

project that were charged to mission budgets during a transitional period. This decrease is offset in part by the proposed establishment of eight positions funded under general temporary assistance, comprising two international positions at the P-4 level, four National Professional Officer positions and two national General Service positions.

	<i>Variance</i>	
Government-provided personnel	(\$257.2)	(19.0%)

• **Management: change in mission subsistence allowance rates**

140. The reduced requirements are attributable to lower mission subsistence allowance owing to: (a) the application of the daily rate of \$106 for the “first 30 days” and \$77 for “after 30 days” for mission subsistence allowance based on the revised rates effective 1 January 2023, resulting in the lower budgeted daily rate of \$79.4, compared with the budgeted daily rate of \$84.0 applied in the approved budget for the 2022/23 period, which was based on the daily rates of \$106 for the “first 30 days”, \$72 for “after 30 days” and the transitional measures applicable to the Mission; and (b) the projected lower average monthly deployment of 36 Government-provided personnel, based on current deployment patterns, compared with the average monthly deployment of 42 personnel applied in the approved budget for the 2022/23 period.

	<i>Variance</i>	
Consultants and consulting services	\$494.3	142.2%

• **Management: additional inputs and outputs**

141. The increased requirements are attributable primarily to the proposed engagement of a higher number of consultants, compared with the number of consultants included in the approved budget for the 2022/23 period, to support the implementation of the Mission’s mandate with respect to the electoral process, the political and peace processes and the prevention and documentation of human rights abuses where specialist and technical knowledge is not available within the Mission.

	<i>Variance</i>	
Official travel	\$439.7	21.3%

• **Management: additional inputs and outputs**

142. The increased requirements are attributable primarily to the higher number of 6,403 trips, compared with 4,615 trips included in the approved budget for the 2022/23 period, to support the return of travel to pre-pandemic levels and the implementation of the Mission’s mandate through: (a) additional field visits in support of: (i) civil affairs activities; (ii) support to the electoral process; and (iii) enhancement of the protection of civilians through liaison visits by Liaison Officers and Assistants; (b) additional trips for coordination of the troop rotation; and (c) additional convoy trips, given the increase in the use of surface transportation in the light of the improvement in the road network.

	<i>Variance</i>	
Facilities and infrastructure	\$9 143.0	10.8%

• **Cost parameters: change in fuel prices**

143. The increased requirements are attributable primarily to the higher average price of \$1.351 per litre of fuel for generators, compared with the average price of \$0.990 per litre applied in the approved budget for the 2022/23 period. The increased

requirements are offset in part by reduced requirements for security services, attributable primarily to the non-inclusion of non-recurrent provisions for the acquisition and installation of the closed-circuit television system project, for which a provision was included in the approved budget for the 2022/23 period.

	<i>Variance</i>	
Ground transportation	\$2 466.7	19.0%

• **Cost parameters: change in fuel prices**

144. The increased requirements are attributable primarily to: (a) the higher average price of \$1.333 per litre of fuel for vehicles, compared with the average price of \$0.951 per litre applied in the approved budget for the 2022/23 period; and (b) the higher costs of rental of vehicles owing to the proposed lease of 45 additional all-terrain vehicles to extend their use in areas most affected by flood, based on the recommendations reflected in the report on the use of all-terrain vehicles on a trial basis, which was successfully conducted during the 2022/23 period.

	<i>Variance</i>	
Air operations	\$23 389.1	23.2%

• **Cost parameters: change in fuel prices**

145. The increased requirements are attributable primarily to: (a) the higher average price of \$1.296 per litre of fuel for aviation, compared with the average price of \$0.970 applied in the approved budget for the 2022/23 period; (b) higher costs for the rental and operation of fixed-wing aircraft, owing to: (i) the higher cost reflected in the new contract for the operation and maintenance of the DHC-8-402 aircraft; (ii) the projected higher number of 6,810 flight hours based on operational requirements, compared with 6,672 hours included in the approved budget for the 2022/23 period; and (c) higher costs for the rental and operation of helicopters, owing to: (i) higher hourly rates and annual operational costs for the aircraft that are planned to be deployed during the 2023/24 period based on global market prices; (ii) the cost for the depositioning of the five Mi-8 MTV helicopters that will be due for mandatory rebidding during the 2023/24 period; and (iii) the projected higher number of 12,250 flight hours based on operational requirements, compared with 10,518 hours included in the approved budget for the 2022/23 period.

	<i>Variance</i>	
Marine operations	\$640.5	26.5%

• **Management: additional inputs and outputs**

146. The increased requirements are attributable primarily to: (a) the higher cost for sea containers based on high prices in the global market, and the need to buy new containers given the unavailability of less expensive used containers; and (b) an additional provision for one self-propelled barge for the Mission's Force Marine Unit in Malakal to extend its capacity to undertake long-distance riverine patrols, thereby extending the service along Malakal-Kodok-Melut-Renk route and providing them with fuel and supplies necessary to sustain the Unit's operational capability.

	<i>Variance</i>	
Communications and information technology	\$113.3	0.4%

• **Management: additional inputs and outputs**

147. The increased requirements are attributable primarily to: (a) higher costs for communications and information technology equipment owing to the proposed phased replacement of satellite Earth stations that have exceeded their economical useful life with medium Earth orbit satellite Earth stations in the Torit and Yambio field offices to improve the response time and efficiency of services such as Umoja and other centrally managed applications; (b) higher costs for spare parts for the maintenance of information technology security systems; and (c) higher costs for printing and reproduction services, based on the current market prices, compared with the estimates included in the approved budget for the 2022/23 period. The increased requirements are offset in part by reduced requirements for telecommunications and network services attributable to lower costs for centralized transponder services compared with estimates included in the approved budget for the 2022/23 period.

	<i>Variance</i>	
Medical	(\$171.6)	(9.4%)

• **Management: reduced inputs and same outputs**

148. The reduced requirements are attributable primarily to the proposed acquisition of fewer medical supplies and medicines, based on historical consumption patterns, compared with the quantity included in the approved budget for the 2022/23 period.

	<i>Variance</i>	
Quick-impact projects	\$500.0	16.7%

• **Management: additional inputs and outputs**

149. The increased requirements are attributable to the planned implementation of 10 additional quick-impact projects to address strategic priorities in mandate implementation through whole-of-Mission interventions as recommended by independent evaluations and guidance. This will ensure that the Mission ably supports and facilitates critical tasks that advance the peace process, maintain national and subnational stability and support progress on key security, institutional and political benchmarks that will render peacemaking gains irreversible and will culminate in free and fair elections needed to guarantee the transition of South Sudan towards a stable, democratic and self-reliant State.

IV. Actions to be taken by the General Assembly

150. The actions to be taken by the General Assembly in connection with the financing of UNMISS are:

(a) **Appropriation of the amount of \$1,161,509,500 for the maintenance of the Mission for the 12-month period from 1 July 2023 to 30 June 2024;**

(b) **Assessment of the amount in subparagraph (a) above at a monthly rate of \$96,792,458 should the Security Council decide to continue the mandate of the Mission.**

V. Summary of follow-up action taken to implement the decisions and requests of the General Assembly in its resolutions 76/274 and 76/291, 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)

Decision/request	Action taken to implement decision/request
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).	<p>As at 31 December 2022, 4 of the 14 recommendations (28.6 per cent) of the Board of Auditors that were issued during the external audit of UNMISS for the 2021/22 period had been implemented. There are no open recommendations of the Board from the previous financial periods. The Mission continues to follow up with concerned sections to ensure the timely closure of the remaining recommendations from the 2021/22 period.</p> <p>As at 2 February 2023, 28 of 54 recommendations (51.9 per cent) of the Office of Internal Oversight Services that are due by 30 June 2023 have already been implemented by UNMISS. Regular follow-ups are undertaken with concerned services and sections to ensure the timely closure of the remaining recommendations.</p>
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).	<p>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.</p> <p>Detailed justifications for proposed staffing changes are provided in the present report under the respective components affected by the proposed changes.</p>
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).	<p>The Mission continues to apply consistent measures that ensure compliance with the advance purchase policy, including requiring travellers to adequately justify travel requests that do not comply with the timelines for advance purchase and sharing frequent compliance reports with managers, as well as travel authorizers, to carefully review travel requests and reject those that do not comply with the policy or are not adequately justified. During the 2021/22 period, the rate of compliance with the advance purchase policy has improved to 56.0 per cent, compared with the compliance rate of 46.0 per cent during the 2020/21 period. The continued low compliance rate is</p>

*Decision/request**Action taken to implement decision/request*

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).

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).

attributable mainly to travel requests for the repatriation of individual uniformed personnel who are often repatriated at short notice owing to operational circumstances.

Updated compliance rates are provided in the budget information pilot.

Information on 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.

UNMISS continues to strive for the improvement of efficient fuel management, notably through the use of the electronic fuel management system, including thorough analysis of the data obtained through the system. UNMISS regularly analyses and monitors fuel consumption of equipment and investigates any unusual trends. The Mission regularly reviews consumption anomalies, verifies the functionalities of odometers and tank capacity and, if necessary, updates information on standard fuel consumption rates based on consumption patterns.

In addition, the Mission is in the process of installing a centralized power supply system instead of operating United Nations-owned generators and various contingent-owned generators within the same camp sites. The centralized power supply system will optimize power generation and reduce fuel consumption in the future and reduce the environmental footprint of the Mission. The construction of the centralized power supply system is complete. The next phase of the project, including connecting the central power generation system to the contingent-owned generators, is expected to be finalized in two years.

Information on 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 Mission's budget preparation process takes into account strategic workforce planning considerations and all available indicators of support requirements, including those provided by Umoja and its recent enhancements to adequately support mandate implementation. Planned staffing and operational costs provided in the budget report are commensurate with the size of other Mission components and reflect not only the proposed changes in budgeted posts from the previous year, but also the anticipated workforce capabilities required to deliver the Mission's mandate.

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).

The ratio of support staff (the total number of mission support and security personnel per 1,000 total mission personnel) for UNMISS has been improving from 226.8 in the 2011/12 period to 90.6 in the 2022/23 period, as the number of support staff has been gradually decreasing while the number of uniformed personnel has increased from 7,981 to 19,101 during the same period.

In the mission support pillars, staffing resources are driven not only by the volume of transactions, but also by the complexity, coordination and customization required to manage those activities and the need to ensure an ongoing minimum capability.

The Mission undertook a civilian staffing review in October 2020, which resulted in the abolishment of 36 international posts, including in the Security and Safety Section. In addition, the Mission abolished eight posts initially assigned to the Global Procurement Support Section in Entebbe. The civilian staffing review was conducted in line with the General Assembly resolution [66/264](#), in which the Assembly underlined the importance of peacekeeping missions periodically conducting reviews of civilian staffing and aligning civilian staffing and structures with changes in strategic priorities.

Information on temporary assignments of staff receiving special post allowances for more than one year is provided in the budget information pilot.

The Mission has taken concrete steps to reduce the number of vacancies and expedite recruitment processes. These steps include frequent recruitment from the established rosters of qualified candidates to fill vacancies; actively monitoring the succession plan and advertising upcoming vacant posts three months in advance so that the posts occupied by retiring staff are vacant for a short period of time; establishing a recruitment tracker to effectively monitor and expedite the recruitment and onboarding processes; and establishing a national recruitment roster to quickly fill national staff vacancies.

As at 31 December 2022, there was no post or position that had been vacant for 24 months or more. A list of long-vacant posts and position, including justification, is provided in the supplementary information.

*Decision/request**Action taken to implement decision/request*

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).

UNMISS continues to consider options for greater nationalization, as reflected in its current good balance of national to international posts of 1,445 (61 per cent) to 931 (39 per cent), respectively. Of those 1,445 national posts, 166 are at the National Professional Officer level.

UNMISS will continue to review its staffing requirements in line with its priorities and endeavour to nationalize posts whenever feasible. Currently, the Mission continues to develop national staff capacities by offering a broad range of learning opportunities to enable national staff to perform and discharge their functions satisfactorily, enabling their potential to assume higher-level functions whenever feasible.

The Mission continues to review the potential for nationalization as part of the annual budget preparation exercise, taking into account essential changes, including the restructuring and/or aligning of organizational units in support of the mandate of the Mission. A proposal to abolish an international United Nations Volunteer position and replace it with a National Professional Officer post is included in the present report.

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 Mission carefully reviews the projections for consultancy needs and limits the use of external consultants for short periods among those who have special skills or knowledge and whose functions are not normally carried out by regular staff.

Requests missions to take measures to ensure that temporary operating bases, when in use for more than 30 days, meet the relevant standards, with specific consideration to ensuring the welfare, safety, security and effectiveness of personnel, with due regard to efficient resource management, and consistent with the operational requirement (para. 52).

When the anticipated deployment of a temporary operating base exceeds the self-sustainment capability of a troop-contributing country (usually 30 days), the relevant field office and troop-contributing country are required to complete a logistics support checklist that includes details on any support needed from the Mission Support Division. Longer-term temporary operating bases require approval from the Mission leadership team. The Mission has recently introduced a temporary operating base approval template, which the relevant entities within the Mission are required to complete prior to submitting the request for a longer-term temporary operating base. The template includes information on expected effects of the temporary operating base, alternatives considered, risk assessments, timelines, support required from the Mission Support Division (the aforementioned separate checklist), the indicators for closing the temporary operating base, and the views of relevant Mission internal and external stakeholders on the proposal. This new approval process for temporary operating bases contributes to a more timely and proactive involvement

Further requests the Secretary-General to provide in his future budget proposals for each mission, as appropriate, information regarding the mission's utilization trend of the services provided by the Regional Service Centre in Entebbe, Uganda, and the United Nations Logistics Base at Brindisi, Italy, and to provide in his reports an update on services provided to peacekeeping operations, including in aviation, stock deployment and procurement and any other services, as well as an update on efficiencies, improved outcomes and cost savings which have resulted from the provision of these services (para. 59).

Further requests the Secretary-General to ensure that partnerships and agreements with implementing partners are cost-effective and efficient in delivering the mandate according to the best practices and that the related arrangements are transparent (para. 70).

of the Mission Support Division and other entities in the planning of the establishment of temporary operating bases. The new approach also enables more predictability of their duration, which makes it easier for the bases to meet the relevant standards and ensure the welfare, safety, security and effectiveness of personnel.

UNMISS uses several services provided by the United Nations Logistics Base at Brindisi, Italy, including:

- (a) Working together to ensure the increased granularity and consistency of data used for the aggregated global demand plan, which will be submitted to the Logistics Division in the Office of Supply Chain Management;
- (b) The United Nations Logistics Base actively facilitating and supporting the integrated business planning process and holding meetings with UNMISS and the Department of Operational Support;
- (c) Strengthening contractor performance management by utilizing the instant feedback system and contracts performance reporting tool, which enables real-time performance monitoring of all contracted goods and services;
- (d) The procurement and delivery of strategic deployment stocks and accoutrements for uniformed personnel.

Other transactions between UNMISS and the United Nations Logistics Base have been primarily for spare parts and vehicles, communications equipment, accoutrements for uniformed personnel, medical items and spare parts.

Details are reported in the proposed budgets of the Regional Service Centre in Entebbe, Uganda and the United Nations Logistics Base at Brindisi, Italy.

UNMISS collaborates with national and international implementing partners that have been selected for their comparative advantage in the areas of access to and understanding of communities and local contexts and thus in delivering activities focused on the creation of a protective environment.

The nature and categories of activities and resourcing requirements are endorsed by the Head of Mission, with management and funding oversight delegated to the Chief of Staff and the Director of Mission Support.

Each organizational unit is responsible for monitoring and reporting on the progress of implementation of projects for each budget cycle. An oversight

Reiterates its request to the Secretary-General to ensure that missions are responsible and accountable for the use of their programmatic funds, in line with relevant guidance and bearing in mind the specific context in which the missions operate, and requests the Secretary-General to further improve accountability and transparency by providing, in his next budget submissions and performance reports, detailed information on the programmatic activities of missions, including their expenditures and proposed amount per category of a breakdown of "other" programmatic activities and information on how those activities have contributed to the implementation of mission mandates, on the linkage to the mandates, on the implementing entities, on the performance by missions of appropriate oversight, and on the partnerships with host Governments, civil society, and regional and subregional organizations in implementing programmatic activities and the impact of these partnerships where applicable (para. 81).

mechanism is in place for approving activities implemented by implementing partners, which are formalized through memorandums of understanding that detail expected deliverables and outcomes, project management modalities for payment of operational funds for specific activities, including training, procurement of materials, equipment and specialized technical expertise not readily available within UNMISS or project areas, and the production of periodic financial reports using the United Nations Headquarters guidance and templates. These detailed memorandums of understanding ensure that a close analysis of associated costs and expenditures is possible so that the Mission's budget is used to deliver mandates in the most efficient manner possible.

UNMISS monitors the expenditure status of programmatic activities quarterly, with related reports reviewed at various levels of the Mission, including the Office of the Director of Mission Support, prior to the disbursement of final payments, in line with the Mission-specific standard operating procedure on programmatic activities.

The Mission's substantive and other programmatic activities are directly linked to the implementation of the mandate and the strategic priorities as articulated in the strategic vision, particularly the implementation of the Revitalized Agreement, the contribution to a safe and secure environment for political progress, the mobilization of communities and the promotion of peaceful coexistence, support to rule of law institutions and the promotion of accountability and access to justice.

The deliverables are reflected in the results-based budgeting framework connecting to concrete results and outcomes. A detailed project outline for each project, including the justification of the linkages to supporting mandate implementation, is developed by the implementing section of the Mission and reviewed by the respective offices of the heads of components. Detailed information on programmatic activities to be undertaken during the 2023/24 period is provided in section I of the present report.

Programmatic activity implementation and expenditures are monitored and reported on quarterly, as well as through internal and external reviews, assessments, audits and evaluations, in line with the Mission-specific standard operating procedure on programmatic activities.

Recalls the provisions of section XVIII of its resolution 61/276, recognizes the important role played by quick-impact projects in establishing and building confidence in missions, further recognizes the importance of conducting assessments of the quick-impact projects regularly, on their needs and impact as required in resolution 61/276, requests the Secretary-General to include the conducted assessments in his next reports, and also requests the Secretary-General to enhance their impact (para. 82).

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 most recent evaluation of the Mission's quick-impact projects covered the projects implemented between 2015 and 2020 and found that the Mission's quick-impact projects provided clear benefits to the communities where they were implemented. The evaluation also found that the Mission was efficient in the implementation of quick-impact projects in accordance with relevant standard operating procedures and guidance. The evaluation found that the projects achieved the objectives outlined in the Organization's policy on quick-impact projects, and that the implementation of the projects across South Sudan facilitated interaction between Mission personnel and key stakeholders within the community and government at the state, county and local levels. This in turn fostered good relations and increased the legitimacy of, as well as trust and confidence in, the Mission. The evaluation further highlighted the need for greater flexibility for the Mission, notably the need to increase the limit of \$50,000 per project, as prescribed by the policy, for projects implemented in remote and hard-to-reach areas to account for higher costs of transportation and material.

In addition to periodic evaluations on quick-impact projects, the Mission conducts a yearly end-of-cycle assessment on the quick-impact projects implemented during each fiscal year. For the 2020/21 period, the report has been finalized and, as at 31 December 2022, it was pending endorsement by the Mission's Project Review Committee.

For the 2021/22 period, the Mission has received 44 final reports out of the 50 projects implemented.

The delay in obtaining the remaining final reports is due to the delayed launch of the 2021/22 quick-impact project cycle, adverse weather conditions in some project areas and related logistical challenges in other project areas. The Mission is working towards completing the end-of-cycle assessment report.

The Mission made demonstrable progress in reducing its environmental footprint during prior periods and expects to make continued improvement in its environmental management scorecard performance with its planned projects and acquisitions for the 2023/24 period. The Mission has already initiated the procurement process for a pilot renewable energy power purchase agreement for its field office in Malakal and expects to continue improving the share of its energy production from renewable sources, upgrading waste processing capacity and reinforcing wastewater systems Mission-wide. To ensure that United Nations-wide best

*Decision/request**Action taken to implement decision/request*

practices are integrated into current operations, the Mission solicited technical assistance from the Rapid Environment and Climate Technical Assistance facility to review the Mission's waste management and energy requirements and plans to codify the outcomes of those assessments in the next iterations of the Mission's waste management plan and energy infrastructure management plan, respectively. The Mission also intends to mainstream into UNMISS operations the water and wastewater manual that was issued by the Department of Operational Support in 2021.

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

B. Advisory Committee on Administrative and Budgetary Questions

Cross-cutting issues

([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).

The Advisory Committee notes that the new mission subsistence allowance rates, established by the Secretariat and applied across the missions, are based on actual cost-of-living data collected by the International Civil Service Commission. The Committee further notes the significant variances of the rates among the missions, and therefore considers that, prior to the introduction of the new methodology, the analysis of the data used to determine the new allowances, along with the financial implications, should have been presented for the consideration of the Member States. Therefore, the Committee reiterates its recommendation that the General Assembly request the Secretary-General to present detailed information on the data and the methodology for the calculation and application of the rates of mission subsistence allowance, along with the financial implications, for the consideration of Member States in the next overview report and the individual mission budget submissions (para. 38).

Information on the outstanding payments for uniformed personnel and contingent-owned equipment is provided in section II.E of the present report.

Details on the methodology are provided in the report of the Secretary-General on the overview of the financing of the United Nations peacekeeping operations.

Request/recommendation

In the interest of clarity, the Advisory Committee reiterates its recommendation that the General Assembly request the Secretary-General to present, in future mission budgets, disaggregated numbers and related financial implications of United Nations Volunteer personnel by international and national categories. In view of their potential for national capacity-building, the Committee also trusts that future mission budgets will include more proposed national United Nations Volunteer positions, as appropriate (para. 53).

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 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).

Action taken to implement request/recommendation

Disaggregated numbers and related financial implications are reported in section II of the present report, on financial resources.

The Mission will carefully consider more proposed national United Nations Volunteer positions in the coming and subsequent budget periods.

Courses continue to be implemented virtually that include the integrated induction programme to facilitate non-stop onboarding activities. Soft skills programmes are also delivered online, examples of which are United Nations correspondence writing, an entrepreneurship development programme and language classes. The Mission continues to make available virtual leadership programmes organized by partner learning entities, for example, the United Nations System Executive Management Programme, the United Nations Leaders Programme and the United Nations Emerging Leaders Experience training. Face-to-face courses are focused on blended training and skills-based learning that require on-site application and demonstration. A cost-cutting strategy is to utilize available in-Mission trainers as mobile training teams and deliver the courses within the Mission and at field locations.

Information on the proposed budget for official travel disaggregated by within and outside the Mission is provided in section II.G of the present report, on official travel, as well as in the supplementary information.

Detailed information on cost recovery is 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](#))

<i>Request/recommendation</i>	<i>Action taken to implement request/recommendation</i>
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).	Detailed information on strategic stocks held in UNMISS is provided in the budget information pilot.

Financing of the United Nations Mission in South Sudan

([A/76/760/Add.7](#) and General Assembly resolution [76/291](#))

<i>Request/recommendation</i>	<i>Action taken to implement request/recommendation</i>
The Advisory Committee recalls that the General Assembly has reiterated its concern about the high number of vacancies in civilian staffing and its request to the Secretary-General to ensure that vacant posts were filled expeditiously. The Assembly has further requested 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 (resolution 75/304 , para. 26) (para. 25).	The Mission has taken concrete steps to reduce the number of vacancies and expedite recruitment processes. These steps include frequent recruitment from the established rosters of qualified candidates to fill vacancies; actively monitoring the succession plan and advertising upcoming vacant posts three months in advance so that the posts occupied by retiring staff are vacant for a short period of time; establishing a SharePoint recruitment tracker to effectively monitor and expedite the recruitment and onboarding processes; and establishing a national recruitment roster to quickly fill national staff vacancies. As at 31 December 2022, there was no post or position that had been vacant for 24 months or more.
The Advisory Committee looks forward to receiving additional information on the outcome of the trial of all-terrain vehicles, and any other similar initiatives with other United Nations entities, in the context of the next budget submission (para. 28).	During the rainy season, which lasts for up to eight months from April to November in South Sudan, the country experiences heavy flooding, which hinders the mobility of United Nations personnel in general, and uniformed personnel in particular. The flooding is particularly severe in the States of Upper Nile, Jonglei and Unity. This adversely affects the ability of the Mission's force to conduct patrols and provide adequate security in the context of the implementation of its core mandate of protection of civilians. In the light of the above, the Mission began using, on a trial basis, amphibian all-terrain vehicles to improve the land mobility of its force urgently and adequately during the rainy season, particularly in the three above-mentioned states. The Mission selected SHERP, a brand of all-terrain vehicles in use in South Sudan since 2019 by the World Food Programme (WFP) and already proven to be effective on the ground. In addition, WFP has existing technical capacity for the maintenance and repair of the vehicles and has established a reliable

supply chain, all of which were leveraged by UNMISS.

The Mission leased from WFP 15 SHERP all-terrain vehicles, comprising nine Pro-Series vehicles (with a seating capacity of six and a loading capacity of 1,000 kg) and six N-Series vehicles (with a seating capacity of eight and a loading capacity of 1,200 kg), including two variants to serve as ambulances, as well as four trailers. The trial was conducted primarily from April to September 2022 in Jonglei State and the Greater Pibor Administrative Area, with a list of key criteria against which the performance of the vehicles was evaluated. Testing continued after the initial above-mentioned period to ensure that the vehicles were tested to the fullest extent during the wet season under harsh operational conditions. The all-terrain vehicles were tested during both short-duration patrols and long-duration patrols.

During the trial period in Bor, Jonglei State, and Pibor and Akobo in the Greater Pibor Administrative Area, the SHERP all-terrain vehicles were employed in 56 short-duration patrols, including six integrated patrols with WFP, and two long-duration patrols (one integrated with WFP). During the trial period, the force was able to undertake a patrol over 202 km in 26 hours, which had never been done before with a regular vehicle during the rainy season. During the trial period, SHERP all-terrain vehicles were also used to reach and assist a United Nations helicopter, which had made an emergency landing in a boggy area. Troops were able to reach the airframe owing to the capability of the all-terrain vehicles as the track conditions did not permit movement by any other vehicle currently owned by the troop-contributing countries.

In addition to testing operational efficiencies, the force focused on identifying major maintenance requirements and establishing support systems to increase operational capabilities, and gained valuable experience. The identified maintenance challenges are relatively minor but were accentuated by supply chain issues typical to South Sudan for all types of equipment and vehicles, specifically the lack of spare parts, as well as of petrol, oil and lubricants. When necessary, the force coordinated with WFP to have a stock of spare parts pre-positioned for routine maintenance in designated locations and had a trained WFP technician accompany the force to deal with technical faults that were encountered. Joint planning was done with WFP to conduct preventive maintenance of each all-terrain vehicle after every 50 hours of operation to negate the need to have the vehicles return to the base for repairs. On average, each SHERP all-terrain vehicle ran for 44 hours before mechanical issues, such as

The Advisory Committee considers that the information provided does not offer a complete overview of cost recovery and trusts that more comprehensive analysis and detailed information on cost-sharing arrangements, the amounts expended and recovered, as well as the yielded efficiency gains, for the provision of services will be provided in the context of the next budget submission (see also [A/75/822/Add.12](#), para. 40) (para. 32).

overheating of the engine, were encountered. However, these issues are manageable with an adequate rotation plan, which was in place during the trial period, a carefully planned maintenance schedule with trained technicians and necessary spare parts. Continued expansion of the SHERP all-terrain vehicle arrangement must coincide with the streamlining of maintenance and support processes in the Mission. The WFP repair and recovery system in place in South Sudan may be relied upon in the initial years of employment of SHERP all-terrain vehicles.

At the end of the trial period, it was concluded that the SHERP all-terrain vehicles adequately enabled enhanced land mobility of the force in flooded areas and other difficult terrains. The trial also concluded that the N-Series variant was superior to the Pro-Series in terms of the requirements for operational use defined for the evaluation. While maintenance issues were identified, they are similar to maintenance issues experienced with other types of vehicles and are mostly linked to supply chain issues in South Sudan, which result in an inadequate supply of spare parts. Adequate planning and leveraging of the experience of WFP will enable the force to overcome the challenges and enhance land mobility, which is critical to successful implementation of the Mission's mandate.

Missions that provide services to clients, including UNMISS, are required to submit cost plans for their cost recovery to the Office of the Controller at the beginning of each financial year. The cost plan includes estimates of expected revenue and expenditures for a year. The Office of the Controller reviews the cost plan and, upon approval, an allocation is issued to enable the mission to incur the expenditure under the peacekeeping cost recovery fund and the respective mission's fund centres reflected in the cost plan.

Once the allocation has been issued, services are rendered to clients based on a signed service level agreement or memorandum of understanding between the client and the mission. Services to client entities are provided in accordance with the related memorandum of understanding or service level agreement on a cost recovery basis. The revenues collected from the client entities are credited to the peacekeeping cost recovery fund as either spendable or non-spendable revenue. Spendable revenue may be used by the mission to cover the expenses for the services provided, while any non-spendable revenue collected is recorded as such and passed on to Member States.

The Advisory Committee trusts that the Mission will reduce its environmental footprint, including by continuously improving its environmental scorecard through the use of solar energy and the adoption, as appropriate, of environmental management best practices employed by other United Nations peacekeeping operations (see [A/75/822/Add.5](#), para. 31, and resolution [74/294](#), para. 17) and will present an update on progress made in the context of the next budget submission (para. 35).

During the 2021/22 period, UNMISS collected a total of \$12.9 million of spendable revenue.

With regard to efficiency gains, the Mission builds synergies with those United Nations agencies, funds and programmes that it supports in terms of policy implementation. Examples of such synergies are cost-sharing with the United Nations country team on security, the provision of medical services, the COVID-19 vaccination programme (Everbridge) and humanitarian response activities. Considering that the Mission's mandate and the mandate of members of the United Nations country team are complementary, the cost-sharing mechanism indirectly enables the Mission to implement its mandate.

The cost-sharing arrangements help the Mission to avoid duplication of services, as each member of the United Nations country team provides services based on the competitive advantage. The cost-sharing arrangement also helps to build the Mission's relationship with the Government and the communities in which it works to implement the Mission's mandate.

The Mission made demonstrable progress in reducing its environmental footprint during prior periods and expects to make continued improvement in its environmental management scorecard performance with its planned projects and acquisitions for the 2023/24 period. The Mission has already initiated work towards a pilot renewable energy power purchase agreement for its field office in Malakal and expects to continue improving its renewable energy share, upgrading waste processing capacity and reinforcing wastewater systems Mission-wide. To ensure that United Nations-wide best practices are integrated into current operations, the Mission solicited technical assistance from the Rapid Environment and Climate Technical Assistance facility to review the Mission's waste management and energy requirements and plans to codify the outcomes of those assessments in the next iterations of the Mission's waste management plan and energy infrastructure management plan, respectively. The Mission also intends to mainstream into UNMISS operations the water and wastewater manual that was issued by the Department of Operational Support in 2021.

The Advisory Committee again notes the underrepresentation of women among UNMISS staff and trusts that the Mission will continue to pursue further efforts to enhance the representation of female staff, and that information thereon will be provided in future reports (para. 39).

The Mission continues to face challenges in attracting qualified and suitable female candidates for national posts, which can be attributed to the disparities in the social setting in South Sudan, where access to education and resources is predisposed to predominantly favour men. Applications received for national post job openings have been largely from male applicants, where, on average, 1 out of 18 applications received is from a female applicant. A significant number of the female candidates end up not being shortlisted for not meeting the minimum requirements, both in terms of education and work experience, for the posts. Over the years, these systemic disparities have had a disproportionate effect on the number of female candidates who are recruited and selected for national posts.

An analysis of completed recruitment to fill national posts in the previous two periods shows that out of the 45 recruitments for national posts completed in 2018/19, only eight of the selected candidates were female, while in 2019/20, of the 36 completed recruitments, only five of the selected candidates were female; in 2020/21, of the 29 completed recruitments, 11 of the selected candidates were female. There is a marked improvement in 2021/22, where out of 47 completed recruitments, 18 of the selected candidates (38.3 per cent) were female. The improvement can be attributed to the outreach activities targeting women, particularly in the field offices, and efforts made by the Mission to conduct personal history profile writing, English language and computer literacy training in the various field offices.

The Mission also faces challenges in attracting female applicants to job openings for international posts, albeit not in comparison to similar challenges of national staff recruitment. Challenges are seen primarily in respect of recruitment of mission support posts, as opposed to substantive components, particularly in some specific occupational groups that are typically dominated by males, including movement control, aviation, engineering, logistics, transport and communications and information technology, which form a sizeable number of the authorized international staffing within the mission support component. Rosters, which are pipelines for field missions' talent acquisition, have been inadequately populated with pre-qualified female candidates for the aforesaid occupational groups, thereby contributing to difficulties in attracting qualified female candidates, especially when the selection is being done through the recruit-from-the roster process.

In addition to the above, it is worth noting that UNMISS has absorbed a number of staff separated from downsizing and closed missions as part of exceptional measures undertaken by United Nations Headquarters to provide continued employment to field personnel with continuing service contracts (long-serving staff and similar demographics), which means that potential competitive recruitment processes that may have afforded the opportunity to attract female candidates are forgone as the number of vacant posts is reduced. The low vacancy rate of 7.6 per cent for international staff as at 31 January 2023 compounds the situation, since the Mission will not be able to make a significant increase in women's representation despite efforts being made to recruit female candidates. However, there has been success in recent years, with the Mission having made strides in recruiting female candidates for international posts, illustrated by the fact that the percentage of newly recruited candidates who were female increased from 35.1 per cent in 2018/19 to 44.9 per cent in 2019/20, to 44.2 per cent in 2020/21 and to 43.8 per cent in 2021/22. That increase was in spite of the challenges in filling international vacant posts owing to a low vacancy rate in the Field Service and the predominantly low representation of women in rosters for certain occupational functions.

This success was mainly due to the application of the administrative instruction on temporary special measures for the achievement of gender parity ([ST/AI/2020/5](#)), which has contributed to the increase in the selection of female candidates, especially in the Professional and higher categories.

Updated data on gender are provided in the budget information pilot.

The Advisory Committee encourages the Mission to pursue further efforts to promote nationalization and looks forward to receiving information on the outcome of the workforce planning exercise aimed at identifying functions that can be nationalized (para. 40).

The total number of 1,445 approved national staff posts represent 60.8 per cent of the 2,376 posts and positions approved for the 2022/23 period. Of those 1,445 national posts, 166 are at the National Professional Officer level. This reflects a good balance in the ratio of national to international posts compared with other peacekeeping missions.

While recognizing the importance of the nationalization of posts and positions, in the light of above-mentioned balanced ratio, UNMISS did not consider the process of nationalization during its most recent civilian staffing review, conducted in October 2020. However, the Mission will continue to review its staffing requirements in line with its priorities and will endeavour to nationalize posts whenever feasible.

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

Currently, the Mission continues to develop national staff capacities by offering a broad range of learning opportunities to enable national staff to perform and discharge their functions satisfactorily, enabling their potential to assume higher level-functions whenever feasible. While UNMISS does not currently have a formal programme of nationalization, the Mission continues to make efforts aimed at potentially looking at the possibility of nationalization of posts as part of the annual budget preparation exercise, taking into account essential changes, including the restructuring and/or aligning of organizational units in support of the mandate of the Mission. In this regard, the present report includes the proposal to convert one international United Nations Volunteer position into a National Professional Officer post.

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:

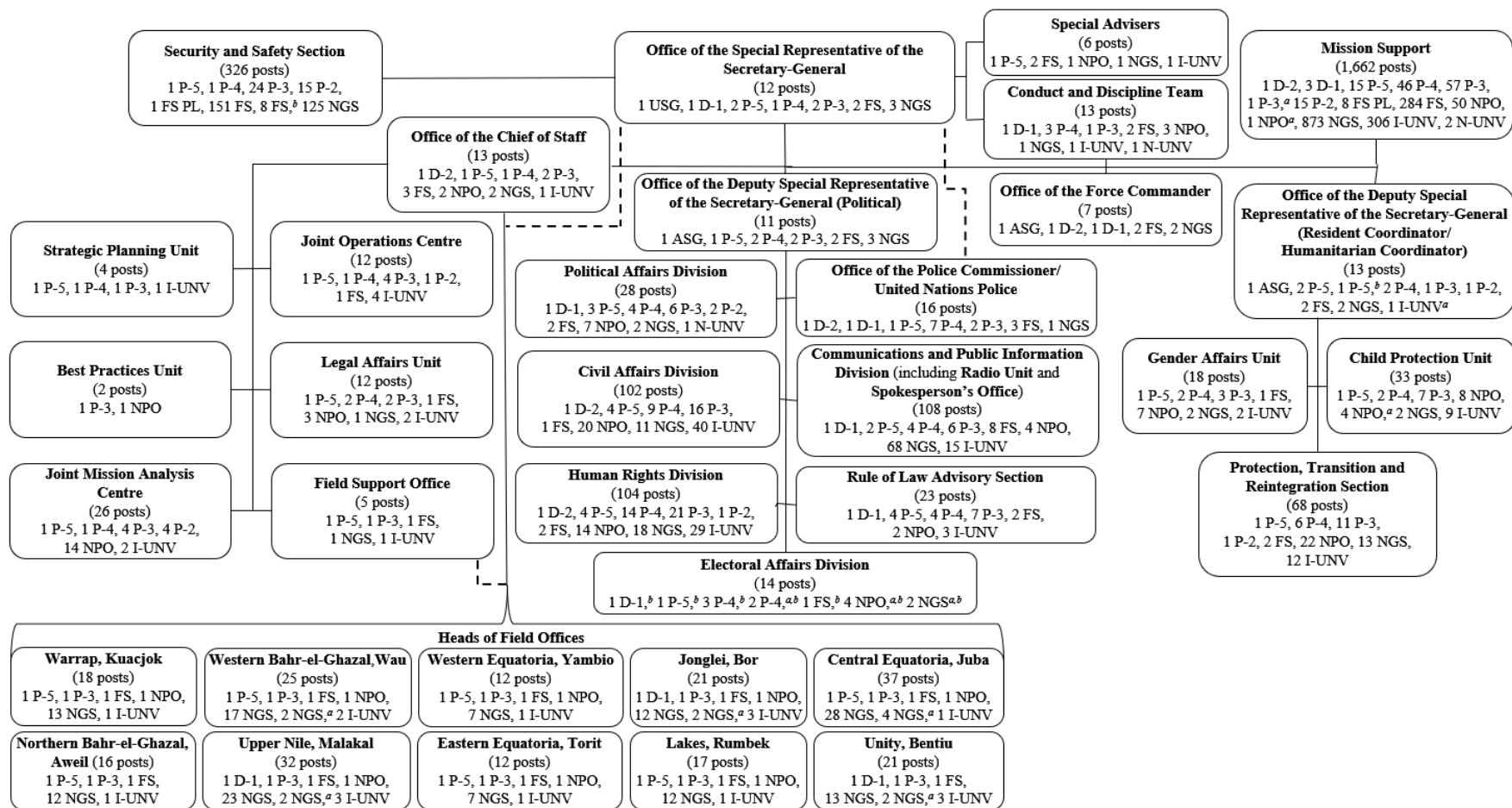
- **Mandate:** variances caused by changes in the scale or scope of the mandate or changes in the expected accomplishments as driven by the mandate.
- **External:** variances caused by parties or situations external to the United Nations.
- **Cost parameters:** variances caused by United Nations regulations,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

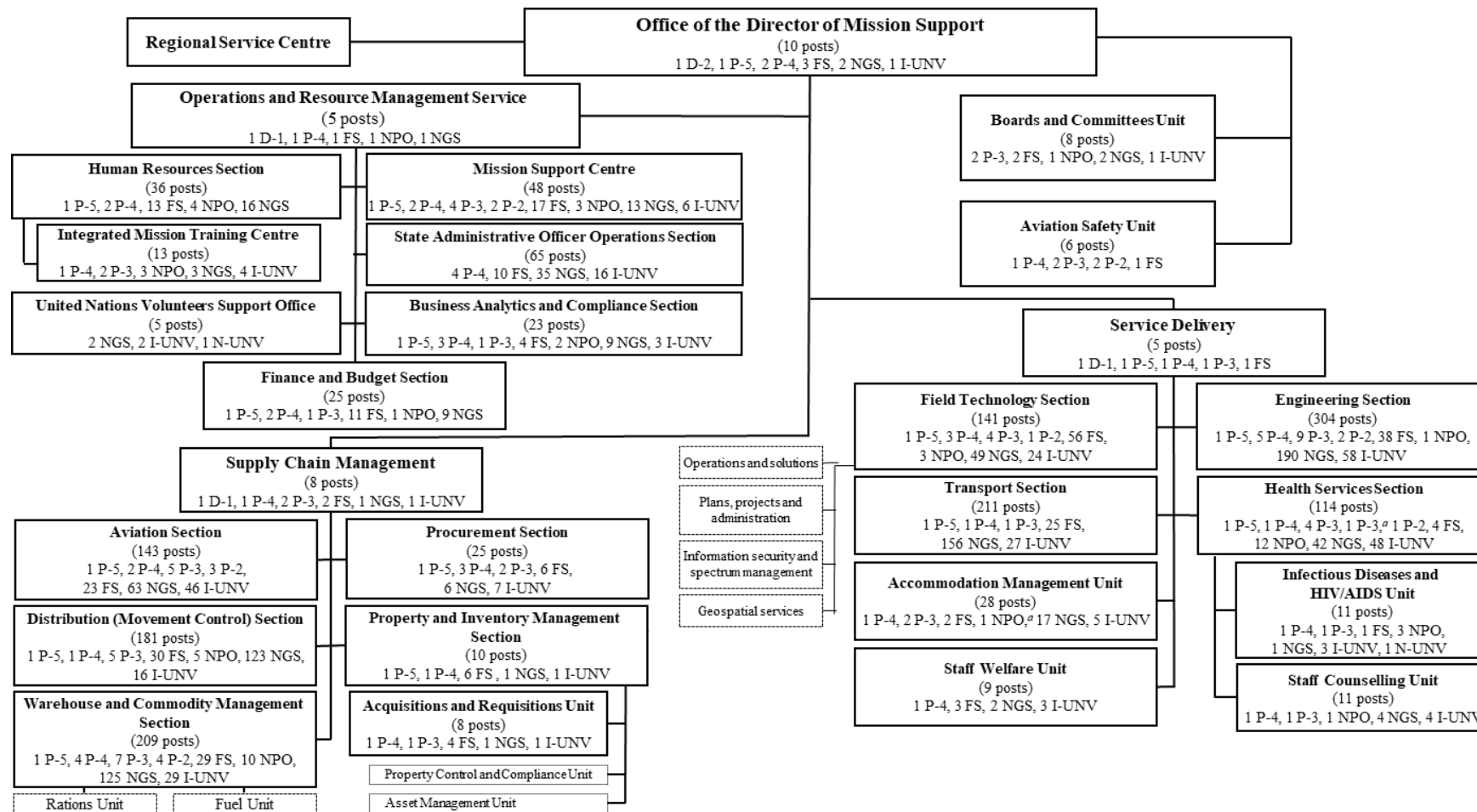
Annex II

Organization charts

A. Substantive



B. Mission Support



Abbreviations: ASG, Assistant Secretary-General; FS, Field Service; I-UNV, international United Nations Volunteer; N-UNV, national United Nations Volunteer; NGS, national General Service staff; NPO, National Professional Officer; PL, Principal level; USG, Under-Secretary-General.

^a Establishment.

^b Positions funded under general temporary assistance.

