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***AFRICAN RIGHTS***

**RWANDA:**

**DEATH, DESPAIR AND  
DEFIANCE**

**September 1994**

**A Publication of African Rights**

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### African Rights

African Rights is an organization dedicated to working on issues of human rights, conflict, famine and civil reconstruction in Africa. The urgent motivation for setting up African Rights is that we have become acutely aware of the limitations upon existing human rights, humanitarian and conflict-resolution approaches to Africa's most pressing problems.

Any solutions to Africa's problems--the emergency humanitarian needs just as much as the long-term political reconstruction of the continent--must be sought primarily among Africans. International organizations should see their role as primarily facilitating and supporting attempts by Africans to address their own problems. It is Africa's tragedy that the existing institutions for addressing these problems have not looked to the African people for answers. African Rights tries to give a voice to those concerned with these issues, and to press for more accountability for the international community in its various operations in Africa.

African Rights

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*Bruno Bema*

UNHCR/IOM/110/94  
UNHCR/FOM/114/94

OFFICE OF THE UNITED NATIONS HIGH COMMISSIONER FOR REFUGEES

GENEVA

COPIE ACTION

Inter-Office Memorandum No. 110/94  
Field Office Memorandum No. 114/94

14 DEC. 1994

ACTION

To : All Officers in the Professional and Higher Categories and in the Project Personnel (L) category at Headquarters and in the Field

From : Daniel E. Conway, Director, Division of Human Resources Management

Ref : PER/COMPENDIUM

Date : 5 December 1994

Subject : COMPENDIUM OF VACANCIES - 1 JANUARY TO 31 DECEMBER 1995

1. Please find attached a list of posts scheduled to fall vacant during the period 1 January to 31 December 1995. This list has been established in accordance with the relevant provisions of the revised APPB Regulations. In this connection, I wish to draw your attention to paragraphs 50 to 62 as well as

Annexes II, IIIA, IIIB and IV of the Regulations which outline the rotation policy of the Office and which should be taken into account by staff members when submitting their applications.

2. I believe it would be useful, however, to stress here some of the major considerations that should be borne in mind when applying for vacancies contained in the Compendium:

(a) A staff member whose SAL is due to expire during the period 1 January to 31 December 1995, and whose post is listed in this Compendium, is expected to apply for posts.

(b) The attached list has been compiled in the light of APPB's review of requests for SAL extensions; thus posts occupied by staff members for whom a SAL extension has been agreed to are not included.

(c) The attached list also includes all those specialist and semi-specialist posts encumbered by staff members whose SALs have not been extended. These posts are clearly marked as specialist or semi-specialist posts. The attention of those staff members wishing to apply to any of these posts is drawn to paragraphs 63 - 66 of the APPB Regulations and to IOM/FOM/87/92.

(d) The SAL at a given duty station has been established in line with the current International Civil Service Commission (ICSC) categorization. Please note that all reassignments will carry the SAL as advertized in the Compendium. For ease of reference please find below the SALs applicable in the context of assignments resulting from this Compendium.

<u>SAL</u>	<u>POSTS</u>	<u>CATEGORY OF DUTY STATION</u>
<u>4 years</u>	All posts	HQ (Geneva), H and A
	Representatives/ Charges de Mission/Heads of Liaison Offices	B and C
<u>3 years</u>	All posts other than Representatives/Charges de Mission/Heads of Liaison Offices	B and C
	Representatives/ Charges de Mission/Heads of Liaison Offices	D (capital cities)
<u>2 years</u>	All other posts	D
	All posts	E

(e) Staff members may apply for a maximum of five, but must apply for a minimum of three, vacancies, in order of preference. Staff members who have served mainly at Headquarters or in Category H, A and B duty stations are normally expected to apply for vacancies in Category C, D or E duty stations only, while those who have mainly served in Category C, D or E duty stations may apply for posts in any of the six categories.

(f) At least two of the minimum three applications must be at the current grade level of the staff member.

(g) A staff member whose post is advertized and who does not apply for any other vacancies will be assumed to have left the choice of his/her next assignment to the discretion of the Board; subsequent objections will not normally be entertained.

(h) Staff members whose SAL will not expire in 1995 may also apply for posts listed in the Compendium, provided they have completed at least half of their present assignment. Staff members who are, or will be, in need of placement, will be so informed and must apply for posts.

(i) The deadline for receipt of applications at Headquarters is

**16 January 1995.**

Kindly note that no late applications will be accepted. Late applicants whose posts are advertized will be deemed as not to have applied for any other vacancy in terms of sub-paragraph (g).

3. All staff members who in 1993 indicated their interest in any of the posts contained in the present Compendium through IOM/97/93-FOM/97/93 (List of posts expected to become vacant in 1995) of 21 December 1993 are advised that, should they wish to maintain their interest in that post, they should submit another application by using the rotation form.

\* \* \* \* \*

4. In order to avoid delays please address applications directly to the Secretary of the APPB, Recruitment and Career Management Section, RCMS Room AP 609 and not to any other Officer in the Division of Human Resources Management. Staff members are invited to submit their applications on the attached Rotation Exercise Form and are encouraged to provide as much complementary information as possible bearing in mind that this may assist the APPB in its deliberations. Staff members serving in field duty stations are invited to apply by cable or fax and to forward the Rotation Exercise Form by pouch or by mail. It is important that these forms reach RCMS by 13 January 1995 at the latest. Staff members applying for posts advertised through Vacancy Notices at the same time as for posts advertised in the Compendium are requested to submit separate applications. They should not use the Rotation Exercise Form for Vacancy Notices applications.

5. Whilst it is not possible to publish the job descriptions of all posts advertised in this Compendium, interested staff members may request relevant job descriptions by writing to the Administrative Secretary, Classification Unit, DHRM, Room AP 203.

6. It should be noted that the selection of a candidate currently holding a contract under the 200 series of the Staff Rules (L category) for a Professional (P or D category) post does not imply an automatic conversion of contract to the 100 series of the Staff Rules. Similarly, the selection of a candidate currently holding a contract under the 100 series of the Staff Rules (P or D category) for a post in the L category does not imply a conversion to that category.

7. Whilst APPB is scheduled to meet in February 1995 in order to present its recommendations to the High Commissioner, reassignments may however, take effect throughout the year. It is therefore important to note that, as in the past, the High Commissioner's decision concerning a staff member's reassignment is deemed to be final and it is only in the most exceptional circumstances that such a decision may be reconsidered.

**ANNEX A**

**ROTATION EXERCISE**  
**JANUARY - DECEMBER 1995**

This form should be used for applications  
for posts in the Compendium and not  
for posts advertised through Flash Vacancy Notices

NAME:  
INDEX NUMBER:  
PRESENT TITLE:  
DUTY STATION:  
AT DUTY STATION SINCE:

SIGNATURE:

**A. APPLICATIONS FOR POSTS**

Please remember that you must apply for at least two posts at your present level and may apply for posts at the next level as per the Regulations of APPB. It is important that you indicate your order of preference.

	<u>VACANCY NUMBER</u>	<u>TITLE OF POST</u>	<u>POST NUMBER</u>	<u>LEVEL</u>	<u>COUNTRY</u>
1.	COMP/94/				
2.	COMP/94/				
3.	COMP/94/				
4.	COMP/94/				
5.	COMP/94/				

**B. PERSONAL CIRCUMSTANCES**

Please indicate any information under each of the following sub-headings which may be helpful to the APPB when considering your next assignment.

1. Health: Need for special treatment or medical facilities for your health or that of accompanying family members. This is subject to the assessment of the Joint Medical Service:

2. Children: Please give the ages of all dependent children:

<u>NAME</u>	<u>AGE</u>

NAME:

3. Education:

Number of children studying outside duty station:

Children studying at duty station:

<u>NAME</u>	<u>CURRICULUM</u> <u>English/French</u>	<u>PRIMARY</u> <u>EDUCATION</u>	<u>SECONDARY</u> <u>EDUCATION</u>	<u>POST-SECONDARY</u> <u>EDUCATION</u>	<u>SCHOOL YEAR</u> <u>Sep-July</u> <u>March-Dec</u> (please tick as appropriate)

4. Spouse employment:

Is this a constraint (yes/no)  
If yes, please explain:

C. SELF ASSESSMENT:

What do you consider to be your 2 or 3 strengths (knowledge/skills/experience) in relation to the posts for which you have applied:



**D. LINGUISTIC PROFICIENCY**

Given that language information available at Headquarters may not be up-to-date, please indicate the languages in which you are currently able to work and your level of proficiency

<u>LANGUAGES</u>	<u>READ</u>	<u>WRITE</u>	<u>SPEAK</u>	<u>UNDERSTAND</u>
------------------	-------------	--------------	--------------	-------------------

_____				
_____				
_____				
_____				

**E. OTHER FACTORS**

Are there any other factors you wish to be considered?

ANNEX B

POSTS WHICH WILL BECOME VACANT DURING 1995

D-1/L-6

SAL/Mobility  
Hardship Benefits

CATEGORY HQ

COMP/94/532 Deputy Director  
Post No. 141002 Regional Bureau for Africa  
Geneva

4 years

COMP/94/533 Deputy Director (Western Europe)  
Post No. 191014 Regional Bureau for Europe  
Geneva

4 years

CATEGORY H

COMP/94/534 Representative  
Post No. 445001 Canada, Ottawa

4 years

COMP/94/535 Representative  
Post No. 530001 Japan, Tokyo

4 years

COMP/94/536 Representative  
Post No. 658002 U.S.A, Washington D.C.

4 years

CATEGORY B

COMP/94/537 Deputy Representative  
Post No. 587003 Pakistan, Islamabad

3 years  
AEGT

CATEGORY C

COMP/94/538 Representative  
Post No. 654001 Tanzania, Dar es Salaam

4 years  
AEGT, HL 12 months

-----  
Abbreviations:

HL: Home Leave

AEGT: Additional Educational Grant Travel

P-5/L-5

CATEGORY HO

COMP/94/539 Post No. 137001 Specialist	Chief of Section Central Evaluation Section (relocated to Inspection and Evaluation Services Unit) Geneva	4 years
COMP/94/540 Post No. 143009	Head of Desk Regional Bureau for Africa, Desk I Geneva	4 years
COMP/94/541 Post No. 172001	Head of Desk Reg. Bureau for Asia and Oceania, Desk I Geneva	4 years
COMP/94/542 Post No. 173006	Head of Desk Reg. Bureau for Asia and Oceania, Desk III Geneva	4 years
COMP/94/543 Post No. 174003	Head of Desk Reg. Bureau for Asia and Oceania, Desk II Geneva	4 years
COMP/94/544 Post No. 192001	Head of Desk Regional Bureau for Europe, Desk I Geneva	4 years
COMP/94/545 Post No. 225001 Semi-Specialist	Chief of Section Programme and Technical Support Section Geneva	4 years

CATEGORY A

COMP/94/546 Post No. 478002	Deputy Regional Representative Egypt, Cairo	4 years
COMP/94/547 Post No. 533701	Representative Jordan, Amman	4 years

CATEGORY B

COMP/94/548 Post No. 504005	Charge de Mission Guatemala, Guatemala City	4 years
COMP/94/549 Post No. 553001	Representative Malawi, Lilongwe	4 years AEGT

**CATEGORY D**

COMP/94/550 Post No. 423001	Head of Sub-Office Bangladesh, Cox's Bazaar	2 years AEGT, HL 12 months
COMP/94/551 Post No. 589001	Head of Sub-Office Pakistan, Peshawar	2 years AEGT, HL 12 months
COMP/94/552 Post No. 616701	Representative Sierra Leone, Freetown	3 years AEGT, HL 12 months

**CATEGORY E**

COMP/94/553 Post No. 573001	Head of Sub-Office Mozambique, Tete	2 years AEGT, HL 12 months
COMP/94/554 Post No. 627002	Deputy Representative Sudan, Khartoum	2 years AEGT, HL 12 months

**P-4/L-4**

**CATEGORY HQ**

COMP/94/555 Post No. 127003 Semi-Specialist	Senior Resettlement Officer Resettlement Section Geneva	4 years
COMP/94/556 Post No. 168009	Senior Desk Officer Regional Bureau for South West Asia, North Africa and the Middle East, Desk IV Geneva	4 years
COMP/94/557 Post No. 191016	Refugee Law Training Coordinator Regional Bureau for Europe Office of the Director Geneva	4 years
COMP/94/558 Post No. 210033	Senior Fund Raising Officer Fund Raising Service Geneva	4 years

COMP/94/559 Post No. 224005	Senior Programme Coordination Officer Programme Coordination and Budget Section Geneva	4 years
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COMP/94/560 Post No. 224701	Senior Programme Coordination Officer Programme Coordination and Budget Section Geneva	4 years
--------------------------------	--	---------

COMP/94/561 Post No. 225014 Specialist	Senior Water Engineer Programme and Technical Support Section Geneva	4 years
--	--	---------

COMP/94/562 Post No. 228005 Specialist	Senior Information Systems Officer Information and Communication Systems Section Geneva	4 years
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COMP/94/563 Post No. 228029	Senior Information Systems Officer Information and Communication Systems Section Geneva	4 years
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COMP/94/564 Post No. 232011	Senior Management Inspector Organisation and Methods Section (relocated to Inspection and Evaluation Services Unit) Geneva	4 years
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**CATEGORY H**

COMP/94/565 Post No. 500014	Deputy Representative (Protection) Greece, Athens	4 years
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COMP/94/566 Post No. 530003	Senior Public Information Officer Japan, Tokyo	4 years
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COMP/94/567 Post No. 530702	Senior Protection Officer Japan, Tokyo	4 years
--------------------------------	---	---------

COMP/94/568 Post No. 578002	Head of Liaison Office Netherlands, The Hague	4 years
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**CATEGORY A**

COMP/94/569 Post No. 463005	Senior Regional Programme Officer Costa Rica, San Jose	4 years
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COMP/94/570 Post No. 465001	Chief of Mission Cyprus, Nicosia	4 years
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COMP/94/571 Post No. 635008	Chief of Mission Syria, Damascus	4 years AEGT
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COMP/94/572 Post No. 681701	Head of Liaison Office Poland, Warsaw	4 years
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COMP/94/573 Post No. 684701	Head of Liaison Office Czech Republic, Prague	4 years AEGT
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**CATEGORY B**

COMP/94/574 Post No. 528002	Senior Programme Officer Cote d'Ivoire, Abidjan	3 years
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COMP/94/575 Post No. 553721	Senior Protection Officer Malawi, Lilongwe	3 years AEGT
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COMP/94/576 Post No. 611008	Senior Protection Officer Saudi Arabia, Riyadh	3 years AEGT
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**CATEGORY C**

COMP/94/577 Post No. 480006	Senior Liaison Officer El Salvador, San Salvador	4 years HL 12 months
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COMP/94/578 Post No. 518030	Senior Protection Officer Iran, Teheran	3 years AEGT, HL 12 months
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COMP/94/579 Post No. 531701	Head of Sub-Office Cote d'Ivoire, Danane	3 years AEGT, HL 12 months
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COMP/94/580 Post No. 569001	Head of Sub-Office Iran, Kermanshah	3 years AEGT, HL 12 months
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COMP/94/581 Post No. 619003	Senior Programme Officer Viet Nam, Ho Chi Minh City	3 years AEGT, HL 12 months
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**CATEGORY D**

COMP/94/582 Post No. 521007	Senior Field Officer Iraq, Baghdad	2 years AEGT, HL 12 months
COMP/94/583 Post No. 541019	Senior Liaison Officer Lebanon, Beirut	3 years AEGT, HL 12 months
COMP/94/584 Post No. 571001	Head of Sub-Office Iran, Zahedan	2 years AEGT, HL 12 months
COMP/94/585 Post No. 589062	Senior Administrative Officer Pakistan, Peshawar	2 years AEGT, HL 12 months
COMP/94/586 Post No. 666003	Senior Protection Officer Zaire, Kinshasa	2 years AEGT, HL 12 months

**CATEGORY E**

COMP/94/587 Post No. 503701	Head of Sub-Office Guinea, Nzerekore	2 years AEGT, HL 12 months
COMP/94/588 Post No. 574001	Head of Sub-Office Mozambique, Chimoio	2 years AEGT, HL 12 months
COMP/94/589 Post No. 627007	Assistant Representative (Administration) Sudan, Khartoum	2 years AEGT, HL 12 months
COMP/94/590 Post No. 627090 Specialist	Senior Health Coordinator Sudan, Khartoum	2 years AEGT, HL 12 months
COMP/94/591 Post No. 628001	Head of Sub-Office Sudan, Port Sudan	2 years AEGT, HL 12 months

**P-3/L-3**

**CATEGORY HQ**

COMP/94/592 Post No. 220024 Semi-Specialist	Public Information Officer Public Information Section Geneva	4 years
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COMP/94/593 Post No. 220701 Semi-Specialist	Public Information Officer Public Information Section Geneva	4 years
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COMP/94/594 Post No. 222002 Semi-Specialist	Finance Officer Finance and Project Control Section Geneva	4 years
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COMP/94/595 Post No. 224010	Programme Coordination Officer Programme Coordination and Budget Section Geneva	4 years
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COMP/94/596 Post No. 225016 Semi-Specialist	Social Services Officer Programme and Technical Support Section Geneva	4 years
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COMP/94/597 Post No. 235007	Executive Assistant to the Director Division of Programmes and Operational Support Office of the Director Geneva	4 years
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**CATEGORY H**

COMP/94/598 Post No. 494012	Training Officer (Refugee Law) Germany, Bonn	4 years
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COMP/94/599 Post No. 495001	Head of Sub-Office Germany, Zirndorf	4 years
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COMP/94/600 Post No. 530012	Durable Solutions Officer Japan, Tokyo	4 years
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**CATEGORY A**

COMP/94/601 Post No. 645013	Head of Unit (Administration/Programme) Turkey, Ankara	4 years
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**CATEGORY B**

COMP/94/602 Post No. 404728	Administrative Officer Afghanistan, Kabul (Located in Islamabad, Pakistan)	3 years AEGT
COMP/94/603 Post No. 504006	Programme Officer Guatemala, Guatemala City	3 years
COMP/94/604 Post No. 504013	Protection Officer Guatemala, Guatemala City	3 years
COMP/94/605 Post No. 535047	Logistics Officer Kenya, Nairobi	3 years
COMP/94/606 Post No. 536002	Protection Officer Kenya, Mombasa	3 years
COMP/94/607 Post No. 553701	Programme Officer Malawi, Lilongwe	3 years AEGT
COMP/94/608 Post No. 587073	Regional Public Information Officer Pakistan, Islamabad	3 years AEGT
COMP/94/609 Post No. 615724	Administrative Officer Sri Lanka, Colombo	3 years

**CATEGORY C**

COMP/94/610 Post No. 477003	Administrative Officer Eritrea, Asmara	3 years AEGT, HL 12 months
COMP/94/611 Post No. 576015	Administrative Officer Nepal, Kathmandu	3 years AEGT, HL 12 months

**CATEGORY D**

COMP/94/612 Post No. 562011	Administrative Officer Mauritania, Nouakchott	2 years HL 12 months
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COMP/94/613 Post No. 571002	Field Officer Iran, Zahedan	2 years AEGT, HL 12 months
COMP/94/614 Post No. 572012	Programme Officer Mozambique, Maputo	2 years AEGT, HL 12 months
COMP/94/615 Post No. 572026	Finance Officer Mozambique, Maputo	2 years AEGT, HL 12 months
COMP/94/616 Post No. 588007	Finance Officer Pakistan, Quetta	2 years AEGT, HL 12 months
COMP/94/617 Post No. 589045	Administrative/Programme Officer Pakistan, Peshawar	2 years AEGT, HL 12 months
COMP/94/618 Post No. 619002	Programme Officer Viet Nam, Hanoi	2 years AEGT, HL 12 months
COMP/94/619 Post No. 619702	Repatriation Officer Viet Nam, Hanoi	2 years AEGT, HL 12 months
COMP/94/620 Post No. 664008	Field Officer Yemen, Aden	2 years AEGT, HL 12 months
COMP/94/621 Post No. 666041	Repatriation Officer Zaire, Kinshasa	2 years AEGT, HL 12 months

**CATEGORY E**

COMP/94/622 Post No. 627009	Programme Officer Sudan, Khartoum	2 years AEGT, HL 12 months
COMP/94/623 Post No. 630014	Field Officer Sudan, Gedaref	2 years AEGT, HL 12 months
COMP/94/624 Post No. 630921	Field Officer (Protection) Sudan, Gedaref	2 years AEGT, HL 12 months
COMP/94/625 Post No. 655015	Protection Officer Tanzania, Kigoma	2 years AEGT, HL 12 months

COMP/94/626 Post No. 701002	Programme Officer Afghanistan, Mazar-I-Sharif	2 years AEGT, HL 12 months
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COMP/94/627 Post No. 704005	Field Officer Afghanistan, Herat	2 years AEGT, HL 12 months
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P-2/L-2

CATEGORY HQ

COMP/94/628 Post No. 125013	Associate Training Officer (Protection) Promotion of Refugee Law Geneva	4 years
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COMP/94/629 Post No. 220032	Associate Public Information Officer Public Information Section Geneva	4 years
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COMP/94/630 Post No. 242032	Associate Recruitment Officer Recruitment and Career Management Section Geneva	4 years
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CATEGORY H

COMP/94/631 Post No. 500017	Associate Protection Officer Greece, Athens	4 years
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COMP/94/632 Post No. 530015	Associate Donor Relations Officer Japan, Tokyo	4 years
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COMP/94/633 Post No. 658015	Associate Legal Officer U.S.A., Washington D.C.	4 years
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CATEGORY A

COMP/94/634 Post No. 567007	Associate Programme Officer Mexico, Comitán	4 years AEGT
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**CATEGORY C**

COMP/94/635  
Post No. 663015

Associate Protection Officer  
Yemen, Sana'a

3 years  
HL 12 months

**CATEGORY D**

COMP/94/636  
Post No. 526702

Associate Programme Officer  
Cote d'Ivoire, Tabou

2 years  
AEGT, HL 12 months

**CATEGORY E**

COMP/94/637  
Post No. 503702

Associate Programme Officer  
Guinea, Nzerekore

2 years  
AEGT, HL 12 months

**UNAMIR - MILITARY DIVISION**  
**Weekly Personnel State**

6

DTG: 070800 Feb 94

Ser Nb	Country	TROOPS										UNMO	Total
		Inf Bn	Log Coy	Eng Coy	Med Coy	MovCon Pl	MP Sec	DMZ Coy(-)	Sub Total	Staff	Total		
(a)	(b)	(c)	(d)	(e)	(f)	(g)	(h)	(i)	(j)	(k)	(l)	(m)	(n)
1	ARGENTINA												
2	AUSTRIA											15	15
3	BANGLADESH	370	200	203	50	20	11		854	29	883	51	934
4	BELGIUM	405							405	15	420		420
5	BOTSWANA											9	9
6	BRASILIA	3							3		3	10	13
7	CANADA									1	1	1	2
8	CONGO											25	25
9	ECUADOR												
10	EGYPT											10	10
11	FIJI											1	1
12	GHANA									19	19	24	43
13	HUNGARY											4	4
14	MALI											10	10
15	NETHERLANDS											10	10
16	NIGERIA											15	15
17	PAKISTAN												
18	POLAND											5	5
19	RUSSIA											15	15
20	SENEGAL											39	39
21	SLOVAKIA											5	5
22	TANZANIA												
23	TOGO											15	15
24	TUNISIA							60	60	1	61		61
25	URUGUAY											20	20
26	ZIMBABWE											29	29
	<b>TOTAL</b>	<b>778</b>	<b>200</b>	<b>203</b>	<b>50</b>	<b>20</b>	<b>11</b>	<b>60</b>	<b>1.322</b>	<b>65</b>	<b>1.397</b>	<b>313</b>	<b>1.700</b>