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### FINANCING OF THE UNITED NATIONS MISSION OF OBSERVERS IN TAJIKISTAN

#### Report of the Secretary-General

#### SUMMARY

The present report contains the performance report of the United Nations Mission of Observers in Tajikistan (UNMOT) for the mandate period from 16 December 1994 to 16 June 1995. An amount totalling \$3,968,600 gross (\$3,805,500 net) was provided based on General Assembly resolution 49/240 of 31 March 1995 for the operation of the Observer Mission for the period from 16 December 1994 to 16 June 1996. Of that amount the estimated expenditure totalled \$3,590,000 gross (\$3,431,700 net), resulting in an unencumbered balance of \$378,600 gross (\$373,800 net).

The reported unencumbered balance resulted mainly from savings under military personnel costs, transport operations and air operations. These savings were offset in part by additional requirements under civilian personnel costs.

The proposed action to be taken by the General Assembly at its fiftieth session, which is set out in paragraph 12 of the present report, relates to a decision to retain the unencumbered balance in the Special Account for UNMOT, pending the submission of the performance report covering the period through 30 June 1996.



CONTENTS

	<u>Paragraphs</u>	<u>Page</u>
I. INTRODUCTION .....	1	3
II. PERFORMANCE REPORT FOR THE PERIOD FROM 16 DECEMBER 1994 TO 16 JUNE 1995 .....	2 - 5	3
III. VOLUNTARY CONTRIBUTIONS AND TRUST FUND .....	6 - 7	3
IV. OBSERVATIONS .....	8 - 11	4
V. ACTION TO BE TAKEN BY THE GENERAL ASSEMBLY AT ITS FIFTIETH SESSION .....	12	4

Annexes

I. Performance report for the period from 16 December 1994 to 16 June 1995: summary statement .....		5
II. Performance report for the period from 16 December 1994 to 16 June 1995: supplementary information .....		11
III. Authorized staffing, incumbency and vacancy rates for the period from 16 December 1994 to 16 June 1995 .....		20
IV. (a) Deployment of military observers, 16 December 1994 to 16 June 1995 .....		21
(b) Deployment of international civilian personnel, 16 December 1994 to 16 June 1995 .....		22
(c) Deployment of local and temporary staff, 16 December 1994 to 16 June 1995 .....		23

## I. INTRODUCTION

1. The General Assembly, in its resolution 49/233 A of 23 December 1994, urged the Secretary-General to submit a performance report for each peace-keeping operation for the previous financial period and also to ensure that reports are based on actual expenditure rather than projected data. The present report is submitted in accordance with that request. It contains the financial performance report of the United Nations Mission of Observers in Tajikistan (UNMOT) for the first six-month period, from 16 December 1994 to 16 June 1995.

## II. PERFORMANCE REPORT FOR THE PERIOD FROM 16 DECEMBER 1994 TO 16 JUNE 1995

2. Annex I to the present report sets out by budget line item the apportionment provided to UNMOT for the period from 16 December 1994 to 16 June 1995 of \$3,968,600 gross (\$3,805,500 net). The related estimated expenditure for the period amounted to \$3,590,000 gross (\$3,431,700 net), resulting in an unencumbered balance of \$378,600 (\$373,800 net). Supplementary information on expenditure under each line item is provided in annex II.

3. The unencumbered balance results mainly from lower air fares and less rotation travel undertaken by military observers; the use of diesel fuel in most of the vehicles, which is cheaper than gasoline; and the utilization of aircraft from the United Nations Protection Force (UNPROFOR) rather than the chartering of aircraft, for which no reimbursement has been provided. The savings were offset in part by additional requirements under civilian personnel costs.

4. Annex III provides the authorized and actual strengths of military and civilian personnel.

5. Annex IV contains graphs showing the planned and actual deployment of military observers, international civilian staff and local staff.

## III. VOLUNTARY CONTRIBUTIONS AND TRUST FUND

### A. Voluntary contributions

6. In paragraph 8 of its resolution 49/240, the General Assembly invited voluntary contributions to the Mission in cash and in the form of services and supplies acceptable to the Secretary-General. The following voluntary contributions were provided during the reporting period:

(a) The Government of Switzerland made a contribution in the form of medical supplies valued at 100,000 Swiss francs;

(b) The host Government provided office space for UNMOT headquarters at Dushanbe and the outstation at Garm free of charge.

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B. Trust fund

7. In accordance with paragraph 13 of Security Council resolution 968 (1994), a trust fund has been established to support the implementation of the Agreement on a Temporary Cease-fire and the Cessation of Other Hostile Acts on the Tajik-Afghan Border and within the Country for the Duration of the Talks. 1/ Contributions to date total some \$54,200.

IV. OBSERVATIONS

8. In his report to the Security Council of 27 September 1994 on the situation in Tajikistan, 2/ the Secretary-General indicated that Afghan officials had agreed that UNMOT could open a small liaison post in Taloqan (northern Afghanistan) with the exclusive task of dealing with the Tajik problem. Accordingly, the Secretary-General proposed that the liaison post be established once discussions with the Afghan authorities had been concluded.

9. In the same report, it was indicated that, as a result of the establishment of the posts in Vanj and Taloqan, it would be the intention of the Secretary-General to seek budgetary authority for a small increase in UNMOT staff of five military observers and three civil affairs officers.

10. In his statement on 6 November 1995, 3/ the President of the Council stated that the Council agreed with the Secretary-General's proposal to establish a liaison post in Taloqan and supported a corresponding increase in the Mission's strength as indicated in his report.

11. The General Assembly did not take into account this development in appropriating funds for UNMOT for the period from 27 April 1995 to 30 June 1996. The unencumbered balance being reported may therefore be required to finance the requirements resulting from this development.

V. ACTION TO BE TAKEN BY THE GENERAL ASSEMBLY  
AT ITS FIFTIETH SESSION

12. The action to be taken by the General Assembly at its fiftieth session is as follows: a decision to retain the unencumbered balance of \$378,600 gross (\$373,800 net) in the Special Account for UNMOT in view of the additional requirements resulting from the establishment of posts in Vanj and Taloqan.

Notes

1/ S/1994/1102, annex I.

2/ S/1995/799.

3/ S/PRST/1995/54.

ANNEX I

Performance report for the period from 16 December 1994  
to 16 June 1995

Summary statement

(Thousands of United States dollars)

	Apportionment	Estimated expenditure	Savings/ (overruns)
1. <u>Military personnel costs</u>			
(a) <u>Military observers</u>			
Mission subsistence allowance	599.3	590.6	8.7
Travel costs	200.9	126.6	74.3
Clothing and equipment allowance	2.9	1.7	1.2
Subtotal	803.1	718.9	84.2
(b) <u>Military contingents</u>			
Standard troop cost reimbursement	-	-	-
Welfare	-	-	-
Rations	21.7	21.7	-
Daily allowance	-	-	-
Mission subsistence allowance	-	-	-
Emplacement, rotation and repatriation of troops	-	-	-
Subtotal	21.7	21.7	-
(c) <u>Other costs pertaining to military personnel</u>			
Contingent-owned equipment	-	-	-
Death and disability compensation	5.7	5.7	-
Subtotal	5.7	5.7	-
Total, line 1	830.5	746.3	84.2

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	Apportionment	Estimated expenditure	Savings/ (overruns)
<b>2. <u>Civilian personnel costs</u></b>			
<b>(a) <u>Civilian police</u></b>			
Mission subsistence allowance	-	-	-
Travel costs	-	-	-
Clothing and equipment allowance	-	-	-
Subtotal	-	-	-
<b>(b) <u>International and local staff</u></b>			
International staff salaries	420.2	400.3	19.9
Local staff salaries	33.5	48.4	(14.9)
Consultants	15.2	12.8	2.4
Overtime	-	-	-
Common staff costs	279.7	277.7	2.0
Mission subsistence allowance	287.2	298.2	(11.0)
Travel to and from the mission area	59.5	48.2	11.3
Other travel costs	9.4	78.1	(68.7)
Subtotal	1 104.7	1 163.7	(59.0)
<b>(c) <u>International contractual personnel</u></b>			
	-	-	-
<b>(d) <u>United Nations Volunteers</u></b>			
	-	-	-
<b>(e) <u>Government-provided personnel</u></b>			
	-	-	-
<b>(f) <u>Civilian electoral observers</u></b>			
	-	-	-
Total, line 2	1 104.7	1 163.7	(59.0)
<b>3. <u>Premises/accommodation</u></b>			
Rental of premises	11.8	3.9	7.9
Alteration and renovation of premises	16.0	5.0	11.0

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	Apportionment	Estimated expenditure	Savings/ (overruns)
Maintenance supplies	2.1	2.0	0.1
Maintenance services	3.2	-	3.2
Utilities	11.8	0.6	11.2
Construction/prefabricated buildings	-	-	-
Total, line 3	44.9	11.5	33.4
4. <u>Infrastructure repairs</u>	-	-	-
5. <u>Transport operations</u>			
Purchase of vehicles	-	-	-
Rental of vehicles	-	4.0	(4.0)
Workshop equipment	2.5	2.4	0.1
Spare parts, repairs and maintenance	10.2	9.3	0.9
Petrol, oil and lubricants	94.0	12.0	82.0
Vehicle insurance	4.3	4.3	-
Total, line 5	111.0	32.0	79.0
6. <u>Air operations</u>			
(a) <u>Helicopter operations</u>			
Hire/charter costs	154.3	4.0	150.3
(b) <u>Fixed-wing aircraft</u>			
Hire/charter costs	-	-	18.2
Aviation fuel and lubricants	-	-	-
Positioning/depositioning costs	-	-	-
Painting/preparation	-	-	-
Liability and war-risk insurance	-	-	-
Subtotal	18.2	-	18.2

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	Apportionment	Estimated expenditure	Savings/ (overruns)
(c) <u>Aircrew subsistence allowance</u>	-	-	-
(d) <u>Other air operation costs</u>	-	-	-
Total, line 6	172.5	4.0	168.5
7. <u>Naval operations</u>	-	-	-
8. <u>Communications</u>			
(a) <u>Complementary communications</u>			
Communications equipment	614.7	614.6	0.1
Spare parts and supplies	20.5	13.4	7.1
Workshop and test equipment	76.2	76.2	-
Commercial communications	268.3	267.4	0.9
Subtotal	979.7	971.6	8.1
(b) <u>Main trunking contract</u>	-	-	-
Total, line 8	979.7	971.6	8.1
9. <u>Other equipment</u>			
Office furniture	8.8	6.1	2.7
Office equipment	35.1	34.9	0.2
Data-processing equipment	45.2	45.0	0.2
Generators	62.7	40.0	22.7
Observation equipment	3.0	3.0	-
Petrol tank plus metering equipment	4.2	3.4	0.8
Medical and dental equipment	22.4	22.4	-
Accommodation equipment	-	-	-
Miscellaneous equipment	7.0	6.2	0.8
Water-purification equipment	1.4	1.4	-
Spare parts, repairs and maintenance	4.6	4.0	0.6
Total, line 9	194.4	166.4	28.0

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	Apportionment	Estimated expenditure	Savings/ (overruns)
<b>10. <u>Supplies and services</u></b>			
<b>(a) <u>Miscellaneous services</u></b>			
Audit services	9.6	9.6	-
Contractual services	-	0.3	(0.3)
Data-processing services	-	-	-
Security services	4.9	2.5	2.4
Medical treatment and services	4.3	4.0	0.3
Maintenance services	-	-	-
Official hospitality	-	-	-
Claims and adjustments	-	-	-
Miscellaneous other services	-	0.4	(0.4)
Subtotal	18.8	16.8	2.0
<b>(b) <u>Miscellaneous supplies</u></b>			
Stationery and office supplies	6.6	6.0	0.6
Medical supplies	21.4	21.4	-
Sanitation and cleaning materials	1.1	1.0	0.1
Subscriptions	0.5	0.5	-
Ballistic-protective blankets for vehicles	-	-	-
Uniform items, flags and decals	15.8	15.8	-
Field defence stores	2.4	-	2.4
Operational maps	2.0	2.0	-
Quartermaster and general stores	-	2.4	(2.4)
Subtotal	49.8	49.1	0.7
Total, line 10	68.6	65.9	2.7

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	Apportionment	Estimated expenditure	Savings/ (overruns)
11. <u>Election-related supplies and services</u>	-	-	-
12. <u>Public information programmes</u>	28.9	-	28.9
13. <u>Training programmes</u>	-	-	-
14. <u>Mine-clearing programmes</u>	-	-	-
15. <u>Assistance for disarmament and demobilization</u>	-	-	-
16. <u>Air and surface freight</u>			
Transport of contingent-owned equipment	-	-	-
Military airlifts	-	-	-
Commercial freight cartage	176.0	176.0	-
Total, line 16	176.0	176.0	-
17. <u>Integrated Management Information System</u>	-	-	-
18. <u>Support account for peace-keeping operations</u>	94.3	94.3	-
19. <u>Staff assessment</u>	163.1	158.3	4.8
Gross total, lines 1-19	3 968.6	3 590.0	378.6
20. <u>Income from staff assessment</u>	(163.1)	158.3)	(4.8)
Net total, lines 1-20	3 805.5	3 431.7	373.8

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ANNEX II

Performance report for the period from  
16 December 1994 to 16 June 1995

Supplementary information

(United States dollars)

Savings/  
(overruns)

1. Military personnel costs

(a) Military observers

(i) Mission subsistence allowance ..... 8 700

1. Savings were due to the non-payment of mission subsistence allowance to military observers during periods when they were away from the mission area for recreational leave for some 76 person/days.

(ii) Travel costs ..... 74 300

2. Provision was made for the one-way travel of 23 military observers to the mission area at \$3,800 for a one-way economy class trip and for the cost of one full rotation trip for 17 military observers. The average cost of one-way travel was \$3,200 and the rotations did not take place as expected, resulting in savings of \$74,300.

(iii) Clothing and equipment allowance ..... 1 200

3. While provision was made for payment of clothing and equipment allowance to 40 military observers, the actual number of observers who were in receipt of the allowance was 17, resulting in savings under this heading.

(b) Military contingents ..... -

4. No provision was made under this heading.

(c) Other costs pertaining to military personnel

(i) Contingent-owned equipment ..... -

5. No provision was made under this heading.

(ii) Death and disability compensation ..... -

6. The amount allocated under this heading has been fully obligated to cover potential claims from death, disability or injury of military personnel.

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2. Civilian personnel costs
- (a) Civilian police ..... -
7. No provision was made under this heading.
- (b) International and local staff
- (i) International staff salaries ..... 19 900
8. Savings were realized as a result of the delayed deployment of international staff and also because one post was vacant during the period.
- (ii) Local staff salaries ..... (14 900)
9. Owing to the continuous need for the services of interpreters, four additional local staff were hired, two in April and another two in May, in order to alleviate the workload on other interpreters who had to work daily throughout the previous months without a break. This resulted in overexpenditure under local staff salaries.
- (iii) Consultants ..... 2 400
10. The cost of the round-trip travel of the military specialist was lower than estimated, resulting in savings under this heading.
- (iv) Overtime ..... -
11. No provision was made under this heading.
- (v) Common staff costs ..... 2 000
12. Savings under this heading were realized owing to the employment by the Mission of local staff under the special service agreement, the terms of which do not include payment of common staff costs.
- (vi) Mission subsistence allowance ..... (11 000)
13. The amount apportioned for mission subsistence allowance was not sufficient to cover requirements for international staff on board, resulting in overexpenditure under this heading.
- (vii) Travel to and from the mission area ..... 11 300
14. While provision was made for 50 per cent of the one-way emplacement travel of 10 international staff and one rotation trip for 8 international staff, the actual travel undertaken by international staff was six one-way emplacements and five rotations, resulting in savings under this heading.

(viii) Other travel costs ..... (68 700)

15. Overexpenditure resulted from additional travel undertaken during the period for which no budgetary provision had been made, as follows: travel of internal auditors (\$8,300), official travel to and from Headquarters (\$25,500) and official travel within the mission area (\$34,800).

- (c) International contractual personnel ..... -
- (d) United Nations Volunteers ..... -
- (e) Government-provided personnel ..... -
- (f) Civilian electoral observers ..... -

16. No provisions were made under these headings.

3. Premises/accommodation

(a) Rental of premises ..... 7 900

17. While provision was made for the rental of six outstations at \$1,800 per month, the actual rental cost was lower, resulting in savings under this heading. Moreover, the rental of a radio room was not required since the radio equipment was installed at the headquarters building.

(b) Alteration and renovation of premises ..... 11 000

18. Minimum maintenance work was required on the premises during the period, resulting in savings under this heading.

(c) Maintenance supplies ..... 100

19. Savings were due to the lower than anticipated costs for these items.

(d) Maintenance services ..... 3 200

20. Maintenance services were provided by landlords for all outstations, resulting in savings under this heading.

(e) Utilities ..... 11 200

21. Savings were due to the lower average monthly cost of utilities for UNMOT headquarters at \$100 per month, inclusion of the cost of utilities in the rental of outstations and lower consumption of fuel since generators were not used during the period.

(f) Construction/prefabricated buildings ..... -

22. No provision was made under this heading.

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4. Infrastructure repairs ..... -
23. No provision was made under this heading.
5. Transport operations
- (a) Purchase of vehicles ..... -
24. Provision was made for the acquisition of nine 4x4 vehicles from Brindisi. Owing to the increase in the number of outstations from six to seven, an additional six 4x4 vehicles were acquired from Brindisi. As a result, the number of vehicles in the mission area was 31.
- (b) Rental of vehicles ..... (4 000)
25. No provision was made for the rental of vehicles. For security reasons, the rental of vehicles was required for the use of guards accompanying the head of Mission.
- (c) Workshop equipment ..... 100
26. Savings were due to the lower than anticipated costs for these items.
- (d) Spare parts, repairs and maintenance ..... 900
27. Savings were due to the transfer of spare parts from other missions.
- (e) Petrol, oil and lubricants ..... 82 000
28. The full complement of vehicles was reached only in May 1995, when 5 sedans and 26 4x4 vehicles were in the mission area. During the period, only five vehicles used petrol fuel while the rest ran on diesel fuel. Since the cost of diesel fuel (\$0.38 per gallon) was considerably lower than the cost of petrol (\$1.89 per gallon), savings resulted under this heading.
- (f) Vehicle insurance ..... -
29. No change.
6. Air operations
- (a) Helicopter operations
- Hire/charter costs ..... 150 300
30. While provision had been made for the hiring of one helicopter for a total of 40 hours each month, at an all inclusive cost of \$4,500 per hour, only one flight was chartered during the period. All other flight services were provided by UNPROFOR, which resulted in savings under this heading.

(b) <u>Fixed-wing aircraft</u>	
(i) <u>Hire/charter costs</u> .....	18 200
31. Since supply flights were provided by UNPROFOR, no expenditures were incurred, resulting in savings under this heading.	
(ii) <u>Aviation fuel and lubricants</u> .....	-
(iii) <u>Positioning/depositioning cost</u> .....	-
(iv) <u>Painting/preparation</u> .....	-
(v) <u>Liability and war-risk insurance</u> .....	-
32. No provisions were made under these headings.	
(c) <u>Aircrew subsistence allowance</u> .....	-
(d) <u>Other air operation costs</u> .....	-
33. No provisions were made under these headings.	
7. <u>Naval operations</u> .....	-
34. No provision was made under this heading.	
8. <u>Communications</u>	
(a) <u>Complementary communications</u>	
(i) <u>Communications equipment</u> .....	100
35. Savings were due to the slightly lower than anticipated costs for these items.	
(ii) <u>Spare parts and supplies</u> .....	7 100
36. Savings were due to the transfer of spare parts from other missions.	
(iii) <u>Workshop and test equipment</u> .....	-
37. No change.	
(iv) <u>Commercial communications</u> .....	900
38. Savings were due to lower usage of commercial communications than anticipated.	
(b) <u>Main trunking contract</u> .....	-
39. No provision was made under this heading.	

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9.	<u>Other equipment</u>	
	(a) <u>Office furniture</u> .....	2 700
40.	Savings resulted from the transfer of 20 desks and 20 swivel chairs from UNPROFOR.	
	(b) <u>Office equipment</u> .....	200
41.	Savings were due to the slightly lower than anticipated costs for these items.	
	(c) <u>Data-processing equipment</u> .....	200
42.	Savings were due to the slightly lower than anticipated costs for these items.	
	(d) <u>Generators</u> .....	22 700
43.	Provision was made for the acquisition of six 10 KVA at \$8 100 each and one 15 KVA stationary unit at \$7,400, plus freight at 12 per cent of cost. The actual units purchased were four 16.5 KVA generators at \$10,000 each, including freight, resulting in savings under this heading.	
	(e) <u>Observation equipment</u> .....	-
44.	No change.	
	(f) <u>Petrol tank plus metering equipment</u> .....	800
45.	Savings were due to the acquisition of the metering equipment at a lower cost than anticipated.	
	(g) <u>Medical and dental equipment</u> .....	-
46.	No change.	
	(h) <u>Accommodation equipment</u> .....	-
47.	No provision was made under this heading.	
	(i) <u>Miscellaneous equipment</u> .....	800
48.	Savings were due to the transfer of equipment from other missions.	
	(j) <u>Field defence equipment</u> .....	-
49.	No provision was made under this heading.	
	(k) <u>Water-purification equipment</u> .....	-
50.	No change.	

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(1) <u>Spare parts, repairs and maintenance</u> .....	600
51. Savings were due to the transfer of spare parts from other missions.	
10. <u>Supplies and services</u>	
(a) <u>Miscellaneous services</u>	
(i) <u>Audit services</u> .....	-
52. No change.	
(ii) <u>Contractual services</u> .....	(300)
53. While no provision was made under this heading, expenditures were incurred for some minor repairs for vehicles and photocopiers.	
(iii) <u>Data-processing services</u> .....	-
54. No provision was made under this heading.	
(iv) <u>Security services</u> .....	2 400
55. Savings were achieved due to the lower cost of locally contracted services for three security guards at \$410 per month compared with the budgeted cost of \$900 per month.	
(v) <u>Medical treatment and services</u> .....	300
56. Savings were due to the lower number of personnel than anticipated requiring medical treatment.	
(vi) <u>Maintenance services</u> .....	-
(vii) <u>Official hospitality</u> .....	-
(viii) <u>Claims and adjustments</u> .....	-
57. No provisions were made under these headings.	
(ix) <u>Miscellaneous other services</u> .....	(400)
58. While no provision was made under this heading, expenditures were incurred for the installation of computer programmes and door locks.	
(b) <u>Miscellaneous supplies</u>	
(i) <u>Stationery and office supplies</u> .....	600
59. Savings were due to lower quantities of stationery and office supplies purchased during this period.	

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(ii) <u>Medical supplies</u> .....	-
60. No change.	
(iii) <u>Sanitation and cleaning materials</u> .....	100
61. Savings were due to the lower than anticipated costs for these items.	
(iv) <u>Subscriptions</u> .....	-
62. No change.	
(v) <u>Ballistic-protective blankets for vehicles</u> .....	-
63. No provision was made under this heading.	
(vi) <u>Uniform items, flags and decals</u> .....	-
64. No change.	
(vii) <u>Field defence stores</u> .....	2 400
65. While provision was made for the purchase of sandbags, security lights, barbed wire and corrugated sheets, these items were not required resulting in savings under this heading.	
(viii) <u>Operational maps</u> .....	-
66. No change.	
(ix) <u>Quartermaster and general stores</u> .....	(2 400)
67. No provision was made under this heading. However, some expenditures were incurred owing to the need to purchase miscellaneous supplies such as containers, metal pipes and paint for newly established outstations.	
11. <u>Election-related supplies and services</u> .....	-
68. No provision was made under this heading.	
12. <u>Public information programmes</u> .....	28 900
69. Personnel were not available to carry out the production programmes for broadcasting and print media originally envisaged, resulting in savings under this heading.	
13. <u>Training programmes</u> .....	-
14. <u>Mine-clearing programmes</u> .....	-

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15. Assistance for disarmament and demobilization ..... -
70. No provisions were made under these headings.
16. Air and surface freight
- (a) Transport of contingent-owned equipment ..... -
- (b) Military airlifts ..... -
71. No provisions were made under these headings.
- (c) Commercial freight and cartage ..... -
72. No change.
17. Integrated Management Information System ..... -
73. No provision was made under this heading.
18. Support account for peace-keeping operations ..... -
74. The amount authorized has been transferred to the support account for peace-keeping operations.
19. Staff assessment ..... 4 800
75. Savings were due in part to the vacancy rate of 17 per cent in respect of international staff.
20. Income from staff assessment ..... (4 800)
76. This income is derived from item 19 above.

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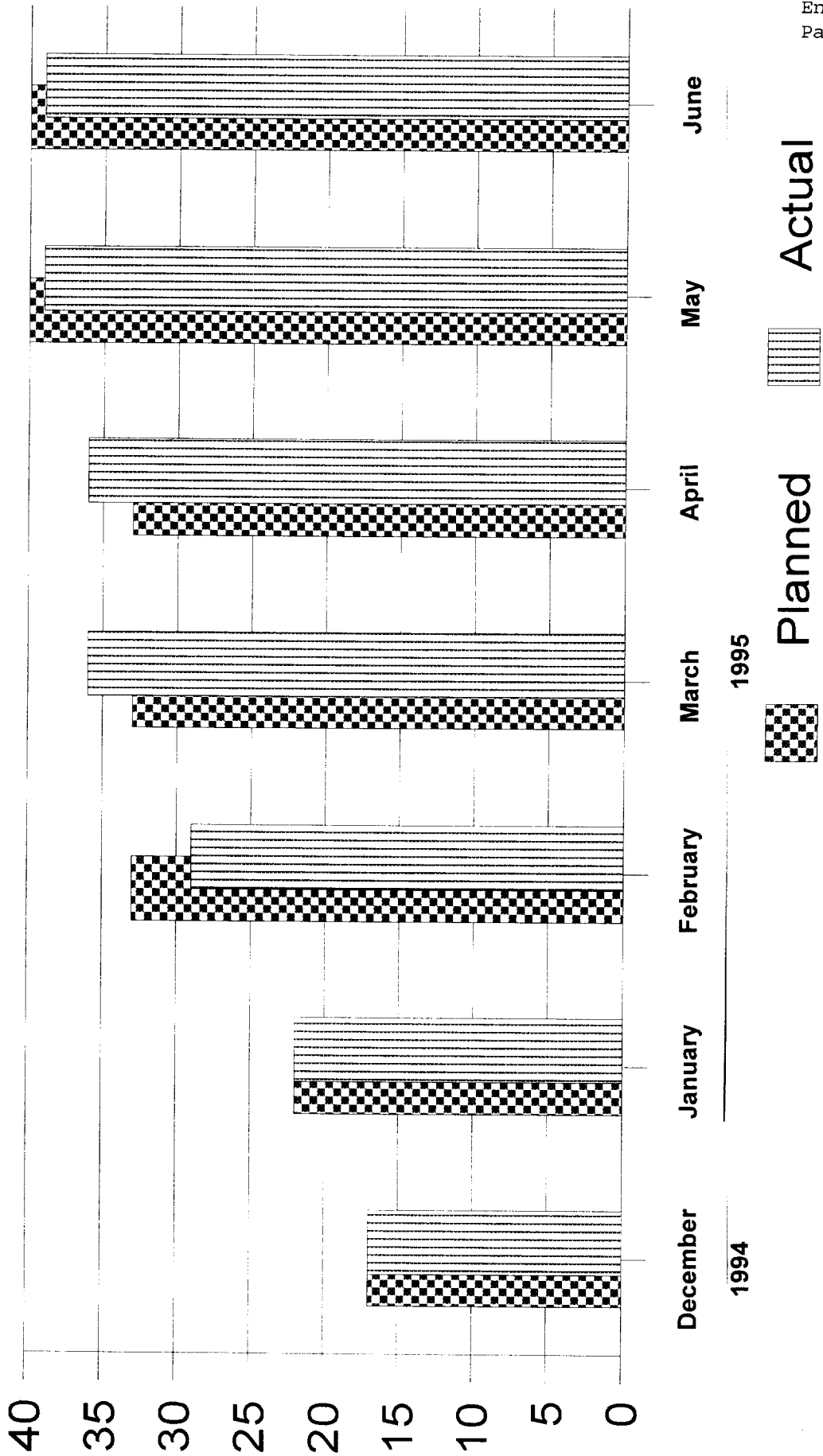
ANNEX III

Authorized staffing, incumbency and vacancy rates for the period  
from 16 December 1994 to 16 June 1995

Category	December 1994	January	February	March	April	May	June	Average
<u>Civilian personnel</u>								
<u>Professional category and above</u>								
D-2	1	1	1	1	1	1	1	1
P-5	1	-	-	-	-	-	-	-
P-4	5	1	1	1	1	1	1	1
P-3	<u>1</u>	<u>1</u>	<u>4</u>	<u>4</u>	<u>4</u>	<u>4</u>	<u>4</u>	<u>3</u>
Subtotal	8	3	6	6	6	6	6	5
Vacancy rate (percentage)	88	63	25	25	25	25	25	38
<u>General Service and other Categories</u>								
General Service	2	1	2	3	3	3	3	2
Field Service	<u>8</u>	<u>7</u>	<u>7</u>	<u>8</u>	<u>8</u>	<u>8</u>	<u>8</u>	<u>8</u>
Subtotal	10	8	9	11	11	11	11	10
Vacancy rate (percentage)	30	20	10	-10	-10	-10	-10	0
Total, international staff	18	11	15	17	17	17	17	15
Vacancy rate (percentage)	56	39	17	6	6	6	6	17
Local staff	26	22	22	26	28	30	28	25
Vacancy rate (percentage)	15	15	15	-	-8	-15	-8	4
Total civilian staff	44	33	37	43	45	47	45	40
Vacancy rate (percentage)	32	25	16	2	-2	-7	-2	9
<u>Military personnel</u>								
Military observers	40	17	22	29	36	39	39	31
Vacancy rate (percentage)	58	45	28	10	10	3	3	22

ANNEX IV

**A. Deployment of military observers,  
16 December 1994 to 16 June 1995**

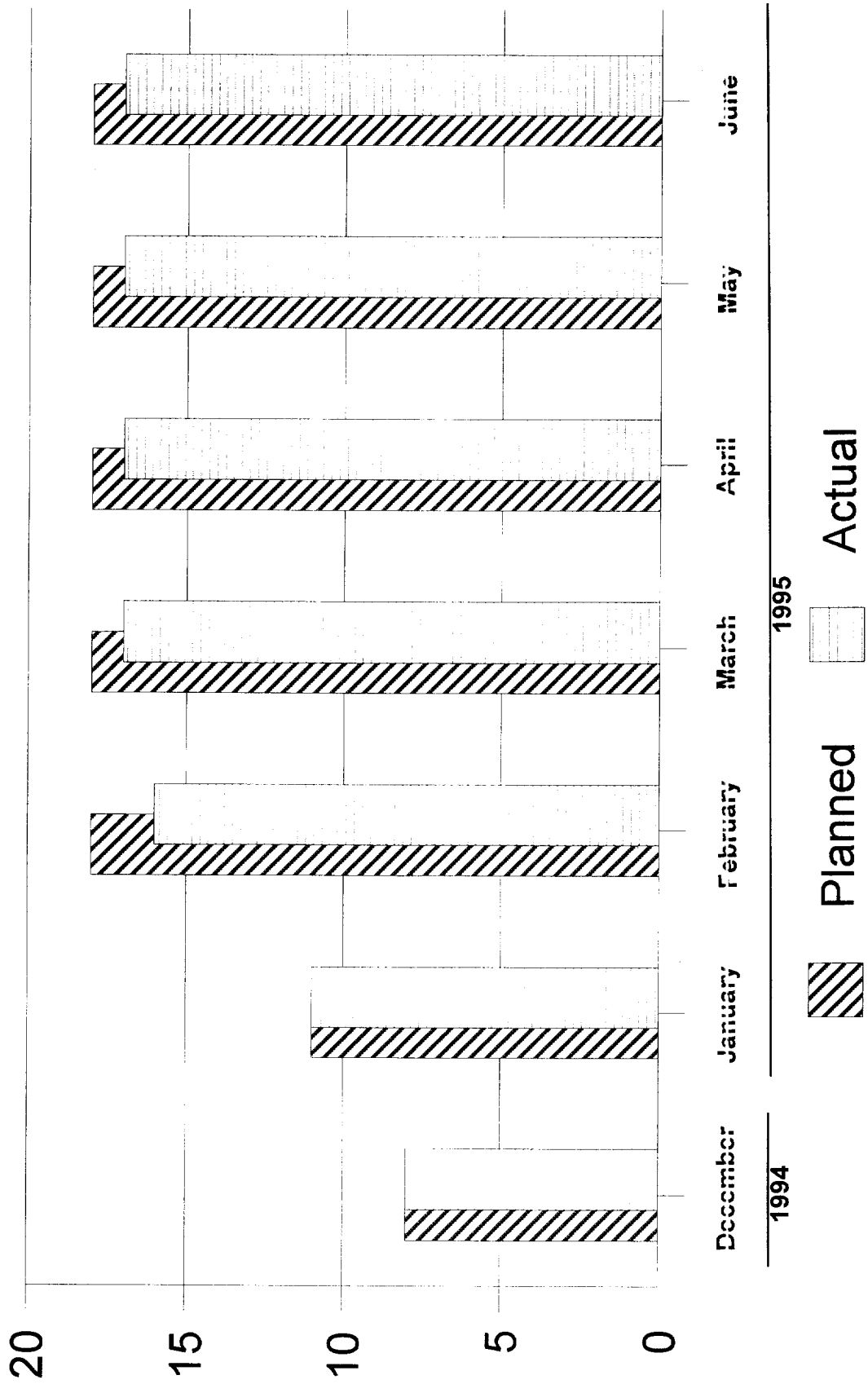


1995

1994

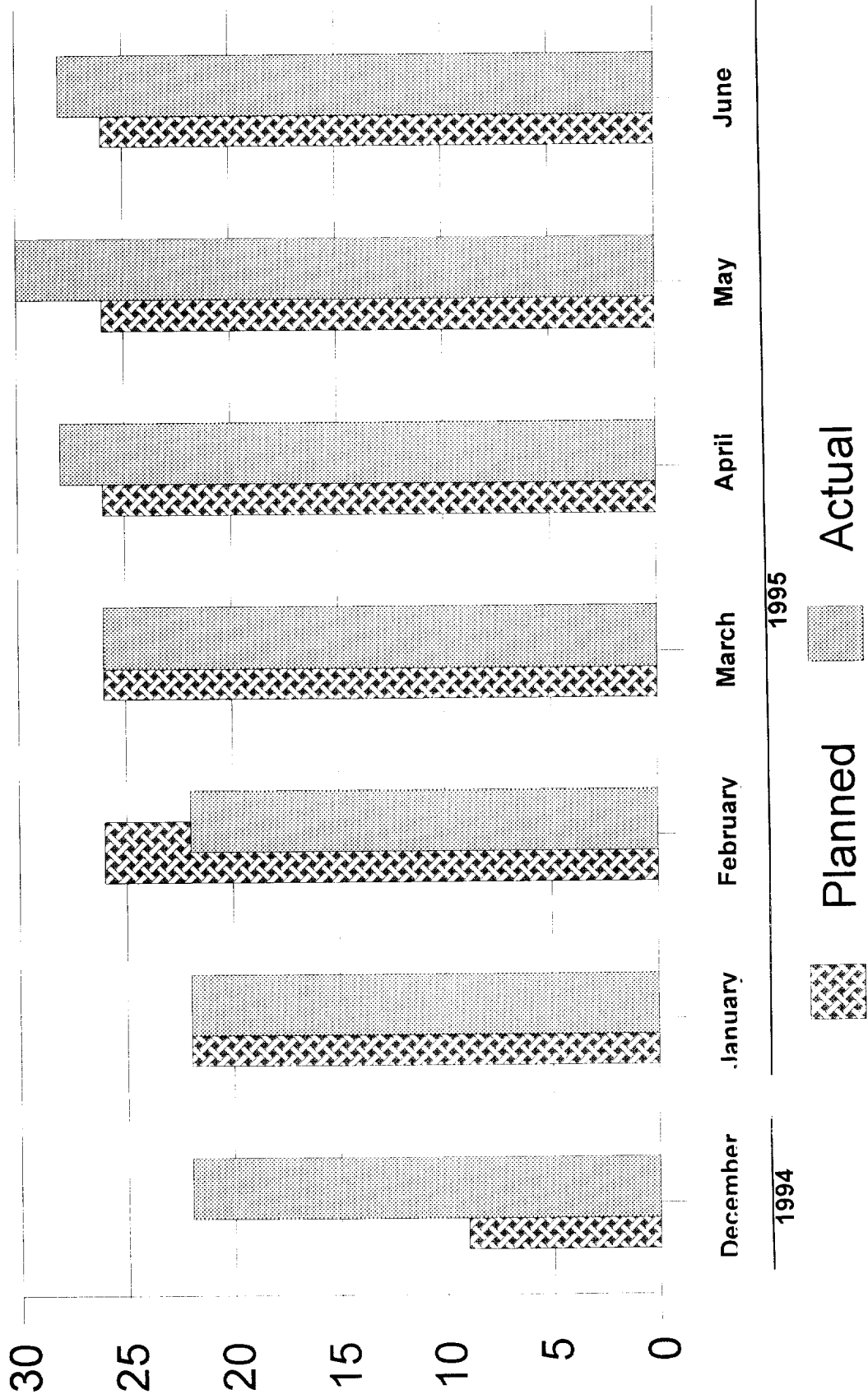
Planned Actual

**B. Deployment of international civilian personnel,  
16 December 1994 to 16 June 1995**



...

**C. Deployment of local and temporary staff,  
16 December 1994 to 16 June 1995**



1994  
 1995

Planned Actual