



General Assembly

Distr.: General
26 April 2024

Original: English

Seventy-ninth session

Items 139 and 140 of the preliminary list*

Proposed programme budget for 2025

Programme planning

Proposed programme budget for 2025

Part VI

Human rights and humanitarian affairs

Section 26

Palestine refugees

Programme 22

Palestine refugees

Contents

	<i>Page</i>
A. Proposed programme plan for 2025 and programme performance in 2023**	3
Overall orientation	3
Programme of work	6
Subprogramme 1. Palestine refugees are protected through the realization of their rights under international law	6
Subprogramme 2. Palestine refugees lead healthy lives	9
Subprogramme 3. Palestine refugees complete inclusive and equitable quality basic education	13
Subprogramme 4. Palestine refugees have improved livelihood opportunities	16
Subprogramme 5. Palestine refugees are able to meet their basic human needs of shelter, water and sanitation	19
Subprogramme 6. The most vulnerable Palestine refugees have access to effective social assistance	22

* A/79/50.

** In keeping with paragraph 10 of General Assembly resolution 77/267, the part consisting of the programme plan and programme performance information (part II) is submitted through the Committee for Programme and Coordination for the consideration of the Assembly.



B.	Proposed post and non-post resource requirements for 2025***	26
	Overview	26
	Annexes	
I.	Organizational structure and post distribution for 2025	31
II.	Summary of proposed post changes, by component and subprogramme	32

*** In keeping with paragraph 10 of General Assembly resolution [77/267](#), the part consisting of the post and non-post resource requirements (part III) is submitted through the Advisory Committee on Administrative and Budgetary Questions for the consideration of the Assembly.

A. Proposed programme plan for 2025 and programme performance in 2023

Overall orientation

Mandates and background

- 26.1 The United Nations Relief and Works Agency for Palestine Refugees in the Near East (UNRWA) is responsible for providing assistance and protection to Palestine refugees. The mandate derives from the priorities established in relevant General Assembly resolutions, including resolution 302 (IV) of 1949, by which the Agency was established. Since starting operations in 1950, UNRWA has adapted its programmes to meet the increasingly complex needs of Palestine refugees and provide them with a measure of protection, relief and stability amid chronic uncertainty in the region.

Strategy and external factors for 2025

- 26.2 The mission of UNRWA is to help Palestine refugees achieve their full potential in human development under the difficult circumstances in which they live. In line with that mission, the Agency works towards six programmatic objectives within its strategic plan for the period 2023–2028: (a) Palestine refugees are protected through the realization of their rights under international law; (b) Palestine refugees lead healthy lives; (c) Palestine refugees complete inclusive and equitable quality basic education; (d) Palestine refugees have improved livelihood opportunities; (e) Palestine refugees are able to meet their basic human needs of shelter, water and sanitation; and (f) the most vulnerable Palestine refugees have access to effective social assistance.
- 26.3 UNRWA aims to achieve its mission by maintaining and improving the provision of education, health, relief and social services, livelihoods, including microfinance assistance, infrastructure and camp improvement and protection for the benefit of approximately 6 million registered Palestine refugees in Gaza, Jordan, Lebanon, the Syrian Arab Republic and the West Bank, including East Jerusalem. The latest conflict in Gaza, which began in October 2023, has had a significant impact on Agency operations and, consequently, the results recorded in the present report. Since the start of the conflict, UNRWA has assumed a critical and central role in the provision of emergency food supplies, water, fuel, shelter, primary health care and psychosocial support to the vast majority of the local population (both refugees and non-refugees). The Agency is also the backbone of the operations of the entire humanitarian community in Gaza, due to its extensive presence and logistical capacity on the ground. While UNRWA remains indispensable in the provision of basic services to Palestine refugees in Gaza, the scale and nature of Agency services in Gaza in 2025 remain unknown. A significant proportion of UNRWA installations have been hit by strikes, damaged or destroyed or, due to necessity, are currently inhabited by approximately 1 million internally displaced persons who have taken shelter in them, adding an additional layer of complexity to Agency operations. UNRWA will continue to take a flexible approach to its operations in Gaza, guided by the evolving humanitarian needs of the local population, prevailing security conditions, import restrictions and the capacity of other humanitarian actors to assume responsibility for support that the Agency has exceptionally taken on in these exceptional and unprecedented circumstances during the conflict.
- 26.4 Following the onset of the conflict, regular UNRWA operations in Gaza were suspended or adapted from October 2023 to cater for emergency interventions, as noted above. As such, the 2023 actual performance with regard to results under the six subprogrammes includes the latest available data for Gaza, collected prior to the suspension of regular Agency operations there. Targets for 2024 and 2025, including estimates for deliverables, are predicated on the assumption of regular Agency operations resuming in Gaza. The resumption of these operations will, however, require transitional periods.
- 26.5 With regard to cooperation with other entities at the global, regional, national and local levels, the Agency will maintain and strengthen a wide range of partnerships that reflect its commitment to Sustainable Development Goal 17, including with host and donor Governments, non-governmental

organizations, UNRWA national committees and the private sector, which assist the Agency in delivering its mandate.

- 26.6 With regard to inter-agency coordination and liaison, UNRWA will maintain and expand partnerships with other United Nations entities. Many of these partnerships, such as those with the United Nations Educational, Scientific and Cultural Organization and the World Health Organization (WHO), date to the Agency's founding in 1949. Inter-agency partners have helped to establish norms for UNRWA education and health programming and will continue to furnish strategic assistance. The Agency will also continue to work closely with the World Food Programme and the United Nations Children's Fund to extend food and nutritional assistance in Gaza, as well as with United Nations country teams and their member entities in its fields of operation to improve efficiencies, including through agreements on shared services.
- 26.7 With regard to the external factors, UNRWA considered applicable risks identified in its risk register and, accordingly, the overall plan for 2025 is based on the following planning assumptions:
- (a) Instability and, in some cases, unrest and armed conflict will characterize the macroenvironment throughout the year;
 - (b) Armed conflict will not spread beyond the areas where hostilities are currently taking place to other UNRWA fields of operation;
 - (c) Demand for Agency emergency assistance and core services will increase;
 - (d) Sufficient supplies will be admitted into Gaza to sustain the Agency's humanitarian, early recovery and regular operations;
 - (e) The provision of humanitarian, early recovery and regular services in Gaza will be challenged by damage to UNRWA installations and basic infrastructure, as well as displacement and trauma affecting many Agency staff in this field of operations;
 - (f) Security-related movement restrictions in the occupied Palestinian territory will not increase further;
 - (g) Hostility towards and prejudice against Palestine refugees in host communities, where this exists, will not increase;
 - (h) Enrolled populations in UNRWA schools will not increase beyond projections based on historical trends;
 - (i) UNRWA can raise sufficient funds.
- 26.8 UNRWA integrates a gender perspective in its operations, deliverables and results, as appropriate. For example, survivors of sexual and gender-based violence will receive support from UNRWA social workers. In addition, women and men and girls and boys will have equal access to primary health care, and all Palestine refugee children and young people will enjoy, on a non-discriminatory basis, an equal opportunity to learn in Agency schools. Women will be supported in developing their full potential through equal access to technical, vocational and higher education in UNRWA institutions. UNRWA will ensure that shelters rehabilitated for Palestine refugees incorporate sex-segregated rooms, where required, and will promote the right of women to own and control property. Social transfers will be targeted to vulnerable segments of the Palestine refugee population, including female-headed households.
- 26.9 In line with the United Nations Disability Inclusion Strategy, UNRWA will, across all fields of operation: (a) reconstruct and rehabilitate Agency installations, especially health centres, schools and vocational training centres, to make them accessible to persons with disabilities; (b) conduct health screening for Palestine refugee infants and children to identify and extend support for those with disabilities; (c) support the inclusion of students with disabilities in the UNRWA education system, including through the use of accessible technology, in line with the Agency's inclusive education approach; and (d) conduct awareness-raising activities to reduce stigma and foster inclusion at the household and community levels for Palestine refugees with disabilities.

Legislative mandates

- 26.10 The list below, which was reviewed in the preparation of the proposed programme budget, provides all mandates entrusted to the programme.

General Assembly resolutions

302 (IV); 78/74	Assistance to Palestine refugees	70/1	Transforming our world: the 2030 Agenda for Sustainable Development
3331 B (XXIX)	United Nations Relief and Works Agency for Palestine Refugees in the Near East	74/84	Persons displaced as a result of the June 1967 and subsequent hostilities
65/272	Report of the Secretary-General on the strengthening of the management capacity of the United Nations Relief and Works Agency for Palestine Refugees in the Near East	77/122; 78/73	Operations of the United Nations Relief and Works Agency for Palestine Refugees in the Near East

Deliverables

- 26.11 Table 26.1 lists all cross-cutting deliverables of the programme.

Table 26.1

Cross-cutting deliverables for the period 2023–2025, by category and subcategory

Category and subcategory	2023 planned	2023 actual	2024 planned	2025 planned
A. Facilitation of the intergovernmental process and expert bodies				
Substantive services for meetings (number of three-hour meetings)	5	5	5	5
Meetings of the:				
1. Advisory Committee on Administrative and Budgetary Questions	2	2	2	2
2. Committee for Programme and Coordination	1	1	1	1
3. Fourth Committee	1	1	1	1
4. Fifth Committee	1	1	1	1
B. Generation and transfer of knowledge				
Publications (number of publications)	1	1	1	1
5. Report of the Commissioner-General of the United Nations Relief and Works Agency for Palestine Refugees in the Near East	1	1	1	1

Evaluation activities

- 26.12 The following evaluations completed in 2023 by UNRWA have guided the proposed programme plan for 2025:
- (a) Evaluation of the gender equality strategy for the period 2016–2022;
 - (b) Evaluation of the UNRWA emergency appeals for the occupied Palestinian territory and the Syrian regional crisis for the period 2016–2021;
 - (c) Evaluation of UNRWA support to vulnerable children in Gaza for the period 2015–2021.
- 26.13 In response to the results of the evaluation of the gender equality strategy, UNRWA has prioritized increased engagement with Palestine refugee men in its work on promoting gender equality and the empowerment of women and girls.
- 26.14 The following evaluations to be conducted by the Agency are planned for 2025:
- (a) Midterm evaluation of the UNRWA strategic plan for the period 2023–2028;

- (b) Evaluation of mental health and psychosocial support;
- (c) Evaluation of the UNRWA resource mobilization and outreach strategy.

Programme of work

Subprogramme 1

Palestine refugees are protected through the realization of their rights under international law

Objective

- 26.15 The objective, to which this subprogramme contributes, is to ensure that Palestine refugees are protected through the realization of their rights under international law.

Strategy

- 26.16 To contribute to the objective, the subprogramme will:
- (a) Systematically mainstream cross-cutting issues that contribute to addressing protection risks and vulnerability, including gender, disability and age, across all UNRWA systems, processes, methodologies, programming and service delivery;
 - (b) Strengthen the protection of vulnerable and at-risk groups by monitoring and documenting protection incidents and trends, engaging community members in support of self-protection and providing access to medical, legal and/or psychosocial counselling and services for survivors of protection violations, either directly or through referrals to external partners;
 - (c) Advocate for the respect, protection and fulfilment of the rights of Palestine refugees under international law by engaging in evidence-based private and public advocacy with duty bearers, relevant external actors and other United Nations entities, including engagement with international human rights mechanisms, in accordance with resolution [78/73](#);
 - (d) Ensure that UNRWA services are equally accessible to Palestine refugee women and girls, provide a holistic range of programming, including reproductive and maternal health services, skills development and livelihood support for women and girls and gender-responsive education services, and advocate with duty bearers to ensure the safety of women and girls.
- 26.17 The above-mentioned work is expected to result in:
- (a) Safe and dignified access to UNRWA services for all Palestine refugees, including persons with disabilities, older persons, women and girls, undocumented married women and girls and households headed by women, children and persons with disabilities;
 - (b) Support for meeting the protection needs of Palestine refugees, in particular the most vulnerable and at-risk groups and individuals;
 - (c) Respect for the rights of Palestine refugees under international law, creating a better protection environment;
 - (d) Empowerment of Palestine refugee women and girls and their access to services that contribute to gender equality.

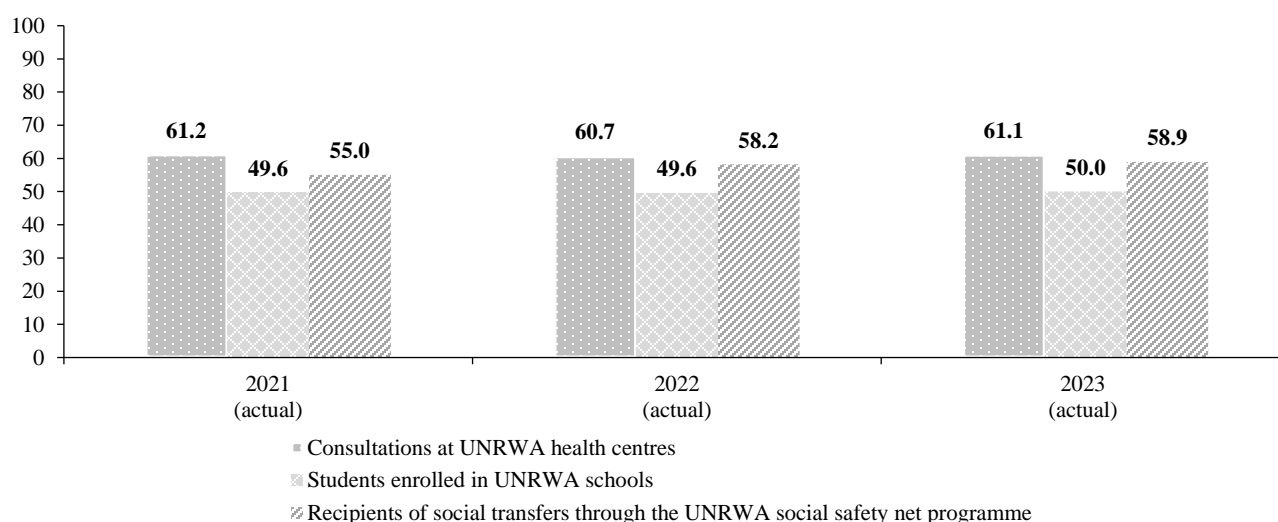
Programme performance in 2023

Palestine refugee women's and girls' empowerment and access to services that contribute to gender equality increased

- 26.18 Advancing gender equality is not only critical for the equal enjoyment of human rights by all, but also an indispensable prerequisite for advancing human development. The subprogramme advances gender equality by ensuring that services are equally accessible to and inclusive of women, men, girls and boys, and directly address their needs and priorities, in particular those of the most vulnerable, such as female-headed households and women and girls with disabilities. A holistic range of programming is offered, including: (a) comprehensive information and services relating to reproductive health rights, maternal health and the prevention and treatment of sexually transmitted diseases; (b) an expanded clinical care service for survivors of gender-based violence; (c) an inclusive educational approach to ensure that Palestine refugee girls complete free, equitable and quality elementary and preparatory education; (d) technical and vocational education and training and microfinance products to economically empower women; and (e) prioritized access to shelter rehabilitation support for women-headed households. Advocacy is also conducted with duty bearers to ensure that the safety of women and girls is improved in the Agency's areas of operation.
- 26.19 Progress towards the objective is presented in the performance measure below (see figure 26.I).

Figure 26.I

Performance measure: percentage of female recipients of Agency services (annual)



Planned results for 2025

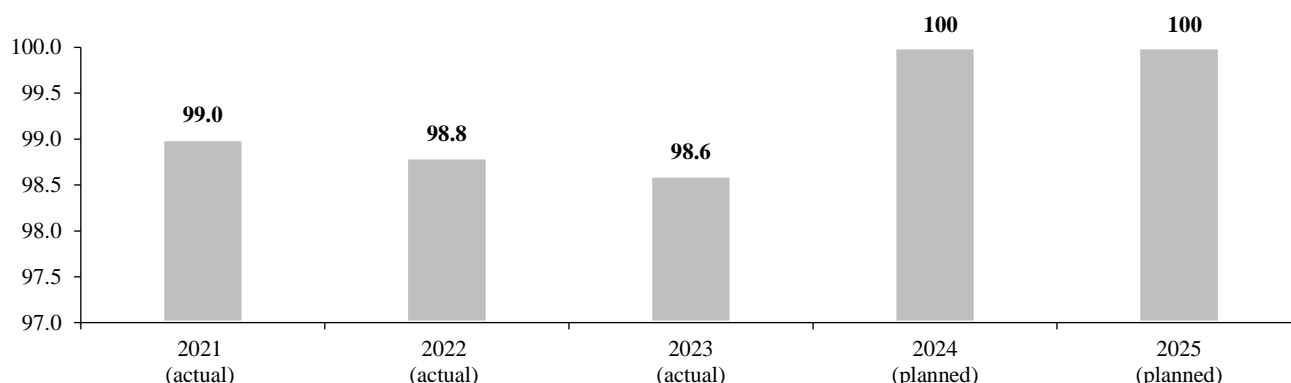
Result 1: mental health and psychosocial issues among Palestine refugees addressed

Programme performance in 2023 and target for 2025

- 26.20 The subprogramme's work contributed to 98.6 per cent of Palestine refugees identified as having mental health and psychosocial issues receiving assistance, which did not meet the planned target of 100 per cent. The target was not met in part due to social stigma, which may have led some patients in need of mental health and psychosocial services to decline assistance.
- 26.21 Progress towards the objective and the target for 2025 are presented in the performance measure below (see figure 26.II).

Figure 26.II

Performance measure: percentage of Palestine refugees identified as having mental health and psychosocial issues receiving assistance (annual)



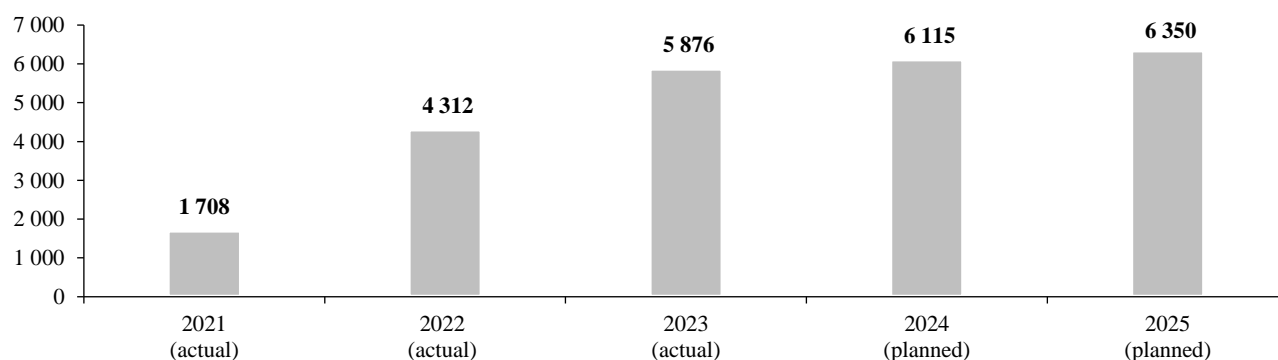
Result 2: protection of the most vulnerable Palestine refugees enhanced

Programme performance in 2023 and target for 2025

- 26.22 The subprogramme's work contributed to social work interventions for 5,876 Palestine refugees, which exceeded the planned target of 5,100 Palestine refugees.
- 26.23 Progress towards the objective and the target for 2025 are presented in the performance measure below (see figure 26.III).

Figure 26.III

Performance measure: number of Palestine refugees who benefited from the Agency's social work interventions (annual)



Result 3: safety and dignity of Palestine refugees accessing the Agency's services is increased

Proposed programme plan for 2025

- 26.24 As a direct provider of basic services to Palestine refugees, UNRWA recognizes its obligation to ensure that all those using these services can do so in safety and dignity. The subprogramme will achieve this by systematically mainstreaming cross-cutting protection issues that mitigate risk and vulnerability across its systems, processes and methodologies.

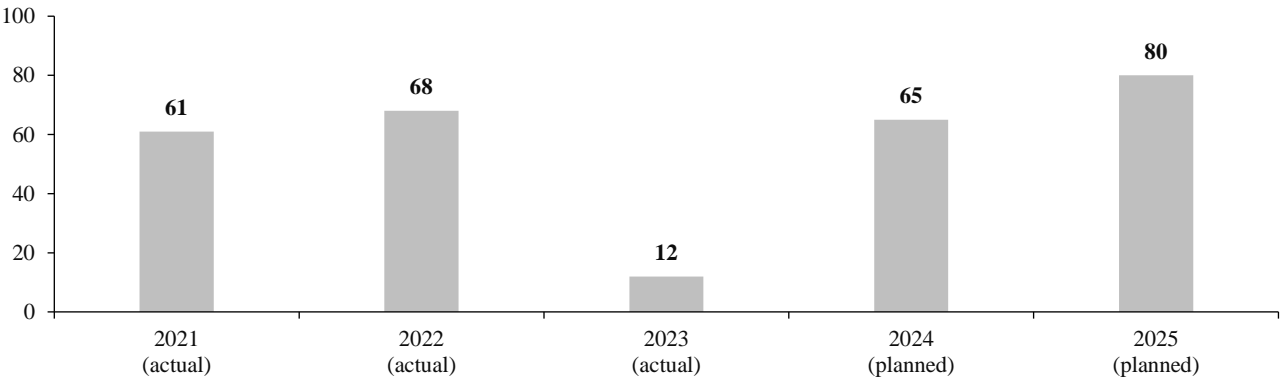
Lessons learned and planned change

- 26.25 The lesson for the subprogramme was that standardized reporting structures and processes enhance the implementation rate of protection alignment review recommendations. In applying the lesson, the subprogramme will enhance efforts, through training and technical support, to ensure that:

(a) all personnel understand who is at risk and the consequences associated with inaction; (b) all personnel have the capacity to design and deliver services that incorporate protection principles; and (c) UNRWA systems are better aligned to harmonize the collection, analysis and use of data to monitor access, identify risk, strengthen understanding of vulnerabilities and inform programming. The efficacy of these efforts will be gauged through the implementation of biennial internal protection alignment reviews and quarterly integrated assessments of installations.

26.26 Expected progress towards the objective is presented in the performance measure below (see figure 26.IV).

Figure 26.IV
Performance measure: percentage of protection alignment review recommendations fully implemented by field offices¹



Deliverables

26.27 Table 26.2 lists all deliverables of the subprogramme.

Table 26.2
Subprogramme 1: deliverables for 2025, by category and subcategory

Category and subcategory
C. Substantive deliverables
Consultation, advice and advocacy: meetings, briefings and formal written interventions to advocate for the protection of the rights of Palestine refugees.
Direct service delivery: legal counselling, legal information and/or referrals to legal service providers; counselling, medical services and social support for Palestine refugees; multiple submissions to the international human rights system.

Subprogramme 2
Palestine refugees lead healthy lives

Objective

26.28 The objective, to which this subprogramme contributes, is to ensure that Palestine refugees lead healthy lives.

¹ The 2021 and 2022 actual performance figures relate to the percentage of protection alignment review recommendations fully implemented during the 2019–2022 cycle of recommendations. The 2023 actual performance figure and 2024 and 2025 planned targets relate to the percentage of recommendations fully implemented and planned to be fully implemented in the 2023–2025 cycle of recommendations.

Strategy

26.29 To contribute to the objective, the subprogramme will:

- (a) Address the maternal and child health-care needs of Palestine refugees through the systematic delivery of preconception, prenatal and postnatal care, family-planning services, childhood immunization, child growth nutrition, and monitoring and screening for disabilities;
- (b) Control the status of non-communicable diseases and mental health issues through disease surveillance and health promotion and prevention interventions and referrals;
- (c) Control the status of communicable diseases by strengthening surveillance and response capacity and participating in host Governments' mass immunization campaigns;
- (d) Provide safe, quality and people-centred health care using the family health team model in increasingly accessible UNRWA health centres.

26.30 The above-mentioned work is expected to result in:

- (a) Improved maternal and child health among Palestine refugees;
- (b) Improved control status of non-communicable diseases and mental health;
- (c) Improved control status of communicable diseases and the prevention and control of infectious diseases;
- (d) Safe access to quality primary, secondary and tertiary health services for Palestine refugees.

Programme performance in 2023

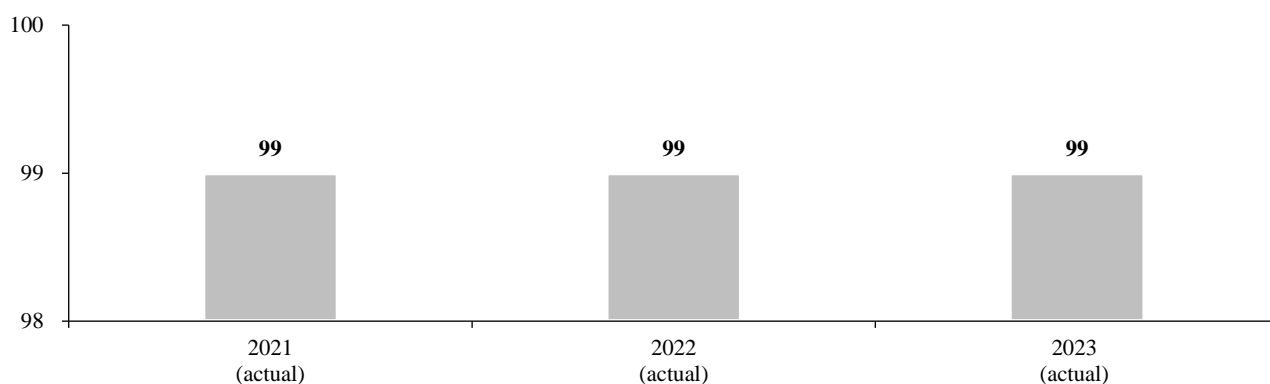
Vaccine-preventable disease outbreaks averted within Palestine refugee communities

26.31 Immunization is a crucial component of basic health care, providing protection against preventable and life-threatening diseases in childhood. The Expanded Programme on Immunization, introduced by WHO in 1974, is aimed at enhancing and extending global immunization efforts. UNRWA adopted the Programme in 1979, aligning it with host country immunization programmes. The subprogramme currently vaccinates Palestine refugee children against tuberculosis, diphtheria, pertussis, tetanus, polio, measles, mumps, rubella, hepatitis (A and B), rotavirus and pneumococcal disease. The vaccine coverage for Palestine refugees enrolled in Agency health centres has exceeded the WHO 95 per cent global target for the past two decades. The subprogramme maintains this success by: (a) ensuring a consistent supply of vaccines; (b) adhering to an appointment system for vaccinations; (c) continually following up with patients who miss their appointments; and (d) participating in campaigns to educate parents and encourage them to have their children immunized.

26.32 Progress towards the objective is presented in the performance measure below (see figure 26.V).

Figure 26.V

Performance measure: percentage of 18-month-old children who have received all booster vaccines



Planned results for 2025

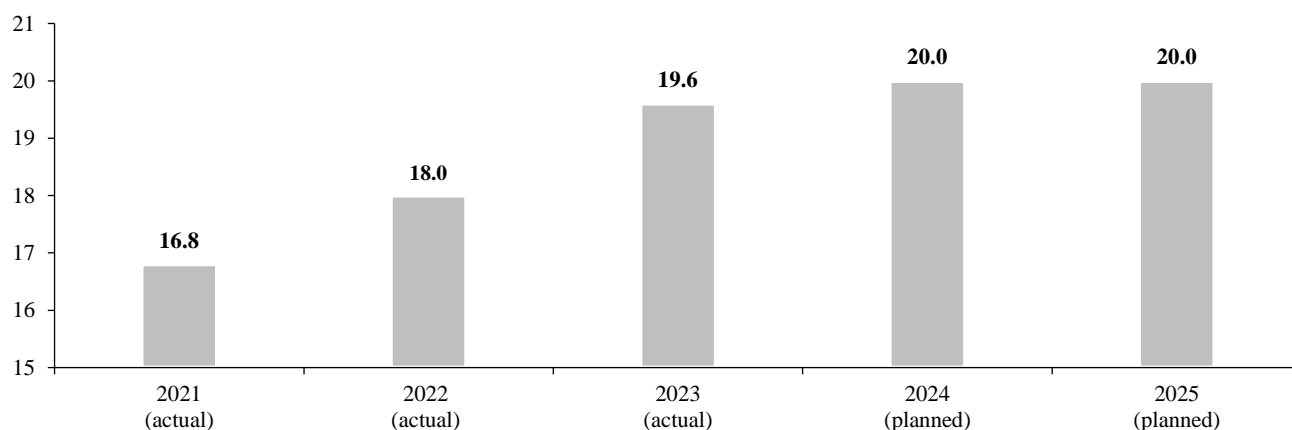
Result 1: the health of expectant mothers safeguarded

Programme performance in 2023 and target for 2025

- 26.33 The subprogramme's work contributed to a maternal mortality rate of 19.6 deaths per 100,000 live births for women under UNRWA care, which exceeded the planned target of 20 deaths.
- 26.34 Progress towards the objective and the target for 2025 are presented in the performance measure below (see figure 26.VI).

Figure 26.VI

Performance measure: maternal mortality rate of women under the Agency's care per 100,000 live births (annual)



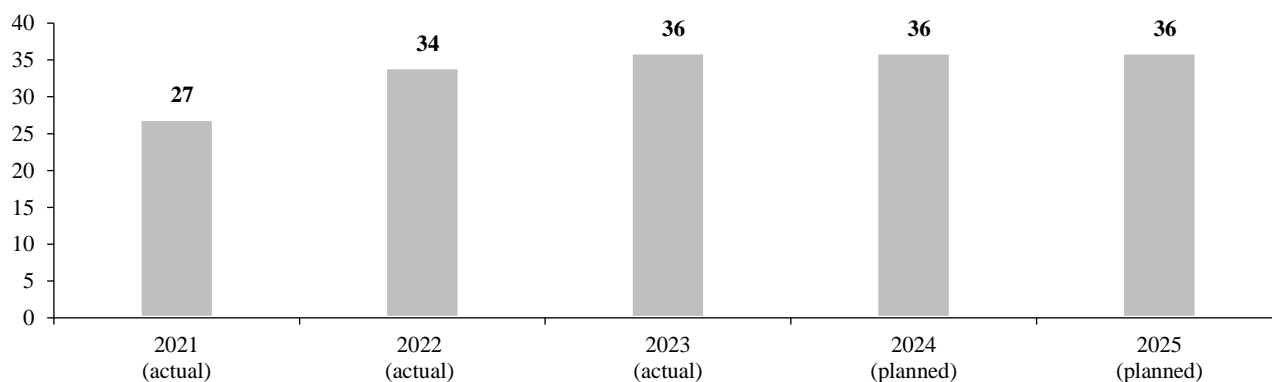
Result 2: the health of Palestine refugees suffering from non-communicable diseases improved

Programme performance in 2023 and target for 2025

- 26.35 The subprogramme's work contributed to 36 per cent of patients with diabetes mellitus enrolled in UNRWA health centres whose condition remained under control, which exceeded the planned target of 35 per cent.
- 26.36 Progress towards the objective and the target for 2025 are presented in the performance measure below (see figure 26.VII).

Figure 26.VII

Performance measure: percentage of patients with diabetes mellitus enrolled in the Agency's health centres whose condition is under control (annual)



Result 3: access to preconception care and reproductive planning services for Palestine refugees is improved

Proposed programme plan for 2025

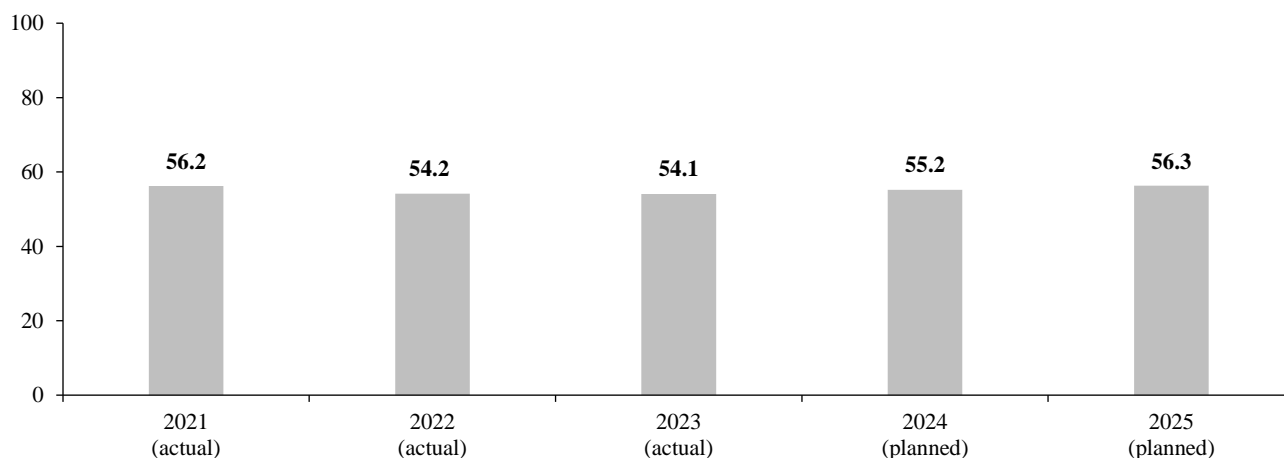
- 26.37 Preconception care is the provision of medical, behavioural and social health interventions to women and couples before conception occurs, with the aim of reducing factors that could contribute to poor maternal and child health outcomes. The subprogramme has provided preconception care and reproductive planning to Palestine refugees enrolled in UNRWA health centres since 2010, which consists of six main components: health promotion; counselling; screening; periodic risk assessments; intervention and follow-up; and regular folic acid supplementation. Couples receive reproductive planning advice to address the potential harm associated with pregnancies that are too frequent, too early or too late, and guidance on preparing for a pregnancy that promotes good health. In addition, women under care are assessed for risk factors, including hypertension, diabetes, anaemia and oral health diseases, and are provided with medical care, where relevant.

Lessons learned and planned change

- 26.38 The lesson for the subprogramme was that health personnel are reluctant to initiate a discussion on sensitive topics, such as family planning, with young individuals before marriage, which has an impact on their approach to addressing preconception care. In applying the lesson, the subprogramme will consult with Agency health staff to determine the best approaches to ensure that young individuals receive effective preconception care prior to marriage while respecting cultural norms. These approaches will be shared through peer information exchanges and incorporated into refresher training for health personnel that will be conducted in 2025.
- 26.39 Expected progress towards the objective is presented in the performance measure below (see figure 26.VIII).

Figure 26.VIII

Performance measure: percentage of women with birth intervals of less than 36 months



Deliverables

- 26.40 Table 26.3 lists all deliverables of the subprogramme.

Table 26.3

Subprogramme 2: deliverables for 2025, by category and subcategory

Category and subcategory

C. Substantive deliverables

Direct service delivery: approximately 7.5 million primary health-care consultations; some 90,000 mental health and psychosocial support consultations.

Subprogramme 3

Palestine refugees complete inclusive and equitable quality basic education

Objective

- 26.41 The objective, to which this subprogramme contributes, is to ensure that Palestine refugees complete inclusive and equitable quality basic education.

Strategy

- 26.42 To contribute to the objective, the subprogramme will:
- (a) Enhance the professionalization of teachers through continuous professional development and career progression opportunities;
 - (b) Ensure that teaching approaches and learning materials used in UNRWA schools develop students' skills and competencies, including higher-order thinking skills;
 - (c) Monitor student performance, ensure safe and violence-free learning environments, facilitate parent engagement and promote inclusive recreational and extracurricular activities;
 - (d) Ensure that students identified as having a disability receive support to meet their specific needs, assist individuals identified as experiencing a protection risk and progressively construct or upgrade existing schools.
- 26.43 The above-mentioned work is expected to result in:
- (a) Improved learning outcomes and critical thinking skills for Palestine refugee girls and boys;
 - (b) A safe and inclusive learning environment for Palestine refugee boys and girls that ensures their well-being.

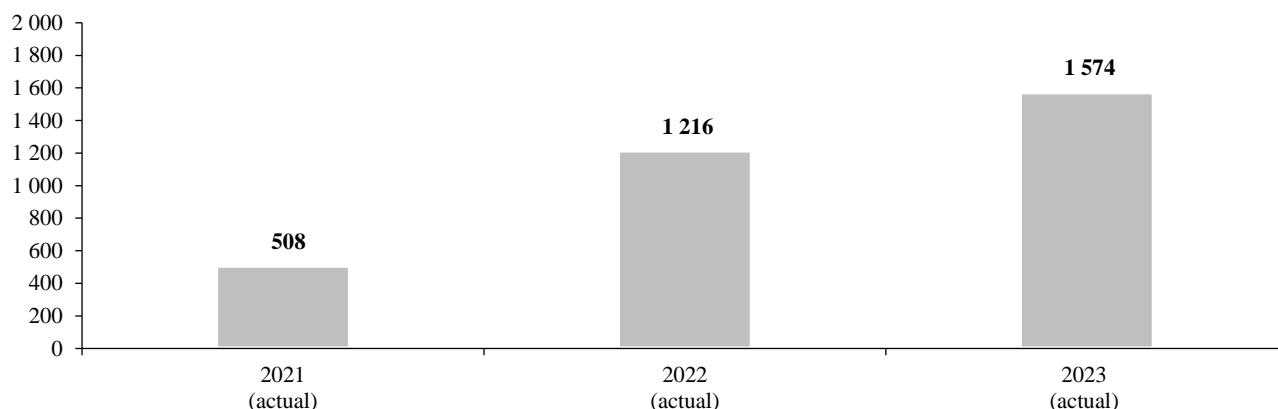
Programme performance in 2023

Teaching quality for Palestine refugee students reinforced

- 26.44 Teachers are the Agency's single most important educational resource; they are central to the provision of quality education and at the heart of the Agency's educational system. The subprogramme has strengthened its investment in its teachers in recent years through continuous professional development opportunities. These have been aimed at maximizing the effectiveness of student learning by helping teachers develop new skills, gain insights and stay current with the latest innovations in their field of work. The subprogramme runs a number of large-scale, recurrent professional development schemes, including the school-based teacher development programme, which is aimed at current elementary and preparatory teachers, and the learning for the future programme, which is aimed at school principals and their deputies. Both programmes draw on international and contextualized best practices in blended learning.
- 26.45 Progress towards the objective is presented in the performance measure below (see figure 26.IX).

Figure 26.IX

Performance measure: number of Agency teachers enrolled in the continuous professional development programme who successfully completed the programme in the past 12 months (cumulative)



Planned results for 2025

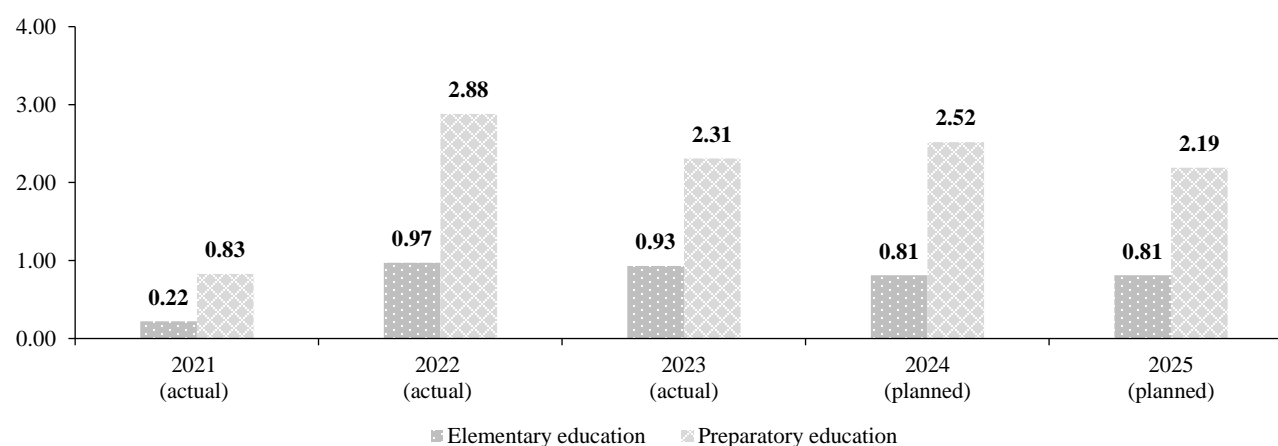
Result 1: student dropout rates reduced

Programme performance in 2023 and target for 2025

- 26.46 The subprogramme's work contributed to a reduction in the annual dropout rates for students enrolled in UNRWA elementary and preparatory education of 0.93 per cent and 2.31 per cent, respectively, which exceeded the planned target of 1.25 per cent for elementary and 2.84 per cent for preparatory education.
- 26.47 Progress towards the objective and the target for 2025 are presented in the performance measure below (see figure 26.X).

Figure 26.X

Performance measure: annual dropout rates for Agency elementary and preparatory education



Result 2: learning loss recovered

Programme performance in 2023 and target for 2025

- 26.48 The subprogramme's work contributed to the development and implementation of learning recovery plans and to teachers and students starting to use digital learning methods, especially during emergencies and for afterschool learning, which met the planned target.

- 26.49 Progress towards the objective and the target for 2025 are presented in the performance measure below (see table 26.4).

Table 26.4
Performance measure

2021 (actual)	2022 (actual)	2023 (actual)	2024 (planned)	2025 (planned)
In-person teaching is gradually reintroduced in UNRWA schools	In-person teaching is resumed in all UNRWA schools	Learning recovery plans are developed and implemented	Assessment of learning outcome tests demonstrate closure of the learning gap	Results of the assessment of learning outcome tests are analysed
Students take assessment of learning outcome tests	Students take catch-up classes	Teachers and students start to use digital learning methods during emergencies and for afterschool learning		Learning recovery plans are revised based on the test results
Additional vulnerable students receive tablets and Internet bundles				

Result 3: safety and inclusiveness of the learning environment for students in Agency schools increased

Proposed programme plan for 2025

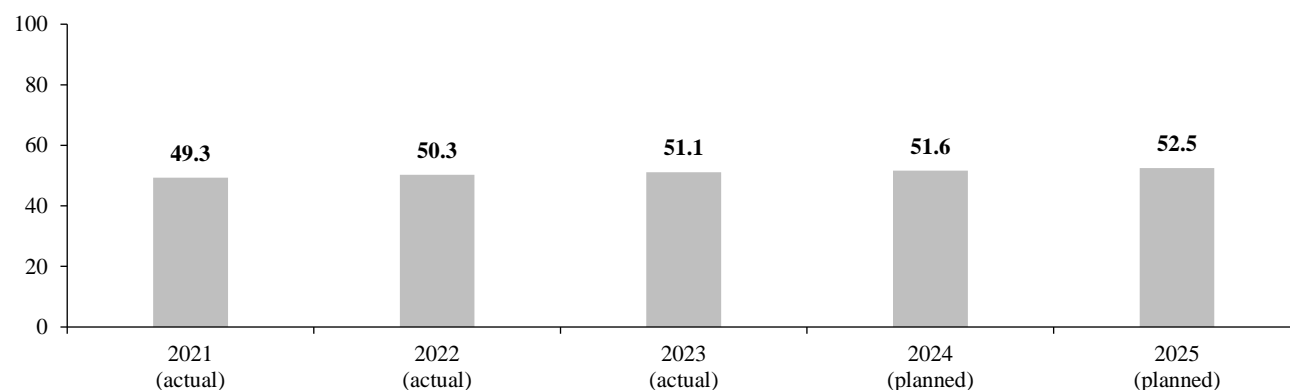
- 26.50 The physical learning environment is an important enabler in ensuring quality, inclusive and equitable education and can have a profound impact on student and educator outcomes. For students, school design can affect health, access for those with disabilities, and behavioural and overall learning performance. For educators, the physical environment can affect commitment, effort and retention rates. To enhance the physical environment in Agency schools, the subprogramme constructs, reconstructs or upgrades them on a rolling basis. All constructed, reconstructed and upgraded schools are designed to meet Agency protection and safety standards, with enhancements to ensure physical accessibility for all students and staff, as well as improved safety, including through strengthened structural integrity and fire safety measures. Gender-sensitive enhancements are also implemented, including the separation of lower grades from upper grades and the provision of internal toilets.

Lessons learned and planned change

- 26.51 The lesson for the subprogramme was that, while all newly constructed schools incorporate gender-sensitive and disability-inclusive design standards, the large number of Agency schools, combined with demographic pressures and underresourcing, means that a number of older buildings are not physically accessible for persons with disabilities and/or lack gender-sensitive features. In applying the lesson, the subprogramme will prioritize upgrades in schools that do not meet protection design standards.
- 26.52 Expected progress towards the objective is presented in the performance measure below (see figure 26.XI).

Figure 26.XI

Performance measure: percentage of schools run by the Agency that meet its protection design standards (annual)



Deliverables

26.53 Table 26.5 lists all deliverables of the subprogramme.

Table 26.5

Subprogramme 3: deliverables for 2025, by category and subcategory

Category and subcategory

C. Substantive deliverables

Direct service delivery: education services provided to some 550,000 students through approximately 700 schools.

Subprogramme 4

Palestine refugees have improved livelihood opportunities

Objective

26.54 The objective, to which this subprogramme contributes, is to ensure that Palestine refugees have improved livelihood opportunities.

Strategy

26.55 To contribute to the objective, the subprogramme will:

- Provide financial services, including diversified loan products, covering businesses, consumption and housing needs, to low-income Palestine refugees, women and young people through a network of microfinance branches;
- Create employment opportunities for Palestine refugees through infrastructure and construction interventions in camps;
- Provide quality and market-relevant technical and vocational education and training at UNRWA vocational training centres and education science facilities for degree-level teacher education in the West Bank, including East Jerusalem, and Jordan, focusing on vulnerable young people, including those whose families are recipients under the Agency's social safety net programme;
- Continue its higher education scholarship programme for young Palestine refugees.

- 26.56 The above-mentioned work is expected to result in:
- (a) Improved livelihood capacities of Palestine refugees;
 - (b) Improved income generation and work opportunities for Palestine refugees, especially women and young people, facilitating self-sustainability.

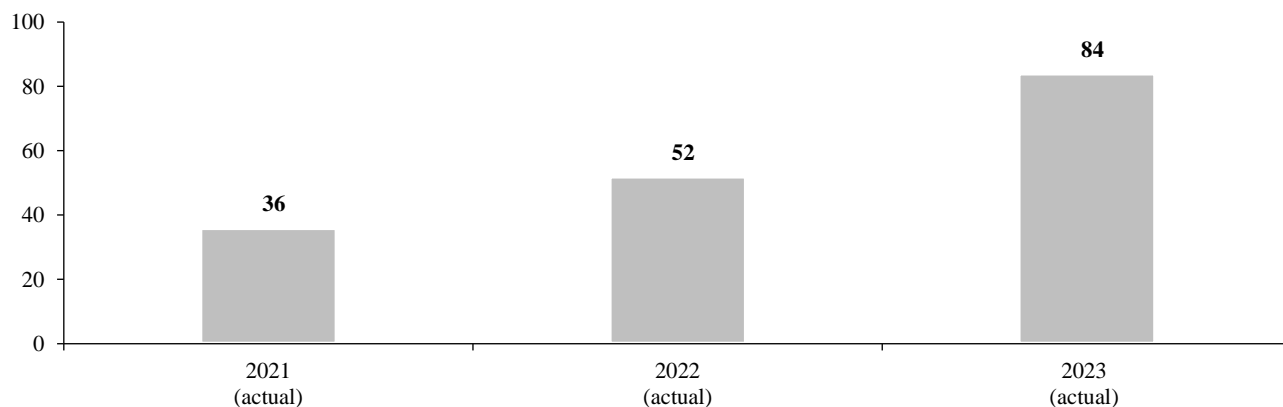
Programme performance in 2023

Quality of Palestine refugee youth employment opportunities improved

- 26.57 Access to higher education is limited for many Palestine refugees because of their difficult socioeconomic situation. This narrows their employment opportunities and chances to improve their living conditions. The subprogramme provides university scholarships each year to young Palestine refugees who excel academically but would otherwise be unable to afford tertiary education. The subprogramme's scholarships contribute towards the development of a highly skilled workforce. Past university scholarship holders have gone on to hold key positions in UNRWA and host countries, contributing to the social and economic development of the region. Scholarships are awarded for study in a wide range of fields across the sciences, social sciences and liberal arts, as well as for longer-term courses of study, such as engineering and medicine. Awards are granted according to academic merit and socioeconomic status. They are renewed on an annual basis after the satisfactory completion of each year, until students obtain their first university degree.
- 26.58 Progress towards the objective is presented in the performance measure below (see figure 26.XII).

Figure 26.XII

Performance measure: number of students receiving tertiary education scholarships from the Agency who successfully complete their courses (cumulative)



Planned results for 2025

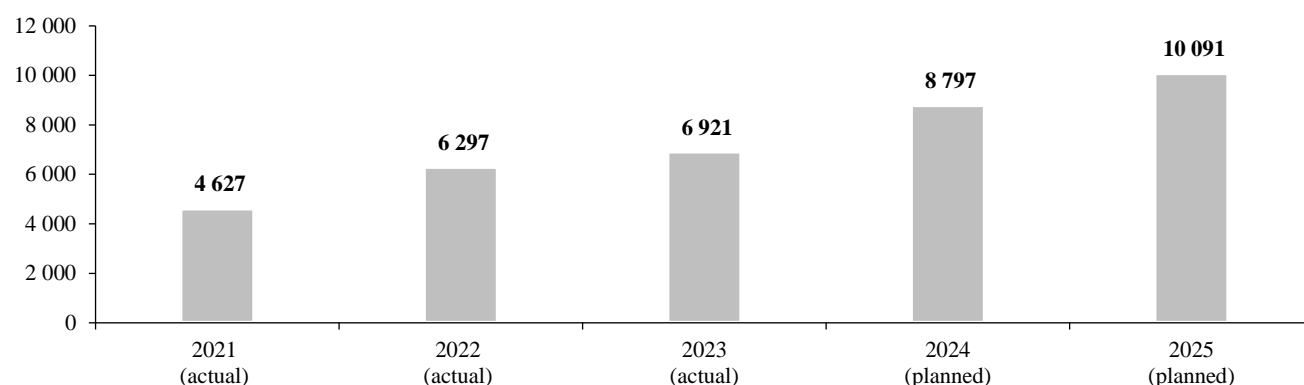
Result 1: employability of Palestine refugees improved

Programme performance in 2023 and target for 2025

- 26.59 The subprogramme's work contributed to the employability skills of 6,921 refugees being enhanced by camp improvement planning processes, which did not meet the planned target of 7,497 refugees. The target was not met due to the suspension of camp improvement planning in Gaza following the onset of the humanitarian crisis in October 2023.
- 26.60 Progress towards the objective and the target for 2025 are presented in the performance measure below (see figure 26.XIII).

Figure 26.XIII

Performance measure: number of refugees whose employability skills were enhanced by the camp improvement planning process (cumulative)



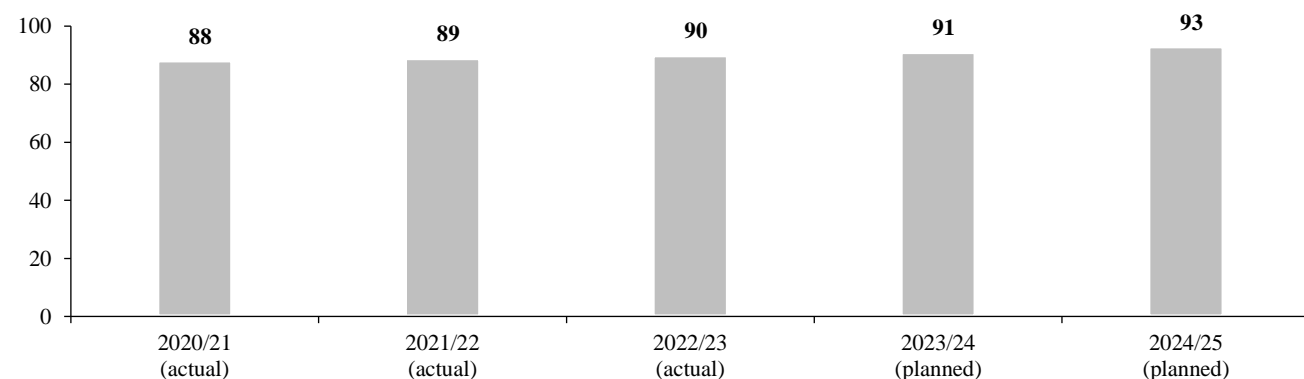
Result 2: improved access for Palestine refugees to highly skilled professions

Programme performance in 2023 and target for 2025

- 26.61 The subprogramme's work contributed to 90 per cent of Education Science Faculty and Faculty of Educational Sciences and Arts graduates employed or continuing their studies within one year of graduation, which met the planned target.
- 26.62 Progress towards the objective and the target for 2025 are presented in the performance measure below (see figure 26.XIV).

Figure 26.XIV

Performance measure: percentage of Education Science Faculty and Faculty of Educational Sciences and Arts graduates employed or continuing their studies within one year of graduation (annual)



Result 3: private sector employment opportunities created

Proposed programme plan for 2025

- 26.63 Palestine refugees face a number of constraints in building sustainable livelihoods. Despite refugees having strong human capital as a result of the educational and health structures provided by UNRWA and host authorities, the majority do not have access to the full range of assets – social, natural, physical and financial capital – required for sustainable livelihoods. The subprogramme extends credit and complementary financial services to entrepreneurs and small-business owners in all fields of operation, except Lebanon. These services help create and sustain jobs, decrease unemployment, reduce poverty and provide income-generating and asset-building opportunities for Palestine refugees and other poor and marginal groups. Dedicated microfinance loan products, including the

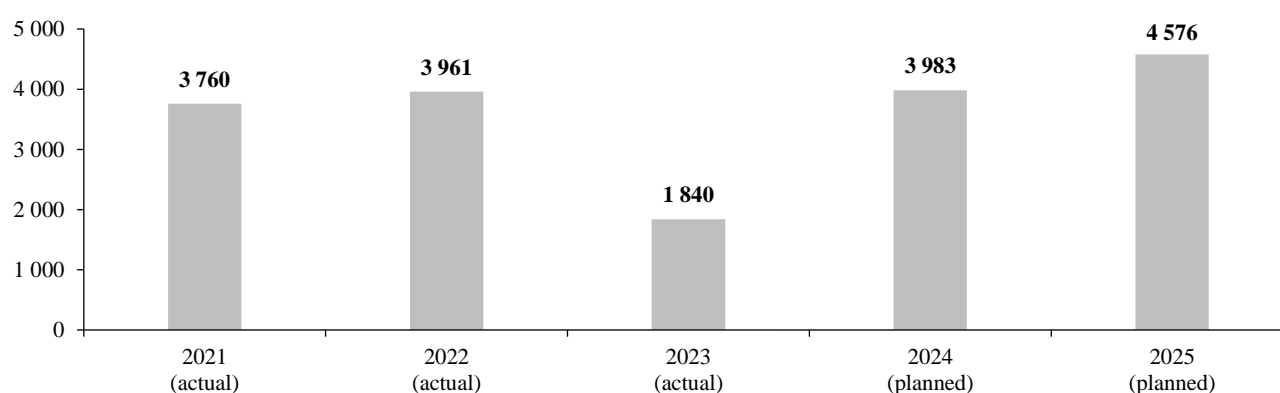
microenterprise credit, microenterprise credit plus, start-your-business loan and Palestine refugee business loan, are extended, aimed at women and youth entrepreneurs, and contribute to their economic empowerment.

Lessons learned and planned change

- 26.64 The lesson for the subprogramme was the need to constantly adapt lending products to clients' changing needs in the light of events in recent years that have had a significant impact on the economic climate. In applying the lesson, the subprogramme will institutionalize additional mechanisms to solicit more regular client feedback on the relevancy of loan products and emerging client needs.
- 26.65 Expected progress towards the objective is presented in the performance measure below (see figure 26.XV).

Figure 26.XV

Performance measure: number of additional jobs created by microfinance client enterprises (annual)



Deliverables

- 26.66 Table 26.6 lists all deliverables of the subprogramme.

Table 26.6

Subprogramme 4: deliverables for 2025, by category and subcategory

Category and subcategory

C. Substantive deliverables

Direct service delivery: issuance of microfinance loans valued at approximately \$47 million; approximately 8,000 students enrolled in technical and vocational education and training; some 2,470 job placements created as full-time equivalents.^a

^a Full-time equivalents are the number of full-time equivalent jobs, defined as total hours worked divided by average actual hours worked in full-time jobs.

Subprogramme 5

Palestine refugees are able to meet their basic human needs of shelter, water and sanitation

Objective

- 26.67 The objective, to which this subprogramme contributes, is to ensure that Palestine refugees are able to meet their basic human needs of shelter, water and sanitation.

Strategy

- 26.68 To contribute to the objective, the subprogramme will:
- (a) Provide adequate and safe shelters for Palestine refugees living in camps through the rehabilitation of substandard shelters for the most vulnerable;
 - (b) Provide Palestine refugees living in camps with effective environmental health services, including equitable and sufficient water for their basic needs, storm water drainage systems, solid waste collection and sewerage systems.
- 26.69 The above-mentioned work is expected to result in:
- (a) Improved living conditions whereby Palestine refugees and their families can live in dignity in an adequate and safe built environment in camps;
 - (b) Improved environmental health and infrastructure services, including access to safe drinking water, sanitation, drainage, electricity and waste disposal, for Palestine refugees living in camps.

Programme performance in 2023

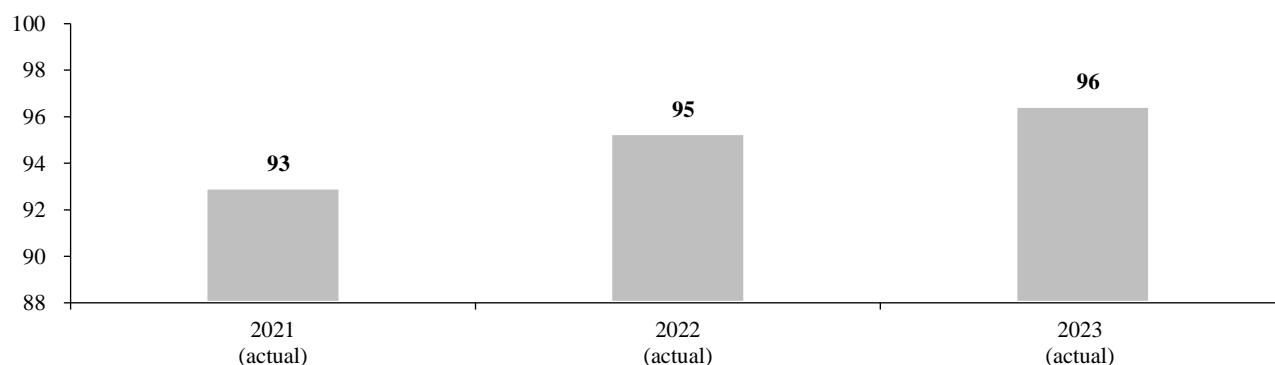
Environmental health in Palestine refugee camps improved

- 26.70 The density of housing and severe levels of overcrowding in many Palestine refugee camps have increased the amount of solid waste, insufficient disposal of which can create unsanitary conditions. In turn, these conditions can lead to outbreaks of vector-borne diseases. Although responsibility for the provision of public services in camps resides with host authorities, the subprogramme supports Palestine refugee access to basic sanitation through solid waste management services, including street cleaning and the collection and disposal of household waste. Collected waste is disposed of in municipal landfill sites. In addition to the collection and disposal of waste, the subprogramme also conducts regular campaigns in camps to promote waste reduction, reuse and recycling.
- 26.71 Progress towards the objective is presented in the performance measure below (see figure 26.XVI).

Figure 26.XVI

Performance measure: percentage of solid waste collected and disposed of on a regular basis (annual)

(Percentage)



Planned results for 2025

Result 1: sanitation in Palestine refugee camps enhanced

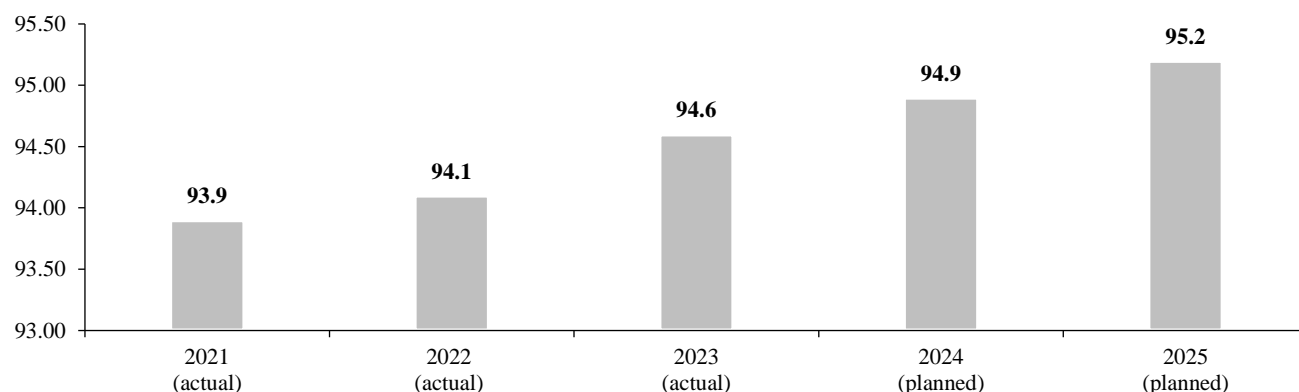
Programme performance in 2023 and target for 2025

- 26.72 The subprogramme's work contributed to 94.6 percent of shelters in camps being connected to official sewerage networks, which met the planned target.

- 26.73 Progress towards the objective and the target for 2025 are presented in the performance measure below (see figure 26.XVII).

Figure 26.XVII

Performance measure: percentage of shelters in camps connected to official sewerage networks (cumulative)



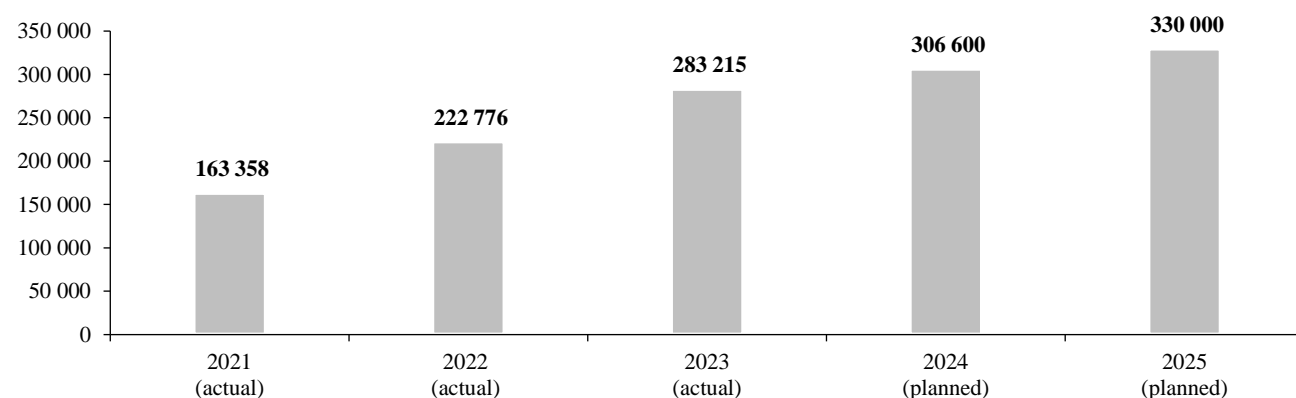
Result 2: living conditions of camp residents improved

Programme performance in 2023 and target for 2025

- 26.74 The subprogramme's work contributed to 283,215 refugees benefiting from the implementation of camp improvement plans, which exceeded the planned target of 245,054 refugees.
- 26.75 Progress towards the objective and the target for 2025 are presented in the performance measure below (see figure 26.XVIII).

Figure 26.XVIII

Performance measure: number of refugees benefiting from the implementation of camp improvement plans (cumulative)



Result 3: safety and dignity of Palestine refugees living in camps improved

Proposed programme plan for 2025

- 26.76 Over several decades, the 58 official Palestine refugee camps in Gaza, Jordan, Lebanon, the Syrian Arab Republic and the West Bank, including East Jerusalem, have transformed from temporary "tent cities" into hypercongested masses of multistorey buildings marked by high concentrations of poverty and extreme overcrowding. Adequate housing is fundamental to the human dignity, health and psychosocial well-being of Palestine refugees, yet, in many camps, shelters contain asbestos roofing and are poorly ventilated, damp, overcrowded and unsuitable for persons with disabilities. The subprogramme assesses

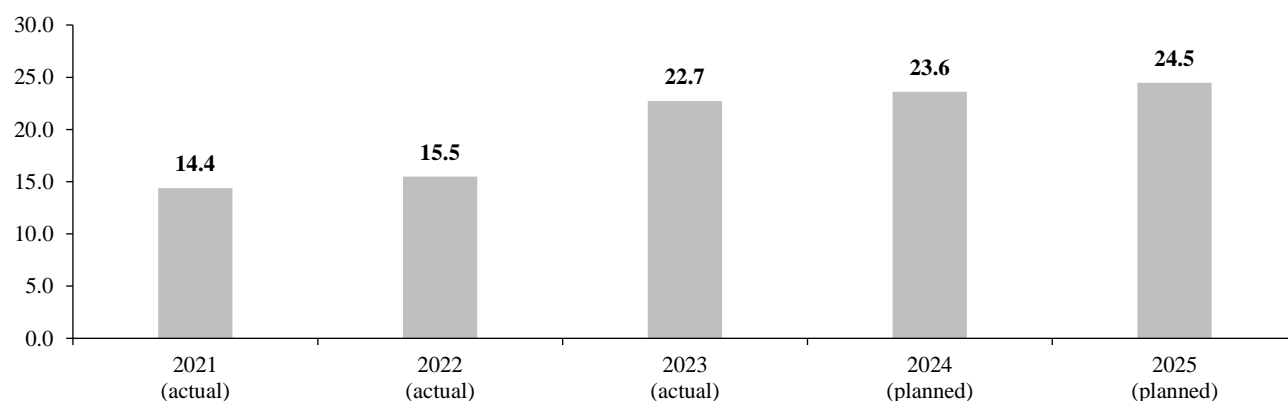
and rehabilitates substandard shelters in Palestine refugee camps, on the basis of an assessment process that evaluates applicants' socioeconomic conditions and physical safety, and the environmental health of the structures they inhabit. To maximize beneficiary ownership of works undertaken and to reduce costs, the subprogramme promotes a self-help approach through which families are engaged in the rehabilitation of their own homes, under the technical supervision of UNRWA engineers.

Lessons learned and planned change

- 26.77 The lesson for the subprogramme was that the criteria employed to prioritize shelter rehabilitation applications need to be redefined in the light of the increasing number of vulnerable and poor families whose substandard shelters need rehabilitation. In applying the lesson, the subprogramme will revise the assessment criteria it uses to determine the prioritization of works to give top priority to shelters that are structurally unsafe and hazardous. All registered Palestine refugees living in substandard shelters will remain eligible to submit applications for UNRWA shelter rehabilitation.
- 26.78 Expected progress towards the objective is presented in the performance measure below (see figure 26.XIX).

Figure 26.XIX

Performance measure: percentage of substandard shelters repaired or reconstructed (cumulative)



Deliverables

- 26.79 Table 26.7 lists all deliverables of the subprogramme.

Table 26.7

Subprogramme 5: deliverables for 2025, by category and subcategory

Category and subcategory

C. Substantive deliverables

Direct service delivery: rehabilitation of 500 substandard shelters for Palestine refugees residing in camps.

Subprogramme 6

The most vulnerable Palestine refugees have access to effective social assistance

Objective

- 26.80 The objective, to which this subprogramme contributes, is to ensure that the most vulnerable Palestine refugees have access to effective social assistance.

Strategy

- 26.81 To contribute to the objective, the subprogramme will:
- (a) Distribute cash-based and in-kind social transfers to the most vulnerable Palestine refugees, at risk of poverty and food insecurity;
 - (b) Provide preferential access to vocational training opportunities and subsidization of secondary and tertiary health-care costs to Palestine refugees in need, including households headed by women, older persons and persons with disabilities.
- 26.82 The above-mentioned work is expected to result in the alleviation of poverty and food insecurity among the most vulnerable Palestine refugees in the face of economic hardship and restricted household income.

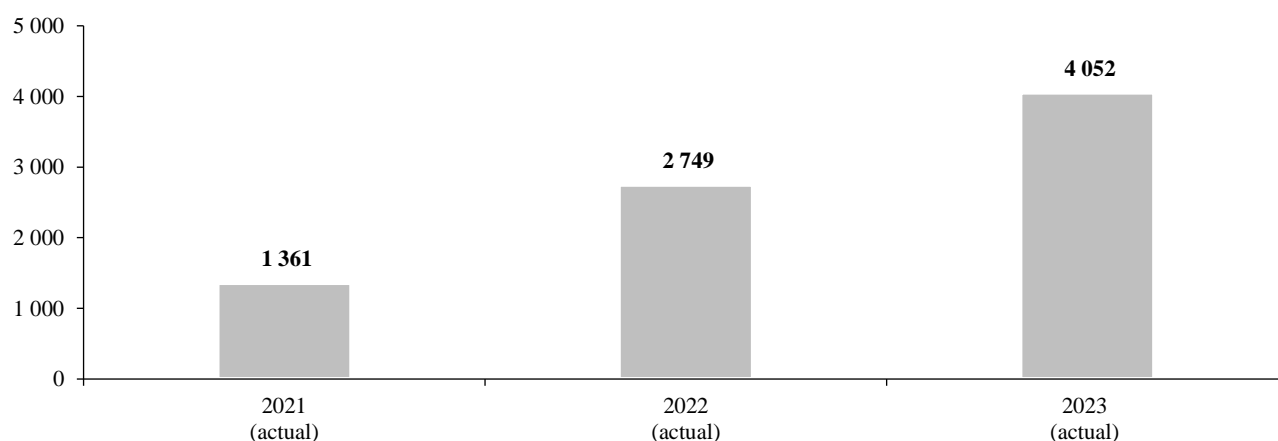
Programme performance in 2023

Access for the most vulnerable to employment opportunities

- 26.83 Across UNRWA fields of operation, there exists a range of structural barriers that inhibit the integration of Palestine refugees into labour markets, leading to high unemployment rates and the predominance of employment in low-paying and/or low-skilled informal jobs. These conditions, in turn, leave many Palestine refugees trapped in an inescapable cycle of poverty. The subprogramme provides Palestine refugee youth with technical and vocational education and training to ensure that they have the necessary skills and knowledge to find decent work. Through eight vocational training centres, the subprogramme provides a range of courses, including: (a) one- and two-year trade (vocational) courses for students who have completed preparatory education; and (b) two-year semi-professional courses for students who have completed secondary education. As well as offering a range of specializations in response to local market needs, such programming also equips students with soft skills and provides career guidance and placements to enhance their employability. The most vulnerable Palestine refugees are prioritized for admission.
- 26.84 Progress towards the objective is presented in the performance measure below (see figure 26.XX).

Figure 26.XX

Performance measure: number of social safety net programme students graduating from technical and vocational education and training courses (cumulative)



Planned result for 2025

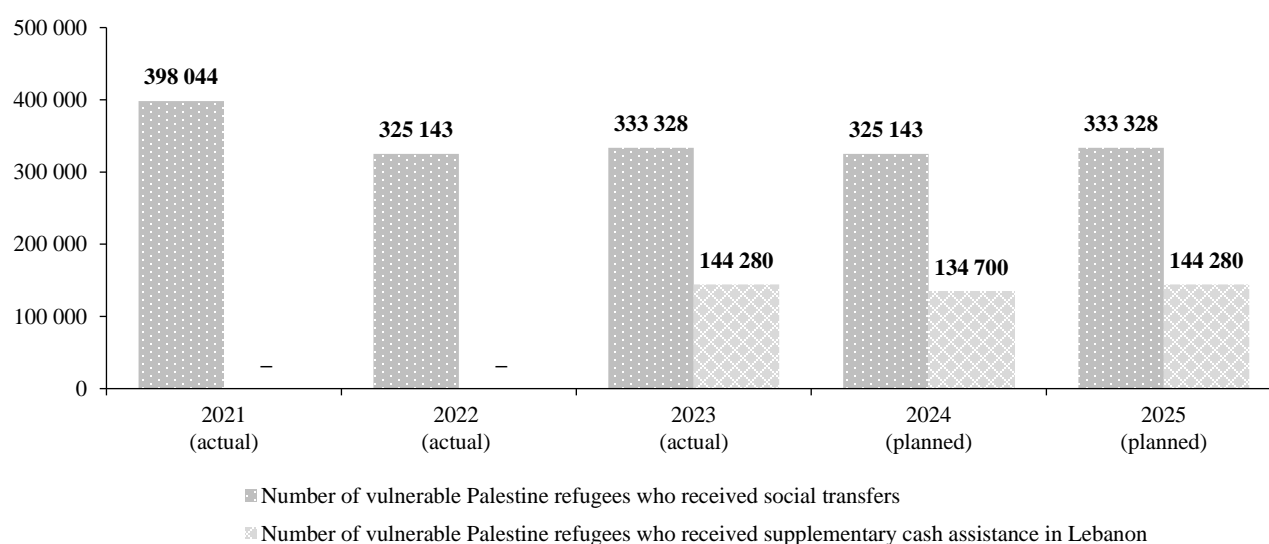
Result 1: abject poverty and food insecurity among the most vulnerable Palestine refugees mitigated

Programme performance in 2023 and target for 2025

- 26.85 The subprogramme's work contributed to 333,328 vulnerable Palestine refugees, including 144,280 refugees in Lebanon, receiving social transfers and supplementary cash assistance, which exceeded the planned target of 325,143 vulnerable Palestine refugees who received social transfers, including 134,700 vulnerable Palestine refugees in Lebanon who received supplementary cash assistance.
- 26.86 Progress towards the objective and the target for 2025 are presented in the performance measure below (see figure 26.XXI).

Figure 26.XXI

Performance measure: number of vulnerable Palestine refugees who received social transfers and supplementary cash assistance (annual)



Result 2: access to affordable hospital care ensured

Proposed programme plan for 2025

- 26.87 In the West Bank, including East Jerusalem, and Jordan, Palestine refugees have access to effective host government hospitalization care. In some fields of operation, such as Lebanon and the Syrian Arab Republic, hospitalization care is prohibitively expensive, leaving the most vulnerable with a choice of either incurring significant personal debt or deferring potentially life-saving treatment. The subprogramme provides access to hospital care at heavily subsidized rates in governmental, private and non-governmental organization hospitals for the most vulnerable Palestine refugees. In 2023, the Agency supported over 49,000 hospital admissions.

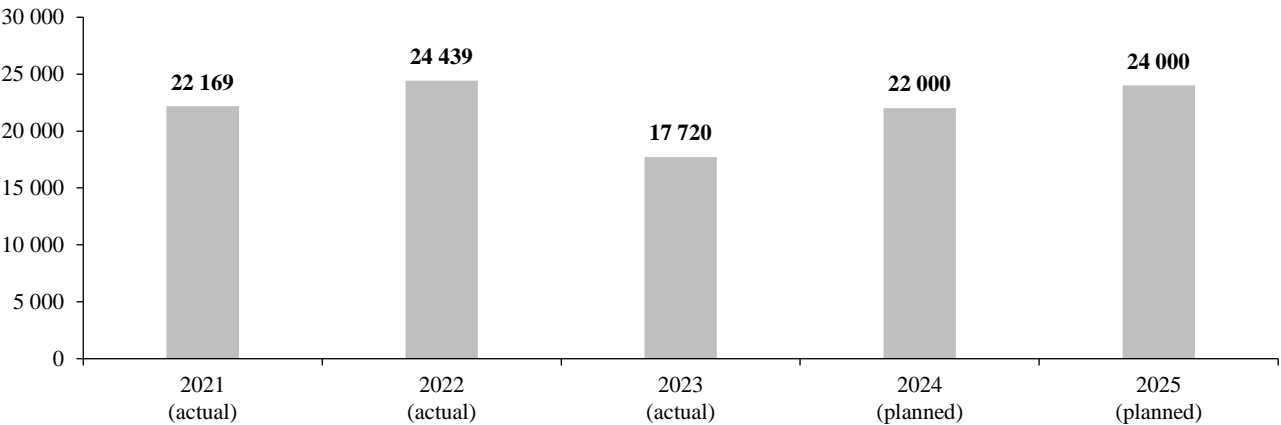
Lessons learned and planned change

- 26.88 The lesson for the subprogramme was that it needed to control costs incurred by the Agency in the light of an increasing number of vulnerable Palestine refugees and high inflation rates in all fields of operation. In applying the lesson, the subprogramme will finalize the roll-out of the hospitalization management system, which will allow for better monitoring and analysis of hospitalization data and facilitate timely corrective action, where necessary, to contain expenditure.

26.89 Expected progress towards the objective is presented in the performance measure below (see figure 26.XXII).

Figure 26.XXII

Performance measure: number of the most vulnerable Palestine refugees receiving subsidized hospital care (annual)



Deliverables

26.90 Table 26.8 lists all deliverables of the subprogramme.

Table 26.8

Subprogramme 6: deliverables for 2025, by category and subcategory

Category and subcategory

C. Substantive deliverables

Direct service delivery: food and cash assistance provided to vulnerable Palestine refugees in four countries.

B. Proposed post and non-post resource requirements for 2025

Overview

26.91 The proposed regular budget resources for 2025, including the breakdown of resource changes, as applicable, are reflected in tables 26.9 to 26.11.

Table 26.9

Overall: evolution of financial resources by object of expenditure

(Thousands of United States dollars)

Object of expenditure	2023 expenditure	2024 approved	Changes				2025 estimate (before recosting)	
			Technical adjustments	New/ expanded mandates	Other	Total		Percentage
Posts	37 935.8	41 507.0	—	—	185.8	185.8	0.4	41 692.8
Other staff costs	42.7	43.5	—	—	—	—	—	43.5
Grants and contributions	—	29 992.5	—	—	2 200.0	2 200.0	7.3	32 192.5
Total	37 978.5	71 543.0	—	—	2 385.8	2 385.8	3.3	73 928.8

Table 26.10

Overall: proposed posts and post changes for 2025

(Number of posts)

	Number	Details
Approved for 2024	217	1 USG, 1 ASG, 9 D-2, 16 D-1, 38 P-5, 92 P-4, 44 P-3, 4 P-2/1, 12 GS (OL)
Establishment	1	P-4 Procurement Officer
Reclassification	—	Upward reclassification of one post from P-5 to D-1
Redeployment (geographical)	—	1 P-3 (Data Analyst from Amman to Gaza)
Proposed for 2025	218	1 USG, 1 ASG, 9 D-2, 17 D-1, 37 P-5, 93 P-4, 44 P-3, 4 P-2/1, 12 GS (OL)

Table 26.11

Overall: proposed posts by category and grade

(Number of posts)

Category and grade	2024 approved	Changes				2025 proposed
		Technical adjustments	New/expanded mandates	Other	Total	
Professional and higher						
USG	1	—	—	—	—	1
ASG	1	—	—	—	—	1
D-2	9	—	—	—	—	9
D-1	16	—	—	1	1	17

Note: The following abbreviations are used in tables and figures: ASG, Assistant Secretary-General; GS (OL), General Service (Other level); USG, Under-Secretary-General.

Category and grade	2024 approved	Changes				2025 proposed
		Technical adjustments	New/expanded mandates	Other	Total	
P-5	38	–	–	(1)	(1)	37
P-4	92	–	–	1	1	93
P-3	44	–	–	–	–	44
P-2/1	4	–	–	–	–	4
Subtotal	205	–	–	1	1	206
General Service and related						
GS (OL)	12	–	–	–	–	12
Subtotal	12	–	–	–	–	12
Total	217	–	–	1	1	218

- 26.92 Additional details on the distribution of the proposed resources for 2025 are reflected in tables 26.12 to 26.14 and figure 26.XXIII.
- 26.93 As shown in tables 26.12 (1) and 26.13 (1), the overall resources proposed for 2025 amount to \$73,928,800 before recosting, reflecting a net increase of \$2,385,800 (or 3.3 per cent) compared with the approved budget for 2024. Resource changes result from other changes. The proposed level of resources provides for the full, efficient and effective implementation of mandates.
- 26.94 In accordance with the 2030 Agenda for Sustainable Development, in particular target 12.6 of the Sustainable Development Goals, in which organizations are encouraged to integrate sustainability information into their reporting cycles, and in compliance with the cross-cutting mandate set out in paragraph 19 of General Assembly resolution [72/219](#), UNRWA is integrating environmental management practices into its operations. In 2023, work commenced on the implementation of an environmental sustainability policy that articulates the Agency's commitment in this area and outlines overarching principles that guide the mainstreaming of such considerations into all UNRWA interventions. The policy aligns the Agency's environmental sustainability efforts with the goals of the 2030 Agenda, United Nations development system reforms and international agreements on climate change and environmental protection and is anchored in the UNRWA strategic plan for 2023-2028, which posits environmental sustainability as a cross-cutting Agency priority. The policy is complemented by: (a) an environmental and social management framework which mandates the incorporation of environmental and social sustainability principles into all UNRWA construction, rehabilitation and camp improvement works; (b) practical measures to reduce the Agency's environmental footprint, including, for example, the retrofitting of UNRWA installations with energy-efficient lighting, the introduction of electric and hybrid vehicles in its fleet, the expanded use of local recycling solutions and the launch of an initiative to phase out single-use plastics in Agency premises; and (c) ongoing negotiations with donor partners to expand decarbonization of the Agency's electricity supply through the installation of solar energy systems.

Table 26.12

Overall: evolution of financial resources by source of funding, component and subprogramme

(Thousands of United States dollars)

(1) *Regular budget*

Component/subprogramme	2023 expenditure	2024 approved	Changes				2025 estimate (before recosting)	
			Technical adjustments	New/ expanded mandates	Other	Total		Percentage
Executive direction and management/Programme support	37 978.5	71 543.0	–	–	2 385.8	2 385.8	3.3	73 928.8
Subtotal, 1	37 978.5	71 543.0	–	–	2 385.8	2 385.8	3.3	73 928.8

(2) *Extrabudgetary*

Component/subprogramme	2023 expenditure	2024 estimate	Change	Percentage	2025 estimate
Executive direction and management/Programme of work/Programme support	802 493.4	1 075 719.0	(78 241.3)	(7.3)	997 477.7
Subtotal, 2	802 493.4	1 075 719.0	(78 241.3)	(7.3)	997 477.7
Total	840 471.9	1 147 262.0	(75 855.5)	(6.6)	1 071 406.5

Table 26.13

Overall: proposed posts for 2025 by source of funding, component and subprogramme

(Number of posts)

(1) *Regular budget*

Component/subprogramme	2024 approved	Changes				2025 proposed
		Technical adjustments	New/expanded mandates	Other	Total	
Executive direction and management/Programme support	217	–	–	1	1	218
Subtotal, 1	217	–	–	1	1	218

(2) *Extrabudgetary*

Component/subprogramme	2024 estimate	Change	2025 estimate
Executive direction and management/Programme of work/Programme support ^a	53	57	110
Subtotal, 2	53	57	110
Total	270	58	328

^a In addition, approximately 30,000 local area staff and 261 individual service providers (international and area staff) are funded from extrabudgetary resources.

Table 26.14

Overall: evolution of financial and post resources

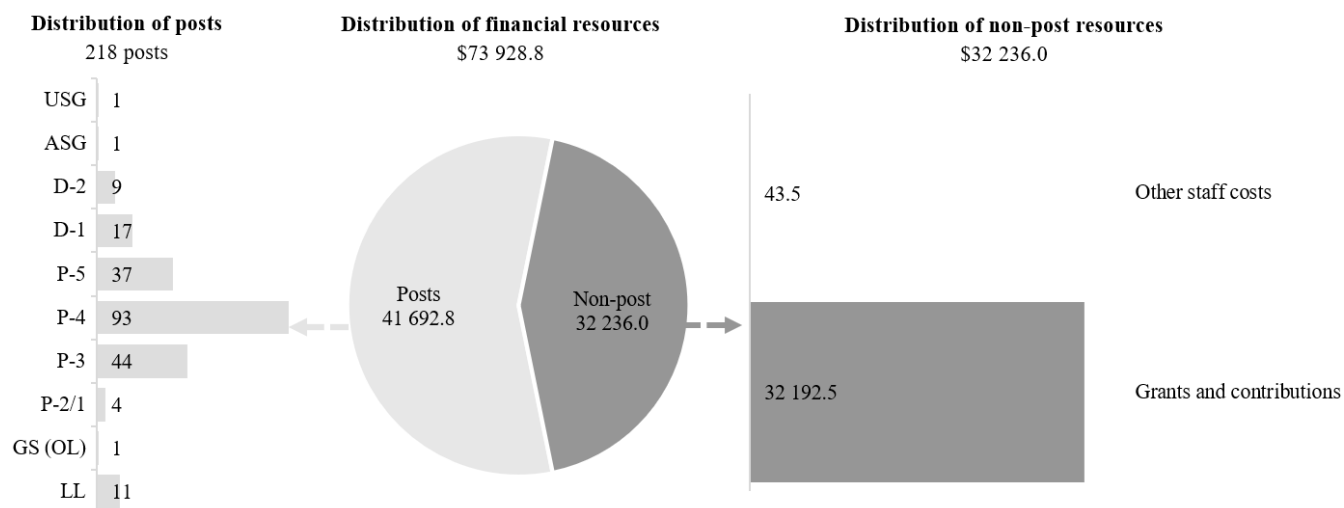
(Thousands of United States dollars/number of posts)

	2023 expenditure	2024 approved	Changes					2025 estimate (before recosting)
			Technical adjustments	New/ expanded mandates	Other	Total	Percentage	
Financial resources by main category of expenditure								
Posts	37 935.8	41 507.0	—	—	185.8	185.8	0.4	41 692.8
Non-post	42.7	30 036.0	—	—	2 200.0	2 210.0	7.3	32 236.0
Total	37 978.5	71.543.0	—	—	2 385.8	2 385.8	3.3	73 928.8
Post resources by category								
Professional and higher		205	—	—	1	1	0.5	206
General Service and related		12	—	—	—	—	—	12
Total		217	—	—	1	1	0.5	218

Figure 26.XXIII

Distribution of proposed resources for 2025 (before recosting)

(Number of posts/thousands of United States dollars)



Explanation of variances by factor, component and subprogramme

Overall resource changes

Other changes

26.95 As shown in table 26.12 (1), resource changes reflect an increase of \$2,385,800, as follows:

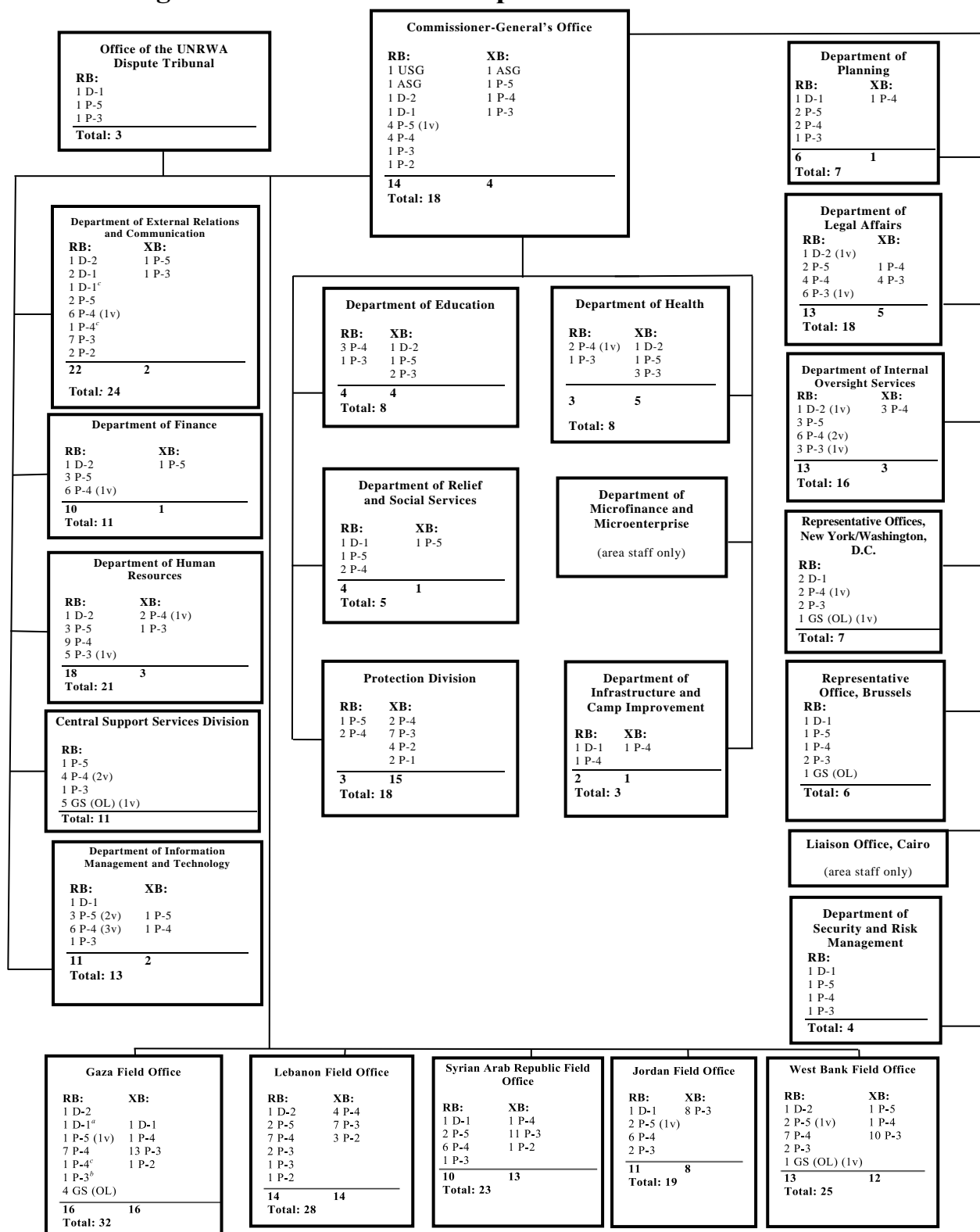
- (a) An increase of \$185,800 under post relates to the strengthening of the management of the Agency's operations in Gaza, as follows: (i) the proposed establishment of one additional post at the P-4 level in the Gaza Field Office; (ii) the proposed upward reclassification of the post of Deputy Director of Operations in the Gaza Field Office from the P-5 to the D-1 level; and (iii) the proposed redeployment of a P-3 post from Amman to the Gaza Field Office. Additional information is provided in annex II;
- (b) An increase of \$2,200,000 in non-post, under grants and contributions, is proposed to support the Agency's increased expenses for operational costs related to executive and administrative management functions. The proposed additional resources would be used for: (i) repairs of structural damages to buildings used by the executive management and administrative staff resulting from the conflict in Gaza; (ii) initial activities and configuration (including licensing and subscription, business process re-engineering, data cleansing and data warehousing) of the new enterprise resource planning solution selected to replace the solution currently in use at the Agency, which will no longer be technically supported beyond 2026; and (iii) strengthening information and communications technology security to ensure protection from increased cyberthreats resulting from the conflict in Gaza.

Extrabudgetary resources

- 26.96 As reflected in tables 26.12 (2), extrabudgetary resources amount to \$997,477,700 and would be used mainly to provide for continued humanitarian support and aid to Palestine refugees.
- 26.97 The extrabudgetary resources under the present section are subject to the oversight of the Commissioner-General of UNRWA, who is advised and assisted by an Advisory Commission and who has delegated authority from the Secretary-General.

Annex I

Organizational structure and post distribution for 2025



Note: Regular budget – 223 approved international positions. Extrabudgetary – 110 extrabudgetary international posts that are funded through extrabudgetary resources.

Abbreviations: ASG, Assistant Secretary-General; GS (OL), General Service (Other level); RB, regular budget; USG, Under-Secretary-General; v, vacant; XB, extrabudgetary resources.

^a Post reclassification.

^b Post redeployment.

^c New post.

Annex II

Summary of proposed post changes, by component and subprogramme

<i>Action</i>	<i>Posts</i>	<i>Grade</i>	<i>Description</i>	<i>Reason for change</i>
Reclassification		+ D-1 - P-5	Deputy Director of Operations, Gaza Field Office	The Gaza Field Office is the largest field of operations of the United Nations Relief and Works Agency for Palestine Refugees in the Near East (UNRWA), with 290,000 children in UNRWA schools, over 1 million medical consultations in 22 health centres per quarter and food assistance for over 1 million Palestine refugees. The scope of programmatic responsibility of the post encompasses all fields of UNRWA programmes, including education, health, relief and social services, infrastructure and camp improvement, as well as microfinance. In view of the increased level of emergency and humanitarian operations in Gaza, which the Agency expects to continue for years to come owing to the extent of the crisis, it is proposed to upgrade the post of Deputy Director of Operations from the P-5 to the D-1 level. Such a heightened level of humanitarian operations requires oversight of the involvement of many of the Agency's programmes and operational units, as well as cooperation with other agencies, funds and programmes, including the World Food Programme, the World Health Organization, the United Nations Development Programme and the United Nations Office for Project Services. In addition, the incumbent will be responsible for providing support and advice to the Director of the Gaza Field Office in implementing the Agency's plan for comprehensive programme and management reform.
Establishment	1	P-4	Procurement Officer, Gaza Field Office	The nature of the current humanitarian operations, as well as the recovery and reconstruction efforts needed once the conflict abates, would require the Gaza Field Office to have a dedicated Procurement Officer to lead on procurement planning, both local and, if required, international procurement, contract management and contract administration of items procured to support UNRWA beneficiaries in Gaza. Such items include food, medicines and non-food items such as construction materials and supplies, as well as services. The procurement and logistics duties in the Gaza Field Office are currently combined under one function, but owing to the magnitude of work required given the current emergency and humanitarian response and eventual recovery, the post would be needed to oversee all procurement activities assigned to the Field Office and to ensure compliance with Agency-wide procurement standards and procedures.

Section 26 **Palestine refugees**

<i>Action</i>	<i>Posts</i>	<i>Grade</i>	<i>Description</i>	<i>Reason for change</i>
Redeployment (geographical)	1	P-3	Data Analyst from Amman to the Gaza Field Office	An assessment of the entire security workforce concerning information and communications technology security threats across the Agency has determined that there is a significant gap in security at the Gaza Field Office as a result of the ongoing conflict in Gaza. It is therefore proposed to redeploy a post of Data Analyst from Amman to Gaza in support of UNRWA operations carried out by the Gaza Field Office.