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Administrative and budgetary aspects of the financing of the United Nations peacekeeping operations

Budget performance for the period from 1 July 2019 to 30 June 2020, financing for the period from 1 July 2020 to 30 June 2021 and proposed budget for the period from 1 July 2021 to 30 June 2022 of the support account for peacekeeping operations

Report of the Advisory Committee on Administrative and Budgetary Questions

Approved resources for 2019/20	\$348,868,000
Expenditure for 2019/20	\$348,867,400
Unencumbered balance for 2019/20	\$600
Approved resources for 2020/21	\$355,694,200
Projected expenditure for 2020/21 ^a	\$350,318,400
Projected underexpenditure for 2020/21 ^a	\$5,375,800
Proposal submitted by the Secretary-General for 2021/22	\$361,740,500
Adjustment recommended by the Advisory Committee for 2021/22	(\$3,677,400)
Recommendation of the Advisory Committee for 2021/22	\$358,063,100

^a Estimate as at 31 March 2021.



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Abbreviations

COVID-19	coronavirus disease
FS	Field Service
GS (OL)	General Service (Other level)
GS (PL)	General Service (Principal level)
ICT	information and communications technology
MINUSCA	United Nations Multidimensional Integrated Stabilization Mission in the Central African Republic
MINUSMA	United Nations Multidimensional Integrated Stabilization Mission in Mali
MINUJUSTH	United Nations Mission for Justice Support in Haiti
MINUSTAH	United Nations Stabilization Mission in Haiti
MONUSCO	United Nations Organization Stabilization Mission in the Democratic Republic of the Congo
NGS	national General Service
PTSD	post-traumatic stress disorder
UNAMID	African Union-United Nations Hybrid Operation in Darfur
UNOCI	United Nations Operation in Côte d'Ivoire
UNMIL	United Nations Mission in Liberia
UNMISS	United Nations Mission in South Sudan
WFP	World Food Programme
WHO	World Health Organization

I. Introduction

1. During its consideration of the reports of the Secretary-General on the financing of the support account for peacekeeping operations ([A/75/656](#) and the advance version of [A/75/785](#)), the Advisory Committee met online with representatives of the Secretary-General, who provided additional information and clarification, concluding with written responses received on 28 April 2021. The comments and recommendations of the Advisory Committee on cross-cutting issues related to peacekeeping operations are contained in its report ([A/75/822](#)), and those pertaining to the findings and recommendations of the Board of Auditors on the United Nations peacekeeping operations for the period from 1 July 2019 to 30 June 2020 can be found in its related report ([A/75/829](#)).

II. Budget performance report for the period from 1 July 2019 to 30 June 2020

2. By its resolution [73/308](#), the General Assembly approved an amount of \$348,868,000 (gross) for the support account for the period from 1 July 2019 to 30 June 2020, inclusive of corporate costs in the amount of \$44,930,300. Expenditures for the period totalled \$348,867,400 (gross), reflecting a budget implementation rate of 100 per cent and resulting in an unencumbered balance of \$600.

3. The budget implementation reflects the combined effect of: (a) higher-than-budgeted expenditures under post resources (\$4,681,000, or 2.0 per cent), owing mainly to lower vacancy rates, higher common staff costs and changes in the post adjustment multipliers for the Professional and higher categories of staff; (b) lower-than-budgeted expenditures under non-post resources (\$3,391,500, or 4.6 per cent), mainly due to cost-saving measures and COVID-19-related travel restrictions; and (c) unutilized resources for corporate costs under peacekeeping capability readiness (\$1,290,100, or 2.9 per cent). A detailed analysis of variances is provided in section III of the report of the Secretary-General on the budget performance of the support account for the period from 1 July 2019 to 30 June 2020 ([A/75/656](#)).

4. The performance report indicates that an amount of \$2,502,300, representing the peacekeeping share of after-service health insurance costs carried forward from the 2018/19 period ([A/74/622](#), para. 146; see also [A/74/809](#), para. 22), was fully absorbed within the overall resources of the 2019/20 period ([A/75/656](#), para. 3).

III. Information on performance for the current period

5. With respect to current and projected expenditures for the period from 1 July 2020 to 30 June 2021, the Advisory Committee was informed that, as at 31 March 2021, expenditures amounted to \$258,041,100, against an appropriation of \$355,694,200. At the end of the current financial period, the estimated total expenditures would amount to \$350,318,400, resulting in a projected unencumbered balance of \$5,375,800 (or 1.5 per cent).

IV. Proposed budget for the period from 1 July 2021 to 30 June 2022

A. General considerations

Scalability of the support account

6. In his report, the Secretary-General indicates that proposed resources for core requirements for the support account for the 2021/22 period (excluding provisions for corporate initiatives) amount to \$322,969,500, reflecting an increase of \$3,460,400 (or 1.1 per cent) compared with the amount of \$319,509,100 approved for the 2020/21 period (A/75/785, summary). Furthermore, the support account budget ratio vis-à-vis overall peacekeeping resources has reflected a continuous increase from 2014/15, including from 5.05 per cent in 2020/21 to 5.39 per cent in 2021/22 (ibid., table 1).

7. At the same time, the overall requirements for peacekeeping operations have decreased following the closure and downsizing of missions (including UNOCI, UNMIL, MINUSTAH/MINUJUSTH and UNAMID). In the 2021/22 period, the number of authorized uniformed personnel supported, including African Union personnel, is expected to decrease further, from 112,083 in 2020/21 to 107,585, and the number of civilian personnel in missions is expected to decrease from 13,848 to 12,422, owing mainly to the closure of UNAMID during the 2020/21 period (ibid., table 2).

8. In its preparation of the budget submission for the 2021/22 period, the Secretariat conducted a review of support account resources to determine the possible impact of the recent mission closures and downsizing in terms of workload and human and operational resources. The outcome of the review by each concerned entity is included in annex II to the report of the Secretary-General. In response to queries on the review, the Advisory Committee was informed by the Secretariat that:

(a) Many functions under the support account were not scalable or tied to the number of peacekeeping missions and personnel being supported, but rather associated with strategic and global cross-cutting issues;

(b) Where workload was assessed to be affected by changes in the field, posts were abolished over the years;

(c) While the number of operations decreased, their challenges and complexities continued to increase, heightening the demand for backstopping support;

(d) Some areas experienced a lag in responding to changes in the overall level of resource requirements for peacekeeping operations, and backstopping support was needed during the closure and downsizing of missions for liquidation activities or transition planning activities;

(e) The level of resources under certain areas of the support account was well below any necessary baseline for foundational activities: for instance, the knowledge management function for peacekeeping had a staffing ratio of 1 full-time equivalent per 23,750 personnel, with related key activities partly supported through extrabudgetary funds; furthermore, only one post under the support account provided backstopping functions to the implementation of the protection of civilians mandates.

9. As a result of recent mission closures and downsizing, the proposed staffing level for the 2021/22 period reflects a net reduction of 42 posts and positions, compared with the approved level for the 2014/15 period, when mission resources peaked. This reduction reflects the abolishment of 106 posts and positions (including

6 proposed for abolishment in 2021/22), offset in part by the approved establishment of 64 posts and positions in targeted areas (ibid., paras. 6–7).

10. The Advisory Committee recalls that the General Assembly, in its resolutions [69/308](#) and [70/287](#), emphasized that support functions should be scalable to the size and scope of peacekeeping operations. **The Advisory Committee remains unconvinced of the need for backstopping functions at Headquarters to continuously increase while a growing number of missions are closing or downsizing and the number of mission personnel is decreasing (see also [A/74/809](#), para. 10; and [A/75/822](#), para. 49, [A/75/822/Add.9](#), paras. 8–11, and [A/75/822/Add.10](#), paras. 44–46).** The Committee therefore considers that the Secretary-General should provide, in his next budget proposal, a concrete strategy to achieve greater efficiencies and rationalization of resources under the support account, including through the development of a scalability model, and to propose resource adjustments commensurate with the scale of peacekeeping operations.

B. Overall resource requirements

11. The proposed budget for the support account for the 2021/22 period amounts to \$361,740,500 (gross) (including requirements for corporate initiatives in the amount of \$38,771,000), representing an increase of \$6,046,300 (or 1.7 per cent) compared with the appropriation for 2020/21. The Advisory Committee was provided with tables setting out: (a) the overall resource requirements for the support account for 2021/22 and the breakdown of the resources under each department and office to be funded from the support account (annex I); (b) proposed new posts and posts proposed for abolishment (annex II); (c) proposed restructuring, redeployment, reassignment and reclassification of posts (annex III); and (d) proposed general temporary assistance positions (annex IV).

12. The proposed increase is attributable mainly to (a) periodical requirements related to the quadrennial troop cost survey (\$0.3 million), (b) standard adjustments in staff costs (\$5.4 million) and (c) peacekeeping cost of Umoja and its maintenance and support costs (\$2.6 million), offset in part by net reductions under (d) proposed post actions (\$2.0 million) and (e) changes in operational resources (\$0.3 million) ([A/75/785](#), para. 24).

13. The Advisory Committee recommends the approval of the staffing proposals and the resource requirements for 2021/22 under the support account, subject to its observations and recommendations in the paragraphs below.

1. Observations related to staffing requirements

14. The resources for the 2021/22 period would provide for 1,416 posts and general temporary assistance positions, compared with the current approved level of 1,422 posts and positions (see annexes II, III and IV). The staffing proposal reflects the following:

- (a) Abolishment of 4 posts and transfer of 2 posts to the budget of the Regional Service Centre in Entebbe, Uganda;
- (b) Conversion of 37 general temporary assistance positions to posts;
- (c) Redeployment of 13 posts;
- (d) Reassignment of 11 posts;
- (e) Continuation of 31 general temporary assistance positions.

Conversion of 37 general temporary assistance positions to posts

15. In his report, the Secretary-General indicates that, following a Secretariat review of the general temporary assistance positions that have been undertaking continuing functions, 37 positions are proposed for conversion to posts ([A/75/785](#), para. 28). Upon enquiry, the Advisory Committee was informed that the proposed conversions were based on the latest assessment of the business model, workload and continuity of functions and on previous recommendations of the Committee as approved by the General Assembly and that the continuation for four years of a general temporary assistance position had generally been used as the internal criterion for requesting its conversion to a post. The Committee notes that a number of positions that are considered to have continuing functions and that have been in existence for more than four years have not been proposed for conversion to posts.

16. **The Advisory Committee considers that the criteria provided by the Secretariat do not explain with sufficient clarity the rationale behind each of the Secretary-General's proposals for the continuation of positions, as well as the conversion of general temporary assistance positions that have been in existence for longer than four years. The Committee is also not convinced that criteria have been applied uniformly across all departments and offices. The Committee recommends that the General Assembly request the Secretary-General to develop, for the consideration of the Assembly, standards that clarify better the long-term needs for general temporary assistance positions, taking into account their specific nature, and to provide information in the context of his next report on human resources management. Furthermore, the Committee is of the view that the proposal for converting 37 positions to posts – a level which is comparable to the 41 positions that were requested for conversion for the 2014/15 period (see [A/68/861](#)), when peacekeeping resources peaked – does not adequately take into account considerations pertaining to the scalability of the support account (see para. 10 above). The Committee makes specific comments under relevant departments and offices (see paras. 52, 63, 64, 67, 68 and 71 below).**

17. The proposed conversions would result in an increase of \$331,100 ([A/75/785](#), para. 28). Upon enquiry, the Advisory Committee was informed that the increase was due to the higher vacancy rate applied to positions, given the higher turnover of general temporary assistance. The Committee was also informed that additional overhead costs such as those related to furniture and alteration of premises for new staff would not apply to these conversions.

Staff costs

18. An increase of \$5.4 million for salary is driven mainly by the updating of the standard salary costs, vacancy factors and common staff costs used to estimate the costs of posts and positions, as described in paragraph 26 of the report of the Secretary-General. The common staff costs rate for the 2021/22 period is estimated at 56.0 per cent of net salaries, which is the same rate used for the 2020/21 period. The Secretariat decided to maintain the 2020/21 rate, taking into account the impact of the COVID-19 pandemic on staff movements and related delays in recruitment, relocation and home leave, as well as a potentially higher-than-average requirement in line with past trends (*ibid.*, para. 57). Upon enquiry, the Advisory Committee was informed that, if the usual methodology for the estimation of staff costs was applied, the common staff rate for the 2021/22 period would be 52.7 per cent, corresponding to the actual average rate for the calendar year 2020.

Vacancy rates and vacant posts

19. As shown in the following table, as at 31 March 2021, the proposed vacancy rates were lower than the actual average and actual rates under the support account as a whole for staff in the Professional and higher categories. Proposed vacancy rates were also lower than the actual average and actual rates in the Department of Management Strategy, Policy and Compliance, the Department of Peace Operations, the Department of Operational Support and the Office of Information and Communications Technology for the Professional and higher categories, as well as in the Office of Internal Oversight Services for the General Service and related categories.

Vacancy rate trends

Entities	Secretary-General's proposal 2019/20		Approved 2019/20		Secretary-General's proposal 2020/21		Approved 2020/21		Actual as at 31 March 2021		Actual average as at 31 March 2021		Secretary-General's proposal 2021/22	
	Professional and higher	General service and related	Professional and higher	General service and related	Professional and higher	General service and related	Professional and higher	General service and related	Professional and higher	General service and related	Professional and higher	General service and related	Professional and higher	General service and related
Continuing posts														
DPO	10.1	11.9	8.3	8.5	8.6	14.4	8.6	14.4	11.7	11.4	11.1	13.4	7.6	11.4
UNOAU	10.1	11.9	18.3	5.0	5.4	—	5.4	—	14.3	—	12.7	—	13.1	—
DOS	10.1	11.9	11.8	15.6	8.0	13.3	8.0	13.3	12.2	12.9	11.4	15.0	9.9	13.5
DMSPC	10.1	11.9	11.9	12.9	10.5	18.6	10.5	18.6	9.7	14.7	12.0	19.1	7.3	16.9
OICT	10.1	11.9	3.7	17.8	5.4	13.6	5.4	13.6	16.1	14.3	11.1	14.3	10.2	14.3
OIOS	10.1	11.9	15.7	20.4	8.7	19.0	8.7	19.0	8.9	14.3	7.6	12.7	7.8	11.9
EOSG	10.1	11.9	21.6	7.1	—	—	—	—	—	—	—	—	—	—
OSLA	10.1	11.9	21.6	7.1	—	—	—	—	—	—	—	—	—	—
OMS	10.1	11.9	21.6	7.1	—	—	—	—	33.3	—	33.3	—	—	—
Ethics Office	10.1	11.9	21.6	7.1	—	—	—	—	—	100.0	33.3	88.9	—	—
OLA	10.1	11.9	21.6	7.1	12.7	—	12.7	—	—	—	8.5	5.6	—	—
DGC	10.1	11.9	21.6	7.1	—	—	—	—	—	—	—	—	—	—
DSS	10.1	11.9	21.6	7.1	18.2	—	18.2	—	9.1	—	12.1	—	9.1	—
ACABQ secretariat	10.1	11.9	21.6	7.1	—	—	—	—	33.3	—	33.3	—	—	—
OHCHR	10.1	11.9	21.6	7.1	—	—	—	—	14.3	—	12.7	—	—	—
Overall average	10.1	11.9	11.4	13.2	8.5	13.6	8.5	13.6	11.4	12.1	11.1	14.1	8.1	12.4
New and reassigned posts	50.0	35.0	50.0	35.0	50.0	35.0	50.0	35.0	50.0	35.0	50.0	35.0	50.0	35.0
Continuing GTA positions	25.9	30.0	25.9	30.0	13.5	10.0	13.5	10.0	10.5	9.1	19.5	9.1	19.3	9.1
New GTA positions	50.0	35.0	50.0	35.0	50.0	35.0	50.0	35.0	50.0	35.0	50.0	35.0	50.0	35.0

Abbreviations: ACABQ, Advisory Committee on Administrative and Budgetary Questions; DGC, Department of Global Communications; DMSPC, Department of Management Strategy, Policy and Compliance; DOS, Department of Operational Support; DPO, Department of Peace Operations; DSS, Department of Safety and Security; EOSG, Executive Office of the Secretary-General; GTA, general temporary assistance; OHCHR, Office of the United Nations High Commissioner for Human Rights; OICT, Office of Information and Communications Technology; OIOS, Office of Internal Oversight Services; OLA, Office of Legal Affairs; OMS, Office of the United Nations Ombudsman and Mediation Services; OSLA, Office of Staff Legal Assistance; UNOAU, United Nations Office to the African Union.

20. The Advisory Committee was informed, upon enquiry, that higher-than-budgeted vacancy rates had been experienced at the beginning of the 2020/21 period, mainly owing to low recruitment activity from March to September 2020 as a result of COVID-19 restrictions. However, vacancy rates had subsequently normalized and were close to the approved levels. It was expected that, in the Department of Operational Support and the Office of Information and Communications Technology, the rates would be below the proposed rate following forthcoming onboarding. With regard to the Department of Management Strategy, Policy and Compliance, the Committee was informed that the proposed vacancy rates had been determined by adjusting the average actual vacancy rates for the period from August 2020 to January 2021 (12.4 per cent and 19.5 per cent, respectively) to: (a) the actual vacancy rates as at 31 January 2021 (10.5 per cent and 17.3 per cent, respectively); and (b) the expected recruitment against the Department posts funded under the support account. Based on the past eight-month trend of net reduction of one vacant Professional post every month and of one vacant General Service staff position every other month, as well as the current recruitment status, it was expected that there would remain nine vacant Professional (7.3 per cent vacancy rate) and nine vacant General Service (12.7 per cent vacancy rate) posts at the beginning of the 2021/22 period, with the low vacancy rates expected to continue throughout the budget period.

21. **The Advisory Committee reiterates its view that proposed vacancy rates should be based, as much as possible, on actual rates, and where the proposed rates differ from the actual rates, clear justification should be provided systematically in the proposed budget and related documents (see also [A/74/809](#), para. 27). The Committee trusts that updated information on vacancy rates will be provided to the General Assembly at the time of its consideration of the present report.**

22. Information provided to the Advisory Committee indicates that, as at 28 February 2021, 149 posts and 6 positions were vacant, including 5 posts that had been vacant for more than two years. Of those five posts, two posts (1 GS (PL) and 1 GS (OL)) have now been encumbered; two posts (1 P-3 and 1 P-2) are at the onboarding phase; and one post of Management and Programme Analyst in the Business Transformation and Accountability Division (GS (OL)) is still under recruitment. Furthermore, it is projected that, by 30 June 2021, nine posts (5 P-4, 1 P-2 and 3 GS (OL)) will have been vacant for one year or more. **The Advisory Committee trusts that all efforts will be made to fill the vacant posts expeditiously. The Committee stresses again that the continuing requirement for posts that have been vacant for two years or longer should be reviewed and the posts either proposed for retention with rejustification or abolishment in subsequent budget proposals (see [A/73/849](#), para. 35).**

Special post allowance

23. Upon enquiry, the Advisory Committee was informed that, as at 28 February 2021, 31 posts (2 P-5, 7 P-4, 12 P-3, 3 P-2 and 7 GS (OL)) were encumbered temporarily by staff receiving a special post allowance for more than one year, including 14 posts for two years or longer. **The Advisory Committee reiterates its concern regarding cases of “temporary” assignments of staff members to higher-level posts for lengthy periods (see [A/74/737](#), para. 46) and trusts that the recruitment for such posts will be completed without further delay ([A/74/809](#), para. 28).**

General temporary assistance for leave replacement and peak periods

24. Upon enquiry, the Advisory Committee was informed that general temporary assistance resources for sick and maternity leave replacement and for support during

periods of peak workload were provisioned on the basis of the requirements foreseen by each department or office, taking into account historical trends of expenditure, as well as decisions by the legislative bodies. The Committee notes that the provisioned amounts under the support account show a variety of both budgeted resources and recorded expenditures. In some departments, such as the Department of Peace Operations, the budgeted provision has been lower than the actual requirements, while in others, such as the Department of Global Communications, resources have been higher than required. Some offices, such as the Office of Legal Affairs, take into consideration their staffing structure, and others, in particular the Executive Office of the Secretary-General, take into account workload increases to be absorbed within existing resources. **While acknowledging that needs may vary from one period to another and cannot always be predicted, the Advisory Committee recommends that the General Assembly request the Secretary-General to develop a more refined methodology for an efficient use of general temporary assistance for sick and maternity leave replacement as well as support during periods of peak workload.**

Gender balance

25. Upon enquiry, the Advisory Committee received information regarding the gender representation in the support account. As at 28 February 2021, of 1,265 posts and positions encumbered, 642, or 50.8 per cent, were encumbered by men and 623, or 49.2 per cent, by women. While gender parity had been essentially reached across the support account overall, the representation of women was 41.8 per cent at the P-1 to P-5 levels and 38.5 per cent at the Director level. **The Advisory Committee welcomes the overall gender representation across the support account and trusts that additional efforts will be pursued in areas where parity has yet to be reached.**

Representation of nationals of troop- and police-contributing countries

26. In its resolution [72/262](#) C, the General Assembly requested the Secretary-General to intensify his efforts to ensure proper representation of troop- and police-contributing countries in the relevant new departments. Upon enquiry, the Committee received information showing that, as at 28 February 2021, the representation of nationals of troop- and police-contributing countries was 97.0 per cent in the Department of Peace Operations, at the same level since 31 December 2019 ([A/74/736](#), para. 107, and [A/75/786](#), para. 115). Furthermore, the representation of the 10 top-ranking troop- and police-contributing countries, which account for 46,097 uniformed personnel (or 56.3 per cent) in peacekeeping operations, was 17.3 per cent in the Department. **The Advisory Committee trusts that the Secretary-General will intensify his efforts to ensure proper representation of troop- and police-contributing countries in the posts funded by the support account in the relevant departments (see [A/75/822](#), para. 44).**

Geographical representation

27. The Advisory Committee recalls that the General Assembly, in its resolution [72/262](#) C, requested the Secretary-General to address the issue of equitable geographical representation of Member States, in conformity with Article 101 of the Charter of the United Nations. Information provided to the Committee indicates that, as at 28 February 2021, of 1,265 posts and positions encumbered, 580 (or 45.8 per cent) were encumbered by nationals of Western European and other States; there were 259 nationals (or 20.5 per cent) of Asia-Pacific States and 238 nationals (or 18.8 per cent) of African States. The remaining posts and positions were encumbered by 95 nationals (or 7.5 per cent) of Latin American and Caribbean States, 92 nationals (or

7.3 per cent) of Eastern European States and 1 national who does not belong to any group. **The Advisory Committee recalls that Article 101, paragraph 3, of the Charter states that due regard shall be paid to the importance of recruiting staff on as wide a geographical basis as possible, and reiterates the importance of equitable geographical distribution in the recruitment of staff (see also A/75/822, para. 44).**

2. Observations related to non-post resources

Consultants and consulting services

28. In his report, the Secretary-General indicates that the provision for consultants and consulting services under the support account has steadily declined since the 2015/16 period (A/75/785, para. 12). Proposed requirements under this budget class for the 2021/22 period amount to \$2,089,600, representing a decrease of \$233,900 (or 10.1 per cent) compared with the 2020/21 apportionment. Information provided to the Advisory Committee shows that expenditures in 2019/20 amounted to \$2,429,300 and \$1,092,000 as at 31 March 2021 (see annex I). **The Advisory Committee recalls that the General Assembly has repeatedly affirmed that the use of consultants should be kept to an absolute minimum and stressed the need for using the in-house capacity of the Organization to perform core activities or to fulfil functions that are recurrent over the long term (see resolution 73/308, para. 11). The Committee is therefore not convinced that the scale of the proposed requirements is sufficiently justified. Taking also into account the level of expenditures in both the prior and current periods, the Committee recommends a reduction of 10 per cent (or \$209,000) in the proposed resources under consultants and consultancy services.**

Official travel

29. Proposed overall requirements under official travel for 2021/22 amount to \$7,890,900, reflecting an increase of \$34,200 (or 0.4 per cent) compared with the 2020/21 apportionment, mainly due to the additional requirements for the quadrennial troop cost survey. Excluding the provision for the quadrennial troop cost survey (\$340,600), there is an overall decrease of \$306,400, with reductions mainly reflected under the Department of Management Strategy, Policy and Compliance (\$202,800), the Department of Operational Support (\$52,500) and the Office of Internal Oversight Services (\$24,900).

30. Upon enquiry, the Advisory Committee was informed that the proposed budget for the 2021/22 period was based on the planning assumption that COVID-19-related movement restrictions would be lifted and that departments would resume postponed activities in many areas. Other budget assumptions are the closure of UNAMID by 30 June 2021 and the continued implementation of recommendations by the legislative bodies, such as combining trips and the use of ICT tools to reduce trips whenever feasible. The Committee was further informed that the proposal reflected, where applicable, new and more efficient practices, as well as lessons learned during the pandemic, including the following:

(a) The use of virtual meetings has been vital to business continuity during the pandemic, and this practice will continue. However, travel remains essential for certain activities, such as assessments and verifications, investigations, exchanges on sensitive matters, and field visits. Personal interaction also continues to be critical to build knowledge, trust and confidence in the services provided by Headquarters, and for Headquarters staff to obtain a better understanding of local circumstances and offer tailored advice. Areas particularly affected by the travel restrictions include

interactions with mission counterparts, troop- and police-contributing countries and national and local counterparts, as well as safety and security;

(b) With respect to travel on training, departments and offices have acknowledged that many training courses can be converted to a virtual format, and online training reaches a broader audience and has proved successful in imparting knowledge. However, travel is still required for hands-on assessments and practice of skills under simulated operational conditions and remains preferable in maintaining a high level of intensity or engagement. In addition, online training is not considered a good substitute for in-person team building and mentoring.

31. The Advisory Committee was informed that overall expenditures under this class amounted to \$3,861,600 in 2019/20 and \$777,200 as at 31 March 2021, as most travel could not be undertaken in the fourth quarter of the 2019/20 period and for most of 2020/21 because of the COVID-19 pandemic (see annex I). The Committee notes that the proposed requirements under official travel for all departments and offices exceed the expenditures in the 2019/20 period on average by 170 per cent. Furthermore, the expenditures in the first nine months of the 2020/21 period represent 9.9 per cent of the approved resources for that period.

32. The Advisory Committee reiterates that greater use should be made of virtual meetings and online training tools and that travel for workshops, conferences or meetings should be kept to a minimum and, if proposed, detailed justifications should be provided. The Committee also emphasizes that travel should be budgeted in full accordance with the provisions of Secretary-General's bulletin [ST/SGB/2009/9](#) and administrative instruction [ST/AI/2013/3](#). Furthermore, the Committee considers that the COVID-19 pandemic is likely to continue to have an impact on travel in the 2021/22 period. Taking also into account the expenditure during the current and performance periods, the Committee is not convinced that the proposed level of resources is fully justified, and recommends a reduction of 15 per cent (or \$1,183,600) in the proposed resources under official travel.

Communications and information technology

33. Proposed overall requirements under communications and information technology amount to \$17,708,200, representing a decrease of \$41,500 (or 0.2 per cent) compared with the 2020/21 apportionment, mainly due to reductions of field-specific ICT applications and support in the budget provision under the Office of Information and Communications Technology, offset in part by the inclusion of services for Inspira support in the Office of Human Resources, and the use of the updated unified service-level agreement for staff at Headquarters (\$1,565 per staff) for 2021/22, in line with the level presented in the 2021 programme budget ([A/75/785](#), para. 43). The Advisory Committee was informed that the use of the updated service-level agreement mainly affected provisions under the Department of Peace Operations, which had previously been on a lower-level service-level agreement (\$1,135 per staff).

34. Overall expenditures under this budget class in 2019/20 amounted to \$15,342,300 and \$12,616,700 as at 31 March 2021 (see annex I). During the 2019/20 period, lower expenditures were mainly recorded: (a) under the Department of Peace Operations, mainly owing to the reprioritization of resources for consulting services to undertake peacekeeping mission reviews; (b) under the Department of Management Strategy, Policy and Compliance, owing to delays in the verification and payments of ICT equipment and service charges; and (c) under the Office of Information and Communications Technology, owing to the reprioritization of resources to offset the anticipated year-end salary overruns. With regard to the

expenditures for the current period, the Committee was informed that service-level agreement charges had not been booked for the full period, based on the standard procedure of receiving and billing by the Office of Information and Communications Technology.

35. Taking into account the need for a consolidated plan for resources and initiatives related to ICT for all parts of the Secretariat (A/75/564, para. 9), as well as the level of expenditures, the Advisory Committee is not convinced that the level of proposed resources is fully justified and recommends reductions as follows:

(a) A reduction of 10 per cent to the proposed resources under communications and information technology for the Department of Peace Operations (\$173,100); the Department of Management Strategy, Policy and Compliance (\$171,600); and the Office of Information and Communications Technology (\$1,084,900);

(b) A reduction of 5 per cent to the proposed resources under communications and information technology for the Department of Operational Support (\$106,700).

3. Observations related to corporate costs

36. The breakdown of peacekeeping contributions to organizational initiatives comprises: (a) \$15,799,500 for enterprise resource planning (Umoja); (b) \$868,500 for the global service delivery model project; (c) \$3,881,600 for peacekeeping capability readiness; and (d) \$18,221,400 for Umoja maintenance and support (A/75/785, paras. 47–55). Overall, the proposed requirements represent a decrease of \$2,585,900 (or 7.1 per cent) compared with the resources approved for the 2020/21 period.

Umoja-related costs

37. Resources for enterprise resource planning reflect an increase of \$2,418,200 (or 18.1 per cent), as the provision for 2021/22 would cover 12 months, while the provision in 2020/21 covered 6 months only (ibid., para. 47). The Advisory Committee was informed, upon enquiry, that the Enterprise Resource Planning Solution Division had come into existence on 1 January 2021 and was implementing mainstreaming activities as outlined in the twelfth and final progress report of the Secretary-General on the enterprise resource planning project (A/75/386). The Committee requested additional information but was not provided with the expected level of detail, including with respect to monthly expenditures.

38. With regard to Umoja maintenance and support costs, the Committee was informed that the amount of \$18,221,400 provided under the support account reflected an increase of \$167,700 (or 0.9 per cent) due to generic increases in third-party contracts, software licences and support services for the same items in the previous cycle.

39. Furthermore, the Committee was informed that a requirement amounting to \$11,526,000, apportioned to peacekeeping operations on a prorated basis using the relative size of missions, had been budgeted for the 2021/22 period to provide for continuing cross-cutting projects for Umoja implementation support and headquarters support teams.

40. The Advisory Committee recalls that the General Assembly, in its resolution 75/253, endorsed the recommendation of the Committee requesting the Secretary-General to submit for the consideration of the Assembly during the main part of its seventy-sixth session a final report on the project phase and

stabilization period of Umoja (see resolution [75/253](#), sect. V, para. 3, and [A/75/7/Add.14](#), para. 7) and trusts that the full implementation of the Umoja budget will be subject to the review of the findings of the final report. The Committee also trusts that additional information on the proposed requirements for Umoja maintenance and support costs, as well as for cross-cutting projects for Umoja implementation support and headquarters support teams, will be provided to the Assembly at the time of its consideration of the present report.

Global service delivery model project

41. The Advisory Committee recalls that the General Assembly, in its resolution [71/272](#), established the global service delivery model project team and approved the team's corresponding 2017 resource requirements, totalling \$1,400,800. Upon enquiry, the Committee was informed that, pending a final decision of the Assembly on the global service delivery model, the annual requirements for the team had been kept at the maintenance level of \$1,400,800, of which an amount of \$868,500 represented the peacekeeping annual share. The estimated total costs for the team in 2021 were projected at \$1,140,000, lower than the annual contributions, owing to the vacancy of the D-1 Project Lead position since 2020, which the Secretariat did not plan to fill until the Assembly resumed its consideration of this matter. The Committee was also informed that activities carried out by the team included business process standardization, support to the development and implementation of a global common service catalogue in the Secretariat's client relationship management system, and the coordination of and participation in business transformation and innovation initiatives for processes related to the global service delivery model. **The Advisory Committee notes that resources continue to be expended on the global service delivery model project team. The Committee trusts that fuller information on activities of the team related to peacekeeping operations will be included in the next support account budget submission.**

4. Other matters

Presentation of budget documentation

42. The Advisory Committee was provided, upon request, with tables of financial resource requirements for the performance and budget periods, revised to include information on the apportionment and expenditures for the current period, in line with the presentation used for individual peacekeeping missions (see annex I). The Committee was also provided with a revised table consolidating information on vacancy rate trends across the same financial periods (see the table above). **The Advisory Committee trusts that tables of detailed financial resources and vacancy rate trends summarizing information on the performance, current and budget periods, in line with the practice adopted for peacekeeping missions, will be provided systematically in the context of future reports on the support account.**

After-service health insurance

43. Proposed requirements related to after-service health insurance amount to \$11,090,000, reflecting a reduction of \$4,100 compared with the 2019/20 apportionment. Upon enquiry, the Advisory Committee was informed that the level of monthly average expenditure provisioned for 2021/22 under the support account was approximately \$924,166. Upon further enquiry, the Committee received the monthly expenditures and annual budget for after-service health insurance under regular budget, support account and extrabudgetary resources for the period 2017–2020, and it notes that the proposed requirements are in line with actual expenditures. The Committee was also informed that the after-service health insurance share

included in the budget proposal continued to be based on the composition of active employees in 2009 (see also [A/74/806](#), para. 8). The Board of Auditors commented on this matter, noting that in 2009 the share of retirees from peacekeeping operations was probably lower than at present, and recommended that the Administration determine the support account share of after-service health insurance expenditure on the basis of actual costs incurred within peacekeeping operations ([A/75/5 \(Vol. II\)](#), paras. 66 and 68–69). **The Advisory Committee reiterates its concern about the lack of precision in the data gathered to assess and apportion the liabilities related to after-service health insurance, and concurred with the recommendation of the Board (see also [A/75/829](#), paras. 19–24). The Committee intends to review the matter of after-service health insurance in the context of the next programme budget proposal.**

COVID-19

44. The Advisory Committee was informed, upon enquiry, that the budgetary impact of the COVID-19 pandemic on the proposal for the 2021/22 period was significantly smaller than its impact on the expenditures during the 2019/20 and 2020/21 periods. The budget proposal is based on the assumptions that movement restrictions will be lifted in the 2021/22 period (see para. 30 above) and that any extra costs incurred during 2019/20 and 2020/21 as a result of the pandemic, such as higher procurement costs due to disruptions in supply chains, would no longer apply. In addition, COVID-19-related travel restrictions led to a slowdown of onboarding of new staff, which resulted in the higher-than-budgeted vacancy rates at the beginning of the current 2020/21 period (see para. 20 above). The Secretariat indicated that the long-term impact of the pandemic on financial and human resources could not be provided at this time when it has yet to end.

45. The Advisory Committee was also informed that, during 2020, the Secretariat provided COVID-19-related support from within existing resources, with the exception of one additional general temporary assistance position created through the support account. As the mechanism to cope with COVID-19 matured and required a more sustainable dedicated capacity, a cost-share arrangement was agreed upon by the controllers, the task force and the Executive Committee to provide for dedicated human resources across the three implementing entities (WFP, WHO and the Secretariat) from 1 January 2021. Nine positions have been created by the Secretariat through that arrangement as follows: four positions in the Department of Operational Support to provide coordination and additional medical expertise; two positions for supplementary capacity for the contribution of the Strategic Air Operations Centre to the Joint Aviation Cell in Brindisi, Italy; one position in the Office of Legal Affairs; and two additional positions in the United Nations Office at Nairobi. **The Advisory Committee trusts that updated information on the impact of COVID-19 and lessons learned will be provided in the context of the next report.** The Committee makes further observations and recommendations in its report on cross-cutting issues related to peacekeeping operations ([A/75/822](#)) and its reports on mission budgets.

C. Department of Peace Operations

46. The staffing proposals for the Department of Peace Operations include: (a) the abolishment of four posts (1 P-5, 1 P-4, 1 P-3 and 1 GS (OL)) due to the termination of the mandate of UNAMID pursuant to Security Council resolution [2559 \(2020\)](#) ([A/75/785](#), para. 80); and (b) a restructuring within the Office of Military Affairs (*ibid.*, paras. 86–91).

47. With respect to the restructuring, the Secretary-General proposes to formalize the task force established in 2018 to address the military performance evaluation

function into a new Military Performance Evaluation Team. The proposal stems from the recommendation of the Board of Auditors that “the Administration give the military performance evaluation task force a higher priority and consequently reallocate posts” (A/74/5 (Vol. II), para. 116), as endorsed by the General Assembly in its resolution 74/249 B. Upon enquiry, the Advisory Committee was informed that the Team would be created without any additional resources and would be composed of: (a) one P-5 Senior Military Affairs Officer reassigned from the Eastern Africa Division of the single regional political-operational structure; (b) six P-4 seconded Military Affairs Officers redeployed from different units in the Office of Military Affairs; and (c) one P-3 Information Systems Officer (civilian) through the reassignment of one Military Affairs Officer within the Office of Military Affairs to support military performance evaluation data collection and analysis. The Committee was informed that a civilian incumbent would be better placed than a seconded military personnel to provide the required specialized knowledge of United Nations information technology resources and long-term data management and continuity for system development. **Considering that the data management function is specifically dedicated to supporting military performance evaluation data collection and analysis, the Advisory Committee is of the view that the work of the Military Performance Evaluation Team would be better served with this function being carried out by a seconded active-duty military personnel. While the Committee has no objection to the reassignment of a Military Affairs Officer from within the Office of Military Affairs, it recommends against the proposal that the functions of the P-3 Information Systems Officer post be performed by a civilian.**

Non-post resources

48. The non-post requirements proposed for the Department of Peace Operations amount to \$7,415,300, reflecting an increase of \$295,300 (or 4.1 per cent) compared with the apportionment for 2020/21.

Facilities and infrastructure

49. The proposed resources under facilities and infrastructure amount to \$182,700, representing an increase of \$27,000 (or 17.3 per cent) compared with the 2020/21 apportionment, due to higher requirements for stationery and office supplies and increased costs for the rental of premises for the Brussels and Entebbe offices (A/75/785, para. 117). The report indicates that the requirements for stationery and office supplies, in the amount of \$86,200, are based on the application of the standard rate of \$200 per staff for 431 staff (*ibid.*, para. 115). The Advisory Committee notes that the corresponding provision for the 2019/20 period amounted to \$29,000 for 438 staff based on expenditures (A/73/793, para. 126). In the 2019/20 period, expenditures under facilities and infrastructure amounted to \$95,300 and \$70,800 as at 31 March 2021. **The Advisory Committee is of the view that the proposed increase is not sufficiently justified and, taking also into account the level of expenditures, recommends a reduction of 10 per cent (or \$18,300) in the proposed resources under facilities and infrastructure.**

Other matters

50. Upon enquiry, the Advisory Committee was informed that there were currently five integrated operational teams (Central African Republic, Democratic Republic of the Congo, Mali, South Sudan and Sudan) in the single regional political-operational structure. Initially formed in 2006 in the context of the Department of Peacekeeping Operations, the integrated operational teams have remained in existence following the reform of the peace and security pillar. The objectives, processes and staff

requirements of the integrated operational teams are currently under review. The Committee previously considered that the number and size of the integrated operational teams should be adjusted to properly reflect changes in the overall level of peacekeeping operations (A/66/779, para. 24). **The Advisory Committee trusts that information on the outcome of the ongoing process of review of the integrated operational teams will be provided in the next report of the Secretary-General (see also A/75/5 (Vol. II), paras. 22–25).**

D. Department of Operational Support

51. The staffing proposals for the Department of Operational Support include:

(a) The transfer of two posts (P-4) from the Procurement Division to the Global Procurement Support Section under the Regional Service Centre in Entebbe budget (A/75/785, paras. 188–189). The Advisory Committee was informed that the transfer would not entail additional financial implications, given that the posts are already located in Entebbe. The Committee makes related comments and observations in its report on the financing of the Regional Service Centre in Entebbe (A/75/822/Add.9);

(b) The conversion of 14 positions to posts, comprising 1 position (P-4) in the Health-Care Management and Occupational Safety and Health Division and 13 positions (10 P-3 and 3 GS (OL)) in the Human Resources Services Division.

52. With regard to the proposed conversion of 10 P-3 Human Resources Officer (Occupational Group Managers) and 3 GS (OL) Human Resources Assistant positions responsible for creating and managing rosters to support peacekeeping recruitment, the Advisory Committee was informed, upon enquiry, that while the general temporary assistance modality had served the performance of those functions well since 2009/10, it now affected the Division's ability to attract and retain strong candidates as more missions were downsizing, restructuring or closing. The proposed conversions would enable the stabilization of the staffing of the section with a long-term cadre of recruiters with mixed skills and expertise; a decrease in vacancy rates; and an increase in productivity due to the elimination of the learning curve for newly rotated officers. The Committee notes that the stated benefits of the proposed conversion are the same as the benefits provided in support of the continuation of the use of general temporary assistance for these positions in the budget proposal for the 2020/21 period (A/74/743, para. 166). The actual number of months of incumbency for the 10 P-3 positions was 98 in 2019/20 and 99 in 2020/21, compared with a full incumbency of 120 months per period. The Committee requested, but did not receive, sufficiently clear information on the workload of the 13 positions. **In view of the above, and taking also into account scalability considerations, the Advisory Committee does not consider that the proposed conversions have been sufficiently justified. The Committee therefore recommends against the conversion of 10 P-3 Human Resources Officers (Occupational Group Managers) and 3 GS (OL) Human Resources Assistants and recommends their continuation as general temporary assistance positions.**

Non-post resources

53. The non-post requirements proposed for the Department amount to \$27,810,000, reflecting a decrease of \$1,641,000 (or 5.6 per cent), compared with the apportionment for 2020/21.

Facilities and infrastructure

54. The proposed requirements under facilities and infrastructures amount to \$22,376,800, representing an increase of \$142,900 (or 0.6 per cent), mainly due to changes based on the updated number of staff and contractors (\$173,300), for whom rental costs are budgeted in the Division of Administration.

55. An amount of \$21,896,000 is proposed for the rental of premises in New York for the 2021/22 period. The Advisory Committee was informed that the rental rate per square foot in New York would increase by 2–3 per cent between 2021 and 2022, with total rental obligations estimated to be between \$57 million and \$58 million. Planning for the expiration of the DC-1 and DC-2 building leases in March 2023 was under way. The Committee was also informed that a comprehensive strategic assessment and cost-benefit analysis of the Headquarters real estate portfolio, taking into account, inter alia, prevailing industry trends, the projected impact of flexible working arrangements and the future of flexible workplace strategies, would be provided in the 2023 regular budget submission. **The Advisory Committee recalls that the General Assembly, in section XIII of its resolution 75/253, endorsed the recommendation of the Committee requesting that the Secretary-General provide a strategic assessment and cost-benefit analysis of the real estate portfolio in his next programme budget submission (see A/75/7/Add.13, para. 26). The Committee stresses that greater efforts should be made to assess evolving space utilization and market price fluctuations with a view to achieving efficiencies, taking into account best practices and lessons learned on flexible work arrangements (see also *ibid.*).**

56. The standard costs for alteration to premises for new staff are budgeted at \$65,800 for new positions at the Director level and \$20,600 for new staff in the Professional and General Service and related categories (A/75/785, table 12). Upon enquiry, the Advisory Committee was informed that standard costs for alterations were based on an average of the actual cost of completed reconfiguration projects. **The Advisory Committee is of the view that the standard costs for alterations to premises for new staff at the Director level are significant and that efforts should be made to reduce these costs.**

57. **The Committee is not convinced that the level of requirements is sufficiently justified, and recommends against the proposed increase of \$142,900 under facilities and infrastructure.**

Other matters

Post-traumatic stress disorder claims

58. The Advisory Committee recalls that the General Assembly, in its resolution 74/280, endorsed the recommendation of the Committee requesting the Secretary-General to prepare, as soon as possible, a study on policy, legal, medial, administrative and financial aspects of PTSD claims from peacekeeping military personnel for the consideration of the Assembly (see A/74/809, para. 21). Upon enquiry, the Committee was informed that, given the complex nature of the issue and the wide consultation necessary, an advisory board on PTSD consisting of representatives from 26 Member States had been established to provide guidance and strategic direction. The study was expected to be completed during the 2021/22 period, with a view to a proposal being submitted on a PTSD framework in the context of the 2022/23 peacekeeping budget.

59. The Advisory Committee was informed that 380 PTSD claims were pending, with a projected compensation amount of \$4,466,000. As at March 2021, 305 of those claims had been medically assessed. The claims will be processed for payment upon

approval by the General Assembly of the required resources for compensation, following its consideration of the proposal for a PTSD framework. Most of the pending claims relate to the closed peacekeeping missions, for which no funds are available to pay compensation. It is expected that Member States will submit additional PTSD claims in the future, which may entail a reassessment of the resources under the support account (currently 2 P-4 and 1 GS (OL) positions).

60. The Advisory Committee again emphasizes the need for early settlement of death and disability claims and stresses the importance of developing, as soon as possible, a PTSD framework for the consideration of the General Assembly as a basis to promote a sustainable and appropriate approach to the compensation of PTSD claims (see also A/74/809, para. 21). The Committee, acknowledging the importance of consultations with Member States, welcomes the creation of an advisory board and looks forward to the presentation of a proposal to the Assembly during its seventy-sixth session.

Outreach activities for suppliers from developing countries and countries with economies in transition

61. Upon enquiry, the Advisory Committee was informed that 21 business seminars on how to do business with the United Nations for suppliers from developing countries and countries with economies in transition were conducted in 2020. In addition, the Department issued standard operating procedures to further streamline outreach activities, enhanced the vendor registration process by allowing the submission of supporting documents in all six official languages, and implemented virtual public tender opening ceremonies in order to enhance transparency and enable the participation of small vendors without additional cost. **The Advisory Committee encourages the Secretary-General to continue his efforts at outreach to suppliers from developing countries and countries with economies in transition.**

E. Department of Management Strategy, Policy and Compliance

62. The staffing proposals for the Department of Management Strategy, Policy and Compliance include the conversion of three positions (2 P-4 and 1 P-3) to posts.

63. The Secretary-General proposes the conversion of one P-3 Programme Officer position in the Conduct and Discipline Service of the Administrative Law Division, initially approved in 2017/18. The conversion is proposed to meet continuing heightened demands in the areas of vetting of personnel, reporting and analysis of misconduct data, including with respect to sexual exploitation and abuse. The position is also expected to enhance vetting processes, including through the use of tools such as the Misconduct Tracking System and Clear Check (A/75/785, paras. 266–269). The conversion of the position was proposed in the 2019/20 period and recommended against by the Advisory Committee (A/73/849, para. 43). The Committee recalls its view that any refinement, consolidation or expanded use of tools to screen potential personnel, strengthen complaint mechanisms and increase transparency in reporting allegations should be informed by a prior review of their impact and efficiency (see A/75/847, para. 11). **Taking into account that the workload of the position has not yet stabilized and pending the outcome of the review of the efficiency of related risk management tools, the Advisory Committee recommends against the conversion of the P-3 Programme Officer position and recommends its continuation as a general temporary assistance position.**

64. The Secretary-General proposes the conversion of one P-4 Management and Programme Analyst position in the Business Transformation and Accountability Division, to support data analytics for peacekeeping, a function deemed to be of a

continuing nature. The position was initially approved in 2009/10 in the Office of Human Resources Management and was moved to the Division in January 2019 (A/75/785, paras. 285–287). The conversion of the position was proposed in the 2017/18 period and recommended against by the Committee (A/71/883, para. 89). **The Advisory Committee considers that the conversion of the position is premature, given that its functions have been performed in the new context and mandate of the Business Transformation and Accountability Division only since 2019. The Committee therefore recommends against the conversion of the P-4 Management and Programme Analyst position and recommends that it be continued under general temporary assistance.**

Other matters

Delegation of authority

65. Upon enquiry, the Advisory Committee was informed that the Business Transformation and Accountability Division had continued to provide training sessions, monitoring and support to the exercise of delegated authority, including through the roll-out of new tools, such as the accountability indicator monitoring section on the management dashboards, which had enhanced the monitoring and review by each entity of its own performance, and the issuance of additional guidance, including on granting exceptions related to human resources matters. **The Advisory Committee trusts that more information on the implementation of the delegation of authority and lessons learned will be presented in the context of the next report of the Secretary-General.**

F. Office of Internal Oversight Services

66. The staffing proposals in the Office of Internal Oversight Services include the conversion of 7 positions (4 P-4 and 3 P-3) to posts in the Internal Audit Division and the conversion of 12 positions (1 P-5, 1 P-4, 7 P-3 and 3 NGS) in the Investigations Division. It is also proposed that one post (GS (PL)) be redeployed from Vienna to New York and, in parallel, one post (GS (OL)) be reassigned from New York to Vienna as an Investigations Assistant.

Proposed conversions of positions to posts

67. The proposed conversions in the Internal Audit Division relate to three P-4 and two P-3 Resident Auditor positions in MINUSCA, established in 2014/15, as well as one P-4 and one P-3 Resident Auditor positions in MINUSMA, established in 2013/14. Upon enquiry, the Advisory Committee was informed that the conversions would ensure that audits of high- and medium-risk areas are conducted within a three-to-five-year cycle and enable better medium-term planning for oversight functions. Conversions of general temporary assistance positions in both resident audit offices were previously proposed in the 2015/16 and 2019/20 periods, with only some having been approved by the General Assembly (A/75/785, paras. 340–341). **Taking into account scalability considerations, the Advisory Committee recommends approval of the conversions of one P-3 Resident Auditor position in MINUSMA and one P-3 Resident Auditor position in MINUSCA and recommends against the conversion of the remaining five positions, which are to be continued under general temporary assistance.**

68. The proposed 12 conversions in the Investigations Division relate to: (a) 1 NGS Administrative Assistant position in Entebbe, established in 2013/14; (b) 2 P-3 Resident Investigator and 1 NGS Administrative Assistant positions in UNMISS, established in 2005/06; (c) 4 Resident Investigator (1 P-5, 1 P-4, 2 P-3) and 1 NGS

Administrative Assistant positions in MINUSMA, redeployed in 2016/17; (d) 2 P-3 Resident Investigator positions in MINUSCA, redeployed in 2016/17; and (e) 1 P-3 Resident Investigator position in MONUSCO, redeployed in 2018/19. Upon enquiry, the Advisory Committee was informed that the proposed conversions would create a basic level of stable investigative capacity required to cover the increasing workload at each location and would ease the ongoing challenge of recruiting, training and retaining qualified investigators. The Committee recalls that the Independent Audit Advisory Committee recently commended the Office of Internal Oversight Services for having reduced the long-standing vacancy rate in the peacekeeping section of the Investigations Division ([A/75/783](#), para. 40). The Advisory Committee also recalls that it previously recommended against the conversion of positions in the Investigations Division in the 2018/19 period ([A/72/857](#), para. 48). **Taking into account scalability considerations and the improved incumbency of the peacekeeping section of the Investigations Division, the Committee recommends approval of the conversion of one NGS Administrative Assistant position in Entebbe and two P-3 Resident Investigator and the NGS Administrative Assistant positions in UNMISS and recommends against the conversion of the remaining eight positions, which are to be continued under general temporary assistance.**

Swapping of two posts between New York and Vienna

69. The Secretary-General proposes to swap two posts by redeploying one GS (PL) Senior Information Technology Assistant from Vienna to New York and reassigning one GS (OL) Information Technology Assistant from New York to Vienna as an Investigations Assistant ([A/75/785](#), paras. 350–351). Upon enquiry, the Advisory Committee was informed that the proposal would assist the short-staffed area of investigation support in the Investigations Division in Vienna and would facilitate the support by the Senior Information Technology Assistant of the current case management system and the development of a new system hosted in New York. The GS (PL) post would also perform the functions currently handled by the GS (OL) post, including those related to Umoja and specialized software. **The Advisory Committee questions the appropriateness of the proposal to swap locally recruited positions in lieu of proposing the abolishment and establishment of the related posts in Vienna and New York. The Committee therefore recommends against the redeployment of one GS (PL) Senior Information Technology Assistant and the reassignment of one GS (OL) Information Technology Assistant.**

G. Office of the United Nations High Commissioner for Human Rights

70. The staffing proposals for the Office of the United Nations High Commissioner for Human Rights include the conversion of one P-3 Human Rights Officer position to a post.

71. The P-3 Human Rights Officer position proposed for conversion is co-located with the United Nations Office to the African Union in Addis Ababa and was established in 2016/17 (*ibid.*, paras. 495–499). Upon enquiry, the Advisory Committee was informed that the conversion would enable the provision of continued support to the integration of human rights into the United Nations-African Union partnership. The demand for such support has grown since the establishment of the position and is expected to increase further. **The Advisory Committee, taking into account that the workload of this position has not yet stabilized, recommends**

against the conversion of the P-3 Human Rights Officer position and recommends that it be continued under general temporary assistance.

V. Conclusion and recommendations

72. With respect to proposed resource requirements for corporate initiatives under the support account, the Advisory Committee recommends approval of the resources proposed by the Secretary-General (see para. 40 above).

73. With respect to post requirements under the support account, the Advisory Committee recommends:

(a) Approval of 8 of the 37 proposed conversions from positions to posts, and against the remaining 29 proposed conversions, as follows:

(i) In the Department of Operational Support: against 10 conversions of Human Resources Officer (P-3) and 3 conversions of Human Resources Assistant (GS (OL)) (see para. 52 above);

(ii) In the Department of Management Strategy, Policy and Compliance: against 1 conversion of Programme Officer (P-3) (see para. 63 above) and 1 conversion of Management and Programme Analyst (P-4) (see para. 64 above);

(iii) In the Office of Internal Oversight Services: against 5 conversions of Resident Auditor (4 P-4 and 1 P-3), 1 conversion of Chief Resident Investigator (P-5), 6 conversions of Resident Investigator (1 P-4 and 5 P-3) and 1 conversion of Administrative Assistant (NGS) (see paras. 67–68 above);

(iv) In the Office of the United Nations High Commissioner for Human Rights: against 1 conversion of Human Rights Officer (P-3) (see para. 71 above);

(b) Approval of the proposed abolishment of 6 posts (see paras. 46 and 51 (a) above);

(c) Approval of 12 of the proposed redeployment of 13 posts, and against the remaining 1 proposed redeployment of the post of Senior Information Technology Assistant (GS (PL)) in the Office of Internal Oversight Services (see para. 69 above);

(d) Approval of 10 of the 11 proposed reassignments, subject to its recommendation in paragraph 47, and against the remaining proposed reassignment of 1 Information Technology Assistant (GS (OL)) in the Office of Internal Oversight Services (ibid.).

74. With respect to non-post requirements related to general temporary assistance, the Advisory Committee recommends the approval of the proposed continuation of 31 positions.

75. With respect to other non-post requirements under the support account, the Advisory Committee recommends the following:

(a) Reduction of \$209,000 under consultants and consulting services;

(b) Reduction of \$1,183,600 under official travel;

(c) Reduction of \$161,200 under facilities and infrastructure;

(d) **Reduction of \$1,536,300 under communications and information technology.**

76. The above-mentioned recommendations of the Advisory Committee would represent a decrease of \$3,677,400 to the proposed budget of the Secretary-General. Accordingly, the proposed budget for the support account for 2021/22 would be decreased from \$361,740,500 to \$358,063,100. This amount includes \$247,078,300 for post resources and \$72,213,800 for non-post resources, \$15,799,500 for enterprise resource planning, \$868,500 for the global service delivery model project, \$3,881,600 for peacekeeping capability readiness and \$18,221,400 for Umoja maintenance and support costs.

77. The actions to be taken by the General Assembly regarding the financing of the support account for the periods 2019/20 and 2020/21 are set out in the report on budget performance (see [A/75/656](#), para. 160) and the report on the budget (see [A/75/785](#), para. 516) respectively. **Subject to its observations and recommendations above, the Advisory Committee recommends that the General Assembly:**

(a) **Decide to approve the support account requirements in the amount of \$358,063,100 for the 12-month period from 1 July 2021 to 30 June 2022;**

(b) **Decide to apply the unencumbered balance of \$600 in respect of the financial period from 1 July 2019 to 30 June 2020 to support account requirements for the period from 1 July 2021 to 30 June 2022;**

(c) **Decide to apply the total amount of other revenue amounting to \$2,793,700, comprising investment revenue (\$1,211,100), other miscellaneous revenue (\$560,500) and cancellations of prior-period obligations (\$1,022,100), in respect of the period from 1 July 2019 to 30 June 2020, to the support account requirements for the period from 1 July 2021 to 30 June 2022;**

(d) **Decide to apply the excess of the authorized level of the Peacekeeping Reserve Fund in respect of the financial period ended 30 June 2020, in the amount of \$3,738,600, to the support account requirements for the period from 1 July 2021 to 30 June 2022;**

(e) **Decide to prorate the balance of \$351,530,200 among the budgets of the active peacekeeping operations for the financial period from 1 July 2021 to 30 June 2022.**

Annex I

Financial resource requirements for the support account for peacekeeping operations for the period from 1 July 2021 to 30 June 2022

Overall support account

(Thousands of United States dollars)

Category	Expenditures (2019/20)	Apportionment (2020/21)	Expenditures as at 31 March 2021	Cost estimates (2021/22)	Variance	
					Amount	Percentage
	(1)	(2)	(3)	(4)	(5)=(4)-(2)	(6)=(5)÷(2)
I. Post resources	234 245.8	242 685.1	177 918.8	252 713.0	10 027.9	4.1
II. Non-post resources						
General temporary assistance	10 871.6	12 111.8	9 042.8	5 847.5	(6 264.3)	(51.7)
Consultants and consulting services	2 429.3	2 323.5	1 092.0	2 089.6	(233.9)	(10.1)
Official travel	3 861.6	7 856.7	777.2	7 890.9	34.2	0.4
Facilities and infrastructure	21 327.9	23 186.8	20 544.1	23 431.5	244.7	1.1
Ground transportation	63.6	72.6	43.6	73.7	1.1	1.5
Air operations	28.6	—	—	—	—	—
Communications and information technology	15 342.3	17 749.7	12 616.7	17 708.2	(41.5)	(0.2)
Medical	150.8	87.6	25.4	87.0	(0.6)	(0.7)
Other supplies, services and equipment	16 905.7	13 435.3	9 761.7	13 128.1	(307.2)	(2.3)
Subtotal, II	70 981.4	76 824.0	53 903.5	70 256.5	(6 567.5)	(8.5)
Total, I and II	305 227.2	319 509.1	231 822.3	322 969.5	3 460.4	1.1
Enterprise resource planning	19 376.9	13 381.3	13 381.3	15 799.5	2 418.2	18.1
Global service delivery model	868.5	868.5	868.5	868.5	—	—
Peacekeeping capability readiness	2 584.5	3 881.6	2 967.0	3 881.6	—	—
Umoja maintenance and support costs	20 810.3	18 053.7	9 002.0	18 221.4	167.7	0.9
Subtotal, corporate costs	43 640.2	36 185.1	26 218.8	38 771.0	2 585.9	7.1
Gross requirements	348 867.4	355 694.2	258 041.1	361 740.5	6 046.3	1.7
Staff assessment income	27 081.1	26 817.1	20 586.1	27 405.3	588.2	2.2
Net requirements	321 786.3	328 877.1	237 455.0	334 335.2	5 458.1	1.7

Overall Department of Peace Operations

(Thousands of United States dollars)

Category	Expenditures (2019/20)	Apportionment (2020/21)	Expenditures as at 31 March 2021	Cost estimates (2021/22)	Variance	
					Amount	Percentage
	(1)	(2)	(3)	(4)	(5)=(4)-(2)	(6)=(5)÷(2)
I. Post resources	81 971.7	83 498.0	64 030.2	84 702.8	1 204.8	1.4
II. Non-post resources						
General temporary assistance	648.0	768.0	596.6	803.8	35.8	4.7
Consultants and consulting services	502.4	274.0	108.1	275.2	1.2	0.4
Official travel	1 956.3	3 465.2	583.5	3 466.0	0.8	0.0
Facilities and infrastructure	95.3	155.7	70.8	182.7	27.0	17.3
Ground transportation	7.8	4.2	3.0	5.0	0.8	19.0
Air operations	0.1	—	—	—	—	—
Communications and information technology	1 543.5	1 558.7	492.7	1 730.8	172.1	11.0
Medical	5.0	2.5	—	0.3	(2.2)	(88.0)
Other supplies, services and equipment	981.4	891.7	463.0	951.5	59.8	6.7
Subtotal, II	5 739.8	7 120.0	2 317.7	7 415.3	295.3	4.1
Total, I and II	87 711.5	90 618.0	66 347.9	92 118.1	1 500.1	1.7

Office of the Under-Secretary-General

(Thousands of United States dollars)

Category	Expenditures (2019/20)	Apportionment (2020/21)	Expenditures as at 31 March 2021	Cost estimates (2021/22)	Variance	
					Amount	Percentage
	(1)	(2)	(3)	(4)	(5)=(4)-(2)	(6)=(5)÷(2)
I. Post resources	13 360.0	13 897.2	10 618.8	14 299.4	402.2	2.9
II. Non-post resources						
General temporary assistance	272.2	284.8	185.5	273.2	(11.6)	(4.1)
Consultants and consulting services	158.1	—	14.2	—	—	—
Official travel	369.6	585.8	196.3	585.8	—	—
Facilities and infrastructure	61.8	128.7	59.3	156.2	27.5	21.4
Ground transportation	2.8	—	3.0	—	—	—
Communications and information technology	1 500.2	1 529.7	463.2	1 718.8	189.1	12.4
Medical	2.4	—	—	—	—	—
Other supplies, services and equipment	73.6	188.9	167.9	195.8	6.9	3.7
Subtotal, II	2 440.7	2 717.9	1 089.4	2 929.8	211.9	7.8
Total, I and II	15 800.7	16 615.1	11 708.2	17 229.2	614.1	3.7

Single regional political-operational structure

(Thousands of United States dollars)

Category	Expenditures (2019/20)	Apportionment (2020/21)	Expenditures as at 31 March 2021	Cost estimates (2021/22)	Variance	
					Amount	Percentage
	(1)	(2)	(3)	(4)	(5)=(4)-(2)	(6)=(5)÷(2)
I. Post resources	11 250.6	11 949.8	7 485.7	11 470.3	(479.5)	(4.0)
II. Non-post resources						
Official travel	189.7	525.8	39.1	524.1	(1.7)	(0.3)
Communications and information technology	—	—	1.3	—	—	—
Other supplies, services and equipment	—	—	(9.8)	—	—	—
Subtotal, II	189.7	525.8	30.6	524.1	(1.7)	(0.3)
Total, I and II	11 440.3	12 475.6	7 516.3	11 994.4	(481.2)	(3.9)

Office of Military Affairs

(Thousands of United States dollars)

Category	Expenditures (2019/20)	Apportionment (2020/21)	Expenditures as at 31 March 2021	Cost estimates (2021/22)	Variance	
					Amount	Percentage
	(1)	(2)	(3)	(4)	(5)=(4)-(2)	(6)=(5)÷(2)
I. Post resources	25 505.1	25 908.1	21 077.2	26 348.7	440.6	1.7
II. Non-post resources						
Official travel	218.1	446.8	122.4	446.8	—	—
Subtotal, II	218.1	446.8	122.4	446.8	—	—
Total, I and II	25 723.2	26 354.9	21 199.6	26 795.5	440.6	1.7

Office of Rule of Law and Security Institutions

(Thousands of United States dollars)

Category	Expenditures (2019/20)	Apportionment (2020/21)	Expenditures as at 31 March 2021	Cost estimates (2021/22)	Variance	
					Amount	Percentage
	(1)	(2)	(3)	(4)	(5)=(4)-(2)	(6)=(5)÷(2)
I. Post resources	21 228.7	21 036.2	16 115.9	21 611.8	575.6	2.7
II. Non-post resources						
General temporary assistance	240.5	209.8	192.1	198.2	(11.6)	(5.5)
Official travel	412.2	571.6	168.8	572.3	0.7	0.1
Facilities and infrastructure	0.4	—	—	—	—	—
Communications and information technology	10.1	24.2	2.5	10.0	(14.2)	(58.7)
Other supplies, services and equipment	11.4	—	13.8	16.0	16.0	—
Subtotal, II	674.6	805.6	377.2	796.5	(9.1)	(1.1)
Total, I and II	21 903.3	21 841.8	16 493.1	22 408.3	566.5	2.6

Policy, Evaluation and Training Division

(Thousands of United States dollars)

Category	Expenditures (2019/20)	Apportionment (2020/21)	Expenditures as at 31 March 2021	Cost estimates (2021/22)	Variance	
					Amount	Percentage
	(1)	(2)	(3)	(4)	(5)=(4)-(2)	(6)=(5)÷(2)
I. Post resources	10 627.3	10 706.7	8 732.6	10 972.6	265.9	2.5
II. Non-post resources						
General temporary assistance	135.3	273.4	219.0	332.4	59.0	21.6
Consultants and consulting services	344.3	274.0	93.9	275.2	1.2	0.4
Official travel	766.7	1 335.2	56.9	1 337.0	1.8	0.1
Facilities and infrastructure	33.1	27.0	11.5	26.5	(0.5)	(1.9)
Ground transportation	5.0	4.2	—	5.0	0.8	19.0
Air operations	0.1	—	—	—	—	—
Communications and information technology	33.2	4.8	25.7	2.0	(2.8)	(58.3)
Medical	2.6	2.5	—	0.3	(2.2)	(88.0)
Other supplies, services and equipment	896.4	702.8	291.1	739.7	36.9	5.3
Subtotal, II	2 216.7	2 623.9	698.1	2 718.1	94.2	3.6
Total, I and II	12 844.0	13 330.6	9 430.7	13 690.7	360.1	2.7

United Nations Office to the African Union

(Thousands of United States dollars)

Category	Expenditures (2019/20)	Apportionment (2020/21)	Expenditures as at 31 March 2021	Cost estimates (2021/22)	Variance	
					Amount	Percentage
	(1)	(2)	(3)	(4)	(5)=(4)-(2)	(6)=(5)÷(2)
I. Post resources	7 491.4	7 000.8	5 304.8	7 179.9	179.1	2.6
II. Non-post resources						
General temporary assistance	20.7	52.2	10.5	52.2	—	—
Official travel	135.8	239.3	15.1	239.4	0.1	0.0
Facilities and infrastructure	445.4	449.3	243.4	489.4	40.1	8.9
Ground transportation	45.0	59.9	31.8	59.9	—	—
Communications and information technology	554.7	559.3	516.2	559.3	—	—
Medical	27.3	23.8	5.2	23.8	—	—
Other supplies, services and equipment	32.3	74.1	19.4	73.5	(0.6)	(0.8)
Subtotal, II	1 261.2	1 457.9	841.6	1 497.5	39.6	2.7
Total, I and II	8 752.6	8 458.7	6 146.4	8 677.4	218.7	2.6

Overall Department of Operational Support

(Thousands of United States dollars)

Category	Expenditures (2019/20)	Apportionment (2020/21)	Expenditures as at 31 March 2021	Cost estimates (2021/22)	Variance	
					Amount	Percentage
	(1)	(2)	(3)	(4)	(5)=(4)-(2)	(6)=(5)÷(2)
I. Post resources	69 047.5	72 414.4	51 198.4	73 682.0	1 267.6	1.8
II. Non-post resources						
General temporary assistance	2 406.3	3 129.3	2 589.2	1 051.4	(2 077.9)	(66.4)
Consultants and consulting services	1 086.3	659.5	256.7	620.5	(39.0)	(5.9)
Official travel	522.1	1 190.9	96.6	1 478.8	287.9	24.2
Facilities and infrastructure	20 543.5	22 233.9	20 116.1	22 376.8	142.9	0.6
Ground transportation	2.2	—	—	—	—	—
Air operations	28.0	—	—	—	—	—
Communications and information technology	2 055.2	2 113.9	660.1	2 134.6	20.7	1.0
Medical	109.1	50.4	15.3	50.4	—	—
Other supplies, services and equipment	1 232.7	73.1	166.0	97.5	24.4	33.4
Subtotal, II	27 985.4	29 451.0	23 900.0	27 810.0	(1 641.0)	(5.6)
Total, I and II	97 032.9	101 865.4	75 098.4	101 492.0	(373.4)	(0.4)
Peacekeeping capability readiness	2 584.5	3 881.6	2 967.0	3 881.6	—	—
Umoja maintenance and support costs	1 797.3	1 797.3	1 731.3	1 797.3	—	—
Total requirements	101 414.7	107 544.3	79 796.7	107 170.9	(373.4)	(0.3)

Office of the Under-Secretary-General

(Thousands of United States dollars)

Category	Expenditures (2019/20)	Apportionment (2020/21)	Expenditures as at 31 March 2021	Cost estimates (2021/22)	Variance	
					Amount	Percentage
	(1)	(2)	(3)	(4)	(5)=(4)-(2)	(6)=(5)÷(2)
I. Post resources	4 411.0	4 711.9	3 517.4	4 696.5	(15.4)	(0.3)
II. Non-post resources						
Official travel	70.7	180.0	18.7	179.5	(0.5)	(0.3)
Facilities and infrastructure	—	5.4	—	5.4	—	—
Communications and information technology	37.6	65.9	27.9	64.4	(1.5)	(2.3)
Medical	—	—	0.2	—	—	—
Other supplies, services and equipment	1.4	—	—	—	—	—
Subtotal, II	109.7	251.3	46.8	249.3	(2.0)	(0.8)
Total, I and II	4 520.7	4 963.2	3 564.2	4 945.8	(17.4)	(0.4)

Office of Support Operations

(Thousands of United States dollars)

Category	Expenditures (2019/20)	Apportionment (2020/21)	Expenditures as at 31 March 2021	Cost estimates (2021/22)	Variance	
					Amount	Percentage
					(5)=(4)-(2)	(6)=(5)÷(2)
I. Post resources	18 756.2	19 660.1	13 562.2	21 747.0	2 086.9	10.6
II. Non-post resources						
General temporary assistance	2 035.6	2 369.7	2 146.4	198.2	(2 171.5)	(91.6)
Consultants and consulting services	101.5	114.5	111.6	75.5	(39.0)	(34.1)
Official travel	60.9	214.8	—	202.5	(12.3)	(5.7)
Facilities and infrastructure	21.5	43.0	0.4	43.0	—	—
Communications and information technology	382.9	407.7	172.9	387.2	(20.5)	(5.0)
Medical	109.0	50.4	12.9	50.4	—	—
Other supplies, services and equipment	17.2	11.6	28.4	30.0	18.4	158.6
Subtotal, II	2 728.6	3 211.7	2 472.6	986.8	(2 224.9)	(69.3)
Total, I and II	21 484.8	22 871.8	16 034.8	22 733.8	(138.0)	(0.6)

Office of Supply Chain Management

(Thousands of United States dollars)

Category	Expenditures (2019/20)	Apportionment (2020/21)	Expenditures as at 31 March 2021	Cost estimates (2021/22)	Variance	
					Amount	Percentage
					(5)=(4)-(2)	(6)=(5)÷(2)
I. Post resources	35 257.0	36 467.2	25 973.6	36 008.9	(458.3)	(1.3)
II. Non-post resources						
General temporary assistance	259.4	643.6	393.5	737.2	93.6	14.5
Consultants and consulting services	971.0	532.0	145.1	532.0	—	—
Official travel	362.2	656.4	57.3	956.8	300.4	45.8
Facilities and infrastructure	9.9	73.0	0.7	42.6	(30.4)	(41.6)
Communications and information technology	823.7	918.7	337.1	957.9	39.2	4.3
Medical	0.1	—	—	—	—	—
Other supplies, services and equipment	1 007.4	61.5	115.9	67.5	6.0	9.8
Subtotal, II	3 433.7	2 885.2	1 049.6	3 294.0	408.8	14.2
Total, I and II	38 690.7	39 352.4	27 023.2	39 302.9	(49.5)	(0.1)
Peacekeeping capability readiness	2 584.5	3 881.6	2 967.0	3 881.6	—	—
Umoja maintenance and support costs	1 797.3	1 797.3	1 731.3	1 797.3	—	—
Total requirements	43 072.5	45 031.3	31 721.5	44 981.8	(49.5)	(0.1)

Division for Special Activities

(Thousands of United States dollars)

Category	Expenditures (2019/20)	Apportionment (2020/21)	Expenditures as at 31 March 2021	Cost estimates (2021/22)	Variance	
					Amount	Percentage
	(1)	(2)	(3)	(4)	(5)=(4)-(2)	(6)=(5)÷(2)
I. Post resources	7 144.5	8 437.4	5 474.0	8 094.9	(342.5)	(4.1)
II. Non-post resources						
Official travel	15.2	130.6	20.6	130.6	—	—
Facilities and infrastructure	0.1	9.4	—	9.4	—	—
Communications and information technology	91.5	129.2	37.6	131.5	2.3	1.8
Other supplies, services and equipment	0.3	—	2.2	—	—	—
Subtotal, II	107.1	269.2	60.4	271.5	2.3	0.9
Total, I and II	7 251.6	8 706.6	5 534.4	8 366.4	(340.2)	(3.9)

Division of Administration, New York

(Thousands of United States dollars)

Category	Expenditures (2019/20)	Apportionment (2020/21)	Expenditures as at 31 March 2021	Cost estimates (2021/22)	Variance	
					Amount	Percentage
	(1)	(2)	(3)	(4)	(5)=(4)-(2)	(6)=(5)÷(2)
I. Post resources	3 478.8	3 137.8	2 671.2	3 134.7	(3.1)	(0.1)
II. Non-post resources						
General temporary assistance	111.3	116.0	49.3	116.0	—	—
Consultants and consulting services	13.8	13.0	—	13.0	—	—
Official travel	13.1	9.1	—	9.4	0.3	3.3
Facilities and infrastructure	20 512.0	22 103.1	20 115.0	22 276.4	173.3	0.8
Ground transportation	2.2	—	—	—	—	—
Air operations	28.0	—	—	—	—	—
Communications and information technology	719.5	592.4	84.6	593.6	1.2	0.2
Medical	—	—	2.2	—	—	—
Other supplies, services and equipment	206.4	—	19.5	—	—	—
Subtotal, II	21 606.3	22 833.6	20 270.6	23 008.4	174.8	0.8
Total, I and II	25 085.1	25 971.4	22 941.8	26 143.1	171.7	0.7

Overall Department of Management Strategy, Policy and Compliance

(Thousands of United States dollars)

Category	Expenditures (2019/20)	Apportionment (2020/21)	Expenditures as at 31 March 2021	Cost estimates (2021/22)	Variance	
					Amount	Percentage
	(1)	(2)	(3)	(4)	(5)=(4)-(2)	(6)=(5)÷(2)
I. Post resources	31 008.7	32 319.4	23 633.7	34 504.3	2 184.9	6.8
II. Non-post resources						
General temporary assistance	1 227.4	1 597.3	1 045.1	1 123.6	(473.7)	(29.7)
Consultants and consulting services	124.0	517.9	371.0	308.2	(209.7)	(40.5)
Official travel	340.5	844.6	37.0	641.8	(202.8)	(24.0)
Facilities and infrastructure	11.2	53.8	0.2	53.8	–	–
Communications and information technology	1 100.1	1 477.0	670.3	1 716.4	239.4	16.2
Other supplies, services and equipment	12 793.3	11 244.1	8 969.7	11 282.0	37.9	0.3
Subtotal, II	15 596.5	15 734.7	11 093.3	15 125.8	(608.9)	(3.9)
Total, I and II	46 605.2	48 054.1	34 727.0	49 630.1	1 576.0	3.3
Enterprise resource planning	19 376.9	13 381.3	13 381.3	15 799.5	2 418.2	18.1
Global service delivery model	868.5	868.5	868.5	868.5	–	–
Umoja maintenance and support costs	890.4	932.9	932.9	932.9	–	–
Total requirements	67 741.0	63 236.8	49 909.7	67 231.0	3 994.2	6.3

Office of the Under-Secretary-General

(Thousands of United States dollars)

Category	Expenditures (2019/20)	Apportionment (2020/21)	Expenditures as at 31 March 2021	Cost estimates (2021/22)	Variance	
					Amount	Percentage
	(1)	(2)	(3)	(4)	(5)=(4)-(2)	(6)=(5)÷(2)
I. Post resources	2 041.6	1 883.6	1 576.8	1 976.8	93.2	4.9
II. Non-post resources						
General temporary assistance	73.5	287.0	158.2	280.0	(7.0)	(2.4)
Consultants and consulting services	11.1	26.4	11.1	33.0	6.6	25.0
Official travel	58.2	193.2	0.9	172.1	(21.1)	(10.9)
Facilities and infrastructure	–	15.2	0.1	15.2	–	–
Communications and information technology	179.7	104.7	17.6	104.8	0.1	0.1
Other supplies, services and equipment	7.8	10.0	12.9	10.0	–	–
Subtotal, II	330.3	636.5	200.8	615.1	(21.4)	(3.4)
Total, I and II	2 371.9	2 520.1	1 777.6	2 591.9	71.8	2.8
Enterprise resource planning	19 376.9	13 381.3	13 381.3	15 799.5	2 418.2	18.1
Global service delivery model	868.5	868.5	868.5	868.5	–	–
Total requirements	22 617.3	16 769.9	16 027.4	19 259.9	2 490.0	14.8

Office of Programme Planning, Finance and Budget

(Thousands of United States dollars)

Category	Expenditures (2019/20)	Apportionment (2020/21)	Expenditures as at 31 March 2021	Cost estimates (2021/22)	Variance	
					Amount	Percentage
					(5)=(4)-(2)	(6)=(5)÷(2)
I. Post resources	14 854.3	15 771.8	11 254.7	16 766.8	995.0	6.3
II. Non-post resources						
General temporary assistance	342.2	312.0	257.4	103.3	(208.7)	(66.9)
Consultants and consulting services	10.1	72.4	44.7	107.4	35.0	48.3
Official travel	194.7	216.6	36.1	133.2	(83.4)	(38.5)
Facilities and infrastructure	10.7	20.0	—	20.0	—	—
Communications and information technology	447.2	914.0	419.9	955.8	41.8	4.6
Other supplies, services and equipment	12 721.3	11 224.1	8 893.6	11 224.0	(0.1)	(0.0)
Subtotal, II	13 726.2	12 759.1	9 651.7	12 543.7	(215.4)	(1.7)
Total, I and II	28 580.5	28 530.9	20 906.4	29 310.5	779.6	2.7
Umoja maintenance and support costs	890.4	932.9	932.9	932.9	—	—
Total requirements	29 470.9	29 463.8	21 839.3	30 243.4	779.6	2.6

Office of Human Resources

(Thousands of United States dollars)

Category	Expenditures (2019/20)	Apportionment (2020/21)	Expenditures as at 31 March 2021	Cost estimates (2021/22)	Variance	
					Amount	Percentage
					(5)=(4)-(2)	(6)=(5)÷(2)
I. Post resources	7 313.7	7 151.7	5 700.7	7 671.5	519.8	7.3
II. Non-post resources						
General temporary assistance	502.4	788.5	455.5	740.3	(48.2)	(6.1)
Consultants and consulting services	—	226.7	198.4	—	(226.7)	(100.0)
Official travel	41.3	147.4	—	112.7	(34.7)	(23.5)
Facilities and infrastructure	0.1	8.8	0.1	8.8	—	—
Communications and information technology	334.3	194.5	139.6	452.8	258.3	132.8
Other supplies, services and equipment	12.5	—	29.9	20.0	20.0	—
Subtotal, II	890.6	1 365.9	823.5	1 334.6	(31.3)	(2.3)
Total, I and II	8 204.3	8 517.6	6 524.2	9 006.1	488.5	5.7

Business Transformation and Accountability Division

(Thousands of United States dollars)

Category	Expenditures (2019/20)	Apportionment (2020/21)	Expenditures as at 31 March 2021	Cost estimates (2021/22)	Variance	
					Amount	Percentage
	(1)	(2)	(3)	(4)	(5)=(4)-(2)	(6)=(5)÷(2)
I. Post resources	6 799.1	7 512.3	5 101.5	8 089.2	576.9	7.7
II. Non-post resources						
General temporary assistance	309.3	209.8	174.0	—	(209.8)	(100.0)
Consultants and consulting services	102.8	192.4	116.8	167.8	(24.6)	(12.8)
Official travel	46.3	287.4	—	223.8	(63.6)	(22.1)
Facilities and infrastructure	0.4	9.8	—	9.8	—	—
Communications and information technology	138.9	263.8	93.2	203.0	(60.8)	(23.0)
Other supplies, services and equipment	51.7	10.0	33.3	28.0	18.0	180.0
Subtotal, II	649.4	973.2	417.3	632.4	(340.8)	(35.0)
Total, I and II	7 448.5	8 485.5	5 518.8	8 721.6	236.1	2.8

Office of Information and Communications Technology

(Thousands of United States dollars)

Category	Expenditures (2019/20)	Apportionment (2020/21)	Expenditures as at 31 March 2021	Cost estimates (2021/22)	Variance	
					Amount	Percentage
	(1)	(2)	(3)	(4)	(5)=(4)-(2)	(6)=(5)÷(2)
I. Post resources	8 907.4	8 729.4	6 299.1	8 481.2	(248.2)	(2.8)
II. Non-post resources						
General temporary assistance	536.6	501.3	312.8	467.6	(33.7)	(6.7)
Official travel	144.1	334.4	1.3	334.5	0.1	0.0
Facilities and infrastructure	3.5	11.0	0.4	11.0	—	—
Ground transportation	0.2	—	4.8	—	—	—
Communications and information technology	9 396.0	11 276.3	9 716.6	10 849.1	(427.2)	(3.8)
Other supplies, services and equipment	10.2	6.5	87.2	6.5	—	—
Subtotal, II	10 090.6	12 129.5	10 123.1	11 668.7	(460.8)	(3.8)
Total, I and II	18 998.0	20 858.9	16 422.2	20 149.9	(709.0)	(3.4)
Umoja maintenance and support costs	18 122.6	15 323.5	6 337.8	15 491.2	167.7	1.1
Total requirements	37 120.6	36 182.4	22 760.0	35 641.1	(541.3)	(1.5)

Office of Internal Oversight Services

(Thousands of United States dollars)

Category	Expenditures (2019/20)	Apportionment (2020/21)	Expenditures as at 31 March 2021	Cost estimates (2021/22)	Variance	
					Amount	Percentage
	(1)	(2)	(3)	(4)	(5)=(4)-(2)	(6)=(5)÷(2)
I. Post resources	24 114.1	25 046.4	18 643.2	29 246.6	4 200.2	16.8
II. Non-post resources						
General temporary assistance	5 409.4	4 904.3	3 886.5	1 335.6	(3 568.7)	(72.8)
Consultants and consulting services	146.1	320.9	122.1	369.0	48.1	15.0
Official travel	421.1	836.1	33.3	811.2	(24.9)	(3.0)
Facilities and infrastructure	209.8	251.3	106.4	266.3	15.0	6.0
Ground transportation	5.4	8.5	2.8	8.8	0.3	3.5
Air operations	0.5	—	—	—	—	—
Communications and information technology	429.9	467.4	232.3	411.0	(56.4)	(12.1)
Medical	9.2	10.9	4.9	12.5	1.6	14.7
Other supplies, services and equipment	96.9	136.4	51.8	142.9	6.5	4.8
Subtotal, II	6 728.3	6 935.8	4 440.1	3 357.3	(3 578.5)	(51.6)
Total, I and II	30 842.4	31 982.2	23 083.3	32 603.9	621.7	1.9

Executive Office of the Secretary-General

(Thousands of United States dollars)

Category	Expenditures (2019/20)	Apportionment (2020/21)	Expenditures as at 31 March 2021	Cost estimates (2021/22)	Variance	
					Amount	Percentage
	(1)	(2)	(3)	(4)	(5)=(4)-(2)	(6)=(5)÷(2)
I. Post resources	1 044.7	1 127.5	755.8	1 130.4	2.9	0.3
II. Non-post resources						
General temporary assistance	3.8	52.8	9.3	52.8	—	—
Facilities and infrastructure	—	2.5	—	2.5	—	—
Communications and information technology	31.3	28.9	26.3	28.9	—	—
Subtotal, II	35.1	84.2	35.6	84.2	—	—
Total, I and II	1 079.8	1 211.7	791.4	1 214.6	2.9	0.2

Administration of justice

(Thousands of United States dollars)

Category	Expenditures (2019/20)	Apportionment (2020/21)	Expenditures as at 31 March 2021	Cost estimates (2021/22)	Variance	
					Amount	Percentage
	(1)	(2)	(3)	(4)	(5)=(4)-(2)	(6)=(5)÷(2)
I. Post resources	—	—	—	—	—	—
II. Non-post resources						
Other supplies, services and equipment	1 745.2	985.0	—	546.1	(438.9)	(44.6)
Subtotal, II	1 745.2	985.0	—	546.1	(438.9)	(44.6)
Total, I and II	1 745.2	985.0	—	546.1	(438.9)	(44.6)

Office of Staff Legal Assistance

(Thousands of United States dollars)

Category	Expenditures (2019/20)	Apportionment (2020/21)	Expenditures as at 31 March 2021	Cost estimates (2021/22)	Variance	
					Amount	Percentage
	(1)	(2)	(3)	(4)	(5)=(4)-(2)	(6)=(5)÷(2)
I. Post resources	182.7	225.7	136.6	231.4	5.7	2.5
II. Non-post resources						
Facilities and infrastructure	—	0.2	—	0.2	—	—
Communications and information technology	—	2.1	—	2.2	0.1	4.8
Subtotal, II	—	2.3	—	2.4	0.1	4.3
Total, I and II	182.7	228.0	136.6	233.8	5.8	2.5

Office of the United Nations Ombudsman and Mediation Services

(Thousands of United States dollars)

Category	Expenditures (2019/20)	Apportionment (2020/21)	Expenditures as at 31 March 2021	Cost estimates (2021/22)	Variance	
					Amount	Percentage
	(1)	(2)	(3)	(4)	(5)=(4)-(2)	(6)=(5)÷(2)
I. Post resources	1 571.8	1 994.3	974.7	2 034.4	40.1	2.0
II. Non-post resources						
General temporary assistance	227.9	380.8	189.2	396.1	15.3	4.0
Consultants and consulting services	52.8	51.8	38.6	51.8	—	—
Official travel	40.4	125.0	—	91.9	(33.1)	(26.5)
Facilities and infrastructure	17.9	15.0	6.5	35.0	20.0	133.3
Ground transportation	3.0	—	1.2	—	—	—
Communications and information technology	29.0	39.9	36.6	35.5	(4.4)	(11.0)

Category	Expenditures (2019/20)	Apportionment (2020/21)	Expenditures as at 31 March 2021	Cost estimates (2021/22)	Variance	
					Amount	Percentage
	(1)	(2)	(3)	(4)	(5)=(4)-(2)	(6)=(5)÷(2)
Medical	0.2	—	—	—	—	—
Other supplies, services and equipment	1.4	9.0	1.0	9.0	—	—
Subtotal, II	372.6	621.5	273.1	619.3	(2.2)	(0.4)
Total, I and II	1 944.4	2 615.8	1 247.8	2 653.7	37.9	1.4

Ethics Office

(Thousands of United States dollars)

Category	Expenditures (2019/20)	Apportionment (2020/21)	Expenditures as at 31 March 2021	Cost estimates (2021/22)	Variance	
					Amount	Percentage
	(1)	(2)	(3)	(4)	(5)=(4)-(2)	(6)=(5)÷(2)
I. Post resources	469.4	600.6	282.8	607.1	6.5	1.1
II. Non-post resources						
Consultants and consulting services	504.6	463.5	195.4	429.0	(34.5)	(7.4)
Official travel	37.7	47.3	—	47.3	—	—
Facilities and infrastructure	—	0.6	—	0.6	—	—
Communications and information technology	15.8	19.6	72.2	19.0	(0.6)	(3.1)
Other supplies, services and equipment	6.8	0.9	—	0.9	—	—
Subtotal, II	564.9	531.9	267.6	496.8	(35.1)	(6.6)
Total, I and II	1 034.3	1 132.5	550.4	1 103.9	(28.6)	(2.5)

Office of Legal Affairs

(Thousands of United States dollars)

Category	Expenditures (2019/20)	Apportionment (2020/21)	Expenditures as at 31 March 2021	Cost estimates (2021/22)	Variance	
					Amount	Percentage
	(1)	(2)	(3)	(4)	(5)=(4)-(2)	(6)=(5)÷(2)
I. Post resources	3 294.6	3 872.1	2 687.6	4 447.8	575.7	14.9
II. Non-post resources						
General temporary assistance	47.9	58.9	40.0	58.9	—	—
Consultants and consulting services	13.1	35.9	0.1	35.9	—	—
Official travel	8.2	23.5	—	23.5	—	—
Facilities and infrastructure	0.7	3.8	0.1	3.8	—	—
Communications and information technology	79.1	82.4	9.8	95.5	13.1	15.9
Other supplies, services and equipment	3.7	3.6	3.6	3.6	—	—
Subtotal, II	152.7	208.1	53.6	221.2	13.1	6.3
Total, I and II	3 447.3	4 080.2	2 741.2	4 669.0	588.8	14.4

Department of Global Communications

(Thousands of United States dollars)

Category	Expenditures (2019/20)	Apportionment (2020/21)	Expenditures as at 31 March 2021	Cost estimates (2021/22)	Variance	
					Amount	Percentage
	(1)	(2)	(3)	(4)	(5)=(4)-(2)	(6)=(5)÷(2)
I. Post resources	648.6	756.6	490.2	765.6	9.0	1.2
II. Non-post resources						
General temporary assistance	—	37.8	—	37.8	—	—
Official travel	5.1	34.6	—	40.4	5.8	16.8
Facilities and infrastructure	—	2.0	—	2.0	—	—
Communications and information technology	41.1	41.1	37.1	41.3	0.2	0.5
Other supplies, services and equipment	1.5	0.9	—	0.9	—	—
Subtotal, II	47.7	116.4	37.1	122.4	6.0	5.2
Total, I and II	696.3	873.0	527.3	888.0	15.0	1.7

Department of Safety and Security

(Thousands of United States dollars)

Category	Expenditures (2019/20)	Apportionment (2020/21)	Expenditures as at 31 March 2021	Cost estimates (2021/22)	Variance	
					Amount	Percentage
	(1)	(2)	(3)	(4)	(5)=(4)-(2)	(6)=(5)÷(2)
I. Post resources	2 543.3	2 658.0	2 129.2	2 933.1	275.1	10.3
II. Non-post resources						
General temporary assistance	183.9	275.4	218.9	269.5	(5.9)	(2.1)
Official travel	171.9	506.3	5.4	506.3	—	—
Facilities and infrastructure	0.3	3.6	—	3.6	—	—
Communications and information technology	54.7	63.7	145.2	64.2	0.5	0.8
Other supplies, services and equipment	0.3	4.5	—	8.2	3.7	82.2
Subtotal, II	411.1	853.5	369.5	851.8	(1.7)	(0.2)
Total, I and II	2 954.4	3 511.5	2 498.7	3 784.9	273.4	7.8

Secretariat of the Advisory Committee on Administrative and Budgetary Questions

(Thousands of United States dollars)

Category	Expenditures (2019/20)	Apportionment (2020/21)	Expenditures as at 31 March 2021	Cost estimates (2021/22)	Variance	
					Amount	Percentage
	(1)	(2)	(3)	(4)	(5)=(4)-(2)	(6)=(5)÷(2)
I. Post resources	458.5	650.9	344.8	778.7	127.8	19.6
II. Non-post resources						
Facilities and infrastructure	—	0.6	—	0.6	—	—
Communications and information technology	3.1	8.4	—	7.4	(1.0)	(11.9)
Subtotal, II	3.1	9.0	—	8.0	(1.0)	(11.1)
Total, I and II	461.6	659.9	344.8	786.7	126.8	19.2

Office of the United Nations High Commissioner for Human Rights

(Thousands of United States dollars)

Category	Expenditures (2019/20)	Apportionment (2020/21)	Expenditures as at 31 March 2021	Cost estimates (2021/22)	Variance	
					Amount	Percentage
	(1)	(2)	(3)	(4)	(5)=(4)-(2)	(6)=(5)÷(2)
I. Post resources	1 491.4	1 791.0	1 007.7	1 987.7	196.7	11.0
II. Non-post resources						
General temporary assistance	159.7	353.7	144.7	198.2	(155.5)	(44.0)
Official travel	78.4	209.5	5.0	209.8	0.3	0.1
Facilities and infrastructure	0.3	3.5	0.2	3.2	(0.3)	(8.6)
Communications and information technology	8.8	11.0	1.3	13.0	2.0	18.2
Other supplies, services and equipment	—	5.5	—	5.5	—	—
Subtotal, II	247.2	583.2	151.2	429.7	(153.5)	(26.3)
Total, I and II	1 738.6	2 374.2	1 158.9	2 417.4	43.2	1.8

Annex II

Proposed new posts and posts proposed for abolishment under the support account for peacekeeping operations for the period from 1 July 2021 to 30 June 2022

Department/Office	Division/Service/Section/Unit		Secretary-General's proposal				
			Number of post(s) proposed	Grade level	Functional title	Status	Number of years continued
Department of Operational Support	Office of Support Operations	Human Resources Services Division	10	P-3	Human Resources Officer (occupational groups)	Conversion	> 5
			3	GS (OL)	Human Resources Assistant (occupational groups)	Conversion	> 5
		Health-Care Management and Occupational Safety and Health Division	1	P-4	Medical Officer (medical quality and safety)	Conversion	5
Subtotal posts proposed			14				
Department of Management Strategy, Policy and Compliance	Office of Programme Planning, Finance and Budget	Finance Division	1	P-4	Finance Officer (accounting policy)	Conversion	4
		Subtotal	1				
	Office of Human Resources	Administrative Law Division/Conduct and Discipline Service	1	P-3	Programme Officer	Conversion	4
		Subtotal	1				
	Business Transformation and Accountability Division	Analytics and Project Management Service	1	P-4	Management and Programme Analyst	Conversion	> 5
		Subtotal	1				
Subtotal posts proposed			3				
Office of Internal Oversight Services	Investigations Division	Entebbe	1	NGS	Administrative Assistant	Conversion	> 5
		UNMISS	2	P-3	Resident Investigator	Conversion	> 5
			1	NGS	Administrative Assistant	Conversion	> 5
		MINUSMA	1	P-5	Chief Resident Investigator	Conversion	> 5
			1	P-4	Resident Investigator	Conversion	> 5
			2	P-3	Resident Investigator	Conversion	> 5

Department/Office	Division/Service/Section/Unit	Secretary-General's proposal				
		Number of post(s) proposed	Grade level	Functional title	Status	Number of years continued
		1	NGS	Administrative Assistant	Conversion	> 5
	MONUSCO	1	P-3	Resident Investigator	Conversion	> 5
	MINUSCA	2	P-3	Resident Investigator	Conversion	> 5
	Subtotal	12				
	Internal Audit Division	1	P-4	Resident Auditor	Conversion	> 5
		1	P-3	Resident Auditor	Conversion	> 5
	MINUSCA	3	P-4	Resident Auditor	Conversion	> 5
		2	P-3	Resident Auditor	Conversion	> 5
	Subtotal	7				
	Subtotal posts proposed	19				
Office of the United Nations High Commissioner for Human Rights	Field Engagement Division	1	P-3	Human Rights Officer (United Nations Office to the African Union)	Conversion	5
	Subtotal posts proposed	1				
	Total posts proposed	37				

Annex III

Proposed restructuring, redeployment, reassignment and reclassification of posts under the support account for peacekeeping operations for the period from 1 July 2021 to 30 June 2022

Secretary-General's proposal

Restructuring

Department of Peace Operations

Office of Military Affairs/Office of Military Adviser

Establishment of the Military Performance Evaluation Team in the Office of the Military Adviser with the redeployment of 6 posts (6 P-4) and reassignment of 2 posts (1 P-5 and 1 P-3) within the Office of Military Affairs

Redeployments

Department of Operational Support

Office of Support Operations/Human Resources Services Division/Personnel Records Management Unit

Redeployment of 2 posts (1 Associate Human Resources Officer (P-2) and 1 Human Resources Assistant (GS (OL))) from the Capacity Development and Operational Training Service

Department of Management Strategy, Policy and Compliance

Office of Programme Planning, Finance and Budget/Finance Division

Redeployment of 2 posts (1 Procurement Officer (P-4) and 1 Finance and Budget Assistant (GS (OL))) from the Field Operations Finance Division

Office of Programme Planning, Finance and Budget/Field Operations Finance Division

Redeployment of 2 posts (2 Finance and Budget Assistants (GS (OL))) from the Finance Division

Office of Internal Oversight Services

Investigations Division/New York

Redeployment of 1 post (Senior Information Technology Assistant (GS (PL))) from the Investigations Division Vienna Regional Office

Reassignments

Department of Operational Support

Office of Support Operations/Capacity Development and Operational Training Service/Knowledge Management Team

Reassignment of 2 posts (2 Finance and Budget Officers (P-3)) from the Operational Training Section as Programme Management Officers (P-3) in the Knowledge Management Team

*Office of Support Operations/Capacity Development and Operational Training
Service/Business Processes and Systems Support Section*

Reassignment of 1 post (Senior Human Resources Assistant (GS (PL))) as a Senior Management and Programme Assistant (GS (PL)) within the Business Processes and Systems Support Section

**Office of Support Operations/Capacity Development and Operational Training
Service/Operational Training Section**

Reassignment of 1 post (Senior Human Resources Assistant (GS (PL))) as a Senior Management and Programme Assistant (GS (PL)) within the Operational Training Section

Division for Special Activities/Resource Planning and Analysis Section

Reassignment of 3 posts (3 Finance and Budget Officers (2 P-4 and 1 P-3)) as Programme Officers (2 P-4 and 1 P-3) within the Resource Planning and Analysis Section

Office of Internal Oversight Services

Inspection and Evaluation Division/Entebbe

Reassignment of 1 post (Resident Auditor (P-3)) from the Internal Audit Division/UNAMID as an Evaluation Officer (P-3) in the Inspection and Evaluation Division/Entebbe

Investigations Division Vienna Regional Office

Reassignment of 1 post (Information Technology Assistant (GS (OL))) from the Investigations Division/New York as an Investigations Assistant (GS (OL)) in the Investigations Division Vienna Regional Office

Annex IV

Proposed general temporary assistance positions under the support account for peacekeeping operations for the period from 1 July 2021 to 30 June 2022

Department/Office	Division/Service/Section/Unit		Secretary-General's proposal				
			Number of positions proposed	Grade level	Functional title	Status	Number of years continued
Department of Peace Operations	Office of the Under-Secretary-General	Executive Office	–	3 months, P-3	Leave replacements	Continuation	–
			–	3 months, GS (OL)	Leave replacements	Continuation	–
			1	P-4	Human Resources Officer	Continuation	> 5
	Subtotal		1				
	Office of Rule of Law and Security Institutions	Justice and Corrections Service	1	P-4	Judicial Affairs Officer	Continuation	> 5
			Subtotal		1		
	Policy, Evaluation and Training Division	Policy and Best Practices Service	1	P-3	Political Affairs Officer (A4P)	Continuation	2
		Integrated Training Service	1	P-3	Training Officer	Continuation	1
		Subtotal		2			
	Subtotal general temporary assistance positions proposed			4			
United Nations Office to the African Union	Administrative Support Section		–	4 months, FS	Leave replacements	Continuation	–
			–	4 months, NGS	Leave replacements	Continuation	–
		Subtotal general temporary assistance positions proposed		–			
Department of Operational Support	Office of Support Operations	Health-Care Management and Occupational Safety and Health Division	1	P-4	Mental Health Officer (PTSD)	Continuation	1
	Subtotal		1				

Department/Office	Division/Service/Section/Unit	Secretary-General's proposal						
		Number of positions proposed	Grade level	Functional title	Status	Number of years continued		
	Office of Supply Chain Management	Enabling and Outreach Service	1	GS (OL)	Procurement Assistant	Continuation	> 5	
		Reimbursement Claims Management and Performance Section	2	P-3	Finance and Budget Officer	Continuation	3	
			1	P-4	Finance and Budget Officer (PTSD)	Continuation	1	
			1	GS (OL)	Finance and Budget Assistant (PTSD)	Continuation	1	
	Subtotal		5					
	Division of Administration	Headquarters Client Support Service	–	6 months, P-4	Leave replacements	Continuation	–	
	Subtotal		–					
	Subtotal general temporary assistance positions proposed		6					
	Department of Management Strategy, Policy and Compliance	Office of the Under-Secretary-General	Business Partner Service	–	4 months, P-3	Leave replacements	Continuation	–
				–	4 months, GS (OL)	Leave replacements	Continuation	–
Management Evaluation Unit			1	P-3	Legal Officer	Continuation	3	
Subtotal		1						
Office of Programme Planning, Finance and Budget		Finance Division	1	GS (OL)	Accounting Assistant	Continuation	> 5	
Subtotal		1						
Office of Human Resources		Global Strategy and Policy Division	1	P-4	Programme Officer (gender parity)	Continuation	3	
			1	P-3	Human Resources Officer (mobility)	Continuation	> 5	
		Administrative Law Division/ Appeals Management Section	1	P-4	Legal Officer	Continuation	1	
			1	P-3	Legal Officer	Continuation	1	
Subtotal		4						
Subtotal general temporary assistance positions proposed		6						

Department/Office	Division/Service/Section/Unit		Secretary-General's proposal				
			Number of positions proposed	Grade level	Functional title	Status	Number of years continued
Office of Information and Communications Technology	Enterprise Solutions Service	Enterprise applications centre – Asia (Bangkok office)	1	P-4	Project Manager (Rations management system)	Continuation	> 5
			1	P-3	Information Systems Officer (Fuel management system)	Continuation	> 5
		Enterprise applications centre – Asia (New York office)	1	P-3	Information Systems Officer (Customer relationship management system for troop contribution management)	Continuation	> 5
Subtotal general temporary assistance positions proposed			3				
Office of Internal Oversight Services	Executive Office		–	4 months, P-3	Leave replacements	Continuation	–
			–	6 months, GS (OL)	Leave replacements	Continuation	–
		Subtotal	–				
	Investigations Division	New York	1	P-4	Investigator (Sexual harassment)	Continuation	3
			2	P-3	Investigator (Sexual harassment)	Continuation	3
			1	GS (OL)	Investigations Assistant	Continuation	3
		Nairobi	1	P-4	Investigator (Sexual harassment)	Continuation	3
			2	P-3	Investigator (Sexual harassment)	Continuation	3
	Subtotal		7				
Subtotal general temporary assistance positions proposed			7				

			Secretary-General's proposal			
Department/Office	Division/Service/Section/Unit		Number of positions proposed	Grade level	Functional title	Number of years continued
Executive Office of the Secretary-General			–	6 months, 1 GS (OL)	Leave replacements	Continuation
Subtotal general temporary assistance positions proposed			–			
Office of the United Nations Ombudsman and Mediation Services	Regional Ombudsman Office (Entebbe)		1	P-4	Conflict Resolution Officer	Continuation
	Regional Ombudsman Office (Bamako)		1	P-4	Conflict Resolution Officer (from Entebbe)	Continuation
Subtotal general temporary assistance positions proposed			2			
Office of Legal Affairs	General Legal Division	Administration of Justice Cluster	–	3 months, P-4	Leave replacements	Continuation
Subtotal general temporary assistance positions proposed			–			
Department of Global Communications	Executive Office		–	1.5 months, 1 P-3	Leave replacements	Continuation
			–	1.5 months, 1 GS (OL)	Leave replacements	Continuation
Subtotal general temporary assistance positions proposed			–			
Department of Safety and Security	Office of the Under-Secretary-General	Executive Office	1	P-3	Administrative Officer	Continuation
			1	GS (OL)	Administrative Assistant	Continuation
Subtotal general temporary assistance positions proposed			2			
Office of the United Nations High Commissioner for Human Rights	Thematic Engagement, Special Procedures and Right to Development Division	Methodology, Education and Training Section (New York)	1	P-4	Human Rights Officer (sexual exploitation and abuse)	Continuation
Subtotal general temporary assistance positions proposed			1			
Total general temporary assistance positions (12 months' duration)			31			
Total person-months			50			